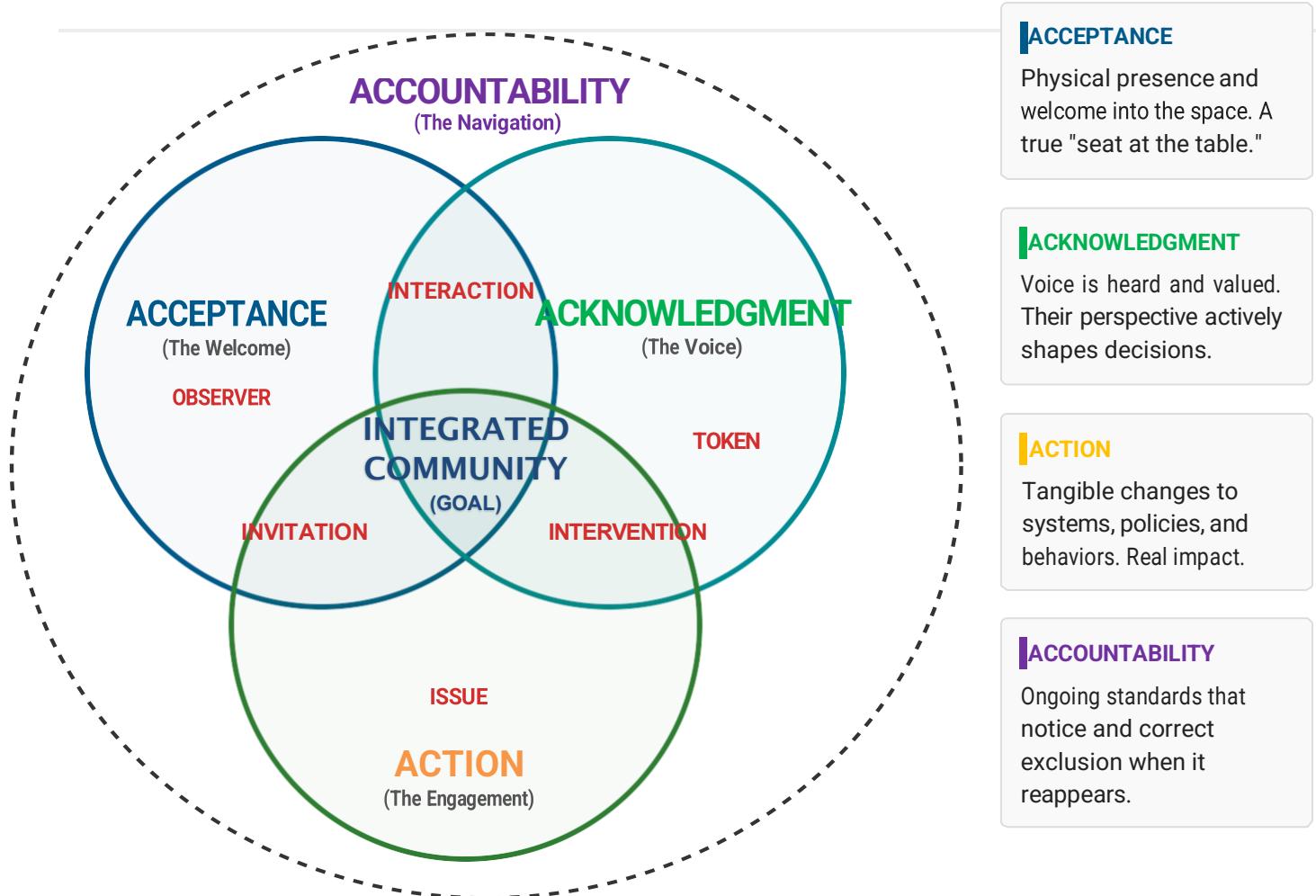


The Journey to Inclusion

A Framework for Fully Engaging Women Clergy

LAT: 19°08' N • LON: 20°23' W



THE EXCLUSION MODEL (AVOID)

Ignorance

Failing to listen to unique needs

Inaction

Knowing but not changing

Rejection

Actively keeping people out

Apathy

Lack of sustained care

THE GOAL: INTEGRATED COMMUNITY

An environment where **all voices** shape the community, differences are valued, and systems support everyone's flourishing.

"Inclusion is achieved when Acceptance, Acknowledgment, and Action are all present simultaneously."

40%

New Ordinands are Women

1.6%

Large Church Female Lead Pastors

95%

Female Pastors in Churches <1 00