

Scenario 1 The Excluded Resume

A church board refuses to interview or even consider an experienced female pastor's resume solely based on gender assumptions. The pastor has 10+ years of experience, seminary training, and strong references, but the board says, "Our congregation just isn't ready for a woman pastor."

YOUR TASK

Identify exclusionary elements (check all that apply)

☐ Ignorance ☐ Rejection ☐ Inaction ☐ Apathy

Propose inclusive alternatives: _____

Discussion Questions:

- ★ What assumptions are driving this exclusion?
- ★ What elements of the inclusion model are missing?
- ★ If you were on this board, what might you say?
- ★ How might a District Superintendent approach this board?
- ★ What systems could potentially prevent this in the future?

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Scenario 2 The Forced Chaperone

Two different gendered pastors are attending the same conference and wish to drive together. They are both married to other persons. Their spouses see nothing wrong with the plan, but the District Superintendent insists on and provides a third party chaperone. During the 4-hour drive, the pastors cannot have the anticipated discussion regarding ministry experiences.

YOUR TASK

Identify exclusionary elements (check all that apply)

☐ Ignorance ☐ Rejection ☐ Inaction ☐ Apathy

Propose inclusive alternatives: _____

Discussion Questions:

- ★ What assumptions are driving this exclusion?
- ★ What elements of the inclusion model are missing?
- ★ If you were one of these pastors what might you say?
- ★ What message does this send to female clergy? To male clergy?
- ★ How does this affect professional development?

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Scenario 3 The Pigeonholed Board Member

A female clergy member is appointed to a District board. She is advised to “not rock the boat” and as soon as she is introduced to the others, she is urged to accept the role of recording secretary for the board’s meetings. It soon becomes clear she was appointed to the board because the last recording secretary (also a woman) had recently moved out of the district.

YOUR TASK

Identify exclusionary elements (check all that apply)

☐ Ignorance

☐ Rejection

☐ Inaction

☐ Apathy

Propose inclusive alternatives: _____

Discussion Questions:

- ✧ What assumptions are driving this exclusion?
- ✧ What elements of the inclusion model are missing?
- ✧ If you were part of this board what might you say?
- ✧ What message does this send to female clergy?
- ✧ How does this affect professional development?

Scenario 4 The Family Question

In an ordination interview, a female candidate is asked how a future marriage and/or children could potentially derail her ministerial career. Male candidates are not asked questions related to their marital or childbearing status.

YOUR TASK

Identify exclusionary elements (check all that apply)

☐ Ignorance ☐ Rejection ☐ Inaction ☐ Apathy

Propose inclusive alternatives: _____

Discussion Questions:

- ★ What assumptions are driving this question?
- ★ What elements of the inclusion model are missing?
- ★ How does this affect vocational confidence?
- ★ What questions should an ordination board ask?

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Scenario 5 The Troubled Church

One District routinely offers struggling churches to female pastors. If they turn down the offer, they are scolded for not wanting to do the hard work and not offered any future opportunity (good or bad). Meanwhile, male pastors with less experience are presented to healthy or growing churches.

YOUR TASK

Identify exclusionary elements (check all that apply)

☐ Ignorance ☐ Rejection ☐ Inaction ☐ Apathy

Propose inclusive alternatives: _____

Discussion Questions:

- ★ What assumptions are driving this exclusion?
- ★ What elements of the inclusion model are missing?
- ★ How does this affect long-term sustainability?
- ★ What objective placement criteria could be used to determine who is presented to a church needing a pastor?

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