

Journey to Inclusion: Quick Reference Card

60-Minute Workshop Cheat Sheet | 31 Slides

LAT: 19°08' N • LON: 20°23' W

TIMELINE AT A GLANCE

Slides	Time	Section
1-3	0:00-0:08	Intro & Icebreaker
4-13	0:08-0:20	Framework & Video
14-16	0:20-0:30	Jesus & Theology
17-22	0:30-0:50	Scenarios (Main Activity)
23-31	0:50-1:00	Commitment & Close



MATERIALS CHECKLIST

- ☐ Numbered cards
- ☐ Participant guides
- ☐ Scenario cards
- ☐ One-pager Venn Diagram
- ☐ Video tested
- ☐ Timer visible

KEY STATISTICS

- **40%** of new ordinands are women.
- **1.6%** of large church pastors (>350) are women.
- **95%** of female pastors serve churches <100.

THE FRAMEWORK

INCLUSION MODEL (The Goal)

A + A + A + A = Integrated Community

Acceptance: The Welcome (Seat at table)

Acknowledgment: The Voice (Being heard)

Action: Engagement (Tangible change)

Accountability: Navigation (Systems)

EXCLUSION MODEL (The Trap)

Ignorance | Inaction | Rejection | Apathy

6 Partial States: Observer, Token, Issue, Interaction, Invitation, Intervention

CHECKPOINT MARKERS

15 min: Slide 10

30 min: Slide 17

45 min: Slide 23



CRITICAL TALKING POINTS

- **Slide 2 (Rules):** "Motivating discomfort." Focus on systems, not individuals.
- **Slide 3 (Stats):** Pause. Let the 40% vs 1.6% gap sink in.
- **Slide 4 (Shift):** Bias is neutral terrain. Inclusion is the mapped course.
- **Slide 12 (Video):** "Hairless Town" analogy. Majority vs Outsider.
- **Slide 14 (Jesus):** He consistently smashed barriers. It's Kingdom DNA.
- **Slide 17 (Activity):** 10 mins for group work. Identify Dead End -> Find Path.
- **Slide 27 (Commitment):** "One coordinate." Say it out loud (65% increase).



5 SCENARIOS (QUICK LIST)

1. **Resume Rejected**
→ Solution: Blind resumes, objective criteria.
2. **Chaperone Forced**
→ Solution: Trust clergy, offer choice.
3. **Board Member Pigeonholed**
→ Solution: Match gifting, rotate roles.
4. **Family Question (Interview)**
→ Solution: Standardize questions (legal/ethical).
5. **Troubled Church Trap**
→ Solution: Objective placement criteria for all sizes.



TIME SAVERS & RESCUE PLANS

Running Behind?

CUT the large group share-back (Slides 18-22).

Just show the "Path Forward" points quickly.

Running Ahead?

EXPAND the "One Commitment" discussion.

Ask 3-4 people to share.

Video Fails?

Verbally explain: "Imagine a town where everyone is bald. An outsider with hair arrives..."

Resistant Participant?

Redirect: "We are analyzing the system here, not condemning individuals."

Remember: Inclusion is a recurring commute, not a destination. You are the GPS today.

LAT: 33.9° N / LON: 118.4° W