



**34 SYNOD 2019**

Report from

# Synod Multi Cross-Cultural Reference Group



The Multi Cross-Cultural Reference Group (MCCRG) seeks to encourage, inform and guide congregations, presbyteries and Synod agencies as they incorporate into their life and mission the Uniting Church's commitment to being a truly multicultural church.

Cultural diversity is a rapidly growing feature of the church's life and the Australian community in which we witness and serve. Nevertheless, the impulse for multicultural engagement is not merely sociological. The challenge of being truly multicultural is theological and ecclesiological—the call to more fully become the sign and foretaste of a reconciled humanity under Christ, living out our baptism into Christ's body as a fellowship of reconciliation, one family of the Father of all in heaven and earth.

As a reference group we seek to be a resource, enabler, advocate and bridge-builder; to help to build relationships, to be a catalyst for events, and to bring expertise and encouragement to situations where cultural diversity offers particular challenges and opportunities. We also seek to support culturally and linguistically diverse (CALD) communities, congregations, leaders and ministry agents in their life within the church. We both initiate proposals and respond to requests, drawing on the gifts and skills of our members and the wider culturally diverse communities of the church.

Our priorities since the 33rd Synod have focused on developing the work in the five Key Operational Initiatives for 2017-18 which we indicated in our report to that Synod (details in Appendix A and B):

1. Help develop stronger links between CALD faith communities/congregations and the Uniting Church (primarily through presbyteries and the Synod MCCRG) to enhance the mission of the church.
2. Establish a Synod-wide next generation CALD leaders network and development program.
3. Create cross-cultural experiences of worship and fellowship which, among other things, foster and showcase the leadership and gifts of young people and women in our CALD communities.
4. Establish effective platforms of communication to connect people across cultural groups and encourage wider Uniting Church cross-cultural engagement.
5. Foster awareness of biblical, theological and ministry resources from different cultural perspectives, and encourage greater reflection of cultural diversity in congregational worship and study.

### **Focus since the last Synod**

The MCCRG membership has changed several times since the 33rd Synod. Currently it comprises seven ordained and five lay members (including ex-officio) drawn from ten cultural backgrounds.

The Synod Standing Committee noted in its monthly meetings seven previous members exited the Reference Group:

- the resignations of David Busch, Jack Shao and Sharyn Robinson effective 31 December 2017; the resignation of Malotuto'atasi (Malo) Semaia effective 1 March 2018; the resignation of Pastor Noah Kim during his second term, effective 8 February, 2019.
- the terms of appointment of Pastors Moses Leth and Karen Ross expired in April 2018 and they have not sought to be re-nominated.

To broaden the membership across other representative cultures and skill sets, the Synod Standing Committee approved the addition of seven new members and three re-appointments to the MCCRG for a three-year period:

- Seven new members include: Rev Faye Talatonu (from 2 February, 2018), Rev David Kim and Rev Lu Senituli (from 5 April 2018), Rev Esteban Leivano (from 8 June, 2018), Levon Kardashion (from 2 November, 2018), Rev Monique Coughlin and Kemerli Lievano (from 31 March, 2019).

\*NOTE: Rev Lu Senituli resigned 30 July, 2018.

- Three re-appointments: Pastor Noah Kim was reappointed to the MCCRГ for a further term of three years (7 May 2018), \*resigned on 8 February, 2019; Akesa Racava was reappointed for the third term for three years from 7 April 2019. T’Boi was reappointed for the second term for one year from 7 April, 2019.

Remarks:

- Moses Leth and Beatriz Skippen concluded their membership as elected representatives to the Assembly Multicultural and Cross Cultural Ministry Reference Committee at the conclusion of the 33rd Synod in October 2017.
- Tevita’Unga Takai and Louisa Yu were nominated to represent the MCCRГ at the 15th Assembly but due to the disbanding of the Assembly National Multi Cross Cultural Ministry Reference Committee, Moses Leth and Beatriz Skippen represented the CALD communities at the 15th Assembly instead of the two names above recommended by the MCCRГ.

**MCCRГ membership as of April 2019:**

		End of Term
<b>Convenor (1)</b>	<b>Akesa RACAVA</b> Member – Elected	7.04.22
<b>Members – ex officio (2)</b>	<b>Rev David BAKER</b> Moderator Member – ex officio	35th Synod
	<b>Rev Heather DEN HOUTING</b> General Secretary Member – ex officio	35th Synod
<b>Members (9)</b>	<b>Peter Lien Zual T’BOI</b>	07.04.20
	<b>Rev Tevita ‘Unga TAKAI</b>	06.04.20
	<b>Pastor Louisa YU</b>	04.05.20
	<b>Rev Faye TALATONU</b>	01.02.21
	<b>Rev David KIM</b>	05.04.21
	<b>Rev Esteban LIEVANO</b>	06.07.21
	<b>Levon Kardashian</b>	01.11.21
	<b>Rev Monique Coughlin</b>	28.02.22
<b>Total: 12</b>	<b>Kemerі Lievano</b>	28.02.22

## Priority Directions

This report focuses on the work completed by the MCCRГ according to the five key operational initiatives that have shaped our work since the 32nd Synod and further refined after the 33rd Synod:

### Initiative One:

Help develop stronger links between CALD faith communities/congregations and the Uniting Church (primarily through presbyteries and the MCCRГ), to enhance the mission of the church.

Karen Ross and Louisa Yu met on 19 January, 2018 to collate and further analyse data from surveys conducted at Presbytery meetings last year. Please see collated data summary 2017–2018\_Mapping MC groups in Appendix C.

The MCCRГ later emailed every Presbytery with the data summary and asked two follow-up questions:

1. What will your Presbytery do with this information?
2. What can MCCRГ do to support you with this?

The MCCRГ have not noted any feedback since then. The MCCRГ hopes that the data can inform the planning and decision-making process at Presbytery level.

