



DIALOGUE: U.N.'s WORLD CHARTER FOR NATURE

The five principles of conservation

The "World Charter for Nature" was adopted by the United Nations' member nation-states during 1982. It proclaims five "principles of conservation by which all human conduct affecting nature is to be guided and judged." I searched the Internet for more information and responses to this document, but found very little material. I wonder what this means. Having read it, I found the link between the environment and human economic, social and political framework enlightening. For this text-based dialogue, I propose that we listen to the preamble and the Five General Principles of this document (*see page 7 for the text*).

The dialogue process

1. Read the Respectful Communication Guidelines and invite members of the group to affirm them for their time together:

2. Inform participants that they will listen to excerpts from the World Charter on Nature adopted by the United
Please see DIALOGUE, p. 7

How one
Kansas
diocese is
successfully
utilizing
Kaleidoscope
Institute
tools. 'It was
the best Lent
I ever had,'
said 1 student
to the bishop.

By Eric
H. F. Law

WORD WORKING

Last month, I was invited to give two workshops on multicultural/multilingual music and liturgy for the Roman Catholic Diocese of Dodge City, Kansas. I had offered workshops on multicultural ministry for the diocese quite a few years ago and was excited about working with the people in this community again. After the first workshop, a number of people came up to me and asked, "Do you know what's been happening in this

diocese as a result of your work here?" I said I had no idea. Next, I was given a bilingual (Spanish/English) publication called Word Working. For two years in Lent, Bishop Gilmore of the diocese had invited members of the diocese to form small groups for scriptural reflection using the basic tools – Respectful Communication Guidelines, Mutual Invitation and the Kaleidoscope Bible Study, which they renamed "Word Working."

Please see DIOCESE, p. 2

'A new heaven and a new earth'

Hard work is paying off for the three denominations involved in cultural competency training in the Pacific Northwest.

On April 8, 2007, in Spokane, Wash., a group of ecumenical church leaders, trained by the Kaleidoscope Institute, presented and facilitated the second Cultural Competency Training. The program is called "A New Heaven and New Earth," and is a workshop which assists in building skills to effectively communicate with diverse groups of people, and to initiate and deepen relationships across cultural, ethnic and racial differences. Two Kaleidoscope Associates, Eric Law and Lucky Lynch were there to give some of the presentations and to support the work of this team.

The day before the workshop began, the team

gathered to do its final planning, and more importantly to practice giving presentations and other facilitation skills. They received feedback from their teammates, in order to be ready for the workshop. The practice and planning paid off, as reflected in the following e-mail from one of the participants:

Dear Red, Stacy, and all who made it possible for me to attend the Event in Spokane: Many thanks!

It was a power-packed day with excellent top-notch presenters. The cultural competence and community building focus was particularly helpful for my *Please see TRAINING, p. 3*

Diocese: Dodge City adopts KI tools

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Here is what Bishop Gilmore said in his invitation in 2008:

"It was the best Lent I have ever had," one college student told me last year after participating in a Lenten Word Working group. I agreed. It was a good Lent. It was made especially good because of all you who gathered across our Diocese, allowing the Word of God to work on you.

"I invite you this Lent to again join with fellow parishioners, family, friends, neighbors and let the Word work on you."

At the diocesan website, he explained the program this way:

I invite you to "Word Working." My invitation to you is not for you to work on the Word but rather to allow the Word of God to work on you . . . to work on your parish . . . on our Diocese.

"Word Working" is a style of scripture reflection, a method of scriptural prayer, a distinctive way of engaging God's Word so as to be shaped by that Word for God's work both within and beyond our Church.

"Word Working" draws from ancient "Lectio Divina," traditional "Collatio," and contemporary "Scripture Sharing" to give us in the Diocese of Dodge City a shared way of entering into prayer and engaging the Scriptures in order to be nourished for service in the world.

"Word Working" uses "respectful communication guidelines" and "mutual invitation" as ways to help ensure an open

place in groups and in our hearts for the Word to work.

