

LAT: 19°08' N • LON: 20°23' W

Journey to Inclusion

Participant Guide

A Framework for Fully Engaging Women Clergy in the USA/Canada Church of the Nazarene

Name _____

Location _____

Date _____

Welcome to the Journey. You are not a passenger—you are the navigator.

Workshop Overview

Learning Objectives

- **Understand** the Inclusion Model (Acceptance, Acknowledgment, Action, Accountability)
- **Identify** exclusionary behaviors using the Exclusion Model
- **Analyze** Jesus's ministry as a model for smashing the patriarchy
- **Apply** the framework to real-world scenarios
- **Commit** to one concrete action for promoting inclusion

Agenda

Time	Activity
0:00 - 0:15	Part 1: The Context & The Challenge Introduction, Icebreaker, and Why We Are Here
0:15 - 0:30	Part 2: The Method (Framework) Inclusion vs. Exclusion Models, The "Hairless Town" Analogy
0:30 - 0:45	Part 3: The Message (Theology) Jesus Smashes the Patriarchy: Scriptural Analysis
0:45 - 0:55	Part 4: The Technique (Application) Small Group Scenarios and Problem Solving
0:55 - 1:00	Part 5: The Commitment Setting Your Course and Closing Prayer

Ground Rules

- Speak from "I" statements
- Listen to understand, not to defend
- Anonymized stories only—no naming names
- **Discomfort = Growth**

Personal Intention

What do I hope to learn or achieve today?

The Challenge: Why We Are Here

While we have made progress in ordination, significant gaps remain in leadership placement and opportunity.

40% of newly ordained clergy in 2023 were women

1.6% of large churches (>350 AWA) have female lead pastors

95% of female lead pastors serve churches with under 100 attendance

Reflection

What surprises, concerns, or stands out to you about these statistics?

The Inclusion Framework

The Inclusion Model Goal: The Integrated Group



Acceptance
(The Welcome)



Acknowledgment
(The Voice)



Action
(The Engagement)

Encompassed by **ACCOUNTABILITY** (The Navigation System)

Definitions

1. *Acceptance (The Welcome)*

Reception of another into an existing space they were formerly not part of. "A seat at the table."

2. *Acknowledgment (The Voice)*

Providing space for a person to be heard and given the floor. Valuing their unique perspective.

3. *Action (The Engagement)*

Tangible deeds done by, to, or for the person. Changing systems, policies, or behaviors.

4. *Accountability (The Navigation)*

Standards and practices that require noticing when someone is excluded and correcting course.

⚠ The Exclusion Model (The Trap)

- **Ignorance:** Failing to listen or understand the unique needs of the outsider.

- **Inaction:** Knowing about exclusion but doing nothing to change it.
- **Rejection:** Actively keeping someone out or refusing to welcome them.
- **Apathy:** Lack of care that leads to inclusion efforts dissolving over time.

The Six "Not-Inclusion" States

True inclusion requires all three elements (Acceptance, Acknowledgment, Action). When one or more are missing, we end up with partial states that fail to integrate.

State	Missing Elements	Description
1. Observer (Acceptance Only)	Missing: Voice, Action	In the room, but silenced. Visibly present but powerless.
2. Token (Acknowledgment Only)	Missing: Welcome, Action	Asked to speak for optics, but not truly welcomed or empowered.
3. Issue (Action Only)	Missing: Welcome, Voice	Treated as a problem to solve ("fix them") rather than a person.
4. Interaction (Accept + Acknowledge)	Missing: Action	"We hear you, but we won't change." Frustration and burnout.
5. Invitation (Accept + Action)	Missing: Acknowledgment	"Join us, but become like us." Requires assimilation.
6. Intervention (Acknowledge + Action)	Missing: Acceptance	"We'll change, but stay over there." System adapts but keeps distance.

Reflection

Have you ever experienced or witnessed one of these states? Which one is most common in your context?

Jesus Smashes the Patriarchy

Jesus consistently dismantled exclusionary systems by modeling Acceptance, Acknowledgment, and Action.

Story	Barriers She Faced	How Jesus Modeled Inclusion	Impact / Outcome
Woman at the Well (John 4)	Gender, Ethnicity (Samaritan), Moral status		
Canaanite Woman (Matthew 15)	Gender, Ethnicity (Gentile), Disciples' rejection		
Woman Caught in Adultery (John 8)	Gender, Legal/Religious condemnation, Public shame		

Biblical Foundation

Galatians 3:28

"There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus."

Galatians 5:22-23

"But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Against such things there is no law."

Reflection

How do these passages challenge the exclusionary practices we identified earlier?

Application

What does "oneness in Christ" look like practically in your church leadership?

Real-World Application: Charting Inclusion

Instructions: For each scenario discussed in your small group, identify the exclusionary elements and propose an inclusive alternative.

Scenario 1: The Excluded Resume

Church board refuses to review female pastor's resume.

Exclusion Elements: ☐ Ignorance ☐ Inaction ☐ Rejection ☐ Apathy

Inclusive Alternative:

Scenario 2: The Forced Chaperone

DS requires chaperone for married colleagues driving together.

Exclusion Elements: ☐ Ignorance ☐ Inaction ☐ Rejection ☐ Apathy

Inclusive Alternative:

Scenario 3: The Pigeonholed Board Member

Female pastor assigned recording secretary role immediately.

Exclusion Elements: ☐ Ignorance ☐ Inaction ☐ Rejection ☐ Apathy

Inclusive Alternative:

Scenario Analysis (Continued)

Scenario 4: The Family Question

Ordinand asked about marriage/family plans affecting career.