There were observations made during the discussion about data and information collected at the meeting on 19 January, and the below observations were communicated to MCCRГ members and South Moreton Presbytery Minister David Busch:

1. We are losing our 2nd Gen to other churches (e.g. Pentecostal)
2. Not missional to next gen
3. A mentoring program is needed to intentionally grow CALD leaders and disciples

A new Operational Plan was presented in the April 2018 MCCRГ meeting. A revised Action Plan was presented to the MCCRГ in its April 2019 meeting (details in Appendix B)

### Initiative Two:

Establish a Synod-wide next generation CALD leaders network and development program.

Next Gen Arise

#### 1. Summary of activity in 2017/18:

Next Gen Arise (NGA) has provided a platform for young emerging leaders of the Synod to use their gifts, graces and leadership skills in building the church. The regular worship gatherings organised by the NGA team attract 150-200 people and are held in different locations each time. The gatherings are extended to young people from other denominations. It has also encouraged the young emerging leaders of the Queensland Synod to be involved in the various spaces of the wider church, such as the Synod in Session and the 15th Assembly, to equip them for leading and discipling in their local contexts through a leadership/discipleship program. Earlier in 2018, NGA Core Leadership Team discerned the need for supporting young people to build a stronger community and networks within our Synod, so we have decided to hold social gatherings twice a year.

NGA gatherings and works took place after the 33rd Synod:

- a) The first Disciple Makers Gathering was launched on 24 March, 2018 and met three more times on 26 May, 25 August and 29 September, 2018.
- b) Worship gatherings in different locations: four times a year, dates include 25 February, 29 April, 29 July and 28 October in 2018; 8 February and Wildfire Prayer and Worship Night on 29 March, 2019.
- c) Social Gatherings on 30 June and 24 November, 2018 were well attended with 50+ participants.
- d) Established NGA online platform in April 2018, providing all sermons and teachings on the platform.

- e) NGA project officer, core team members and others in the network participated in Easter Madness (annually April), Young Adult Retreat (annually August), and NGA Project Officer provided leadership training to CALD Next Gen leaders in July 2018.

## 2. Current focus:

We hope for the Next Gen Arise space to be somewhere young people build networks, are resourced for leadership in their own communities and encouraged to find their passion, test and practise their leadership skills, and also discover their God-given callings.

The team is seeking ways to strengthen a connection with local congregations and reflect the perspectives and voices of their younger leaders in the life of Next Gen Arise.

It was reported at the recent MCCRG meetings that the current (0.2) funding for the NGA Project Worker concludes in June. Discussions took place with Trinity College Queensland to continue and increase NGA's engagement with Trinity faculty in its events and discipleship programs. Further funding has also been sought for two separate positions available at Trinity through a bequest:

- 0.2 Activate Gap Year Program Facilitator
- 0.2 Next Gen Arise Project Officer

## 3. Emerging issues:

- The Synod is a geographically and theologically broad space and the deliverables of Next Gen Arise may sometimes seem to be for specific groups of the Synod.
- Dealing with the reactions of the partnered congregations to the Assembly's decision on same gender marriage.

## **Initiative Three (prior to 30 June 2018):**

1. Creating worship and fellowship experiences (which includes focus on the leadership and the gifts of CALD women and young people) from diverse or cross-cultural perspectives.

The MCCRG organised a multicultural celebration marking the Uniting Church 40th anniversary at Beenleigh Region Uniting Church in June 2017. This attracted over 300 people. It was a great day of celebration, feasting and worship, and created excitement for similar events to be held in the future. The chairperson of MCCRG and Louisa Yu have been in contact with Synod Marketing and Fundraising personnel to explore the possibility of submitting a grant application to the Department of Multicultural Affairs Queensland to host a similar event in 2019. However, the MCCRG is aware of the high competitiveness of the Multicultural Events Funding Pool and the Reference Group members are lacking the required time to write the funding application and to gather supporting letters from local MPs, church or community groups and necessary financial documents.

2. The MCCRG organises two community meetings each year, with a different congregation hosting each time. A multicultural community worship gathering was held at Logan Central Multicultural on 23 June, 2018. Key items included:

3. A special community meeting was hosted by the MCCRG at the Uniting Church Centre on 15 June 2018 to discuss matters of common interest (proposals related to same gender marriage to the 15th Assembly), around 80 people attended.

4. An alternative to a Synod-run post-Assembly gathering (which was proposed at the MCCRG community gathering in June) was that a focus group made up of members of the MCCRG contact and meet with different

CALD communities. This allowed for wider feedback and an opportunity to hear stories in a smaller forum. The focus group conveyed unfiltered feedback back to the Synod via the Moderator.

5. We have encouraged attendance by CALD representatives at the World Federation of Methodist and Uniting Church Women (South Pacific) Conference in July 2018. The Chairperson of the MCCRГ and 10 women from CALD and multicultural congregations in Brisbane made up a total number of 45 from the Uniting Church Adult Fellowship (UCAF) attending the conference.

6. The Uniting Women National Conference in Brisbane in September 2018 was an important opportunity to engage our multicultural communities in a national Uniting Church event as leaders and participants. The MCCRГ chairperson was on the planning team and the MCCRГ looked into providing conference fees sponsorship and actively promoted the event through our networks to encourage and support women from CALD communities to attend.

7. Various national conferences took place in the second half of 2018 and the beginning of 2019, including:

- Samoan National Gathering in September 2018
- Korean National Conference in NSW in October 2018
- Middle East National Conference in November 2018
- Chinese National Conference in Melbourne in March 2019

Various MCCRГ members participated in relevant conferences.

Learnings and further directions:

- a) There is currently a misconception that event(s) labelled as “multicultural” or “cross-cultural” only apply to CALD communities, and not to the church as a whole. The MCCRГ is and will continue to promote a holistic understanding of the entire church being inherently multicultural and that “multicultural” and “cross-cultural” is an invitation to everyone.
- b) The MCCRГ continue to be inspired by the issues raised at our community forums and we intend to continue to promote awareness of and address these issues.
- c) Financial support of CALD women participants at conferences is always a challenge or drawback in their attendance and participation.