"Word Working" may be used as prayer/scripture reflection for parish pastoral council meetings, prayer time at other parish meetings and with parish groups, an integral part of educational and formational sessions for adults and youth, and for small groups. I especially urge Parish Pastoral Councils to make use of "Word Working" not only as their opening prayer but equally important as their first agenda item: *What is God's Word saying to us about how and in what direction we should be leading our Parish?*

Each year during Lent, I will "lead" "Word Working" Groups, through the Southwest Kansas Register, throughout the Diocese.

+ Ronald M. Gilmore

I found out that the diocese had set up facilitator training via ITV in January—two in English and one in Spanish. These are two-hour training sessions, done in 10 different sites. The Word Working documents, which were published as part of the Southwest Kansas Register, consist of bilingual material laying out the process in details, the Bible passages for each week during Lent, the second reflection for each passage, and short paragraphs from Bishop Gilmore explaining why Respectful Communication Guidelines and Mutual Invitation are so important in this process. These materials are all available at their diocesan

website: <http://www.dcdioocese.org/WordWorking/Index.htm>

I was excited about the comprehensive nature of this program. I was thankful to see the fruit of the work of the local leaders, because this did not happen overnight. It started about six years ago, when I did a five-day training for the Mexican American Cultural Center in San Antonio. A staff member of the Diocese of Dodge City came and returned to the diocese with an action plan. She showed her colleagues some of the inclusive tools and methods that she had learned. A few years after that, I was invited to the diocese to offer a number of workshops on multicultural ministry. These workshops exposed more people to the inclusive tools and processes, especially the Kaleidoscope Bible Study.

I was told that Bishop Ronald Gilmore was looking for a way to invite people in the diocese to study scriptures together. He had known *lectio divina* and other processes and appreciated the similar format of the Kaleidoscope Bible Study. He and some of the diocesan staff members began to use this method of scriptural reflection in various places of the diocese and found it to be enriching. In 2007, the bishop and the diocesan staff initiated the Word Working project during Lent, which was met with great feedback. Lent 2008 was the second year that Word Working

was formally introduced to the diocese. Many small groups have continued to meet after Lent. The diocese continues to support the ongoing Word Working groups by putting suggested questions for the reflections for each month on the diocesan website, <http://www.dcdioocese.org/WordWorking/SecondQuestionPage.htm>, which is very similar to what we are trying to do through our KI newsletters and website. I would invite our readers who are practitioners of the Kaleidoscope Bible Study to check out this website as well, as you are preparing for the second question for your Bible reflection groups.

Word Working in the Diocese of Dodge City provides a concrete workable and realistic model for building inclusive communities from a wider organizational perspective. I invite the Kaleidoscope Institute community to keep Word Working in your prayers.



KALEIDOSCOPE INSTITUTE
The Kaleidoscope Institute is a not-for-profit organization, a subsidiary of the Corporation Sole of the Diocese of Los Angeles.

BOARD OF DIRECTORS:

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Training: Work pays off for N.W. participants

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ministry context at Faith Lutheran in this diverse part of Everett. I learned a lot — the day was so full that it's going to take some time to process it.

FYI: PLTS includes a slightly modified version of this seminar as part of its Multicultural Requirements. (We read *The Wolf Shall Dwell with the Lamb* and learned the RE-SPECT guidelines, and most of the cultural awareness materials, "iceberg" materials as well as photolanguage and invitational bible study). Of course this kind of work bears repeating - again and again! And [it's] different each time because it is so group-driven, so that as the group changes, the experience and learning opportunities change dramatically.

This event was certainly a fruitful experience for me that has equipped me to be a better pastoral leader here at Faith.

Many, many thanks from Faith Lutheran and myself for the support that helped get me there! (Including thanks to Bishop Wells for the ride from the airport!)

Peace in Christ, Kari Reiten

This event was the result of the hard work of leaders from the American Baptists (Evergreen Association), the Lutherans and the United Methodists in the Northwest. It began with conversations amongst leaders from the three denominations last year—Marcia Patten, Kristina Gonzalez, and Stacy Kitahata. They shared their denominations' needs for training leaders to become more competent in leading in a diverse changing world. I have previously worked with both the United Methodists and Lutherans in this region and was beginning to build a mutual supportive relationship with the Evergreen Associations. A consultation/training meeting in May 2007 was organized in which I was invited to facilitate. At this meeting, more leaders from all three denominations plus a few Episcopalians were invited to engage in this dialogue. The goals of this consultation were to:

1. Share experiences of utilizing the KI material in their ministries in the congregations and denominations represented;
2. Learn and practice the commonly

shared skills, theories, processes for building inclusive community and organizational transformation;

3. Explore the formation of a Kaleidoscope Institute resource group that will provide continuing support and increase the competency of leaders who are passionate about the ministry of inclusion and transformation in the local congregations and denominations; and

4. Plan for a November training event that will be organized, and implemented with the assistance of the people present in this event.

