



Calvin Symposium on Worship | Erik Carter

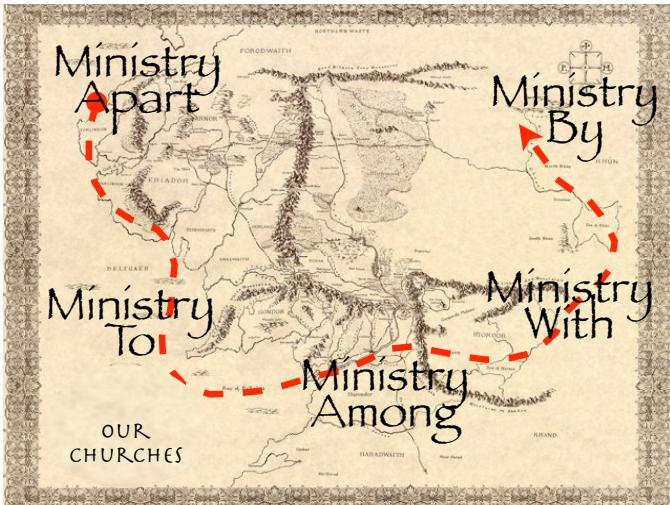
Better Together

Welcoming People with Developmental Disabilities into Congregational Life

Forest & Pearpoint (1997)
www.fsrcdane.net/library/docs/FOURQUES.DOC

“four simple questions”

- What are we doing well right now?
- What could we be doing better?
- What could we be doing differently?
- What can we begin doing right now to get us started moving toward our goals/vision?



the Cal

- Image Bearers
- All are Called
- Many Members, One Body
- Everyone has Essential Gifts
- All are Needed
- Extend the Invitation
- Christ's Ministry
- We Each Are Called
- A Distinctive Response

Imago Dei

So God created man in his own image, in the image of God he created him; male and female he created them....God saw all that he had made, and it was very good.

Genesis 1:27, 31 (NIV)

GENESIS 1:27, 31 (NIV)

All Are Called (without asterisks)

"For we* are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do."

“Therefore go and make disciples of all* nations...”

all nations...

"For God so loved the world that he gave his one and only Son, that whoever* believes in him shall not perish but have eternal life."

- *Includes some important exceptions
- *We means me, not necessarily you
- *Sometimes translated *most*

Many Members, One Body

You can easily enough see how this kind of thing works by looking no further than your own body. Your body has many parts—limbs, organs, cells—but no matter how many parts you can name, you're still one body. It's exactly the same with Christ.

1 Corinthians 12:12 (the Message)

There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ Jesus.

Galatians 3:28 (NIV)

...so in Christ we who are many form one body, and each member belongs to all the others.

Romans 12:5 (NIV)

All Are Needed: Our Interdependence

The way God designed our bodies is a model for understanding our lives together as a church: every part dependent on every other part, the parts we mention and the parts we don't, the parts we see and the parts we don't.

If one part hurts, every other part is involved in the hurt, and in the healing. If one part flourishes, every other part enters into the exuberance.

1 Corinthians 12:20-22 (the Message)

We Are Each Called

"We are a single flock under the care of a single shepherd. There can be no separate Church for persons with disabilities"

Welcome and Justice for Persons with Disabilities
A Statement of the U.S. Bishops (1998)



We Are Incomplete Without Your Gifts

God's various gifts are handed out everywhere; but they all originate in God's Spirit. God's various ministries are carried out everywhere; but they all originate in God's Spirit. God's various expressions of power are in action everywhere; but God himself is behind it all. **Each person is given something to do that shows who**

God is: Everyone gets in on it,

everyone benefits. All kinds of things are handed out by the Spirit, and to all kinds of people! The variety is wonderful...