#### **Initiative Four:**

Establish effective platforms of communication to connect people across cultural groups and encourage wider Uniting Church cross-cultural engagement.

#### **Communications**

1. A Facebook page was established to focus on Multi Cross-Cultural news and events in 2017. Louisa Yu succeeded from Beatriz Skippen as the current page administrator. There are currently 80 followers, including Uniting Church people outside of the Queensland Synod. It was resolved that this page will keep going until the end of 2019 to promote MCCRГ and Synod-related news and events until the MCCRГ and Synod

Communications team has established concrete connections on feeding all multicultural news and events to the Synod Facebook page.

2. MCCRГ website: Investigation and discussions around the contents to be contributed and the financial and human resources needed for the revised MCCRГ website was done in early 2018. A decision has been made to suspend the old MCCRГ websites and move current and relevant contents on to the Queensland Synod website with assistance and collaboration with the Synod Communications team.

3. We have appreciated *Journey's* ongoing interest in and commitment to CALD communities, including cultural diversity in its content.

Learnings and further directions:

a) Social media platforms require ongoing contributions of content, which can be difficult to source from CALD communities.

b) Telling the stories remains a constant challenge. MCCRГ welcomes contributors and congregational news, and will assist in promoting them.

An updated Business Stream Operational Plan for Multi Cross-Cultural Ministry (Appendix A) was distributed at the MCCRГ Meeting in April 2018. Changes to the existing plan included the reduction of the key operating initiatives from five to three with the original initiative four being disbanded.

**New Initiative Three** (combined the previous Initiatives 3 and 5 since 1 July 2018):

Creating worship and fellowship experiences (which includes focus on the leadership and the gifts of CALD women and young people) from diverse or cross-cultural perspectives and also encouraging a greater reflection of the gospel in the life of the Uniting Church by sharing biblical, theological and ministry resources.

1. The MCCRГ has planned to host two inter-cultural, multi-generational gatherings per year that include worship, ministry snapshot, cultural sharing and faith discussion in various presbyteries. Since 2018, the MCCRГ has decided to look beyond the south east Brisbane region to hold our community gatherings for 2019. We offered to visit the North Queensland Presbytery in order to promote the work and mission of the MCCRГ as well as engaging with the local communities up north to better equip the MRCCRГ in raising its awareness of multi cross-cultural issues that go beyond South East Queensland. As part of this effort, Initiative Group 3 also sought to hold a community gathering in the Bremer Brisbane Presbytery, acknowledging the fact that community gatherings have been held in Moreton Rivers and South Moreton Presbyteries in previous years. A community gathering was planned to take place at Indooroopilly Uniting Church on 3 November 2018, however the event was cancelled due to unavailability of the venue.

2. The MCCRГ has also explored the possibility of hosting a cultural celebration at the Taiwanese Faith Community in January/February 2019 and a community gathering at Inala Uniting Church in June 2019. Plans did not realise due to unavailability of venues.

3. A delegation of two MCCRГ members shared its work at the Presbyteries Synod Interface (PSI) meeting on 18 October, 2018 and offered MCCRГ's support to presbyteries in terms of pastoral support to those struggling with the Assembly decision on same gender marriage and other challenges in multicultural ministry.

The MCCRГ is keen on following up with The Downs Presbytery who showed interest in exploring a certain level of support to be provided to lay leaders in their presbytery to reach out to CALD communities.

4. Upcoming events:

4.1 Multi Cross-Cultural Pentecost Service is confirmed to take place at Broadwater Road. The MCCRГ welcome any congregations/faith communities who would like to participate by bringing a worship expression that reflects their own unique cultural expression of the Holy Spirit, or to contribute by bringing a celebration dish to be shared—costs for this will be reimbursed. Please contact Akesa or Louisa for details.

4.2 Luminas Lantern Parade: The Queensland Synod will participate in the upcoming annual Welcome to Queensland Luminas Lantern Parade hosted by Multicultural Development Association (MDA), a community-based organisation which works with migrants and refugees. The MCCRГ and the SMP Multicultural Project Officer were tasked to promote and engage multicultural and ethnic congregations to participate in the parade this year. The MCCRГ welcome any congregations/faith communities who would like to participate or contribute to this event. Please contact Levon, Louisa or Sue Hutchinson for details.

4.3 Multicultural Month (August 2019): Working closely with Sue Hutchinson, Research and Policy Officer, the MCCRГ will generate resources for the Queensland Synod Multicultural Ministry Month. The theme will be “Celebrating our Pacific Islander Communities” with resources that reflect the life, values and theologies of our Pacific Islander communities.

## For consideration

A meeting of the Assembly National Multicultural and Cross Cultural Ministry Reference Committee was held on 13 February 2018 in Sydney. It was reported that the committee has been disbanded.

It had been observed that a gap of communications exists between the National Assembly and the MCCRГ as the consultations and discussions which have taken place at Assembly level or the gist of the previous National Multicultural and Cross Cultural Ministry Reference Committee meeting minutes and resolutions were not

communicated to the MCCRG. The MCCRG is seeking ways to improve on this aspect and to explore how we can be better connected and represented at the national level.

Assembly introduced a new format made up of “Circles” and a number of advocates. More details in regards to this format are available [assembly.uca.org.au/images/All\\_about\\_Circles\\_Panels\\_and\\_Advocates.pdf](https://assembly.uca.org.au/images/All_about_Circles_Panels_and_Advocates.pdf)

The seven Circles of Interest are:

- 1) Walking together as First and Second Peoples
- 2) Being a multicultural church
- 3) Seeking common ground
- 4) Working for justice
- 5) Discipling the next generations
- 6) Growing in faith
- 7) Transforming worship

Members of the MCCRG were encouraged to participate in at least two circles and to provide feedback to the reference group.

