

# The Affirming Process

The goal of an Affirming process:

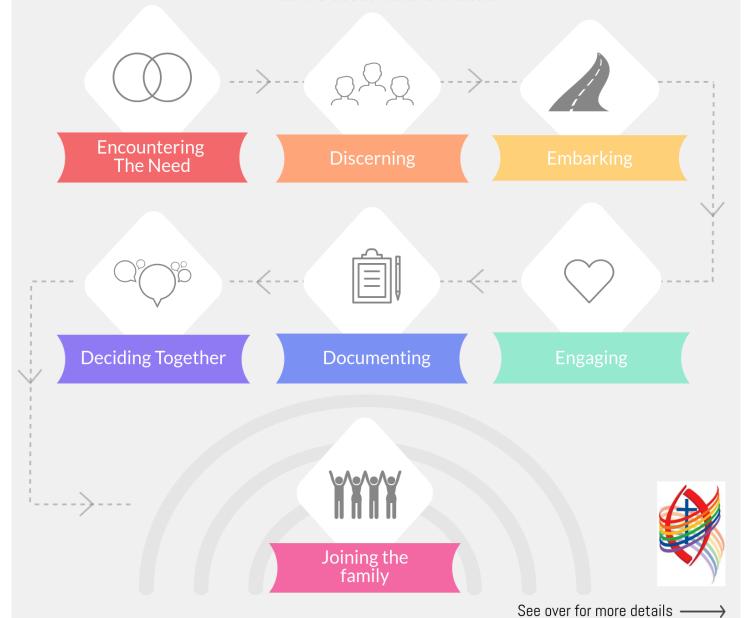
A public, intentional, explicit welcome for diverse gender identities and sexual orientations.

The process is spiritual; reflective; contextual; educational; fully participatory.

It takes as long as it needs to.

It's about stories and struggles; people, not paper.

And it's about transformation.





## The Affirming Process

## **Encountering the Need**

A need, question, or vision leads a ministry to ask how it can be publicly, intentionally, and explicitly welcoming.

## Discerning

A group forms to start looking at how to become (more) radically and intentionally welcoming. They consider the Affirming process, and get in touch with the Affirming ministry coordinators.

#### **Embarking**

The decision to formally enter the Affirming process is made by the ministry's governing body. A working group is set up.

## **Engaging**

Educating. Story telling. Praying. Hearing fears and hopes. Working with all in the ministry and wider community to discern what being Affirming could look like for your ministry.

## Documenting

Before a final decision is made, an inclusive marriage policy, Vision Statement, Action Plan for the future, and more must be created.

## **Deciding Together**

The community discerns how it's going to decide on whether to formally become Affirming. A positive decision needs to include a "yes" from at least three quarters of those involved in deciding.

## Joining the Family

Holding a public celebration! Being welcomed formally to our Canada-wide family.