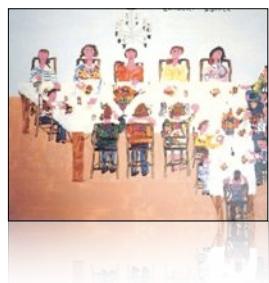
1 Corinthians 12:4-7 (the Message)

Extend the Invitations: Intentional Response

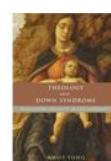
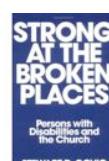
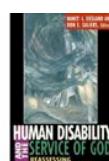
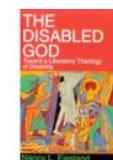
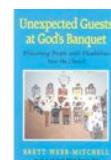
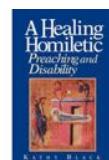
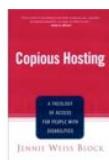
A certain man was preparing a great banquet and invited many guests. At the time of the banquet he sent his servant to tell those who had been invited, 'Come, for everything is now ready.'

...'Go out quickly into the streets and alleys of the town and bring in the poor, the crippled, the blind and the lame.'

...so that my house will be full.
Luke 14:16, 21



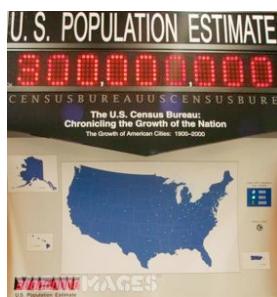
Some Resources...



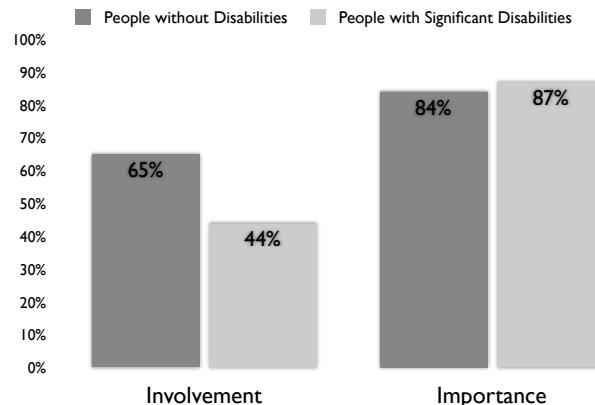
the Need

Americans with...

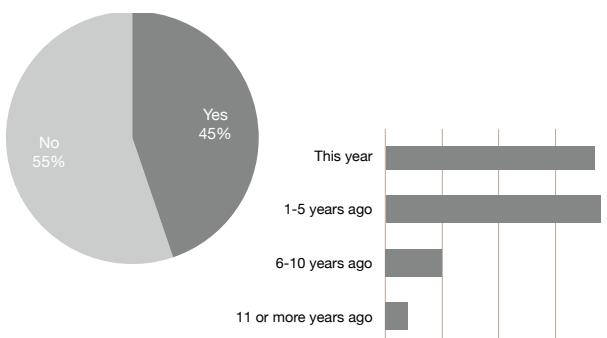
- Mental disabilities... **MORE than 12 million**
- Sensory disabilities... **MORE than 9 million**
- Physical disabilities... **MORE than 21 million**



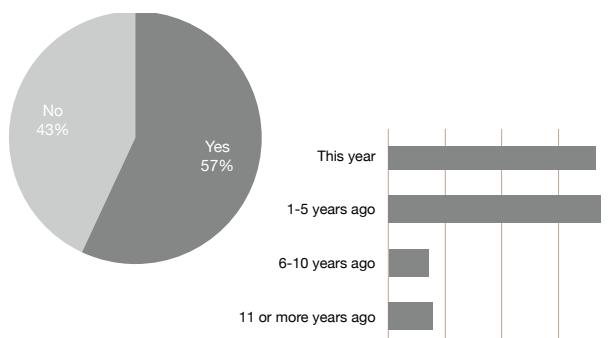
National Organization on Disability



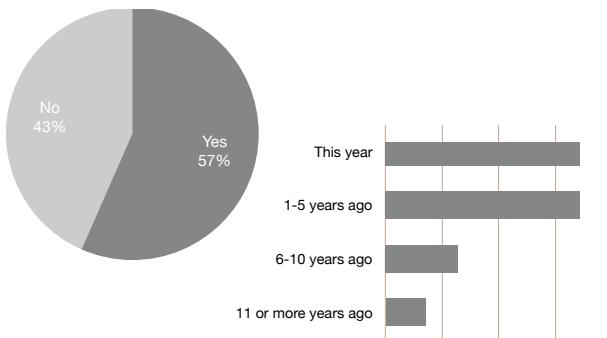
Have you ever refrained from participating in a religious activity because your child was not included?



