

2nd Biennial Conference on Human Formation

INTERCULTURAL COMPETENCIES

April 15-18, 2018 | St. Meinrad, Indiana



Conference on
Human Formation



Saint Meinrad



SAINT LUKE INSTITUTE

WELCOME

Welcome to our second national Conference on Human Formation, Intercultural Competencies for Human Formation.

This conference is built around a series of plenary sessions and supporting workshops. Together, they explore best practices and new strategies for screening, forming and acculturating international priests and religious for ministry in the United States.

We encourage you to share experiences and concerns and ask questions of our presenters. The faculty will be available for consultation during the week.

It is our hope that you benefit from this gathering and enjoy your stay here in beautiful St. Meinrad, Indiana. We look forward to spending this time with you.

Rev. David Songy, O.F.M.Cap., S.T.D., Psy.D.
President | Saint Luke Institute

Right Reverend Kurt Stasiak, O.S.B.
Archabbot | Saint Meinrad Archabbey

GENERAL INFORMATION

CONCIERGE DESKS

Staff members are available at the reception desks at the Guest House and St. Bede lobby to assist you.

FREE WIFI

Network: Guestnet | Password: saintmeinrad (lower case letters)

DINING

All meals will be served in Newman Dining Room. Please check the conference schedule for meal times.

LOUNGE

Comfort Inn guests and commuters are invited to enjoy a comfortable lounge with free wi-fi, coffee and snacks in the St. John Vianney Center on the third floor of St. Bede Hall.

LOUISVILLE AIRPORT SHUTTLE (WEDNESDAY)

Reservations are required. For assistance, contact Sally O'Bryan (502-387-2603) or stop by a concierge desk.

MASS AND PRAYER

All are invited to join the monastic community for Mass and prayer in the Archabbey Church. Times are listed in the conference schedule.

TIME ZONES

All times noted are Central time. Louisville and Ferdinand (including the Comfort Inn) are in the Eastern time zone.

AMENITY	LOCATION	Mon.	Tues.	Wed.
Concierge desk	Guest House (812.357.6611 campus ext. 6611) St. Bede Hall (812.357.6467 campus ext. 6467)	Guest House: to 11 p.m. St. Bede Hall: to 5 p.m.		
Lounge (for those staying off-campus)	St. Bede Hall - 3rd Floor (St. John Vianney Center)	8 a.m.- 8 p.m.	8 a.m.- 8 p.m.	8 a.m.- 12 noon
Jack's Coffee Shop	St. Anselm Hall - 1st floor	1-4 p.m.	1-4 p.m.	closed
Scholar Shop (books)	Newman Hall - 1st floor	8:30 a.m.-4 p.m.		
Archabbey Gift Shop	Southeast corner of campus	9:30- 5 p.m.	9:30- 7 p.m.	9:30- 5 p.m.
Exercise facilities	Newman Hall - ground floor	24 hours (code - 1436)		
Airport shuttle	Departs Guest House entrance (reservations req.)			8:00 a.m. 12:30 p.m.

PLENARY SESSIONS

All plenary sessions will be held in the Bede Theater

1 Pentecost DNA: The Intercultural Nature of Catholic Identity

Arturo Chávez, Ph.D., *Monday, 9 a.m.*

The culturally diverse context of the Church's birth at Pentecost reveals not only her catholic nature and mission but also a timeless challenge - the call to unity in diversity. This session explores how the primordial Pentecost experience provides a timeless vision and a practical road map for our journey as disciples of Jesus in today's complex and divided world. As racial demographics rapidly change, the Church is called to witness to a radically ancient and refreshingly new interculturality that is truly the heart of Catholic identity. The plenary will contextualize this higher call within a practical spirituality that fosters not only hospitality, but also a true sense of "belonging" in culturally and linguistically diverse communities.

