



The Send Australia Diversity & Inclusion Policy

Diversity & Inclusion			
Version Number:	1.0	Date of Next Scheduled Review:	26/02/2026
Date of Last Edit:	10/09/2025	Approving Authority:	Management Team

1. Purpose

The Send Australia is a collaborative, Christ-centred movement committed to mobilising and activating a generation into their missional and evangelistic calling. We believe that God created every person with equal value and dignity, and we seek to reflect His heart by embracing ethnic and cultural diversity, empowering both men and women, and supporting strong families within our mission.

This policy outlines our commitment to diversity and inclusion in a way that honours our Christian values and biblical convictions.

2. Scope

This policy applies to:

- Staff (full-time, part-time, volunteers)
 - Management and Board members, and other leadership members
 - All participants and visitors at The Send gatherings, events, and activities
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3. Our Commitment

At The Send Australia we are committed to:

- **Ethnic and Cultural Diversity:** Welcoming people from all nations, cultures, and ethnic backgrounds, recognising the richness they bring to our community and mission.
 - **Men and Women in Ministry:** Empowering both men and women to serve, lead, teach, and pioneer in line with their God-given calling.
 - **Equal Opportunity:** Ensuring that opportunities for leadership, service, and participation are based on character, calling, and competency—not ethnicity, gender, or cultural background.
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4. Biblical Foundations

We believe true inclusion means creating an environment where individuals and families can thrive in alignment with biblical truth.

- We affirm that every human being is created in the image of God (Genesis 1:27).
 - We affirm the biblical value of both men and women serving together in God's mission (Acts 2:17–18, Galatians 3:28).
 - We affirm the biblical view of marriage as the union of one man and one woman, and we uphold *The Send's* stance on sexual integrity and discipleship.
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5. Practical Applications

- Recruitment & Service: Opportunities are open to men and women from all ethnicities who align with The Send's vision, values, and lifestyle expectations.
 - Leadership Development: Both men and women are encouraged and equipped to take on leadership, speaking, and ministry roles.
 - Family Support: Families are given flexibility, encouragement, and support to fully engage in mission life.
 - Cross-Cultural Respect: We cultivate sensitivity to cultural differences through training, communication, and intentional community practices.
 - Community Standards: All who serve with The Send commit to living within biblical values on marriage, sexuality, and discipleship as outlined in *The Send Australia's* Code of Conduct.
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6. Responsibilities

- Board of Directors & Management Team: Ensure this policy is upheld across all operations and gatherings.
- Staff & Volunteers: Model Christ-like inclusion, respect, and encouragement for all.
- Participants: Contribute to a culture of honour and respect at all Send activities.

7. Review

This policy will be reviewed every year to ensure ongoing alignment with The Send's vision, values, and global mission focus.