## Proposal

It is proposed that the 34th Synod receive this report.

---

## Contact for report questions

Name	Pastor Louisa Yu
Position	Pastor Wesley Mission Queensland
Email	Lyu@wmq.org.au
Phone	0417 740 972



## Business Stream Operational Plan – Multi-Cross Cultural Ministry

Version	Date	Author/Editor	Rationale
3	19/04/2018	Noah Kim	Review by MCCRG
4	16/08/2018	Louisa Yu	Review by SSC

### Executive Overview

The commitment to being a 'multicultural church' has been declared by three Assemblies: 1985, 2006 and 2012. It describes a theological vision and a contemporary contextual missional imperative, with a uniquely UCA ethos. It is a call to the whole church, with an open stance to what 'future church' may look like. Cultural and linguistic diversity is a gift and a resource to be received - not a problem to be solved. Different cultures each bring their strengths and challenges in 'being church.' Being truly multicultural is a journey of mutual learning, unlearning and re-learning. We balance 'cohesion' and 'difference.' Relationships are foundational.

Three areas of focus:

- UCA Enabling
- UCA Equipping
- UCA Connecting

In each area, focus is on whole-of-church, but giving particular attention to the needs of CALD constituency to bring them into the 'church centre.'

Further details and update can be found in the Qld Synod's MCCRG Detailed Report and presentation to Synod Standing Committee Meeting in September 2018.

Key Operational Initiatives (currently underway & newly planned)	Objectives/Intended Outcomes for each Initiative <i>Specific, measurable and time-framed objectives</i>	Measures of Success (KPIs)	Timeframes & Key Milestones	Resources and Cost Estimates (supported by standard calculation sheet)	Accountable Lead People
<p><b>1. Help CALD faith communities/congregations be familiarised with UCA processes (primarily through Presbyteries) to enhance the mission of the UCA.</b></p> <p><u>Rationale:</u></p> <p>Unfamiliarity with UCA processes can lead to problems (e.g. placements, finance), and it can be very difficult to engage them in relation to important compliance matters (e.g., Code of Ethics, Child Safe Church). For CALD communities/congregations, various factors combine to create this situation; they include language, culture, church background, 'migrant mindset', time needed to build relationships, complexity of UCA processes, need for mentoring, etc. Consequently, many of these groups do not contribute strongly to the life and mission of the UCA. Neither do they receive the support the wider UCA can offer them. The Synod MCCRГ wishes to work with CALD groups and Presbyteries to help address these factors.</p> <p><u>General outcomes:</u></p> <p>Over time, we would expect to see the fruits of this area of work being expressed in outcomes such as:</p> <ul style="list-style-type: none"> <li>• CALD people being more involved in Presbytery and other wider UCA activities;</li> <li>• CALD people being elected to leadership positions in Presbytery and wider UCA;</li> <li>• Appropriate recognition and accommodation of CALD needs at Presbytery meetings and events;</li> <li>• More effective expression of UCA ethos in CALD groups (e.g. involvement of lay people and women in leadership);</li> <li>• Greater understanding of, and investment in, UCA as a multicultural church, and the implications for identity and mission;</li> <li>• CALD potential leaders being encouraged and supported in training (e.g. Lay Preachers, POD);</li> <li>• Stronger sense of mutuality in mission, with the giving and receiving of 'gifts' from different cultures to the building up of the UCA.</li> </ul> <p style="text-align: center;"><b>"UCA Enabling"</b></p>	<p>1. Consulting with CALD and cross-cultural congregations on their experience of the UCA and noting how their sense of mission is supported by and relevant to the UCA's sense of mission.</p> <p>2. Based on collated data from survey conducted at Presbytery meetings in 2017 (the survey aimed to clarify experiences, perceptions and needs of CALD and Cross-Cultural congregations in presbytery), identifying steps which the MCCRГ can take to assist in strengthening relationships between Presbyteries and their CALD worship groups and/or Presbytery leaders, resourced by MCCRГ.</p> <p>3. Develop a 'base' set of concise educational materials on the essential aspects of UCA, in an approach that is relevant to CALD people and acknowledges their cultural and ecclesiological diversity - materials that are in Basic English and translated into the languages as required by different presbyteries. 'Topic Sheets' are envisaged, dealing with topics as below (one topic per sheet):</p> <ul style="list-style-type: none"> <li>• Leadership in UCA Congregations;</li> <li>• The functions of Church Council;</li> <li>• Financial management for congregations;</li> <li>• How the UCA is governed;</li> <li>• Baptism and the UCA;</li> <li>• Holy Communion and the UCA;</li> <li>• Ministry leadership in a congregation;</li> <li>• Code of Ethics for ministers and lay leaders;</li> <li>• The mission of the UCA;</li> <li>• Key theological commitments of the UCA (e.g. equality of women and men; every-member ministry; ecumenism; the Bible; etc.).</li> <li>• Opportunities for leadership and theological training in UCA.</li> </ul> <p>We aim to achieve this by December 2019.</p> <p>*Basis of Union is available in different languages on Assembly's website</p>	<p>1. By the end of 2018 at least 8 CALD and cross-cultural congregations are consulted.</p> <p>2. By March of 2019 Action Plan 2019-2020 is developed.</p> <p>Progress on all performance targets of the action plan 2019-2020 will have been reviewed by June 2019 (at least 30% of Action Plan completed)</p> <p>3. By end of 2018/ mid-2019 all 'Topic Sheets' written in basic English and translated into 5 to 8 main other languages (or as required by Presbyteries).</p> <p>By mid- to end-2019 the 'Topic Sheets' will be distributed to at least 20 CALD and cross-cultural congregations of the Qld Synod.</p>	<p>1. MCCRГ to plan a consultation process (By May 2018)</p> <p>First consultation with a CALD group to take place (June 2018)</p> <p>Meet with 2 CALD groups per month.</p> <p>Provide a report to MCCRГ at its regular meetings.</p> <p>2. Liaise with David Busch and Karen Ross to receive collated data from survey conducted at Presbytery meetings last year (May 2018)</p> <p>MCCRГ to provide a report on the collated data to Presbytery Ministers (possibly at a Synod- Presbytery Interface meeting) and seek consultation from all Presbytery ministers for their CALD groups and from at least one CALD leader from each Presbytery to get ideas for development of Action Plan (July 2018)</p> <p>Form a working group. First Working Group meeting/tele-conference meeting to develop Action Plan held in Aug 2018</p> <p>Action Plan developed (it will also reflect the collated data from consultation with CALD/Cross-cultural congregations) (March 19)</p> <p>3. First five 'Basic English' topic sheets/papers written and ready for translation, on topics identified as key gaps (Sep – 2018?)</p> <p>Identify translators and translated versions of 5 topic sheets are distributed through Synod's communication channels (Oct – 2018?)</p> <p>The rest written, translated and distributed (Nov 2019?)</p>	<p><b>Staff/External Assistance</b></p> <ul style="list-style-type: none"> <li>- New Multicultural Project Officer of SM presbytery</li> <li>- Presbytery Ministers and MC reps</li> <li>- Consultation Planner</li> <li>- Translators (5 x 25x 11 = \$1375)</li> </ul> <p><b>Equipment/Facilities/Catering</b></p> <ul style="list-style-type: none"> <li>-</li> </ul> <p><b>Printing/Admin</b></p> <ul style="list-style-type: none"> <li>- \$100</li> </ul> <p><b>Travel/Accommodation</b></p> <ul style="list-style-type: none"> <li>-</li> </ul> <p><b>Other Resources</b></p> <ul style="list-style-type: none"> <li>-</li> </ul> <p><b>Total: up to \$2000</b></p>	<p>Rev. Unga</p> <p>Rev. David</p>

