

JOURNEY TO INCLUSION

Slide-by-Slide Facilitation Guide
Speaker Notes & Timing for 60-Minute Workshop
A Theoretical Framework to Fully Engage Women Clergy
in the USA/Canada Church of the Nazarene

LAT: 19°08' N • LON: 20°23' W

Facilitator Preparation Checklist

- **Room Setup:** Chairs in small circles (4-6 people) for scenario work.
- **Tech Check:** Test video audio/playback on Slide 10-13.
- **Materials:**
 - Participant Guides printed
 - Icebreaker favors
 - Scenario cards for small groups

Table of Contents

Section	Slides	Est. Time
Introduction & Icebreaker	1 - 3	8 mins
The Framework (Video & Concepts)	4 - 13	12 mins
Theological Foundation	14 - 16	10 mins
Application (Scenarios)	17 - 22	20 mins
Commitment & Closing	23 - 31	10 mins
Total Duration	31 Slides	60 mins

Workshop Navigation Overview

This 60-minute journey is tight. Use this timeline to ensure you reach the destination without getting stuck at a waypoint.

⌚ Waypoint 1: The Launch (0:00 - 0:10)

Slides 1-4: Welcome, Icebreaker, and the "Why"

⌚ Waypoint 2: The Map (0:10 - 0:25)

Slides 5-16: The Inclusion Model, The Video, and Jesus' Example

⌚ Waypoint 3: The Terrain (0:25 - 0:45)

Slides 17-22: Small Group Scenario Work (CriticalSection)

⌚ Destination: The Commitment (0:45 - 1:00)

Slides 23-31: Personal reflection, One Commitment, and Closing

Slide-by-Slide Facilitation Notes

Slide 1: Title Slide⌚ 0:00 - 0:03

⌚ Learning Objective: Welcome participants and set a professional, hopeful tone.

⌚ Facilitator Script:

"Welcome everyone to 'Journey to Inclusion.' I'm glad you're here. Today isn't just another meeting; it's an opportunity to chart a new course for our church. We are here to talk about how we can fully engage the gifts of women clergy in the Church of the Nazarene. Whether you are a pastor, a board member, or a lay leader, you have a role in this journey."

⌚ Facilitation Tip: Have this slide up as people enter. Play instrumental music to create a welcoming atmosphere.

Slide 2: Ground Rules 0:03 - 0:05

 **Learning Objective:** Establish psychological safety and "motivating discomfort."

 **Facilitator Script:**

"Before we begin, we need some ground rules for our travel together. First, speak from 'I' statements. Second, we listen to understand, not to defend. Third, all stories shared today must be anonymized—no names. Finally, remember that discomfort often signals growth. We call this 'motivating discomfort.' If you feel uncomfortable today, lean into it. That's usually where the Holy Spirit is doing the work."

 **Watch Out For:** People crossing their arms or looking defensive. Acknowledge it gently: "I know talking about gender can be tense. That's okay. We are safe here to explore these systems."

Slide 3: The Challenge We Face 0:05 - 0:07

 **Learning Objective:** Confront the reality of the data gap.

 **Key Points to Emphasize:**

- 40% of new ordinands are women (the pipeline is full).
- 1.6% of large church pastors are women (the leadership is empty).
- 95% of women serve in churches under 100 people.

 **Facilitator Script:**

"Look at these numbers. 40% of our newly ordained clergy are women. God is calling them. But only 1.6% of our largest churches have a female lead pastor. There is a disconnect between who God is calling and where we are placing them. This isn't an accusation; it's a map revealing a gap in our journey."

Slide 4: A Critical Shift 0:07 - 0:09

 **Learning Objective:** Reframe the goal from "eliminating bias" to "fostering inclusion."

 **Facilitator Script:**

"For years, we've tried to 'eliminate bias.' But neuroscience tells us bias is how our brains process information—it's neutral terrain. Trying to remove it is impossible. Instead, we are shifting our focus to 'fostering inclusion.' We can't always control our first thought (bias), but we can control our second thought and our first action (inclusion)."