2 Observe, Ask and I Will Disclose To You Who I Am: The Art of Intercultural Competence

Rev. Aniedi Okure, OP, Ph.D., *Monday, 1:15 p.m.*

The human person is a cultural phenomenon; that is, a being with a past experience and ways of understanding that is grounded in a particular cultural heritage and yet a being that is happening in a given context and in an ongoing encounter. How do we approach and understand this particular being that, though already shaped, is also unfolding? This presentation suggests that a phenomenological approach to encountering the other allows for greater insights and understanding of the other without imposing a prejudged understanding on the other. It also serves as a non-threatening and appropriate instrument in the formation process.

3 A Shared Perspective: Bringing International Candidates and Formators into Conversation

Facilitated by Thomas Walters, Ph.D.
Tuesday, 9:00 a.m.

While reading and self-reflection are important tools for growing in intercultural sensitivity, open and trusting dialogue can often advance our appreciation of our international candidates as well as our own limited cultural perspective. In this session, Dr. Walters will facilitate a conversation among seminary and religious formators and men and women adapting to ministry

and community life in the United States. Participants will be encouraged to speak on issues related to images of the Church, perceived needs in the U.S. Church, and factors contributing to the contemporary global missionary movement.

4 Implementing a Model for Culturally Competent Evaluation

Rev. David Songy, O.F.M.Cap., S.T.D., Psy.D., and Emily Cash, Psy.D., *Tuesday, 1:15 p.m.*

Fr. Songy and Dr. Cash offer guidelines for and insights into culturally competent assessment of candidates for priesthood and religious life. Dioceses and religious communities rely on psychological evaluations as a screening tool, but they also use them to understand challenges that may surface during formation. For international candidates, the traditional model of psychological evaluation should be adapted to ensure a culturally appropriate assessment process. Discussion includes recommendations for choosing a psychologist, selecting appropriate test instruments, developing a culture-specific interview, and interpreting and using testing instruments in an intercultural context.

5 New Models for Formation and Acculturation with International Candidates

Rev. Denis Robinson, OSB and Br. John Mark Falkenhain, OSB, Ph.D., *Wednesday, 9:00 a.m.*

Formation and acculturation programs for international candidates are often limited by a relatively short, lecture-based approach and simple exposure to life and ministry in the United States. However, researchers in the area of intercultural readiness suggest that knowledge of and exposure to a culture alone do not translate into developing the competencies needed to thrive. In this plenary session, Fr. Robinson and Br. Falkenhain present new program ideas for a comprehensive, skills-based approach to acculturation of international priests and religious. The proposed semester-long acculturation program features: culture-specific theological training, opportunities for supervised ministry, etiquette and social skills building, cultural mentoring, language and communication training, and assessment of cultural readiness based on models drawn from international business and education.

Please note: Sessions will be recorded and will be available on SLIconnect.org in summer 2018.

Preparing the Way: Graces and Challenges of Receiving International Pastoral Ministers

Mar Muñoz-Visoso, M.T.S. and Rev. Ralph O'Donnell, M.Div., M.A.

The exchange of pastoral ministers is a concrete expression of solidarity and communion between local churches in the context of the universal Church. Having participated in the genesis of the *Guidelines for Receiving International Pastoral Ministers*, the presenters will offer an overview of this USCCB resource, focusing in particular on the professional and intercultural competencies involved in welcoming international clergy and religious, as well as in the vocational discernment, recruitment and retention of seminarians and religious of different ethnic and cultural backgrounds.

Intersecting Variables: Is it Personality or Culture? | Crystal Taylor-Dietz, Psy.D.

Working with others in a cross-cultural setting can leave us wondering whether a person's cultural background or their personality is the answer for understanding their behavior. The more aware we are of the ways in which multiple and intersecting aspects of one's cultural identity impact personality development and behavior, the more effective we can be in our understanding, screening and formation of international priests and religious. Dr. Taylor-Dietz will discuss how the culture individuals grow and live in impacts their personality development and how understanding the intersection of those variables can help us gain a more holistic understanding of a person.

Interpersonal Boundaries and Psychosexual Issues | Br. John Mark Falkenhain, OSB, Ph.D.