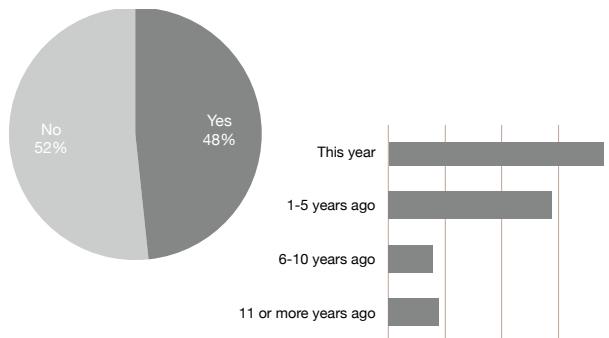
Have you ever kept your child from participating in a religious activity because support was not provided?



Have you ever been asked or expected to stay with your child at a religious activity so your child could participate?



Have you ever been asked or expected to stay with your child at a religious activity so your child could participate?



What Stands in the Way?

- Architectural barriers
- Transportation barriers
- Attitudinal barriers
- Communication barriers
- Liturgical barriers
- Programmatic barriers



Where Can We Begin?

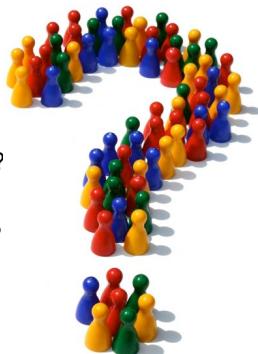
- Reflect on our current worship, welcome, and congregational activities
- Ask good questions
- Have conversations with people with disabilities and their families
- Start small...but start somewhere
- Begin with immediate needs
- Include people with disabilities in these efforts

Reflection Tools

| INDICATORS OF WELCOME | | | | | |
|---|--------------------------|---|--------------------------|--|----------|
| 1. Overview | | | | | |
| Perspectives | | | | | |
| Whose perspectives were sought as part of this self-reflection process? | | | | | |
| <input checked="" type="checkbox"/> Clergy | | <input checked="" type="checkbox"/> Person(s) with disabilities | | <input checked="" type="checkbox"/> Community members | |
| <input checked="" type="checkbox"/> Lay leaders | | <input checked="" type="checkbox"/> Family members | | <input checked="" type="checkbox"/> Religious or support providers | |
| <input checked="" type="checkbox"/> Program leader | | <input checked="" type="checkbox"/> Other congregation members | | <input checked="" type="checkbox"/> Other: | |
| Presence and Participation | | | | | |
| What steps have we taken to identify individuals within our congregation affected by disabilities? | | | | | |
| What steps have we taken to identify individuals beyond our congregation affected by disabilities? | | | | | |
| To what extent are children and adults with developmental disabilities, as well as their families, actively participating in the following dimensions of congregational life? | | | | | |
| | Actively | Sometimes | Never | Uncertain | Comments |
| Sacraments | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Sacraments and rituals | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Fellowship events | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Adult religious education | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Small groups and Bible studies | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Children's religious education programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Youth groups and young adult programs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Summer programs and camps | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Greeters, ushers, or other worship leadership | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Chair or worship team members | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Congregational committees | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Outreach ministries | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Congregation-sponsored schools | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Leisure, recreation, and social activities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| • Other: | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| • Other: | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| • Other: | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| List other activities in which members of your congregation typically participate. | | | | | |

Eight Easy Reflection Questions

1. Is everyone invited?
2. Can everyone get in?
3. Is everyone welcomed?
4. Can everyone participate?
5. Are we all worshipping together?
6. Are we reaching everyone?
7. Are everyone's gifts being used?
8. Are we living life together?



