



THE COHORT EXPERIENCE



INSTITUTE FOR
CROSS-CULTURAL MISSION



**INSTITUTE FOR
CROSS-CULTURAL MISSION**

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A ministry of the
Grace DC Network

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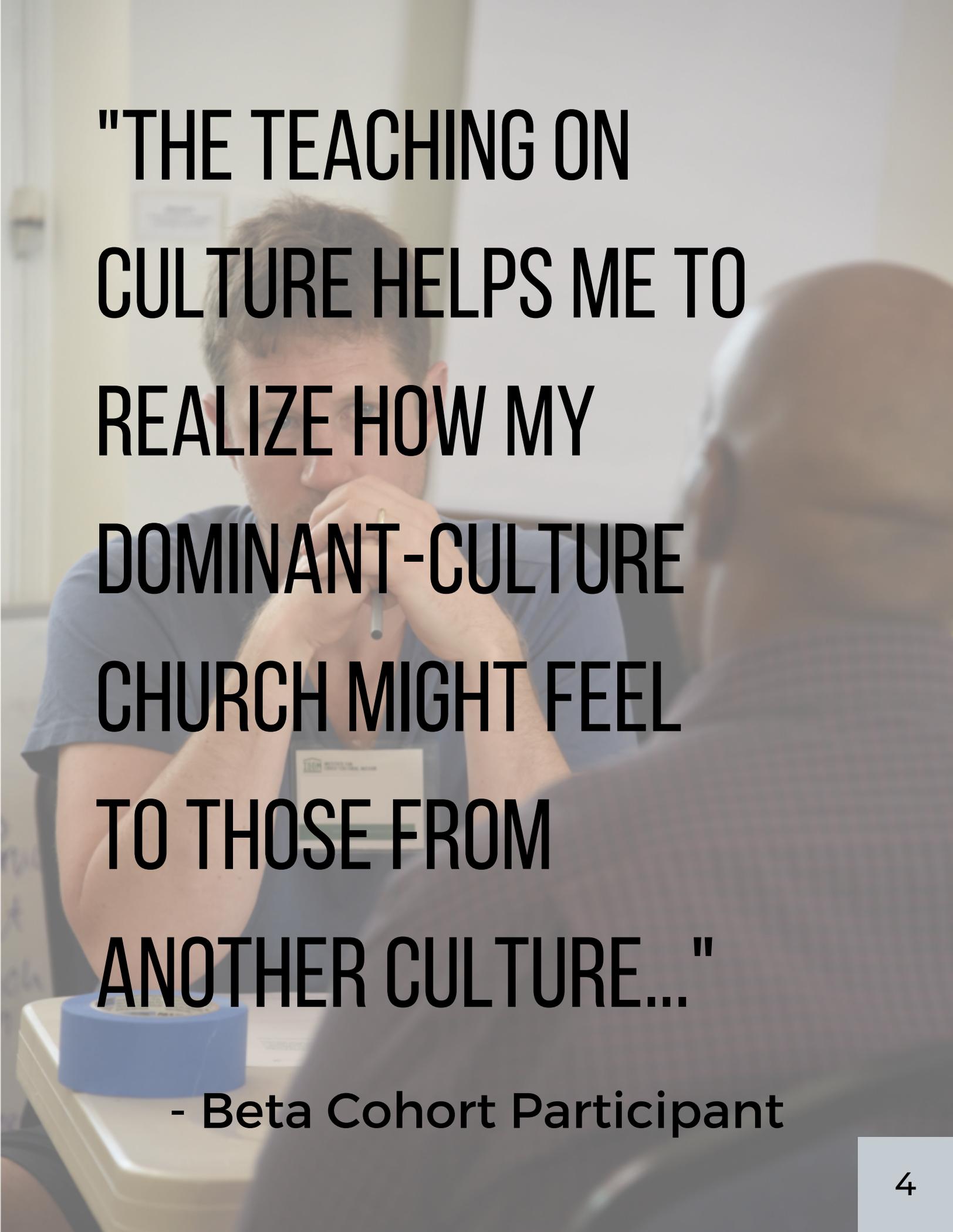
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WHAT IS THE COHORT EXPERIENCE?

The Cohort Experience is a three-year professional development program that is learner-driven and community-based. The peer group provides accountability and learning opportunity through reflection, vulnerability, and prayer. The cohort meets every 6 months for face-to-face (F2F) trainings in Washington, DC and engages in an online community throughout the three-year commitment. In addition to coursework and peer discussion, trainees engage in a service-learning project while regularly getting feedback from ICCM staff and an appointed mentor. In the last year of the program, participants organize a conference to share their findings and prepare a portfolio to culminate their learning experiences.

