

## Workshop 5

### Diversity, Inclusion, and Mission Alignment

### Reflecting God's Kingdom Through Inclusive Fundraising

Date: August 22, 2025

## The Kingdom Table is Bigger Than We Think

### Opening Thoughts

Today's conversation is not about adding another initiative to our to-do list. It is about returning to the heart of Jesus, who gathers people from every background, every language, and every life experience into one family. In the Kingdom of God, Christ Himself is the host, and we are all invited to learn, grow, and be changed together at His table.

When we talk about diversity, equity, and inclusion, we are talking about the character of that table. Does it reflect His welcome? Does it reflect the fullness of His Body? Are our fundraising relationships places where everyone's gifts are recognized and allowed to shape the mission?

### Scripture Anchors

- **Genesis 1:27** – Every person bears God's image. Honoring diversity is honoring the Imago Dei.
- **Revelation 7:9** – God's vision is radically inclusive: every tribe and tongue before the Lamb. Our fundraising should mirror that day.
- **Luke 3:10–14** – Justice and fairness are inseparable from generosity. Fundraising must reflect equity and integrity.
- **Luke 5:29–32** – Jesus' table was wide open. Our work must honor those often overlooked.
- **Luke 10:38–42** – At Christ's table, every role has dignity. DEI reminds us to honor different voices and gifts.

### Theological Insight:

#### A Jesus-Centered Definition of DEI (Faithful Friendship Perspective)

- **Diversity** means we celebrate the image of God in every person (Genesis 1:27), and we recognize that the Body of Christ is healthiest when every tribe, tongue, and nation brings their voice, perspective, and gifts (Revelation 7:9).
- **Equity** means we remove barriers and share opportunities so that everyone has a fair and dignified place in the work God is doing (Luke 3:10–14). This isn't about "helping" from a distance; it's about justice rooted in love—walking alongside others as equals before the cross.
- **Inclusion** means that belonging is not conditional. Like Jesus's table fellowship, it's about co-creating life together (Luke 5:29–32, Luke 10:38–42). In fundraising, that means donors and partners are not just supporters of our mission—they are co-owners and co-storytellers of it.

### Key Takeaways

1. **Diversity** is God's design.
2. **Equity** is a Gospel imperative.
3. **Inclusion** is spiritual hospitality.

**Old Model:** "Inviting people to our table."

**New Model:** "Discovering God's table together."

### Fundraising With, Not To

#### Opening Thoughts

The heart of inclusive fundraising is not rushing people toward our agenda but creating shared spaces of trust and curiosity. Before we invite someone to give, we invite them to be with us—to see, feel, and shape the mission in ways that matter to them.

#### Teaching Theme

We build deeper partnerships when people are engaged as **co-creators** of impact rather than as potential transactions.

#### Scripture Anchors

- **Luke 10:5–9** – Jesus instructs His disciples to stay, eat, and let relationship come before proclamation.
- **Acts 16:13–15** – Paul meets Lydia in a shared community space before she becomes a supporter.

### Key Takeaways

1. Presence before proposal.
2. Shared experiences shape partnership.
3. Invite voice before investment.

**Old Model:** Begin with a polished pitch.

**New Model:** Begin with shared space, listening, and co-discovery.

#### Practical Insights

- Host open-house gatherings with no giving pressure.
- Serve alongside community members before inviting support.
- Co-create small projects that require shared decision-making.
- Keep early interactions about shared learning, not financial asks.

## Living Into Kingdom Reciprocity

### Why This Matters

Inclusive fundraising is not charity—it is mutual transformation. Both the giver and the receiver are shaped by God’s generosity and by the stories and gifts of others.

### Strategic Reminders

- Shift from **gatekeeping** to **co-creating**.
- Reframe inclusion from **welcoming** to **co-owning**.
- Emphasize **mutual plenty**: all bring something to the table.
- Anchor every step in **humility, listening, and justice**.

### Discussion Prompts

- Where have you seen God’s Kingdom more clearly through someone with a different story than your own?
- How does your organization currently reflect diversity in your donor engagement strategies?
- What 2–3 opportunities do you see to create shared spaces before making an ask?

### Closing Blessing

May God give us patience to linger in conversation, humility to learn from those not yet with us, and courage to co-create spaces where generosity flows from shared life, not just shared goals.