Even though the specific needs are different, all three denominations are in need of competent leaders who can deliver local training similar to the training modules of the Kaleidoscope Institute. One denomination needed more consultants to work with local congregations. Another denomination needed to find ways to increase awareness for the need for diversity and cultural competency training. The United Methodist group were the most concrete in their expressed needs—they needed to design and deliver a training that could meet the requirement for all clergy to complete a cultural competency training in the Jurisdiction in the coming year.

In order for a facilitator to become proficient in delivering a Kaleidoscope Institute approved program, the facilitator has to practice his or her presentations and facilitation skills in front of peers—other trainees. Then, the facilitator may be approved to deliver the training module in front of a real audience. Based on the evaluation on the performance of the facilitator, a Kaleidoscope Associate then certifies whether the facilitator is proficient or not for delivering that training module. This training model requires that we have real opportunities for the trainees to practice. The United Methodists' immediate need to deliver a cultural-competency training provided the needed opportunities for practice, which is essential for training process.

We decided that we would develop an

ecumenical team to eventually deliver the Cultural Competency training with KI Associates first as trainers and then coaches. In November 2007, the team got together to have a day of training, practice and planning to get ready for the public event which would satisfy the requirement for Cultural Competency training for the United Methodists. After the public event, the team continued their work for 2 more days to learn from the day before and to gain further training to get ready for the next public event. April this year, we deliver the second one using the same format with the local ecumenical team presenting more material. Kaleidoscope Associates Eric Law and Lucky Lynch were present at both the November and April events. We hoped, by December, the Northwest ecumenical team will be able to deliver the training without the presence of KI Associates from outside the Northwest area, because by that time, out of the hard work of this ecumenical team, there will be a number of certified KI associates who will function as guides to continue this ministry to support the training needs of the three denominations.

What did we learn from this initiative? We learned that:

1. It's not easy to become a trainer. With this and other similar projects, we discovered that initially there were unrealistic expectations that the locally trained leaders will be able to be certified quickly and deliver the training modules in a very short time period. After the initial training, team members, on their own, determined that it will take a longer time frame and a *lot more* hard work before the local team can achieve proficiency.

2. It takes a committed group of people to initiate and maintain organization and communication for this work to bear fruit.

3. A concrete project meeting an immediate need is helpful for bringing together facilitators who want to increase their proficiency. They have something to work toward and the project provides opportunities for trainees to practice their skills.

Kaleidoscope Summer Institute 2008

From July 21–25, learn fundamental skills and ways to transform your community.

This year's Summer Institute consists of two courses, held at the Cathedral Center of St. Paul's Retreat Center (840 Echo Park Ave., Los Angeles, CA 90026).

FIRST COURSE

Fundamental Skills for Building Inclusive Community

In a fast-changing and diverse world, what skills do leaders need to practice in order to create a more inclusive environment in which people of diverse backgrounds and experiences are welcome and no one person or group is disadvantaged? In this foundational workshop, the Rev. Eric H. F. Law will guide participants through a practical and spiritual journey toward becoming competent leaders in a diverse changing world.

TOPICS TO EXPLORE:

- ✦ What is Culture and why are there cultural differences?
- ✦ Cultural Differences and their Impacts on our leadership
- ✦ Theological Reflection on multicultural leadership
- ✦ Skill, models and processes for building inclusive community
- ✦ Developing a spirituality for leadership in a diverse, changing world
- ✦ Training Modules I-VII of the Kaleidoscope Institute basic training (See website: www.ladiocese.org/ki)

WHO SHOULD ATTEND?

- ✦ People involved in small group ministries – bible study, youth ministry, adult forums, discussion groups.
- ✦ Chairs of committees and commissions
- ✦ Religious educators
- ✦ People who have read Eric Law's books and want to get a hands-on, in-depth experience in putting the theory, method, spirituality to practice.

