



Calvin Symposium on Worship | Erik Carter

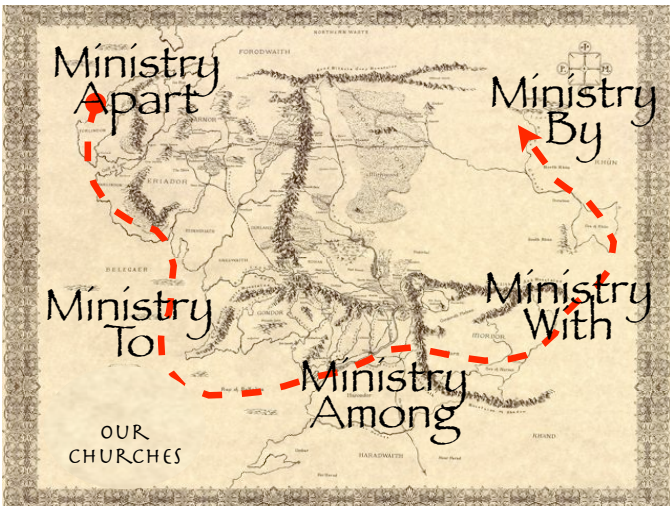
Better Together

Welcoming People with Developmental Disabilities into Congregational Life

“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?

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



the Call

- 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

Full name and web address	Relevant text
Assemblies of God www.asg.org	Resolution on the Church and Persons with Disabilities (1979, 1994, 1998) Resolution on Employment of Persons with Disabilities (1981, 1994, 1998) Resolution on Ministry to the Handicapped (1979) Ministry to People with Disabilities: A Biblical Perspective (2000)
Baptist www.baptist.org	Human Rights and Disability (1998)
Catholic Church www.vatican.va	Declaration of a Vatican Conference on the Family and Integration of the Disabled (1994) Instruction and Letter to Persons with Disabilities: A Framework for Access and Inclusion: A Statement of the U.S. Bishops (1999) Resolution on the 25th Anniversary of the Pastoral Statement on Persons with Disabilities (1988) Pastoral Statement of U.S. Catholic Bishops on Persons with Disabilities (1978)
Central Conference of American Rabbis www.ccaar.org	Resolution Adopted by CCAAR on Persons with Disabilities (1982)
Christian Church (Disciples of Christ) www.ccd.org	Resolution Concerning Ministerial Ministry to Children with Special Needs and Their Families (1992) Resolution of Concern for Persons with Disabilities of Incontinent (1988) Resolution Concerning Long-Term Support for the Handicapped (1979)
Christian Reformed Church www.crcna.org	Toward Full Compliance with the Provisions of the Americans with Disabilities Act in the Christian Reformed Church of North America (1992) Resolution on Disabilities, Acts of Synod (1983)
Church of England www.cofe.org.uk	People with Learning Difficulties (1984)
Church of the Brethren www.brethren.org	Conference Resolution: American with Disabilities Act (1996) Church and Persons with Disabilities (1981)
Episcopal Church www.episcopal.org	Resolution - Access to Church for the Handicapped (1997) Adoptive Declaration of the Full Range of Accessibility (1984) Current Passage of the American with Disabilities Act (1991) Declaration of the Full Range of Accessibility and Full Access to Persons with Disabilities (1985) Encourage Opportunities Within the Church for Persons with Disabilities (1985) Resolution: Full Access to Brethren and Brethren's Families (1982) Require That Church Personnel Visit Those Be Crippled
Evangelical Covenant Church www.ecc.org	Resolution on Church and Persons with Disabilities (1997) Resolution on Disabilities (1987)
Methodist Church www.umc.org	Resolution on Persons with Disabilities (1997) Ministry to the Deaf Community (1991) Accessibility: Goals (1991)
Lutheran Church-Missouri Synod www.lcms.org	The Lutheran Service to Persons with Disabilities (1977)

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)

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.”
 Ephesians 2:10 (NIV)

“Therefore go and make disciples of all* nations...”
 Matthew 28: 19-20 (NIV)

“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.”
 John 3:16 (NIV)

*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)

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)

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.