Key Operational Initiatives (currently underway & newly planned)	Objectives/Intended Outcomes for each Initiative <i>Specific, measurable and time-framed objectives</i>	Measures of Success (KPIs)	Timeframes & Key Milestones	Resources and Cost Estimates (supported by standard calculation sheet)	Accountable Lead People
<p><b>2. Establish a Synod-wide Next Generation CALD Leaders Network and Development Program.</b></p> <p><u>Rationale:</u></p> <p>It can be difficult for potential next-generation (people aged 18-40) leaders in CALD communities to be identified, trained, mentored and encouraged to fulfil their leadership potential, both in their own communities and in the wider UCA. Migrant and ethnic churches are not static: the challenge of change is inherent. These leaders will be pivotal in enabling their communities to transition from a predominantly migrant context to being cross-generational, multilingual and cross-cultural, giving new expressions to the UCA vision of being a multicultural church. They have much to offer in terms of mission strategy and vision, leadership, children's and youth ministry, worship, fostering local ministry leadership, and forging strong, creative and empowering links between their communities and the wider UCA. While each culture presents its own contextual particularities, these people also face common challenges as emerging leaders navigating bi-cultural and cross-cultural environments. A strong next-generation leadership network can be a focus for training, fellowship and support, and provide the basis for an intentional leadership development program.</p> <p><u>General outcomes:</u></p> <ul style="list-style-type: none"> <li>• Identification of key emerging leaders from CALD communities across the Synod;</li> <li>• Identification of key issues and challenges which they face, and development of training and other responses to address these;</li> <li>• Leadership roles being offered to these emerging leaders in their own communities and the wider UCA;</li> <li>• CALD leaders finding their way into Lay Preachers training, Pastor roles and POD as pathways into ministry.</li> </ul> <p style="text-align: center;"><i>"UCA Equipping"</i></p>	<ol style="list-style-type: none"> <li>1. Reshape the current NGA leadership development program, taking account of the next gen leaders' ministry and mission contexts, and establish a new program that more effectively empowers, inspires and supports them in their leadership.</li> <li>2. Establish a means by which all next gen young people and emerging leaders of the Synod can exercise their ministry gifts, graces and leadership skills, build networks with each other and be a part of the mission focused worshipping community.</li> <li>3. Provide ongoing support to Next Gen Arise project in developing a healthy and well-functioning team that effectively implements the established strategies.</li> <li>4. Encourage the next gen leaders to engage in the wider church (e.g. joining in local church communities, attending combined youth/young adult events of the presbyteries, Synod and Assembly, partaking in leadership roles and committees of the church, etc.)</li> </ol>	<ol style="list-style-type: none"> <li>1. By the end of 2018, the new program will have at least 30 regular attendees.</li> <li>2. NGA worship gathering has developed to be a combined youth &amp; young adult event that 15 next gen young leaders from different cross-cultural UC congregations provide a shared leadership under NGA project officer's oversight. Each gathering hosts about 150-200 young people. Currently it is based in the south region of Brisbane. However, we aim to hold it in 4 different locations in 2018 for better accessibility to those who live in other regions. As a result, the number of attendees at each gathering may decrease, but we aim to host 100 people per gathering in these 4 different locations. Therefore, the more accurate measure of success for this goal will be the increased number of people who engage in our social media platform (NGA Facebook page). We aim for it to be subscribed by 350 people by the end of the year.</li> <li>3. By end of 2018, NGA core leadership team will have at least 2 more leaders from different cultural backgrounds.</li> <li>4. The next gen young people are connected to these events through Next Gen Arise's promotion.</li> </ol>	<ol style="list-style-type: none"> <li>1. Consult with Simon Gomersall (Trinity College) Disciple Makers gathering is launched on 24<sup>th</sup> March It runs on 26 May, 25 Aug, 29<sup>th</sup> Sep Review in June</li> <li>2. Establish NGA online platform in April 2018 and provide all sermons and teachings on the platform. 4 x Worship Gatherings in different locations : 25 Feb, 29 April, 29 Jul and 28 Oct 2 x Social Gatherings 30<sup>th</sup> June and 24<sup>th</sup> Nov 1 x Volunteer Appreciation Event: Dec (Date to be confirmed)</li> <li>3. NGA project officer provides leadership trainings in July and November At least 3 NGA core leaders will attend GLS in OCT</li> <li>4. Easter Madness (April) Young Adult Retreat (Aug) Renovators Stretching Faith NYALC (Jan) Assembly (July)</li> </ol>	<ol style="list-style-type: none"> <li>1. Guest Speakers : \$400 4 X catering: \$400</li> <li>2. Guest speakers: \$300 6 X catering: \$1600</li> <li>3. Financial support for young leaders to attend GLS 6 x \$60 = \$360 Project Officer's GLS registration fee \$120 Catering for team meetings 12x \$ 30 = \$360 Advertisement (Printing, etc.) : \$1000</li> </ol> <p><b>Total: up to \$5000</b></p>	<p>Pastor Noah (Next Gen Arise Project Officer)</p> <p>Rev. Faye Peter</p>