JULY
21–23

Monday at 9 a.m.–Wednesday at noon

\$300 (includes meals beginning Monday through Wednesday lunch at the Retreat Center at the Cathedral Center of St. Paul). Housing costs at the Retreat Center are \$45 per night.

SECOND COURSE

Model and Processes for Community Transformation

The Rev. Eric H. F. Law will share from his experiences in working intensively with over 300 churches in the U.S. and Canada over the last 10 years. What methods and processes work and what do not work for churches that find themselves in diverse fast-changing communities? He will discuss the impacts of cultural differences, specifically in communication and power perception, on church planting, revitalization, shared facility, cross-racial appointments, and cluster ministry development. How we can enable local churches to analyze their situations (their church culture, local community and social contexts) and move toward faithful and constructive change?

TOPICS TO EXPLORE:

- ✦ Impact of fast-changing community on community redevelopment
 - ✦ Impact of cultural diversity on church revitalization and new church development
 - ✦ Tools to enable local community leaders to analyze their organizational culture, local community and social contexts
 - ✦ A process for faithful transformation
 - ✦ Theological reflection on faithful transformation
- Training Module VIII-X of the Kaleidoscope Institute basic training (See website: www.ladiocese.org/ki)

WHO SHOULD ATTEND?

- ✦ Church leaders interested in church revitalization and congregational development from a multicultural perspective
- ✦ People involved in Interim Ministry
- ✦ Consultant and facilitators for communities in transition
- ✦ People involved in leadership development in local community

JULY
24–26

Thursday at 9 a.m.–Saturday at noon

\$300 (includes all meals beginning with Thursday's lunch) at the Retreat Center at the Cathedral Center of St. Paul. Housing costs at the Retreat Center are \$45 per night.

Kaleidoscope Summer Institute 2008

We recommend that you plan on arriving on Sunday, July 20 and leave on Saturday, July 26.

There will be evening classes on Monday and Tuesday. Therefore, do not plan any personal outings on those two nights. The evenings of Wednesday, Thursday and Friday are free.

Please inform us as soon as possible via e-mail if you are planning to come to this training at *kscopeinstitute@aol.com*. We will only hold the event when we have at least 12 participants.

COMMENTS FROM PREVIOUS PARTICIPANTS

✦ *This institute has been very enlightening and enjoyable for me! It has been the best workshop that I have gone through to look inside myself, to understand myself better and also [to] understand the other people around me, and has presented me ways to develop myself as a whole person*

✦ *To anyone who are thinking about or are presently involved in leadership in today's changing dynamics, I would tell them to go for a unique whole experience that will give them a new skill set and tools.*

✦ *The concepts and tools are the most useful I've seen to bring about transformation.*

✦ *This is a very "hands-on" experience in learning skills to help create inclusive communities that at the same time teaches a personal discipline that I find insightful and transforming*

✦ *Best thing for building multi-culture/multi-ethnic community.*

✦ *This is the best workshop experience I have ever had. I felt included. I felt I learned a lot and the teaching style in itself was a learning and growth experience. Thanks! I also feel like I am leaving with something I can actually use for a long time to come.*

✦ *Enlightening. This is something that encourages Gospel living.*



⊕ REGISTRATION FORM *Kaleidoscope Summer Institute*

NAME _____ MY CHURCH COMMUNITY _____

MY MINISTRY _____

ADDRESS _____

PHONE (DAY) _____ (EVENING) _____

E-MAIL _____

I would like to register for the Kaleidoscope Summer Institute, July 21–26, 2008

Course I: Fundamental Skills for Building Inclusive Community: July 21–23, 2008 **\$300**

Course II: Model and Processes for Community Transformation: July 24–26 2008..... **\$300**

I will need overnight accommodations on: (please circle the dates): 7/20 7/21 7/22 7/23 7/24 7/25

_____ nights x \$45 per night.....\$

Total.....\$

Enclosed is the **registration fee** in the amount of _____ payable to the Kaleidoscope Institute.