 **Transition:** "So, if inclusion is the goal, what does the map look like?"

Slide 5: The Inclusion Map 0:09 - 0:12

 **Learning Objective:** Introduce the 4 core elements of the Inclusion Model.

 **Key Points to Emphasize:**

- **Acceptance (The Welcome):** Getting into the room.
- **Acknowledgment (The Voice):** Being heard once you're there.
- **Action (The Engagement):** Tangible changes happening.
- **Accountability (The Navigation):** The overarching system that keeps us on track.

 **Facilitation Tip:** Use hand gestures. Open arms for Acceptance, hand to ear for Acknowledgment, moving hands forward for Action.

Slides 6-9: Waypoints & Hazards 0:12 - 0:15

⌚ Learning Objective: Define the "Not-Quite-There" states.

🔑 Rapid Fire Definitions:

- **Slide 6 (Observer):** "You're in the room, but silent. Like a statue."
- **Slide 7 (Token):** "You speak, but only as a representative for 'all women.' You're a mascot, not a member."
- **Slide 8 (Issue):** "You are a problem to be solved. 'What do we do with her?'"
- **Slide 9 (Apathy):** "The slow drift back to exclusion because we stopped paddling."

Slide 10: Why Partial Inclusion Fails 0:15 - 0:17

⌚ Learning Objective: Show how missing just one element leads to failure.

🔑 Facilitator Script:

"True inclusion requires all three: Acceptance, Acknowledgment, and Action. If you have Acceptance and Acknowledgment but no Action, you get 'Interaction'—we talk, but nothing changes. If you have Acceptance and Action but no Acknowledgment, you get 'Invitation'—come in, but look like us. If you have Acknowledgment and Action but no Acceptance, you get 'Intervention'—we fixed the policy, but we still don't want you here."

Slide 11: The Exclusion Model 0:17 - 0:18

⌚ Learning Objective: Name the enemies of inclusion.

👤 Key Definitions:

- **Ignorance:** "I didn't know."
- **Inaction:** "I knew, but did nothing."
- **Rejection:** "I don't want you here."
- **Apathy:** "I don't care anymore."

Slides 12-13: The Journey Analogy (Video) 0:18 - 0:25

 **Learning Objective:** Visual learning through the "Hairless Town" analogy.

 **Action:** Play the "Line Video" (7 minutes).

 **Facilitator Script (Pre-Video):**

"We're going to watch a short video that explains this journey using a story about a town of Hairless People and a person with hair. Watch for the moment when the 'Outsider' moves from being an Issue to being part of an Integrated Group."

 **Watch Out For:** Ensure audio is working beforehand. If video fails, explain the analogy: "Imagine a town where everyone is bald..."

Slide 14: Jesus Smashes the Patriarchy 0:25 - 0:28

 **Learning Objective:** Theological grounding using 3 key stories.

 **Facilitator Script:**

"This isn't just sociology; it's Christology. Jesus was constantly smashing patriarchal norms. Look at the Woman at the Well—he crossed gender and ethnic lines to discuss theology. Look at the Canaanite Woman—he let a foreign woman change his mind and praised her faith. Look at the Woman Caught in Adultery—he refused to let men use her as a political pawn."

Slide 15: How Jesus Modeled Inclusion 0:28 -

 **Learning Objective:** Connect Jesus' actions to the A-A-A framework.

 **Key Points:**

- Jesus Accepted them into his space.
- Jesus Acknowledged their voice and agency.
- Jesus took Action to restore them to community.

Slide 16: Our Biblical Foundation 0:29 - 0:30

 **Learning Objective:** Anchor in Galatians.

 **Facilitator Script:**

"Galatians 3:28 isn't just a nice verse; it's our marching order. And the Fruit of the Spirit in Galatians 5 tells us how to do it. Exclusion is incompatible with love, joy, peace, and kindness."

