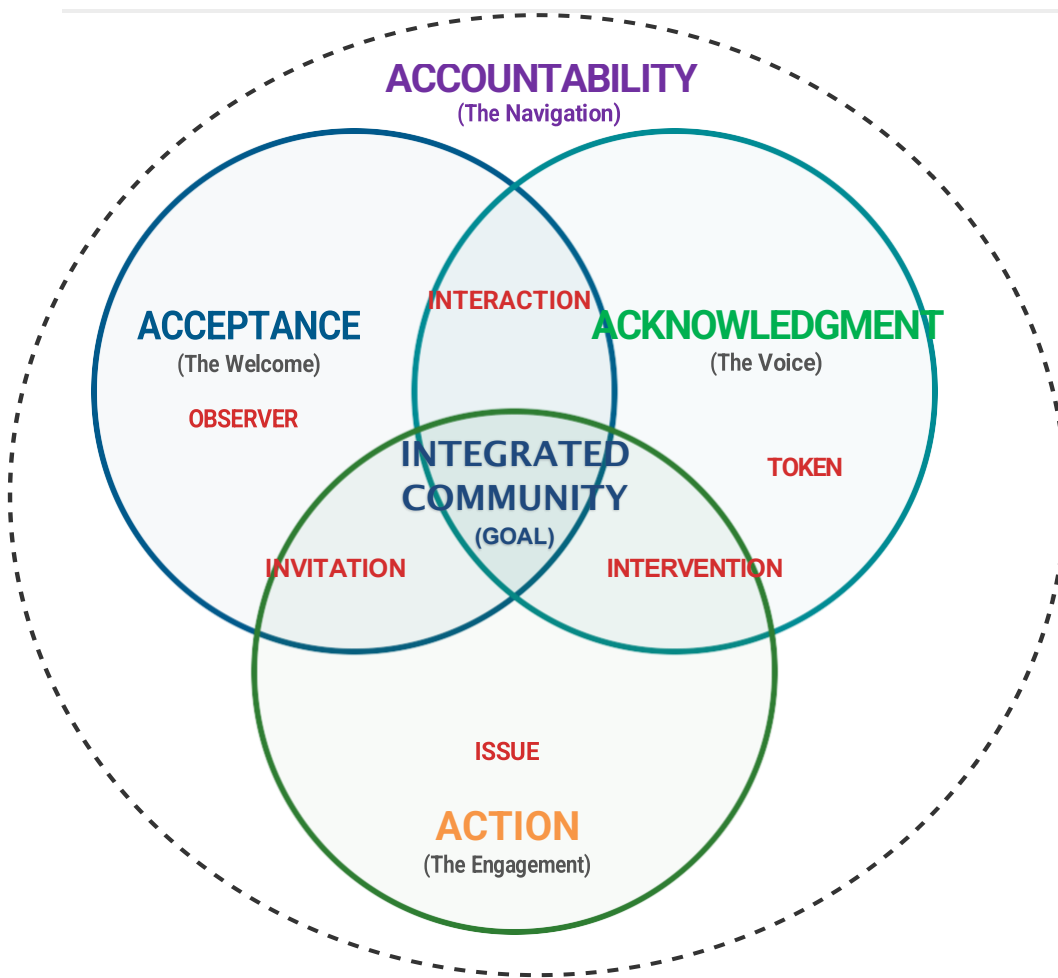


The Journey to Inclusion

A Framework for Fully Engaging Women Clergy

LAT: 19°08' N • LON: 20°23' W



ACCEPTANCE

Physical presence and welcome into the space. A true "seat at the table."

ACKNOWLEDGMENT

Voice is heard and valued. Their perspective actively shapes decisions.

ACTION

Tangible changes to systems, policies, and behaviors. Real impact.

ACCOUNTABILITY

Ongoing standards that notice and correct exclusion when it reappears.

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