A man with short brown hair, wearing a blue t-shirt and a name tag, is sitting at a table. He has his hands clasped in front of him and is looking down with a thoughtful expression. On the table in front of him is a roll of blue tape. The background is slightly blurred, showing another person's head and shoulders.

**"THE TEACHING ON
CULTURE HELPS ME TO
REALIZE HOW MY
DOMINANT-CULTURE
CHURCH MIGHT FEEL
TO THOSE FROM
ANOTHER CULTURE..."**

- Beta Cohort Participant

Theology of Unity in Diversity

Extending communion to every nation, tribe, people, and language, seeking the unity of the Spirit in the bond of peace across every dividing line.

Cultivating leadership capacity through self-awareness, mentoring, and training.

Leadership

Cross-Cultural Competence

Equipping churches and organizations to minister across lines of difference through cultural empathy and mutual understanding.

OUR ANCHORS

CONTEXTUALIZATION

A continuous professional development plan that is applicable to each participant's unique context and community.

LEARNER-CENTERED TRAINING

Participant-directed, experiential learning that incorporates active, problem-based, and task-oriented approaches to engage adults in meaningful content discovery.

RESEARCH

Programmatic elements and techniques implemented as a result of consulting scholarly sources.

OUR APPROACH

INSTITUTE FOR CROSS-CULTURAL MISSION CURRICULUM FRAMEWORK

This research-informed framework is based on scholarship in the fields of adult learning, intercultural training, and continuous professional development. Our three program foci (Intercultural Competence, Theology of Unity in Diversity, and Leadership) are outlined further in depth below.

Curriculum Focus Areas	Intercultural Competence	Theology of Unity and Diversity	Leadership
Content Vehicles	Face-to-Face Trainings in D.C.	Online Modules	Individualized Learning Plans
Praxis	Trainee-Designed Practicum	Mentors	Summative Portfolio

Program Focus: Intercultural Competence

- Demonstrate effective and appropriate behavior and communication in intercultural situations
- Develop attitudes of respect, openness, curiosity, and discovery
- Acquire knowledge and comprehension, including cultural self-awareness, deep cultural knowledge, sociolinguistic awareness
- Demonstrate skills of listening, observing, evaluating, analyzing, and relating

Program Focus: Theology of unity in diversity

- Articulate theological imperative for cross-cultural ministry and living
- Develop the skills to share and explain the theological imperative for cross-cultural ministry in participants' ministry context

Program Focus: Leadership

- Utilize appropriate methods for leading sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds

INSTITUTE FOR CROSS-CULTURAL MISSION COHORT STRUCTURE & TOPICS

Face-to-face, retreat-style trainings will take place every 6 months. In the interim, the Institute will facilitate online modules based on the 3 curricular focus areas above. Intentional gaps are left to allow for flexibility and cohort-specific tailored instruction. M = month or online module. "Admin" denotes programmatic instructional tasks rather than content-based instruction.

IDI Pre-Cohort Assessment, Individualized planning and coaching, Pre-course online course orientation

	M1	M2	M3	M4	M5
Training 1: Foundations Course	Admin	Culture	Theology	Leadership	Admin
Training 2: Practicum	Culture	Theology	Culture	Leadership	Theology
Training 3: Midterm Check In	Leadership	Culture	Theology	Leadership	Culture
Training 4: Participants' Choice and Pre-Conference Planning	Leadership	Theology	Leadership	Culture	Leadership
Training 5: Cohort-Organized Conference	Culture	Theology	Leadership	Admin	Admin
Training 6: Portfolio Presentations	End of Cohort				

Portfolio Evaluation, IDI Post-Cohort Assessment, Program Feedback Survey, Issue Certificates

INSTITUTE FOR CROSS-CULTURAL MISSION ADMISSIONS & REQUIREMENTS

Admission Requirements:

- Faith aligning with Nicene Creed
- Applicant's church and leadership support ICCM mission and cohort applicant
- Additional applicant and up to 4 others from applicant's church to apply
- Submitting all parts of application on time

Program Requirements:

- Craft an individualized learning plan
- Engage in practicum and sharing personal growth with peers online
- Complete monthly online assignments
- Meet with assigned mentor
- Attend face-to-face training weekends in Washington, DC every 6 months
- Plan and participate in conference
- Complete and present summative portfolio
- Complete at least 75% of program to receive certificate

APPLY NOW!

To apply, head to gracedc.institute/cohort.

Have more questions about The Cohort Experience and the application process? Reach out to us at admin@gracedc.institute or 202-816-8128.

And be sure to stay up-to-date on Cohort application information by following our social media platforms!