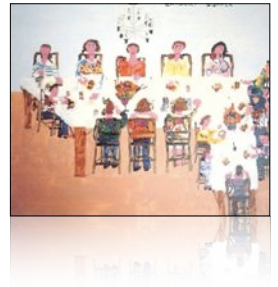
1 Corinthians 12:20-22 (the Message)

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



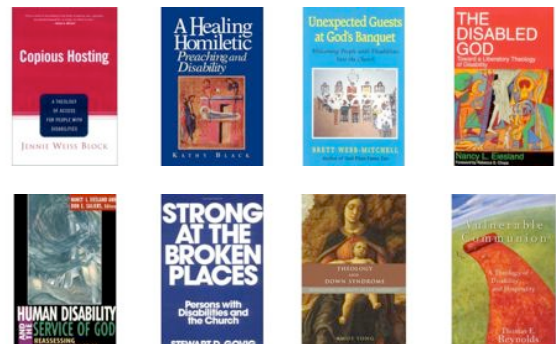
We Are Each Called

"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)



Some Resources...



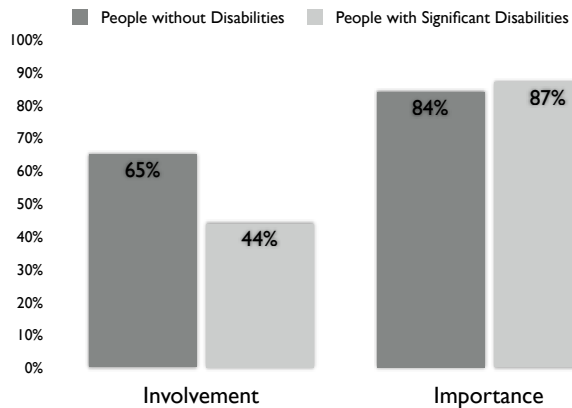
the Need

Americans with...

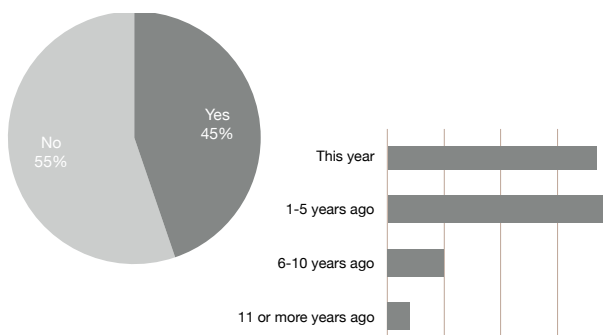
- Mental disabilities...
MORE than 12 million
- Sensory disabilities...
MORE than 9 million
- Physical disabilities...
MORE than 21 million



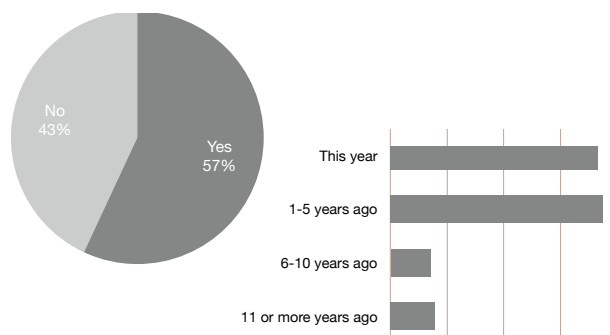
National Organization on Disability



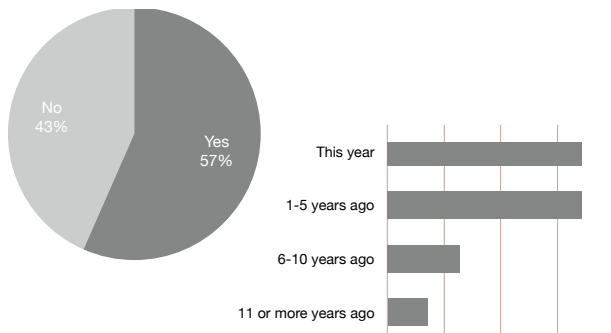
Have you ever refrained from participating in a religious activity because your child was not included?



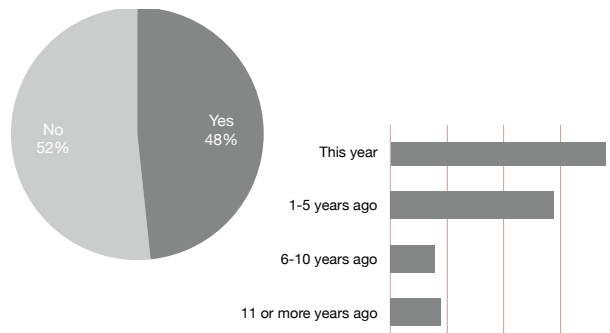
Have you ever kept your child from participating in a religious activity because support was not provided?



