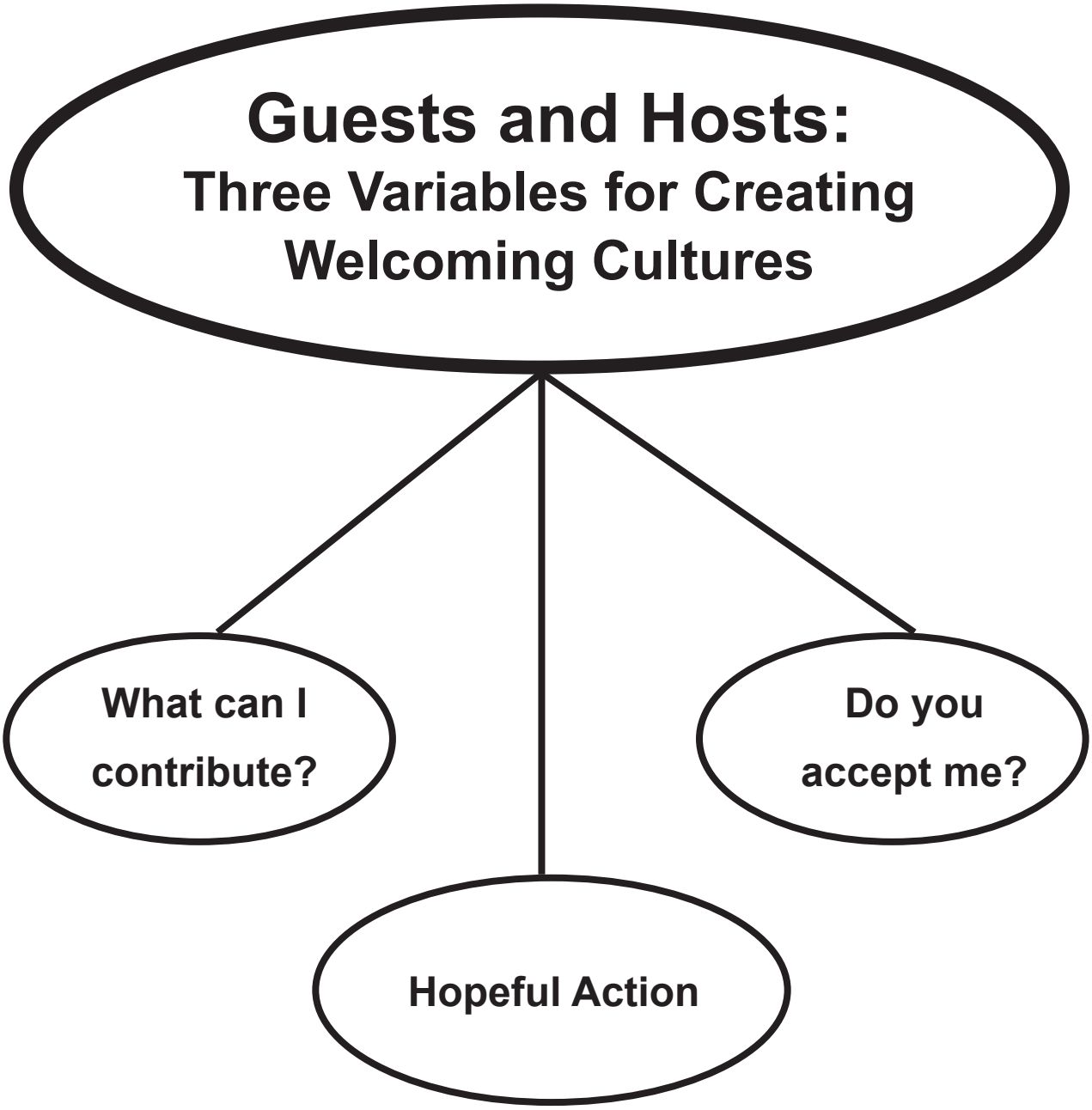
Guests and Hosts:
Three Variables for Creating Welcoming Cultures
What can I contribute?
Do you accept me?
Hopeful Action