

# Belonging Reflection Tool

Although individuals can use this reflection tool, it is designed for collaborative reflection. To the greatest extent possible, talk with and listen to others at your church. For each of the ten dimensions of belonging, **reflect on what you are doing well and what could be done better or differently**. To ensure this reflection leads to **observable action**, agree on taking at least three actionable steps that will make a noticeable difference in promoting inclusion and belonging at your community of faith.

Dimensions of belonging	What are we doing <i>really well</i> right now in this area?	What could we be doing <i>better or differently</i> in this area?
<b>Present</b> Are people able to be present in all of the same spaces and activities as everyone else?		
<b>Invited</b> Is the presence and participation of everyone actively sought out and encouraged by others at their church?		
<b>Welcomed</b> Are people received by others at the church with warmth, friendliness, and authentic delight?		
<b>Known</b> Are people viewed as unique individuals, recognized by their strengths, and appreciated for who they are?		

Dimensions of belonging	What are we doing <i>really well</i> right now in this area?	What could we be doing <i>better or differently</i> in this area?
<b>Accepted</b> Are people embraced without condition and viewed as equals by others?		
<b>Involved</b> Are people actively engaged with others in shared learning and common goals?		
<b>Supported</b> Are people given what they need to reach their full potential and truly thrive?		
<b>Heard</b> Are the perspectives of each person sought out, listened to, and respected by others?		
<b>Befriended</b> Have people developed relationships with others that are marked by mutual affection and reciprocity?		

Dimensions of belonging	What are we doing <i>really well</i> right now in this area?	What could we be doing <i>better or differently</i> in this area?
<b>Needed</b> Are people valued by others and considered to be indispensable members of the church community?		

## Next Steps

*What actionable steps should we take next to ensure all people experience belonging in our community of faith?*

- 1.
- 2.
- 3.

Adapted from: Carter, E. W. (2020, November). *From barriers to belonging: Creating inclusive communities for everyone*.  
 Keynote presentation at the International OCALICON Conference.  
 Further adapted by Rev. Todd Freeman to move from a school setting to a church context.