Navigating boundary issues and the dynamics of sexuality is a complex task within one's own culture of origin, but it can be even more complicated for international priests and religious trying to understand the subtle mores and customs of U.S. culture. Br. Falkenhain will help formation personnel examine their own cultural bias related to sex, gender and boundary issues before identifying strategies for forming and acculturating international candidates in this area.

Addressing Resistance to Evaluation, Formation & Intervention | Rev. John Kang, M.Div.

Communicating across cultures and drawing international candidates into formation experiences that might be unfamiliar or even uncomfortable for them given their native cultural background are skills that formation directors and superiors must learn to navigate. In this session, Fr. Kang will draw on the Hofstede model and research by Mooyoung Lim to help participants better understand how to move international students to greater levels of transparency and to facilitate cross-cultural communication in the formation context.

Models of Pastoral Authority | Rev. Denis Robinson, OSB

This workshop explores various models of pastoral authority and the ways they interact in the contemporary intercultural and theological environment of the church. This presentation also considers the broader understanding of Church, relating not only to parish life, but also to that of institutions and the domestic church. Fr. Robinson will address practicalities as well as theories.

Free to Choose: A New Perspective on International Candidates for Religious Life and Ordination

Rev. Peter Marshall, M.S.W., M.Div.

Freedom is an essential canonical and moral component of the promises necessary for religious life and ordination. However, in spite of this importance, it is often either assumed to be present or is overlooked in favor of other more readily visible signs of fitness for a religious vocation. This lack of discernment on the part of the order or diocese can have disastrous consequences both for the international candidate and for the institutional Church. This session examines common obstacles to freedom in the international candidate that are accessible to both the internal and external formator. Participants will also explore ways to encourage the candidate to grow in freedom.

Cultural Intelligence & Recognizing Our Own Cultural Biases | Rev. David Songy, O.F.M.Cap., S.T.D., Psy.D.

Cultural intelligence is the ability to relate and work effectively across cultures, i.e., possessing an understanding of culture and the relevance of language and cultural values, as well as mindfulness of one's own behaviors in intercultural contexts and the capacity to apply this knowledge in ministry and community life. Beginning with a self-awareness exercise, this session will review the important elements of cultural intelligence, discuss practical scenarios of intercultural interactions, and provide a tool for assessing one's own cultural intelligence.

Language and Human Formation | Jeff Jenkins, M.A.

This session explores the essential elements of human language and how it may affect human formation. In particular, participants will explore the link between language and emotion, language and social identity, and attitudes toward non-native speakers of a language. The goal is to give participants insight into how linguistic variation can affect the understanding of the person, particularly in the human formation aspect.

Lessons Learned: A Diocesan Perspective | Rev. Linh Nguyen, M.Div.

Most international priests serving in U.S. dioceses face significant acculturation challenges both within and outside the Church. They often face discrimination, within and outside the ecclesial context, and they may experience a level of isolation that is in direct conflict with the communal aspect of their own countries, cultures and religious orders. Fr. Nguyen, vicar for international priests for the Diocese of Lexington, Kentucky, discusses the challenges faced by international priests and provides suggestions for implementation of successful diocesan support systems.

Encountering International Missionaries: Lessons Learned | Sr. Joan McGlinchey, MSC

Sr. Joan McGlinchey, vicar for religious for the Archdiocese of Chicago, discusses best practices and ongoing challenges and opportunities of receiving international religious in the parishes, agencies and institutions of the third largest urban diocese in the United States. Looking at cultural diversity among men and women religious, participants will consider their challenges and contributions to the mission, especially in parish life. Discussion will highlight important questions encountered in this process: What has challenged and helped us journey together? How has this changed reality called us to conversion and to be a force for unity in Church and society?

Case Studies in Cross-Cultural Evaluation | Emily R. Cash, Psy.D.

Psychological assessment and evaluation of international candidates is crucial to helping formators and those working with international candidates provide adequate support structures for healthy, well-informed discernment. This session explores various clinical presentations, both male and female, of international candidates participating in psychological evaluations. The presenter will explore common patterns seen in psychological testing, identify ways to structure culturally relevant interviews and make recommendations for formation goals.

