

	Inviting	Inclusion	Radical Welcome
The Message	"Come, join our Community and share our cultural values and heritage."	"Help us to be diverse."	"Bring your culture, your voice, your whole self—we want to engage in truly mutual relationship."
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 cultural 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 existing structures and identity; rejections or marginalization of those who do not assimilate.	Stated commitment to inclusivity but less attention to ongoing programs, systemic analysis of 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 monocultural.	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.