

**Paper Proposal for Presenting at  
International Association for Mission Studies (IAMS)  
15th General Assembly in 2020  
Sydney, Australia**

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Please accept this paper proposal for presentation at IAMS 2020 General Assembly as a part of the 'Christian Communities and Mission' Study Group or a related Thematic Panel.

**Title: Co-Creators of Hybrid Cultures: Asian Missionaries in Multicultural Teams of “Western” Mission Organizations**

**Abstract (250 words)**

There are many Asian missionaries who work alongside “Western” missionaries in various ministries of international mission organizations around the world today. Despite making significant contributions in global mission, Asians have largely remained a minority not only in number but also influence within these organizations. While anecdotal understandings may indicate vast cultural differences and inequality among their globalized mission personnel, it is not clear how Asian missionaries as minority members experience cultural differences and disparity in power in everyday life within culturally diverse contexts.

This paper explores intercultural social experiences of Asian missionaries who serve on multicultural teams of “Western” mission organizations. Using data from recent interviews with 15 ethnic Asian missionaries who served on multicultural teams of four different mission organizations in a predominantly Muslim region in North Africa, the author analyzes their lived experiences of ministering in a challenging situation together with co-workers with different cultural backgrounds.

The findings show agency of these Asian missionaries despite structural constraints within their team and mission contexts. On-going selection, adjustment, and blending of various social and cultural elements available at hand result in changes in their social behaviors and personal dispositions. This change process seems to develop new intercultural social norms which are neither “Asian” nor “Western” but something new. This perspective suggests that in order to address issues of differences and inequality, it might be helpful for international mission organizations to adopt cultural process of hybridization as a framework for understanding social realities among their mission workers.

## **Author's Biographical Information**

Peter T. Lee works with Operation Mobilization (OM) as a mission researcher. He lived and worked in North Africa with his family for ten years. He is an ordained minister in the Presbyterian Church (USA) and currently a Ph.D. candidate in Intercultural Studies at Trinity Evangelical Divinity School, Deerfield, Illinois, U. S. A.