Please send completed registration form to: Kaleidoscope Institute, Diocese of Los Angeles, P.O. Box 512164, Los Angeles CA 90051-0164

Kaleidoscope Summer Institute 2008

SPECIAL COURSE OFFERING Creating Audio-Visual and Electronic Media to Build Inclusive Communities

- How can worship be enhanced by audio-visual media?
- How do we create and use electronic media effectively to facilitate inter-group dialogue sessions?
- How do we use audio-visual media to support respectful dialogue on hot issues?
- How can we enter the World-Wide Web with audio-visual pieces that invite the viewers not to isolate themselves from others but to reach out and create human-to-human community?
- How can we be the presence of grace in cyberspace?

WE WILL ADDRESS THESE QUESTIONS THROUGH:

- ✦ Understanding Visual Language and Its Impact in Interpersonal Communication
- ✦ Exploring and Teaching Music for Building Inclusive Community
- ✦ Using Dramas to Foster Dialogue
- ✦ Making Room for Grace in the World-Wide Web
- ✦ Creating Group Media: Photolanguage, PowerPoint Slideshows, Video

Please inform us as soon as possible via e-mail at kscopeinstitute@aol.com if you are coming to this training. We will only hold this training when there are at least 12 participants.

JULY AUGUST
28 TO 1

Monday at 12 noon–Friday at 12 noon

\$450 (includes meals beginning Monday through Friday lunch at the Retreat Center at the Cathedral Center of St. Paul). Housing costs at the Retreat Center are \$45 per night.

----- ✂ PLEASE CUT HERE -----
 ⊕ REGISTRATION FORM *Kaleidoscope Summer Institute, Special Course Offering*

NAME _____ MY CHURCH COMMUNITY _____
 MY MINISTRY _____
 ADDRESS _____
 PHONE (DAY) _____ (EVENING) _____
 E-MAIL _____

I would like to register for “Creating Audio-Visual and Electronic Media,” July 28 to Aug. 1, 2008. **The cost is \$450.**
 I will need overnight accommodations on: (please circle the dates): 7/27 7/28 7/29 7/30 7/31 8/1
 _____ nights x \$45 per night.....\$
 Total.....\$

Enclosed is the **registration fee** in the amount of _____ payable to the Kaleidoscope Institute.

Please send completed registration form to: Kaleidoscope Institute, Diocese of Los Angeles, P.O. Box 512164, Los Angeles CA 90051-0164

Dialogue: World Charter for Nature

Continued from page 1

Nation in 1982. After each reading, participants will be invited to share their reflections using the Mutual Invitation. If participants have not been introduced to the Mutual Invitation process, describe it clearly.

3. Invite participants to capture a word, phrase or image that stands out for them as they listen to the text.

4. Invite someone to read the excerpts from the Stockholm Declaration again.

5. Observe a moment of silence to reflect on the question.

6. Using Mutual Invitation, invite each person to share.

7. Invite participants to consider the following question as the text is read again.

What is the relationship between the ecosystem and human system?

8. Invite someone to read the excerpts again.

9. Observe a moment of silence to reflect on the question.

10. Using Mutual Invitation, invite each person to share his or his reflection.

11. Invite participants to consider the following question, as the text is being read a third time.

How might the World Charter for Nature still be relevant today?

12. Observe a few minutes of silence.

13. Using Mutual Invitation, invite each person to share his or her reflection.

14. End the session in a circle:

Invite participants to join hands in a circle. Invite each person to mentally complete these sentences:

FOR A NON-RELIGIOUS COMMUNITY:

I am thankful for... / My hopes are...

FOR A CHRISTIAN COMMUNITY:

I thank God today... / I ask God today...

Excerpts from the World Charter for Nature

► **Preamble:** The General Assembly,

Reaffirming the fundamental purposes of the United Nations, in particular the maintenance of international peace and security, the development of friendly relations among nations and the achievement of international cooperation in solving international problems of an economic, social, cultural, technical, intellectual or humanitarian character.

