



Practices for Inclusive Congregations

Congregations moving toward inclusion may adopt some of these practices:

- *Mission revision:* Inclusive churches have worked to get comfortable with the language of inclusivity, and they employ it in their public statements and advertisements. There is a growing sense that they are not complete without The Other, and now they seek to open to this new presence.
- *Worship resources from other cultures:* An inclusive church may demonstrate its appreciation for marginalized groups by including texts, music, images and other resources that represent non-dominant cultures (again, culture can be defined by race, ethnicity, generation or other factors).
- *Leadership development:* These churches may take care to appoint a limited number of members of marginalized groups to leadership posts, often at some real cost as established leaders may protest sharing power to people who lack their seniority or ability.
- *Anti-oppression trainings:* Some members of these churches have attended anti-racism, anti-homophobia or diversity trainings, and they have likely begun to speak of individual and even structural culpability in marginalizing and oppressing others.
- *Ministry partnerships:* These congregations often invite organizations and churches representing marginalized groups to use the church facility, and they send funding and volunteers to mission projects. Others may have gone so far as to partner with marginalized groups on a common ministry, usually one identified by the hosting church.