PRESENTER PROFILES



Emily R. Cash, Psy.D., a licensed psychologist, is the director of the Candidate Assessment Program for Saint Luke Institute and the director of Saint Luke Center, located in Louisville, Kentucky. She has been a member of the clinical services department at Saint Luke Institute since 2006. She

received her graduate degree in clinical psychology from Spalding University in Kentucky and completed her doctoral training in a community mental health setting in New York City. Dr. Cash's clinical services include individual and group therapy, psychological evaluation and assessment, and facilitation of psycho-educational groups for mental health and well-being.



Arturo Chávez, Ph.D. is the president and chief executive officer of the Mexican American Catholic College (MACC) in San Antonio, Texas. A member of the MACC faculty since 2000, he was appointed president in 2007. Dr. Chávez has led the organization into its transition from a

cultural center to a Catholic college offering B.A. and

M.A. degrees in pastoral ministry. He holds a B.A. in Religious Studies from the University of Incarnate Word, a master's degree from Oblate School of Theology of the Southwest, and a Ph.D. in Religious and Theological Studies from the University of Denver and the Iliff School of Theology, with a focus on the relationship between religion and social change. Nationally recognized for his efforts to combat racism and poverty, Catholic Charities USA recognized Dr. Chávez as "a national champion of the poor" with the 2010 "Keep the Dream Alive Award."



Brother John Mark Falkenhain, O.S.B., Ph.D., of Saint Meinrad Archabbey, is adjunct professor of psychology at Saint Meinrad Seminary and School of Theology. He is a licensed psychologist whose work includes teaching courses on human development and human sexuality to

seminarians, men and women religious and lay degree students. He has served as the vocation director and assistant formation director for Saint Meinrad Archabbey. He is a fellow in human formation with Saint Luke Institute.



Rev. Peter Marshall, M.S.W., M.Div., is director of spiritual formation at Saint Meinrad Seminary and School of Theology. A priest of the Archdiocese of Indianapolis, he has served in parishes before and during his time at Saint Meinrad. He teaches classes in spirituality and serves as spiritual

director for seminarians. He earned a master's of social work from Indiana University, and worked as a social worker and counselor before entering the seminary. He holds a Master of Arts and a Master of Divinity degree from Saint Meinrad Seminary and School of Theology, and has certificates in spiritual direction from Creighton University and in supervision of pastoral ministry from Saint Meinrad.



Sr. Joan McGlinchey, MSC, is a member of the Missionary Sisters of the Sacred Heart of Jesus (St. Frances Xavier Cabrini) and a graduate of the Institute of Psychology at the Pontifical Gregorian University. She is vicar for religious for the Archdiocese of Chicago and past president of the

National Association of Vicars for Religious. Sr. McGlinchey has served on the Coordinating Committee of the Association of Hispanic Sisters of the United States as a founding member for nine years. Recently renamed AHLMA, this is the association for Latino sisters sent as missionaries to minister in the U.S. Church. She has served in various apostolates: elementary and secondary education and administration, initial and ongoing formation, provincial administration and health care governance. She was a member of the General Council of the Missionary Sisters of the Sacred Heart of Jesus from 2002-2014.



Rev. Linh Nguyen, M.Div., is the vicar for international priests for the Diocese of Lexington and pastor of Ss. Francis and John Parish in Georgetown, Kentucky. He was ordained in 1997 and holds a Master of Divinity degree from Mundelein Seminary. A native of Vietnam, Fr. Nguyen came to the

United States as a child and refugee from the Communist regime. He has served as a consultant to the National Federation of Priests' Councils and the Institute for Priests and Presbyterates, and over the past several years, has reorganized the implementation of ongoing support for incoming international priests in the Diocese of Lexington.



