

Accompaniment Values Tracker

| Value                                                                                                                                                         | Exploring                                                                                                                                                                                                       | Emerging                                                                                                                                                                                                                                                                              | Practicing                                                                                                                                                                                                                                          | Sustaining and Modeling                                                                                                                                                                                                                  |
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| <b>1. Mutuality</b><br><i>A commitment to relationships in which we receive one another’s gifts and expertise.</i>                                            | Participants have identified their own gifts but are not yet aware of the gifts of others. Issues of power and unintended consequences have not yet been explored.                                              | Participants have identified their own gifts and are becoming aware of the gifts of others. Participants actively examine concepts of power imbalance and unintended consequences.                                                                                                    | Participants are actively engaged in relationships in which the exchange of gifts and expertise is mutual and respectful. Care is taken to avoid giving and receiving gifts which imply power. Unintended consequences are explored beforehand.     | Participants have a history of learning about and successfully practicing mutuality. They can guide others in identifying gifts, expertise, and assets through a cultural lens to avoid imbalances of power and unintended consequences. |
| <b>2. Inclusivity</b><br><i>A commitment to relationships which address exclusion and ask who is excluded and why.</i>                                        | Participants understand the concept of exclusion, both physical and psychological, but have yet to identify, or are unsure how to identify, those who are excluded.                                             | Participants have begun to identify those who are excluded physically or psychologically, where, and why. Participants have begun the conversation about explicit plans to welcome and include others.                                                                                | Participants have identified those who have been excluded, where, and why. Plans have been implemented to invite and welcome those who have been excluded.                                                                                          | Participants have an ongoing process to evaluate and increase inclusivity. A history of successful inclusion in relationships exists.                                                                                                    |
| <b>3. Vulnerability</b><br><i>A commitment to relationships which are open to Christ’s transformation and reconciliation.</i>                                 | Participants may not believe that being vulnerable has any positive outcomes or may be afraid of making mistakes, especially in a cross-cultural relationship.                                                  | Participants begin to experience relationships with others as emotionally, psychologically and physically safe. Common ground and grace allow mistakes to be made and forgiven, opening the way to future trust.                                                                      | Participants know that being vulnerable opens the door to sharing joy and pain. This sharing is embraced and becomes a source of solidarity with others. Cultural mistakes are viewed as unintentional and become opportunities for learning.       | Participants can verbalize and put structure around the value of vulnerability in relationships. They model for others the importance of honesty in vulnerable relationships.                                                            |
| <b>4. Empowerment</b><br><i>A commitment to relationships which build one another’s strengths and capacity for God’s mission.</i>                             | Participants are not fully aware of their own strengths and how strengths might contribute to the relationship. Strategies to identify, celebrate, and empower the strengths of others are yet to be developed. | Participants have identified some of their own strengths and understand some strengths of others in the relationship. Participants have begun to explore how strengths can contribute to the breadth and depth of the relationship.                                                   | Participants have identified their own strengths and embraced the strengths of others. Both parties seek ways to build capacity in the relationship utilizing and celebrating these gifts. Care is taken to allow all strengths to have a roll.     | Strengths in partners create a synergy and generative capacity within the relationship. Identification of emerging strengths is intentional. Emerging strengths are nurtured and mentored.                                               |
| <b>5. Sustainability</b><br><i>A commitment to relationships, which are accountable to the stewardship of God-given gifts for the present and the future.</i> | Participants respond to the moment. There are few visions or plans for actions which will sustain a relationship. Participants are not sure of their own cultural values about sustainability.                  | Participants have begun making a plan, which considers structures, protocols and actions for sustainable relationships. Participants learn that cultures have different views about long- and short-term relationships but have not yet engaged relationship partners in their plans. | Participants understand the value of long-term relationships and put structures, protocols and actions in place to establish generative and lasting relationships. Relationship partners contribute to these plans from their own cultural context. | Participants have implemented actions, in conjunction with relationship partners, which support sustainable relationships. A tool or method exists to regularly evaluate relationship health.                                            |

Thoughts when working on this tracker:

- The tracker will only be usable if levels are clear, relatable and measurable. At the same time, they can’t be so specific that participants don’t see themselves in any of the levels.
- What words need to be defined: participants, relationship, cross-cultural, long- and short-term relationships, synergy, generative?
- Inclusivity was a particularly difficult word to make measurable. Inclusivity is an attitude, concept and practice but can apply to many diverse situations and contexts. The word has the potential to foment conflict instead of respect. Some clarification might need to be made. Does inclusivity address who is involved in our synod teams, access to meetings and travel opportunities, or how our partners are inclusive (which may be cultural)? For example: The women in Zimbabwe do not eat with the men. Is this an inclusivity issue that a U.S. team should talk about with their partner? Americans often want to “fix” things and the word and idea of inclusivity could be misconstrued with unintended consequences. Specific examples might help here.
- What levels need examples to further clarify the descriptors?
- While these are separate, named values, they overlap and support each other. For example, inclusivity supports empowerment of women or those with physical disabilities, mutuality supports sustainability by both parties having buy-in in the relationship. I don’t know if there is a way to show how each value supports the others.