Key Operational Initiatives (currently underway & newly planned)	Objectives/Intended Outcomes for each Initiative	Measures of Success (KPIs)	Timeframes & Key Milestones	Resources and Cost Estimates (supported by standard calculation sheet)	Accountable Lead People
	Specific, measurable and time-framed objectives				
<p><b>3. Creating worship and fellowship experiences (which includes focus on the leadership and the gifts of CALD women and young people) from diverse or cross cultural perspectives and also encourage a greater reflection of the gospel in the life of UCA by sharing biblical, theological and ministry resources.</b></p> <p><b>Rationale:</b></p> <p>A key aspect of being a multicultural church is cross-cultural engagement. The MCCRG has a role in creating, promoting and sharing the experiences of worship and fellowship and theological perspectives of CALD faith communities and congregations within the wider church for its continuing reflection of the Gospel. Experiencing worship, fellowship and discipleship in different cultural contexts will enrich our life together as a multicultural church and also challenge and expand the 'default' mindset of being the church. This will provide opportunities for a wide cross-section of people to engage with the stories and challenges of being a church which is culturally diverse yet focused on the Gospel.</p> <p><b>General outcomes:</b></p> <p>Over time, achievement of this priority will yield a greater sense of identification with, and involvement in, the UCA by our CALD communities, and a greater awareness across the church of the gift and challenge of the call to be multicultural.</p> <p>Raised awareness of the rich theological and liturgical insights which come from CALD contexts.</p> <p>Greater willingness by congregations to respect and embrace the cultural diversity of their people.</p> <p>Broad pick-up of resources developed and or promoted by MCCRG.</p> <p style="text-align: center;"><b>"UCA Connecting"</b></p>	<ol style="list-style-type: none"> <li>1. Creating opportunities to raise awareness of multiculturalism within UCA and a space where ministry agents and lay people of the congregations of the Synod can learn the value and beauty of the cultural diversity of the church. Within the next two years, MCCRG will hold two community forums in South Moreton &amp; Bremer Brisbane Presbytery Congregations. E.g. some of the topics are "CALD Women in leadership?" and "How cross-cultural church are you?" (June &amp; Oct in 2018)</li> <li>2. Hosting a social event that CALD and non-CALD communities to connect and celebrate the cultural diversity of the church. We will hold Multi-Cross Cultural Dancing and Singing Night participated by CALD communities across the Synod on Uniting Church Anniversary (June 2019)</li> <li>3. Hosting an inter-cultural, multi-generational gathering that worship, cultural sharing, faith discussion with Next Gen Leaders. We will co-host all generations worship gathering with Next Gen Arise Core leadership team on 28<sup>th</sup> Oct 2018</li> <li>4. Creating a bible study resource from CALD leaders' presentations at the 2016 Synod as a means by the wider church can learn, reflect and explore theological views of different cultural perspectives.</li> <li>5. Tapping into the established communication platforms of the Synod to connect people across cultural groups and to encourage wider UCA cross-cultural engagement</li> </ol>	<p>Level of engagement of CALD communities.</p> <p>An increased level of connection and involvement amongst CALD communities/congregations within each Presbytery.</p> <p>An increased level of awareness across UCAQ of the cultural diversity and the gifts it offers, through the promotion of the events and celebrations held.</p> <p>Increased sense of identification by CALD congregations, with being part of UCA.</p> <ol style="list-style-type: none"> <li>1. Each forum will be attended by at least 50 people</li> <li>2. At least 8 different CALD and Non-CALD communities will join Multi-Cross Cultural Dancing and Singing Night in June 2019</li> <li>3. See Next Gen Gatherings (each gathering hosts about 150-200 young people)</li> <li>4. Availability of the resources for open access and use number of downloads of the resource kits</li> <li>5. MCCRG's events and significant events of CALD groups of the Synod are shown on Synod's content calendar.</li> </ol> <p>A communication champion from reference group directly communicates with and sends items to Synod's coms team when it is needed (<i>Journey, UnitingNews</i>, etc.)</p>	<ol style="list-style-type: none"> <li>1. Communicate with Logan Multicultural UC &amp; Indooroopilly UC or Inala UC to lock in dates and venues (April/May 2018)</li> <li>Communicate with Synod's comms team and other presbyteries for day claimer and further promotion plan for the events (May 2018)</li> <li>Plan the event (Facilitator, guest speaker(s), catering, program, etc.) (May 2018/Sep 2018)</li> <li>Run the event (June &amp; Oct 2018)</li> <li>2. Establish an organising committee within each presbytery for planning (Oct 2018)</li> <li>Hold first organizing committee meeting (discuss dates, venue options, public liability, event programme, resource/equipment/food requirements, assistance from local councillors, action plan and communication plans) (Nov 2018)</li> <li>3. Liaise with Next Gen Arise PO and core leadership group (May 2018)</li> <li>4. Liaise with David Busch (Former Multicultural PO of SM presbytery) to follow up the development of the resource (April 2018)</li> <li>Liaise with Synod Comms team on plans to make the resource available in digital world. (May 2018)</li> <li>5. Select a communication champion from reference group who will directly communicate with Synod's comms team (April 2018)</li> </ol>	<ol style="list-style-type: none"> <li>1. Staff/External Assistance - Facilitators = \$500</li> <li>Equipment/Facilities/Catering - \$500</li> <li>Printing/Admin - \$200</li> <li>Travel/Accommodation -</li> <li>Other Resources -</li> <li>2. Staff/External Assistance -</li> <li>Equipment/Facilities/Catering -Venue: \$400 -Equipment: \$1000 Catering: \$1000</li> <li>Printing/Admin -\$200</li> <li>Other Resources -</li> <li>3. Within Next Gen Arise's Budget.</li> <li>4. No Cost will incur.</li> </ol> <p>No cost will incur.</p> <p><b>Total: Up to \$5000</b></p>	<p>Akesa</p> <p>Pastor Louisa</p> <p>Rev. Esteban</p>