INSTITUTE FOR CROSS-CULTURAL MISSION TUITION & FEES

- 1 Participant: \$4,000/year (\$12,000 total 3 year curriculum)*
- 2 Participants: \$3,750/person/year (\$22,500 total 3 year curriculum)
- 3 Participants: \$3,250/person/year (\$29,250 total 3 year curriculum)
- 4 Participants: \$3,000/person/year (\$36,000 total 3 year curriculum)

**Please note that the program is designed for a minimum of two participants from each organization. An exception to allow only one participant from an organization will be made on a case by case basis. We expect this exception to be rarely made.*

Tuition covers the cost of paying facilitators, mentors, and curriculum collaborators, as well as training materials and space during face-to-face trainings, and the use and maintenance of our online educational platform. We seek to set our tuition at an affordable and competitive rate. Compare our yearly costs with the average cost of seminary programs, which range from \$10,000-30,000 per student annually.



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SAMPLE SYLLABUS

Date	Training	Topic	Facilitators
July '19	Foundations Course	Culture	Anna Rozzo and Rev Irwyn Ince
August '19	M1	Feedback from Foundations	Anna Rozzo and Mentors
September '19	M2	Culture: Examining Self	Dr. Elissa Yukiko Weichbrodt
October '19	M3	Theology: Intro to Unity in Diversity	Rev Irwyn Ince
November '19	M4	Leadership: Leading Diverse Groups	Marlysa Gamblin

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SAMPLE SYLLABUS

Assignments	Time Required
<ul style="list-style-type: none"> • Write an <i>I am From</i> poem • Symbols, Values & Norms: Crash Course Sociology #10 • <i>Jesus, the Middle Eastern Storyteller</i> by Gary M. Burge 	5 hours
<ul style="list-style-type: none"> • Meet with mentors • Practicum Design & Practicum Proposal 	3-4 hours
<ul style="list-style-type: none"> • Monthly reflections (ILP + Practicum) • Image Journal + Image matching activity • Live Webinar with Dr. Elissa Yukiko Weichbrodt • Throughline Episode: <i>Apocalypse Now</i> and reflection post • <i>The Myth of Equality</i> by Ken Wytsma 	3-4 hours
<ul style="list-style-type: none"> • Monthly reflections (ILP + Practicum) • <i>Crossing the Divide</i> by Owen Hylton Ch. 1 & 2 + discussion posts 	2-3 hours
<ul style="list-style-type: none"> • Monthly reflections (ILP + Practicum) • Recruiting, Retaining and Promoting Culturally Different Employees • Live Webinar with Marlysa Gamblin 	6 hours

INSTITUTE FOR CROSS-CULTURAL MISSION PRACTICUM EXAMPLES

The practicum is a service-learning project that cohort members design and carry out in their home contexts. ICCM staff will assist cohort members in designing a mutually beneficial, relationship-based project to fit their learning needs. Examples of the practicum include:

- Facilitate a church merger between largely white PCA church and Caribbean neighborhood congregations
- Initiate outreach through community service by partnering church volunteers with secular non-profit in church's neighborhood which primarily serves immigrants and the homeless
- Serve on advisory board for a new non-profit that seeks to link public policy with Christian mercy ministry response/research and advise on re-entry community needs
- Oversee and empower recovery community to minister to the needs of those with the disease of addiction in the church's neighborhood
- Lead a small group focused on Black contemplative spiritual practice in order to examine and understand the Christian response to racial justice
- Facilitate shared resources (staff training) and fellowship time (potlucks, etc.) with host church, which is from a different cultural background from tenant church
- Build business practices, training opportunities, and lending practices that empower people of color

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FREQUENTLY ASKED QUESTIONS

Who should apply to this program? Is this just for pastors?

This is a program for clergy and lay, pulpit to the pew; you do not need to have gone to seminary to participate. Anyone who wants to see their church community welcome others as Jesus does, men and women, are invited to apply.

Do you have scholarships?

We are working on building a designated scholarship fund. Scholarships are currently only available on a case-by-case basis. Please contact us for more information.

Is this a PCA ministry?

While ICCM has roots in the PCA, the cohort program is ecumenical and welcomes Christians from a variety of denominational backgrounds.

What does success look like? How do you know the cohort experience is a success?

At the end of the program, when participants submit their portfolio, we look for growth in demonstrated instances of the competencies listed on p. 7. We will consider the cohort program a success if there is evidence of these competencies in graduated members' local contexts in the years following the cohort. Additionally, if these competencies are demonstrated by others who encountered cohort members but did not participate in The Cohort Experience themselves, we will consider that a sign of success.



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