Is Everyone Invited?

- Let Your Community Know You Want to Welcome Them
- Passive Invitations
- Active Invitations
- Are Our Invitations Actually Received???



ALL ARE WELCOME



Stonebriar
community church

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Special Needs

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[Our Mission](#)
[Sunday Worship Services](#)
[Sunday Morning Program](#)
[Montessori Program](#)
[Evening Programs](#)
[Special Events](#)
[Parent Support Group](#)
[Serve With Us](#)

Sunday Worship Services

Assistance with Special Needs

Those with special needs will find the people and resources they need to participate fully in worship services at Stonebriar.

Parking: Parking spots near the church's main entrances are reserved for families who have children with special needs. Handicapped parking also is located close to all major entrances.

ADA Compliant Facilities: Stonebriar facilities meet Americans with Disabilities Act (ADA) requirements for the children's playground, handicapped parking, ramps, doorways, and bathrooms.

Wheelchairs: Several wheelchairs are available. Simply ask an usher at any worship-center entrance, and he can help you get one.

Sign-Language Interpretation: The 9:30 a.m. worship service is interpreted by a Level 3 American Sign Language (ASL) Interpreter. Seating is located at the front left side of the worship center.

Hearing Devices: At all three service times, earpieces with receivers are available from the sound booth. The sound booth is located in the center back of the worship center. If you can't find it, ask an usher for assistance.

Large-print or Braille Bibles: These are available for use during Sunday classes and worship services. Just come to Room 148 to check out the book you need.

Have Questions?

Call the Special Needs Ministry at 469-232-5358, or [contact us online](#). On Sundays, feel free to stop by Room 148 at Stonebriar to visit or pick up a family or volunteer packet.

Other Ideas

- Chemical sensitivities
 - Unscented candles
- Scent-free area
- Food-free zones
 - Gluten-free bread and juice
- Shush-free zone



Is Everyone Welcomed?

- Welcome Center
- Greeters
- Ushers
- What are the attitudes of our congregation?



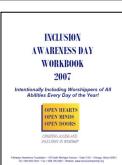
Inclusion Awareness Sunday



www.throughtheroof.org



www.pcusa.org/phewa



www.inclusioninworship.org



www.jonlandfriends.org



www.crcna.org/pages/disability



www.blhs.org

Accessibility Checklists

- **Through the Roof Accessibility Checklist**
www.throughtheroof.com



- **Congregational Assessment Survey**
www.accessibilitynetwork.net



- **Congregational Audit of Disability Accessibility and Inclusion**
www.pcusa.org/phewa/pdc.htm



- **Accessibility Audit Guide**
www.crcna.org/pages/disability.cfm



- **Signs of an Open Door Parish**
www.ncpd.org



OPEN HEARTS, OPEN MINDS, OPEN DOORS *Creating Access and Inclusion in Worship*

GUIDELINES FOR CLERGY, USHERS AND LAY LEADERS

General Information

1. What do you say when you meet a person with a disability? How about "Hello"?
2. Bring a person with gifts and abilities, ask a person with a disability to usher, to serve communion, to read, etc.
3. Speak directly to the person with a disability or difference, not only to the family member, companion, interpreter, or canine companion.
4. Ask a person with the disability if you can help. Respect any refusal.
5. Be sensitive to where a person wishes to receive communion – at their seat or at the altar.
6. A warm smile and friendly conversation are very welcoming.
7. Feel comfortable using words like see, walk, and listen with persons with disabilities.
8. Use person-first language such as "persons with disabilities" **NOT** "the disabled."
9. Offer large-print bulletins, missalettes, or assistive listening devices.
10. Use the accessibility logo. Include the words "All Are Welcome."