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				
I. Overview				
Perspectives				
Whose perspectives were sought as part of this self-reflection process?				
<input type="checkbox"/> Clergy	<input type="checkbox"/> Person(s) with disabilities	<input type="checkbox"/> Community members		
<input type="checkbox"/> Children/youth	<input type="checkbox"/> Family member(s)	<input type="checkbox"/> Service or support providers		
<input type="checkbox"/> Adult program leader	<input type="checkbox"/> Other congregation members	<input 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?				
	Some	Never	Uncertain	Comments
Worship services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sacraments and rituals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Fellowship events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Adult religious education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Small groups and Bible studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Children's religious education programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Youth groups and young adult programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Summer programs and camps	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Greeting, usher, or other worship assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Choir or worship team members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Congregational committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Outreach ministries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Congregation-sponsored schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Leisure, recreation, and social activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
*Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
*Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
*Other: _____	<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

Home About Us Worship Need Help? Helping Others Get Connected Life Learning News & Events

Home > Get Connected > Special Needs > Sunday Worship Services

Special Needs

Staff

Our Mission

Sunday Worship Services

Monthly Respite 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, handicap parking, ramps, doorway, 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 services, earpieces with receivers are available from staff in 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 409-252-5358, or contact.us@stonebriar.org. On Sundays, feel free to stop by Room 148 at Stonebriar to visit or pick up a family or volunteer packet.

www.stonebriar.org www.tpcc.org www.college-church.org

Access Symbols



Access for Individuals Who
Are Blind or Have Low
Vision



Symbol
for Accessibility



Audio
Description



Telephone
Typewriter (TTY)



Volume
Control Telephone



Assistive Listening
Systems



Sign Language
Interpretation



Large
Print



Information
Symbol



Closed
Captioning

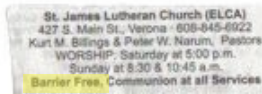
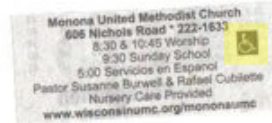


Opened
Captioning



Braille
Symbol

www.gag.org/resources/das.php



www.aadd.org/html/idn.htm

- Ada Christian Reformed Church | Ada
- All Saints Catholic Church | Fremont
- All Saints Episcopal Church | East Lansing
- All Saints' Episcopal Church | Pontiac
- The Ann Arbor Christian Reformed Church | Ann Arbor
- Baldwin Street Christian Reformed Church | Jenison
- Berco Christian Reformed Church | Zeeland
- Bookends Christian Reformed Church | Grand Rapids
- Calvary Christian Reformed Church | Holland
- Christ Church Gospe Pointe | Gospe Pointe Farms
- Christ Lutheran Church | White Cloud
- The Church of the Good Shepherd | Ann Arbor
- Church of the Holy Spirit | Livonia
- East Community Church CRC | Grand Rapids
- Covenant Christian Reformed Church | Grand Rapids
- Oron Community Church | Newaygo
- Denville Christian Reformed Church | Zeeland
- East Leonard Christian Reformed Church | Grand Rapids
- Eastern Ave. Christian Reformed Church | Grand Rapids
- Emmanuel Lutheran Church | Livonia
- Faith Christian Reformed Church | Holland
- Faith Christian Reformed Church | Kalamazoo
- Fernville United Methodist Church | Fernville
- First Assembly of God | St. Joseph
- The First Christian Congregational Church (UCC) | Fremont
- First Christian Reformed Church | Byron Center
- First Christian Reformed Church | Fremont
- First Christian Reformed Church | Grosse Pointe Park
- First Church of Christ (Christians) | Jackson
- First Church of the Nazarene | Bay City
- First Missionary Church | Niles
- First Presbyterian Church | Benton Harbor
- First Presbyterian Church | Birmingham
- First Presbyterian Church | Grand Haven
- First Presbyterian Church | Holland
- First Presbyterian Church | Meromine
- Friendship Christian Reformed Church | Byron Center
- Gethsemane Lutheran Church | Wyoming
- Grace Evangelical Lutheran Church | Lansing
- Grace Reformed Church | Allen Park
- Hamilton Christian Reformed Church | Hamilton
- Haslett Community Church-United Church of Christ | Haslett
- Haven Christian Reformed Church | Zeeland
- Holland First United Methodist Church | Holland
- Holland Heights Christian Reformed Church | Holland
- Holy Trinity Lutheran Church | Niles
- Hope Church | Holland
- Ideal Park Christian Reformed Church | Grand Rapids
- Immanuel Christian Reformed Church | Hudsonville
- Immanuel Lutheran Church | Escanaba
- Immanuel Lutheran Church | Mt. Pleasant
- Inverness Christian Reformed Church | Grandville
- Kelloggville Christian Reformed Church | Kentwood
- Lakeview Church of the Brethren | Brethren
- Marla Church of the Brethren | Copenish
- Mayfair Christian Reformed Church | Grand Rapids
- Messiah Evangelical Lutheran Church | Moline
- Melrose Avenue Christian Reformed Church | Grand Rapids
- Nieuwe Kerk Christian Reformed Church | Holland
- Northville Christian Assembly | Northville
- Onkama Church of the Brethren | Onkama
- Open Door Worship Center | Fernville
- Our Lady of the Visitation Church | Bay City
- Peach Lutheran Church | Charlotte
- Peace Lutheran Church | Holland
- Pine Grove Community Church | Howard City
- Plymouth Heights Christian Reformed Church | Grand Rapids
- Providence Christian Reformed Church | Holland
- Resurrection Lutheran Church | Saginaw
- The Ridgewood Christian Reformed Church | Jenison
- Rose Lake Reorganized Church of Jesus Christ of Latter Day Saints | Haslett
- St. Andrew's Episcopal Church | Jackson
- St. Christopher's St. Paul's Episcopal Church | Detroit
- St. Mark Catholic Church | Warren
- St. Stephen's Episcopal Church | Troy
- Second Christian Reformed Church | Fremont
- South Baptist Church | Bay City
- South Olive Christian Reformed Church | White Cloud
- St. Joseph Church | Auburn
- St. Luke's Episcopal Church | Allen Park
- St. Paul's Episcopal Church | Brighton
- St. Paul Lutheran Church | East Lansing
- Trinity Christian Reformed Church | Grandville
- Trinity United Methodist Church | Allen Park
- Unitarian Universalist Church of Greater Lansing | East Lansing
- West Eklord Missionary Church | Marshall
- Westwood Christian Reformed Church | Grand Rapids
- West Side United Methodist Church | Ann Arbor
- Westview Christian Reformed Church | Grand Rapids
- Westwood Christian Reformed Church | Kalamazoo
- White Cloud Empowerment Center Church of God