Mar Muñoz-Visoso, M.T.S., is the executive director of the Secretariat for Cultural Diversity in the Church, United States Conference of Catholic Bishops (USCCB). Prior to her appointment in 2012, she was the assistant director of media relations at the USCCB, and she served in a variety

of positions for the Archdiocese of Denver for over 10 years. She is the founding editor of *El Pueblo Católico*, a Catholic Spanish-language diocesan newspaper, and was co-founder and executive director of Centro San Juan Diego, a pastoral institute and adult education center for Hispanics in Denver. A native of Spain, Muñoz-Visoso received a bachelor's degree in communications with a major in journalism from Centro Escuela Universitaria (CEU) San Pablo in Valencia and a master's degree in theological studies from Madonna University in Michigan.



Rev. Ralph O'Donnell, M.Div., M.A., is executive director of the Secretariat for Clergy, Consecrated Life and Vocations, United States Conference of Catholic Bishops. A priest of the Archdiocese of Omaha, Nebraska, he attended Conception Seminary College in Missouri, then received a

Master of Divinity from St. Mary of the Lake in Mundelein, Illinois and a master's in spirituality from Creighton University in Omaha. After his ordination in 1997, he was an associate pastor, pastor and vocation director for the Archdiocese of Omaha, director of the permanent diaconate, and vice rector/dean of students for Conception Seminary College from 2011-2015.



Rev. Aniedi Okure, OP, Ph.D., is executive director of Africa Faith & Justice Network (AFJN), a fellow at the Institute for Policy Research and Catholic Studies at The Catholic University of America, and an instructor at the Loyola Marymount University Cultural Orientation Program

for International Ministers (COPIM). He was coordinator of ethnic ministries at the United States Conference of Catholic Bishops for seven years and vicar provincial of his Dominican province for three terms. Fr. Okure has taught at the University of Ife Nigeria, University of California Davis, The George Washington University and The Catholic University of America. He is co-author of *African and Caribbean Catholics in the United States* (2008) and *International Priests in America* (2006), and a contributor to *To be One in Christ: Intercultural Formation and Ministry* (2015). He holds a doctorate in sociology from The Catholic University of America.



Rev. David Songy, O.F.M.Cap., S.T.D., Psy.D., president of Saint Luke Institute, is a priest of the Capuchin Province of Mid-America and a clinical psychologist. He was the spiritual director and prefect of studies at Redemptoris Mater Missionary Seminary in Denver, Colorado. He also

was director of counseling services at the Pontifical North American College in Rome and held several positions at St. John Vianney Theological Seminary. Fr. Songy holds a doctorate in psychology from the University of Denver and a doctorate in sacred theology from the Teresianum. He holds a master's degree in pastoral counseling from Loyola College and theology degrees from Aquinas Institute. Fr. Songy speaks Italian, Spanish and Tok Pisin, the language of Papua, New Guinea.



Crystal Taylor-Dietz, Psy.D., is a licensed psychologist and director of Caritas Counseling Center at Saint Luke Institute. She is also an assistant clinical professor of clinical psychology at The George Washington University Professional Psychology Program. She received a

doctorate in clinical psychology from Chestnut Hill College and completed a pre-doctoral internship at the Center for Multicultural Training in Psychology at Boston Medical Center and a postdoctoral fellowship at The George Washington University Professional Psychology Program.



Rev. Denis Robinson, OSB, is president-rector of Saint Meinrad Seminary and School of Theology. He is also an assistant professor of systematic theology. A Mississippi native, Fr. Robinson attended Saint Meinrad College and School of

Theology, earning a bachelor's degree in philosophy and then a Master of Divinity. He was parochial vicar for the Cathedral of the Immaculate Conception in Memphis, TN, from 1993-1996, when he joined the Saint Meinrad monastery. He also attended the Catholic University of Louvain, Belgium, where he received a master's degree in theology in 2002, a licentiate in sacred theology in 2003, and doctorates in sacred theology and philosophy in 2007.



Jeff Jenkins, M.A., is the director of the Mader Learning Center at Saint Meinrad Seminary and School of Theology, where he provides academic support and English language services to international and U.S. students. He has given workshops on American accent and culture to

over 13 dioceses and has trained over 40 priests in acquiring a standard midwestern American accent. He is the co-author of the *Speaking Pastoral English in America* course (S.P.E.A.C.) workbook. Mr. Jenkins earned a master's degree in teaching English to speakers of other languages from Murray State University and holds a master's degree in Catholic thought and life from Saint Meinrad Seminary and School of Theology.



