

Stephanie Spellers' "Beyond Inviting and Inclusion" *Radical Welcome*

| | Inviting | Inclusion | Radical Welcome |
|-------------|---|---|--|
| The Message | "Come, join our community and share our cultural values and heritage." | "Help us be diverse." | "Bring your culture, your voice, your whole self—we want to engage in truly mutual relationships." |
| The Goal | Assimilation: community invites new people to enter and adopt dominant identity. | Incorporation: community welcomes marginalized groups, but no true shift in congregation's identity and practices. | Incarnation: community embodies and expresses the full range of voices and gifts present, including The Other. |
| The Effort | Systems and programs in place to invite and incorporate newcomers into the existing structures and identity; rejection or marginalization of those who do not assimilate. | Stated commitment to inclusivity, but less attention to ongoing programs, systemic analysis or power; emphasis on individual efforts. | Systems and programs in place to invite and welcome people, including those from the margins; to ensure their presence, gifts and perspective will be visible and valued; and to ensure that these new communities, gifts and values influence the congregation's identity, ministries and structures. |
| The Result | Healthy numbers (perhaps with some members who claim marginal identity) but institution and its membership is overwhelmingly monoculture | Revolving door, with people coming from margins only to stay on fringe or leave; institutional structure remains monocultural, with some pockets of difference. | Transformed and transforming community with open doors and open hearts; different groups share power and shape identity, mission, leadership, worship and ministries. |