



# Relationship Agreement:

## between Inclusive Church & Member Churches

This document is intended to suggest mutually reasonable expectations and encourage accountability between Inclusive Church (IC) and their member churches. Updates or changes to the document can be checked via the online copy in the members section of the IC website.

### 1. Commitment to Our Shared Vision

To become part of the Inclusive Church Network (ICN) and be listed as an 'Inclusive Church,' a church's governing body must agree to affirm the following vision statement, and we ask our member churches to display this (via a provided poster):

"We believe in **inclusive church** – a church which **celebrates and affirms every person** and does not discriminate.

We will continue to challenge the church where it continues to discriminate against people on grounds of **disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality.**

We believe in a Church which **welcomes and serves all people** in the name of Jesus Christ; which is scripturally faithful; which seeks to proclaim the Gospel afresh for each generation; and which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of Jesus Christ."

Inclusive Church is an ecumenical network of churches, groups, and individuals united by this shared vision.

Our members are committed to listening, learning, and working proactively to achieve this vision. While the focus of that work may vary locally, we believe that inclusion is a Gospel imperative.





## 2. Commitment to Our Shared Mission



Inclusive Church is an educational charity that equips, empowers, and supports local churches to offer a truly inclusive and accessible welcome to a diverse community.

Together, we share the task of identifying and addressing barriers, structural or behavioural, that allow discrimination to persist.

Building on scriptural principles, we commit to being and becoming people and places where all are valued, welcomed, affirmed, and supported as they explore and grow in Christian faith.

This includes, but is not limited to:

- Those who are LGBTQIA+
- Disabled people, with seen and unseen differences
- People of all sizes, backgrounds, and ethnicities
- Those who are single, partnered, married, widowed, celibate, or searching
- People experiencing challenges with mental health
- Anyone who seeks to belong in an accepting, loving Christian community, whether they are neurodivergent, academic, illiterate, confident, non-verbal or shy.

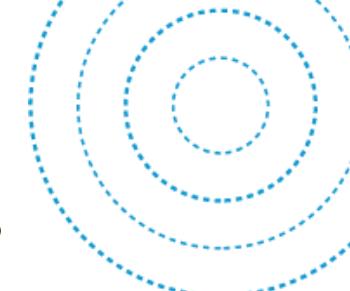
## 3. Commitment to Our Shared Values

We believe in a culture of listening; to one another, to scripture, to prayer, and to the nudging of the Holy Spirit. We commit to grace and compassion in all things.

We work to embed equitable practices at both governance and grassroots levels, believing that accessibility and inclusion are not slogans, but cultural commitments.



## 4. Commitment to Shared Objectives



We commit to continue:

- Partnering with Christian organisations committed to equality, diversity, and inclusion to share best practice and amplify marginalised voices.
- Supporting our members in understanding and engaging with governance processes within their denominations.
- Resourcing our members to identify and challenge exclusionary or discriminatory practices.
- Maintaining an online presence that offers resources and promotes the benefits of inclusive practice to wider society, including signposting to training, events, resources and support.

## 5. Commitment of IC to Member Churches

Inclusive Church commits to:

- Encourage, equip, and engage with our member churches in fulfilling their local mission.
- Grant permission to use the Inclusive Church name, logo, and vision statement in accordance with branding guidelines.
- Invite representatives from member churches to attend events, regionally and nationally, as part of a visible IC presence.
- Advertise vacancies and recruitment opportunities in member churches.
- Celebrate and share member achievements and examples of good inclusive practice across the network.
- Promote member churches' local missional work and inclusive events.

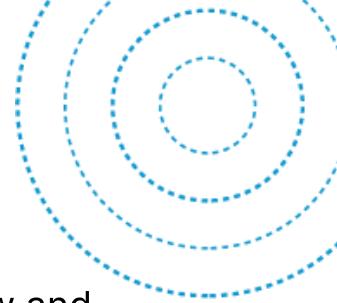


## 6. Commitment of Member Churches to IC



Member churches commit to:

- Through a named contact, maintain communications and dialogue with the network and ensure their IC Online Directory profile is up to date.
- Hold an inclusive community gathering for communal worship (at least monthly).
- Promote and participate in IC events, where possible and practical.
- Pray regularly for those who experience exclusion or discrimination from the church.
- Comply with denominational safeguarding policies.
- Encourage individual giving to IC and share donation details.
- Contribute an annual donation to IC.
- Avoid partnering with groups that conflict with the IC Vision Statement.
- Notify IC if their leadership or membership no longer affirms the IC Vision Statement.
- Member churches will also be invited to submit a short annual report, using an IC template if helpful, celebrating significant moments, progress or achievements over the previous year, where inclusive praxis has been a key part.



Every three years, member churches will be invited to review and renew their commitment to our shared mission and confirm their desire to remain members of IC. We aim to offer this review within three months either side of the renewal date. If not completed within this six-month window, membership may be paused.

If a church wishes to request removal, we ask for confirmation that this has been discussed and the decision minuted by the churches governing body, it should not be a decision simply taken by a lone member of the leadership team.

## Conflict Resolution

If conflict or concern arises, upon notification or awareness of an issue, Inclusive Church reserve the right to suspend a church's public profile in our directory with immediate affect. (Hiding it from view) After which further enquiries and communication can occur in a timely fashion.

The priority will always be around maintaining the safety and wellbeing of those who may attend or encounter our churches.

1. The IC National Coordinator and the church liaison will discuss the issue and explore suitable options for resolution.
2. A regional ambassador may be involved if helpful.
3. If unresolved, an IC trustee will act as an independent arbitrator.
4. If irreconcilable, the IC board will notify the church of membership termination (ideally within 60 days).

The regional ambassador will be notified, the church removed from the IC Directory (with reasons recorded on their file), and permission to use IC branding revoked.

While individual membership of Inclusive Church (IC) is possible, churches join the network collectively, through a decision made by their governing body. Once a church becomes a member, those who belong to or attend that church are considered part of the IC network by extension. However, to serve as a trustee, Regional Ambassador, or vote at the IC AGM, individuals must additionally be on record as individual members of IC. This is done through a form on the IC website available here: [Joining IC](#)

We recognise that church communities are fluid, and that participation includes both regular and occasional worshippers. In this sense, anyone taking part in the life of a member church is part of the community during that time and not all members of the community will be of one mind on every issue.

We acknowledge that not all individuals within a member church may feel able to personally affirm the IC Vision Statement. However, all members of the church community are expected to respect and uphold the church's inclusive commitments, and not act in ways that undermine them. IC ask the leadership of Inclusive Churches to make this clear to their members and challenge behaviour and attitudes that undermine the stated mission of IC.

Membership of IC and inclusion in the IC directory does not guarantee a church will get everything right, always. ICN should not be held responsible if/when a church falls short. We will however look to support our churches in improving and addressing any shortcomings.

#### Document Reviewed

Last reviewed & approved **29<sup>th</sup> May '25** (branding added Jan '26)

**Chair of Trustees:**

Ven. Allie Kerr

**National Coordinator:**

Rev'd Chantal Noppen