Slide 17: Real-World Application (Intro) 0:30 - 0:32

 **Learning Objective:** Set up the Small Group Activity.

 **Instructions:**

"Now we get practical. I'm handing out 5 different scenarios to your tables. Your job is to: 1) Identify the dead end (Ignorance, Rejection, etc.) and 2) Chart a path forward using Acceptance, Acknowledgment, and Action. You have 10 minutes."

Slides 18-22: The 5 Scenarios 0:32 - 0:45

 **Learning Objective:** Facilitate the share-back for each scenario.

 **Facilitation Strategy:** Keep slides up as groups report back. Briefly summarize the "Path Forward" on each slide after a group shares.

Scenario 1 (Resume): Focus on *Blind Resumes* as a systemic fix.

Scenario 2 (Chaperone): Focus on *Trusting Clergy* rather than policing adults.

Scenario 3 (Board Member): Focus on *Gifting over Gender* (not making her secretary).

Scenario 4 (Family): Focus on *Standardized Questions* (illegal interview questions).

Scenario 5 (Troubled Church): Focus on *Objective Placement Criteria*.

Slide 23: The One Commitment Framework 0:45 - 0:47

 **Learning Objective:** Explain the exponential power of small changes.

 **Facilitator Script:**

"Research shows that a 1% bias creates exponential exclusion. But the good news is true: 1% intentional inclusion creates exponential change. You don't have to fix the whole denomination today. You just need ONE coordinate."

Slide 24: One Commitment Options 0:47 - 0:49

 **Learning Objective:** Spark ideas for personal action.

 **Facilitation Tip:** Read a few diverse options aloud. "Maybe you'll mentor someone. Maybe you'll audit your church ballots. Maybe you'll just interrupt a biased comment next time you hear one."

Slide 25: The Church of the Nazarene's DNA 0:49 - 0:51

 **Learning Objective:** Remind them of their history (Mary Lee Cagle).

 **Facilitator Script:**

"We aren't trying to be something new; we are trying to be who we've always been. Mary Lee Cagle fought for us in 1908. We are a church of the margins. Inclusion is in our DNA."

Slide 26: Accountability Is Essential 0:51 - 0:52

 **Learning Objective:** Emphasize follow-through.

 **Key Point:** Without accountability, this was just a nice workshop. With accountability, it's a movement.

Slide 27: Your One Commitment (Activity) 0:52 - 0:57

 **Learning Objective:** Lock in the commitment.

 **Activity:**

1. Write it down (Participant Guide).
2. Turn to a neighbor.
3. Say it out loud. (Increases follow-through by 65%).

 **Facilitator Script:** "Turn to your neighbor and say: 'My one commitment is...'"

Slide 28: A Prayer for the Journey 0:57 - 0:58

 **Learning Objective:** Spiritual sealing of the work.

 **Tip:** Read the prayer on the slide slowly and reverently. Invite them to stand.

Slide 29: Inclusion Is a Journey 0:58 - 0:59

 **Learning Objective:** Final reminder that this is a "commute," not a destination.

 **Facilitator Script:**

"Remember, inclusion isn't a place you arrive at and stop. It's a recurring commute. You have to get up and drive it every day."

Slides 30-31: Resources & Closing 0:59 - 1:00

 **Learning Objective:** Provide tools for the road.

 **Closing Script:**

"Thank you for traveling with us today. Pick up a resource sheet on your way out. The journey continues with you. Go with God."

⌚ Timing Management Guide

Situation	Strategy
Running Behind	Cut the large group share-back (Slide 18-22). Just show the "Path Forward" points quickly without asking groups to report out.
Running Ahead	Spend more time on the "One Commitment" discussion (Slide 27). Ask 3-4 people to share their commitments with the whole room.
Tech Failure	If the video fails (Slide 12), verbally explain the "Hairless Town" analogy using the script provided in the main guide.

❓ Handling Q&A

Common Question: "Isn't this just political correctness?"

Response: "We anchor this in the theology of the Imago Dei and the example of Jesus. It's not about politics; it's about the Kingdom."

Common Question: "What if my congregation leaves?"

Response: "Leadership is about moving people from where they are to where God calls them. It requires patience and teaching, just like any other discipleship issue."