## MCCRG Group #1 Action Plans

Help CALD groups to be familiarised with UCA processes in order to enhance the wider mission of UCA

### Group #1 Action Plan (to be approved during the next MCCRG meeting in April)

<u>Group #1 Action Plan (Rev. Tevita 'Unqa Takai, Rev. David Kim)</u>		Where	When
Collect the CALD related existing consultation reports/survey from each Presbytery (e.g. MRP's report on KPUC, SMP's 2018 May survey on each congregation) - <i>MCCRG writes an official letter to each presbytery for the collection of any existing data</i>		MCCRG Mtg	April, 2019
Arranging 'Face to Face' meetings with as many CALD groups as possible.	Identifying the list of CALD groups to visit		
	Notifying their Presbytery and arranging a weekend '2 day' meeting. (during the upcoming May synod announcement)	Synod Mtg	May, 2019
	Form One team within MCCRG (April meeting) nomination: Tevita, David, Louisa Yu, Akesa Lacawa, Presbytery representatives ( <i>this means when each Presbytery runs their own consultation programs, the presbytery may include MCCRG member(s) to be part of the team</i> )		June, 2019
	One team visit one CALD group monthly (as of August, 2019)		August, 2019
	After each visitation, each team reports back to MCCRG	MCCRG Meeting	Ongoing
Recommend the Synod to organise an 'annual retreat' for CALD ministers/pastors/leaders to inform/educate UCA constitutions, regulations, bylaws, etc. ( <i>May synod meeting?</i> )			August, 2019
Organising and Identifying their educational needs based on the report/survey/face to face meetings, and consulting with each Presbytery education officer and Trinity College Online Courses coordinator. ( <i>for their 2020 planning</i> )			October, 2019

<b>Key Operational Initiatives (currently underway &amp; newly planned)</b>	<b>Objectives/Intended Outcomes for each initiative</b>
	<b>Specific, measurable and time-framed objectives</b>
<p>1. Help CALD faith communities/congregations be familiarized with UCA processes (primarily through Presbyteries) to enhance the mission of the UCA</p> <p><b>Rationale:</b></p> <p>Unfamiliarity with UCA processes can lead to problems (e.g. placements, finance), and it can be very difficult to engage them in relation to important compliance matters (e.g Code of Ethics, Child Safe Church). For CALD communities/congregations, various factors culture, church background, “migrant mindset”, time processes, need for mentoring etc. Consequently, many of these group do not contribute strongly to the life and mission of the UCA. Neither do they receive the support the wider UCA can offer them. The Synod MCCRG wishes to work with CALD groups and Presbyteries to help address these factors.</p> <p><b>General Outcomes:</b></p> <p>Over time, we would expect to see the fruits of this area of work being expressed in outcomes such as:</p> <ul style="list-style-type: none"> <li>• CALD being more involved in Presbytery and other wider UCA activities:</li> <li>• CALD people being elected to leadership position in Presbytery and wider UCA.</li> <li>• Appropriate recognition and accommodation of CALD needs at Presbytery meetings and events.</li> <li>• More effective expression of UCA ethos in CALD groups (e.g. involvement of lay people and women in leadership).</li> <li>• Greater understanding of, and investment in, UCA as a multicultural church, and the implications for identity and mission.</li> <li>• CALD potential leaders being encouraged and supported in training (e.g. Lay Preachers, POD).</li> <li>• Stronger senses of mutuality in mission, with the giving and receiving of “gifts” from different cultures to the building up of the UCA.</li> </ul> <p style="text-align: center;"><b>“UCA Enabling”</b></p>	<ol style="list-style-type: none"> <li>1. Consulting with CALD and cross-cultural congregation on their experience of the UCA and noting how their sense of mission is supported by and relevant to the UCA’s sense of mission.</li> <li>2. Based on collated data from survey conducted at Presbytery meetings in 2017 (the surveyed aimed to clarify experiences, perceptions and needs of CALD and Cross-Cultural congregations in presbytery), identifying steps which the MCCRG can take to assist in strengthening relationships between Presbyteries and their CALD worship groups and/or Presbytery leaders, resourced by MCCRG.</li> <li>3. Develop a “base” set of concise educational materials on the essential aspects of UCA, in an approach that is relevant to CALD people and acknowledges their cultural and ecclesiological diversity – materials that are in Basic English and translated into the languages as required by different Presbyteries. “Topic Sheets” are envisaged, dealing with topics as below (one topics per sheet); <ul style="list-style-type: none"> <li>• Leadership in UCA congregations</li> <li>• The functions of Church Council</li> <li>• Financial Management of congregations</li> <li>• How the UCA is governed</li> <li>• Baptism and the UCA</li> <li>• Holy Communion and the UCA</li> <li>• Ministry leadership in a congregation</li> <li>• Code of Ethics for Ministers and Lay Preachers</li> <li>• The Mission of the UCA</li> <li>• Key theological commitments of the UCA (e.g. equality of women and men, every-member ministry, ecumenism, the Bible etc.)</li> <li>• Opportunities for leadership and theological training in UCA.</li> </ul> </li> </ol> <p>We aim to achieve this by December 2019.</p> <p>*Basis of Union is available in different languages on Assembly’s website.</p>

