

MPD ENGAGEMENT FOR STAFF OF COLOR WITH LIMITED NETWORKS





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ENGAGEMENT (vital behaviors for both staff and supervisor):

1. Increase Accountability: supervisor and staff ensures that individual staff is engaging in the tasks of the MPD Cycle at an appropriate level given MPD goals
2. Increase Networks: supervisor and staff work in collaboration to increase the networks an individual staff can engage

MATRIX OF ENGAGEMENT

	INSIDE INTERVARSITY	OUTSIDE INTERVARSITY
INTRA-CULTURAL	 PERSONAL <p>Individual Staff of Color need to engage in the appropriate amount of MPD related tasks (MPD Cycle). MPD also brings up opportunities for spiritual formation (around identity, money, status, coupled with prayer, scripture, and community) that staff can not neglect. Both of these are areas staff and supervisor need to communicate for appropriate accountability. The AD may also secure an outside MPD coach to help foster all of the above. This additional person becomes a part of the extended community supporting the staff towards goals.</p>	 INTRA-CULTURAL NETWORKS <p>Engaging the cultural and ethnic community of the Staff of Color can be a rich place of encouragement. It should also be recognized that parachurch ministry is not an established concept in many communities of color. Partnership may begin with gifts of service. Financial gifts may come as a result of an advocate from within the community. The ethnic identity tools offered by InterVarsity can help foster this process.</p>
CROSS-CULTURAL	<p>Successful MPD for Limited Networked Staff (in terms of giving capacity) requires systemic engagement. Examples of systemic engagement to increase the number of "asks" include network sharing, campus accounts, alumni from former staff, advocacy council support, etc. Additional systemic support can come through multi-year regional/area grants and space to process with other staff in similar circumstances. Engaging systemically should be the primary responsibility of the supervisor.</p> <p><small>* currently within InterVarsity a majority of supervisory relationships for SOC with limited networks are cross-cultural</small></p>  SYSTEMIC*	<p>Limited Network Staff of Color will inevitably need to cultivate partners outside their own ethnic community. Cross-Cultural partnership can be a tremendous affirmation to a staff's calling. The cross-cultural communication skills offered by InterVarsity can aid in this process. It should be noted that cross-cultural interactions can engender a level of dissonance for staff of color. This needs to be mitigated by places or relationships of affirmation for staff of color.</p>  CROSS-CULTURAL NETWORKS



ENGAGEMENT DIAGNOSIS

These categories are intended to be engaged with SIMULTANEOUSLY in order to foster a healthy MPD process. In a SOC's MPD process, how has the staff and supervisor engaged (working towards increasing accountability and networks)? Which of the four categories have been focused on? Which categories need more attention?