WELCOMING PERSONS WITH BLINDNESS OR VISION LOSS

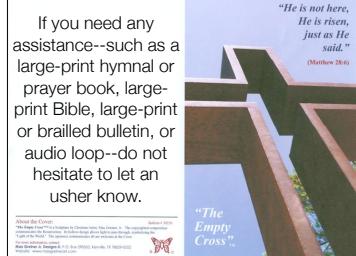
1. Identify yourself when you greet the person. Tell the person when you are about to leave.
2. Talk normally, using your customary voice and typical expressions like "See you later."
3. Offer your arm when assisting, the same way an usher does at a wedding.
4. Give verbal cues such as "We are going through a doorway." Explain the traffic pattern with clear, calm instructions such as "Go up the center aisle." →



www.inclusioninworship.org

Can Everyone Participate?

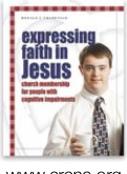
- Are worship activities accessible?
- Is everyone encouraged to participate?
- Does everyone know what is expected?
- Are services "engaging" for everyone?



Sacraments and Traditions



Resources to Do This



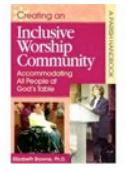
www.crcna.org



www.blhs.org



www.uccbublishing.org



www.liuguori.org

Some Preparation Ideas

- Talk through next week's theme/sermon/focus
- Program hymns or responsive readings in advance
- Provide devotional guides or advance questions that help people know what to expect
- Walk through routines ahead of time
- Offer explanations as you go
- Create visual schedules and anticipate events
- Allow practice!!!

Supporting Families to Worship

- How are we supporting families to worship? To be involved in and contribute to the worship experience?
- Do they feel watched or “judged” for the behavior of their children?
- Are they asked not to return because of their child?
- Do they trust the children’s ministry programs to include their child so they can attend worship services? Rather than alternating...
- Do they receive the support they need throughout the week so they are not so overwhelmed and stressed the don’t attend church?
- Do they see the teachings from the pulpit matching the reality they are experiencing?

Are We All Worshipping Together?

- Faith partners or companions
- Congregational guides
- Working with support staff



Are We Reaching Everyone?

- Are we willing to change our expectations for what is okay during worship time?
- Allow someone to stand.
- To allow some movement.
- To be okay with a little more noise.
- To be comfortable with answers to rhetorical questions
- To not judge parents for their children

Is Our Language Affirming?

- People first language
- Examples
- Metaphors
- Are the words positive or negative?
- Are they helpful or are they harmful?
- Do they put people in a box or do they free them up?
- Are the de-humanizing or insulting (like *slow*, *retarded*, *defect*, *crippled*, or *dumb*)?
- Would I want to be called those things?
- What words can I use in their place?

Gugel & Cleaver (2003)

Are Everyone's Gifts Being Used?

- Altar servers
- Lectors/readings
- Eucharist ministers
- Ushers/greeters/hospitality ministers
- Gift bearers
- Catechists
- Choir members/soloists/musicians
- Music leaders
- Preachers/pastors
- ?????



Are Living Life Together?



Eight Easy Reflection Questions

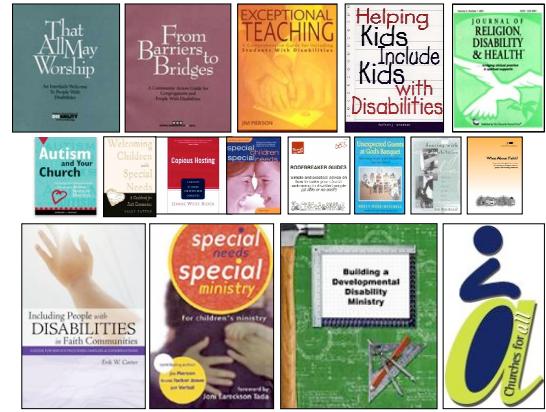
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Next Steps

Some Next Steps...

- Lots of congregations are on this journey--don't go it alone
- You don't need to reinvent the wheel--draw from many resources
- Work with local organizations in your community who share your goals
- Start with just one thing...
- Celebrate along the way...



<http://rwjms.umdnj.edu/boggscenter>

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