Measures of Success (KPIs)	Timeframes & Key Milestones
<p>1. By the end of 2018 at least 8 CALD and cross-cultural congregations are consulted.</p> <p>2. By March of 2019 Action Plan 2019-2020 is developed.</p> <p>Progress on all performance targets of the action plan 2019-2020 will have been reviewed by June 2019 (at least 30% of Action Plan completed).</p> <p>3. By end of 2018/mid 2019 all "Topic Sheets" written in basic English and translated into 5 to 8 main other languages (or as required by Presbyteries).</p> <p>By mid-to-end 2019 the "Topic Sheets" will be distributed to at least 20 CALD and cross-cultural congregations of the Qld Synod.</p>	<p>1. MCCRG to plan a consultation process (by May 2018)</p> <p>First consultation with a CALD group to place (June 2018)</p> <p>Meet with 2 CALD groups per month.</p> <p>Provide a report to MCCRG at the regular meetings.</p> <p>2. Liaise with David Busch and Karen Ross to receive collated data from survey conducted at Presbytery meetings last year (May 2018)</p> <p>MCCRG to provide a report on the collated data to Presbytery Minister (possibly at a Synod Presbytery Interface meeting) and seek consultation from all Presbytery Ministers for their CALD groups and from at least one CALD leader from each Presbytery to get ideas for development of Action Plan (July 2018).</p> <p>From a working group. First Working Group meeting/tele-conference meeting to develop Action Plan held in Aug 2018.</p> <p>Action Plan developed (it will also reflect the collated data from consultation with CALD/Cross-cultural congregations) (March 2019).</p> <p>3. First five "Basic English" topic sheets/papers written and ready for translation on topics identified as key gaps (Sep – 2018?).</p> <p>Identify translators and translated version of 5 topic sheets are distributed through Synod's communication channels (Oct – 2018?).</p> <p>The rest written, translated and distributed (Nov 2019?)</p>

## APPENDIX C

### DATA SUMMARY 2017-2018: MAPPING MULTICULTURAL GROUPS

**MCCRG Key Initiative One:** Clarifying experiences, perceptions and needs in each Presbytery by meeting with Presbytery Ministers at a Presbytery-Synod Interface session to identify the various CALD and cross-cultural congregations and faith communities in each Presbytery;

- Invite the Presbytery Ministers to briefly evaluate the relationship which exists between each of these groups and the Presbytery/wider UCA;
- Invite discussion about challenges, experiences, 'successes' and 'failures' in addressing the challenge of being a multicultural church, with particular referenceto the life of these groups.

In 2017 Members from the MCCRG visited each Presbytery in QLD inviting responses from the following questions: ***What does being multicultural church look like?***

1. If you have any other services for particular language or cultural groups within your congregation (other than English), which language/s or culture/s are they for:
2. If CALD church groups outside the UCA use your church property for worship, which language/s or culture/s do they come from?
3. Just from what you can think of now, list the language or culturalgroups represented among the regular attendees in your congregation or faith community:
4. How would you say the diversity reflects the variety of languages and cultures in the wider community which your congregation or faith community serves?

**In summary:**

**Bremer Brisbane** has approx **35** different cultures attending a UC worship service.

**Central QLD** has approx **28** different cultures attending a UC worship service.

**Downs** has approx **29** different cultures attending a UC worship service.

**Moreton Rivers** has approx **50** different cultures attending a UC worship service.

**North QLD** has approx **32** different cultures attending a UC worship service.

**South Moreton** has approx **37** different cultures attending a UC worship service.

**QLD Synod** has approx **72** different cultures attending a UC worship service.

Number of Cong. Who have these cultures	Number of Cong. Who have these cultures	Number of Cong. Who have these cultures
South Africa 47	France 5	Bhutan 1
Fiji 41	Singapore 5	Bislama 1 Vanuatu
UK 38	Burma 4	Columbia 1
PNG 35	Iran 4	Congo 1
Tonga 33		Cyprus 1
Philippines 32	Niue 4	East Timor 1
NZ 26	Pakistan 4	Iraq 1
China 25	Rotuma 4 Figi	Kenya 1
Samoa 23	Solomon Is 4	Liberia 1
Indonesia 21	Vietnam 4	Mornington I 1
Korea 21	Hong Kong 3	Mozambique 1
Indigenous 18	Cook Is 3	Nigeria 1
Holland 17	Hungary 3	Rarotonga 1 CI
Malaysia 16	Lebanon 3	Scandinavia 1
India 16	Poland 3	Sierra Leone 1
Sri Lanka 14	Russia 3	Sweden 1
Thailand 11	Romania 3	Syria 1
Japan 12	TSI 3	Tanzania 1
Germany 8	Vanuatu 3	Togo 1
Canada 7	Brazil 2	Zulu 1
Sudan 7	Italy 2	
Taiwan 7	Spain 2	
Zimbabwe 7	Sudan 2	
Africa 6	Switzerland 2	
Greece 6	Uganda 2	

**SUMMARY (Number of congregations in the Qld Synod who have these cultures):**

South East Asia: 192

Oceania: 153

Europe: 129

Africa: 33

Aboriginal and Torres Strait Islander: 23

Middle East: 13

Others: 83