Exclusion Elements: ☐ Ignorance ☐ Inaction ☐ Rejection ☐ Apathy

Inclusive Alternative:

Scenario 5: The "Troubled Church" Trap

Women only offered dying churches; men get growing ones.

Exclusion Elements: ☐ Ignorance ☐ Inaction ☐ Rejection ☐ Apathy

Inclusive Alternative:

Chart Your Course: Your One Commitment

The 1% Impact

Studies show that even 1% bias creates exponential harm.
But **1% inclusion creates exponential progress.**

Suggested Actions

- Propose blind resume process
- Invite small church pastor to preach
- Audit nominations for gender equity
- Create objective placement criteria
- Mentor/sponsor women clergy
- Lead Bible study on women in ministry
- Interrupt biased comments in meetings
- Hold leaders accountable for equity

My Commitment

1. What is **ONE specific action I will take?** (Be concrete!)
2. When will I do this? (Timeline/Deadline)
3. Who will hold me accountable?
4. How will I know I succeeded? (Measurable outcome)

Additional Resources

Books

- **She Leads** by Robbie Cansler - *An examination of how God uses women throughout scripture.*
- **The Making of Biblical Womanhood** by Beth Allison Barr - *Historical analysis of patriarchy in the church.*
- **Jesus and John Wayne** by Kristin Kobes Du Mez - *Analysis of toxic masculinity in the church.*

Online Tools

- **Harvard Implicit Association Test** (implicit.harvard.edu) - *Uncover hidden biases with the "Gender-Career" test.*
- **Church of the Nazarene Manual** (nazarene.org/manual)
- **USA Canada Clergy Council**
- **Wesleyan Holiness Women Clergy**

Notes & Reflections

A Prayer for the Journey

*God of the margins,
You have always called the overlooked.
You elevated Mary Magdalene, the Samaritan woman, the Canaanite woman.
Help us to honor ALL whom you call.
Give us courage, wisdom, and persistence.
Amen.*

The Journey Continues

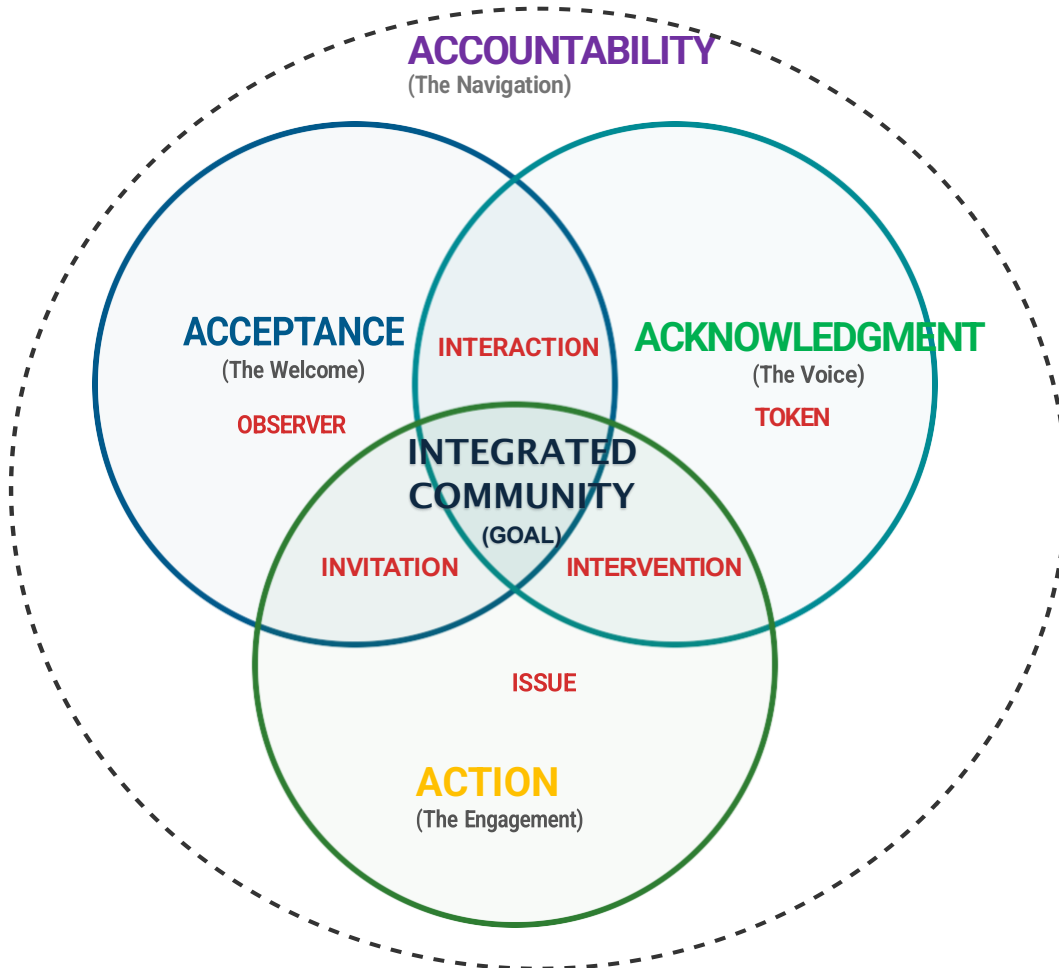
Inclusion is not a destination—it's a recurring commute.
Keep navigating.

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The Journey to Inclusion

A Framework for Fully Engaging Women Clergy

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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