Aware that:

[a] Mankind is a part of nature and life depends on the uninterrupted functioning of natural systems which ensure the supply of energy and nutrients,

[b] Civilization is rooted in nature, which has shaped human culture and influenced all artistic and scientific achievement, and living in harmony with nature gives man the best opportunities for the development of his creativity and for rest and recreation,

Convinced that:

[a] Every form of life is unique, warranting respect regardless of its worth to man, and, to accord other organisms such recognition, man must be guided by a moral code of action,

[b] Man can alter nature and exhaust natural resources by his action or its consequences and, therefore, must fully recognize the urgency of maintaining the stability and quality of nature and of conserving natural resources,

Persuaded that:

[a] Lasting benefits from nature depend upon the maintenance of essential ecological processes and life support systems, and upon the diversity of life forms, which are jeopardized through excessive exploitation and habitat destruction by man,

[b] The degradation of natural systems owing to excessive consumption and misuse of natural resources, as well as to failure to establish an appropriate economic order among peoples and among States, leads to the breakdown of the economic, social and political framework of civilization,

[c] Competition for scarce resources creates conflicts, whereas the conservation of nature and natural resources contributes to justice and the maintenance of peace and cannot be achieved until mankind learns to live in peace and to forsake war and armaments, . . .

► **General Principles:**

1. Nature shall be respected and its essential processes shall not be impaired.
2. The genetic viability on the earth shall not be compromised; the population levels of all life forms, wild and domesticated, must be at least sufficient for their survival, and to this end necessary habitats shall be safeguarded.
3. All areas of the earth, both land and sea, shall be subject to these principles of conservation; special protection shall be given to unique areas to representative samples of all the different types of ecosystems and to the habitats of rare or endangered species.
4. Ecosystems and organisms, as well as the land, marine and atmospheric resources that are utilized by man shall be managed to achieve and maintain optimum sustainable productivity, but not in such a way as to endanger the integrity of those other ecosystems or species with which they coexist.
5. Nature shall be secured against degradation caused by warfare or other hostile activities.

The leader will begin by sharing his or her prayers. After he or she has shared, the leader then squeezes the hand of the person to the right. That will be the signal for the next person to share his or her prayers. If the person does not want to share, he or she

can simply pass the pulse to the next person. When the pulse comes back to the leader, he or she can end the dialogue with a closing thought, or (for a Christian group) start the Lord's Prayer and invite everyone to complete it.

Music: The common language that bridges cultural divides



DAVID MYERS / Diocese of Dodge City

The Rev. Eric H. F. Law instructs the Ecumenical Musical Day of Reflection at the Cathedral of Our Lady of Guadalupe in Dodge City, Kansas. The day was designed to present ways to bring various cultural communities together through music.

When I Pour Out My Spirit -- A Pentecost Meditation



New KI music video uploaded to YouTube

“When I Pour Out My Spirit: A Pentecost Meditation,” is now on *YouTube.com*. This is our first music video using a song that Eric Law wrote, based on the Biblical texts Acts 2:1-18 and Joel 2:28-29. Visit <http://www.youtube.com/watch?v=eutOKzgLXcE> to see the video.

Kaleidoscope Bible Study Questions

SUGGESTED QUESTIONS FROM JUNE THROUGH MID-JULY 2008

JUNE 1: *Matthew 7:21-29*

✦ What does it mean for a Christian to teach with authority?

JUNE 8: *Matthew 9:9-13, 18-26*

✦ What does it mean for Jesus to desire mercy and not sacrifice from us?

JUNE 15: *Matthew 9:35—10:8 (9-23)*

✦ What does this passage teach you about sharing God’s ministry?

JUNE 22: *Matthew 10:24-39*

✦ What does this passage show you about truth-telling?

JUNE 28: *Matthew 10:40-42*

✦ What does this passage teach you about the ministry of hospitality?

JULY 6: *Matthew 11:16-19, 25-30*

✦ In what ways has Jesus also described our generation today in this passage?

JULY 13: *Matthew 13:1-9, 18-23*

✦ What are your “paths”, “rocky ground”, and “thorns” that stop you from receiving the word of God?

We suggest that you study the Gospel passage one week ahead. For example, for the week of June 2-7, study the text for June 8. This way, the participants will go to church on Sunday having already listened and reflected on the Gospel for that Sunday.

These questions are suggestions only. As a leader of the Kaleidoscope Bible Study process, you need to keep the theme of the biblical text and the context of the participants in mind as you determine what is the most appropriate reflection question for your group. (Go to our website at www.ladiocese.org/ki to download the Kaleidoscope Bible Study process.)

—Eric H.F. Law