Rev. John Kang, M.Div., is a priest of the Diocese of Busan, South Korea, and currently serves as a formation dean at Saint Meinrad Seminary and School of Theology. Fr. Kang received a Master of Divinity degree from Saint Meinrad and served as an assistant pastor in Busan before returning to

Saint Meinrad to serve on the seminary formation staff. Fr. Kang also holds a certificate in homiletic supervision from Saint Meinrad.



Thomas Walters, Ph.D., is professor emeritus of religious education at Saint Meinrad Seminary and School of Theology and former academic dean. Dr. Walters earned a master's degree in religious education from the University of Detroit and a master's degree and doctorate in educational

psychology from Wayne State University. Over the years, he has served in leadership positions in a number of national organizations. Dr. Walters is a well-known national speaker and author of several books and articles, including *Lay Ministers and Their Spiritual Practices* (Our Sunday Visitor, 2003) and *A Crucial Key* (National Catholic Educational Association, 2009), a study of generational differences among current and future catechetical leaders.

Sunday | April 15

2:00 p.m.	Registration/check-in opens
5:00 p.m.	Evening prayer with Benedictine Community
5:30 p.m.	Dinner
6:30 p.m.	Welcome and Opening Remarks Cocktail reception to follow

Monday | April 16

7:30 a.m.	Mass with Benedictine Community
8:15 a.m.	Buffet breakfast
9:00 a.m.	Plenary 1: Pentecost DNA: The Intercultural Nature of Catholic Identity
10:45 a.m.	Workshops <ul style="list-style-type: none">• Preparing the Way: Graces and Challenges of Receiving International Pastoral Ministers• Intersecting Variables: Is it Personality or Culture?• Interpersonal Boundaries & Psychosexual Issues
12:15 p.m.	Lunch
1:15 p.m.	Plenary 2: Observe, Ask and I Will Disclose To You Who I Am: The Art of Intercultural Competence
3:00 p.m.	Workshops <ul style="list-style-type: none">• Addressing Resistance to Evaluation, Formation & Intervention• Models of Pastoral Authority• Free to Choose: A New Perspective on International Candidates for Religious Life and Ordination
5:00 p.m.	Evening prayer
5:30 p.m.	Dinner
7:00 p.m.	Compline
7:30 p.m.	Social activity

Tuesday | April 17

7:30 a.m.	Mass with Benedictine Community
8:15 a.m.	Buffet breakfast
9:00 a.m.	Plenary 3: A Shared Perspective: Bringing International Candidates and Formators into Conversation
10:45 a.m.	Workshops <ul style="list-style-type: none">• Cultural Intelligence & Recognizing Our Own Cultural Biases• Language and Human Formation• Lessons Learned: A Diocesan Perspective• Encountering International Missionaries: Lessons Learned
12:15 p.m.	Lunch
1:15 p.m.	Plenary 4: Implementing A Model for Culturally Competent Evaluation
3:00 p.m.	Workshops <ul style="list-style-type: none">• Case Studies in Cross-Cultural Evaluation• Addressing Resistance to Evaluation, Formation & Intervention• Lessons Learned: A Diocesan Perspective• Encountering International Missionaries: Lessons Learned
5:00 p.m.	Evening prayer
5:30 p.m.	Dinner
7:00 p.m.	Compline
7:30 p.m.	Social activity

Wednesday | April 18

7:30 a.m.	Mass with Benedictine Community
8:15 a.m.	Buffet breakfast (first airport shuttle departs at 8:00 a.m.)
9:00 a.m.	Plenary 5: New Models for Formation and Acculturation with International Candidates
10:45 a.m.	Workshops <ul style="list-style-type: none">• Intersecting Variables: Is it Personality or Culture?• Language and Human Formation• Free to Choose: A New Perspective on International Candidates for Religious Life and Ordination
12:00 p.m.	Lunch and departure