www.nod.org/religion



Active Invitations

• Visit or share information with...

- Independent living centers
- Group homes
- Parent support groups
- Residential facilities and nursing homes

• Invite your neighbors and friends

Organization or association*	Web site
The Arc	http://www.thearc.org
American Association on Intellectual and Developmental Disabilities	http://www.aadd.org
Autism Society of America	http://www.autism-society.org
Brain Injury Association of America	http://www.biausa.org
Center for Independent Living	http://www.cil.org
Council on Developmental Disabilities	http://www.cdd.org
Easter Seals	http://www.easterseals.com
Epilepsy Foundation	http://www.epilepsyfoundation.org
Federation of Families for Children's Mental Health	http://www.fcmh.org
Goodwill Industries International	http://www.goodwill.org
Muscular Dystrophy Association	http://www.mdausa.org
National Association for the Dually Diagnosed	http://www.thenadd.org
National Disability Rights Network	http://www.ndrn.org
National Down Syndrome Society	http://www.ndss.org
National Muscular Sclerosis Society	http://www.nationalmssociety.org
Parents Helping Parents	http://www.php.com
People First	Web search or local telephone directory
Salvation Army	http://www.salvationarmyusa.org
Sigma Beta Delta Association	http://www.sdba.org
TASH	http://www.tash.org
United Cerebral Palsy	http://www.ucp.org
United Way	http://www.unitedway.org
County and state social service agencies	Local web search or telephone directory
Local advocacy groups	Local web search or telephone directory
Local school districts	Local web search or telephone directory
Residential service providers	Local web search or telephone directory
Respite/adult day care service providers	Local web search or telephone directory
Supported employment providers	Local web search or telephone directory
Vocational rehabilitation offices	Local web search or telephone directory
Universities with special education, rehabilitation psychology, social work, and related programs	Local web search or telephone directory

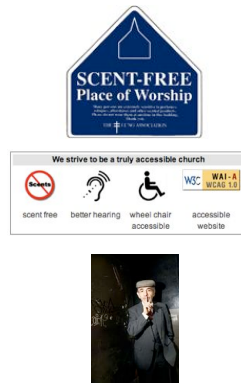
Can Everyone Get In?

"If bars are more accessible than altars, if theaters are more welcoming than churches, if the producers of PBS are more sophisticated about communication access than our liturgists, if the managers of department stores know better how to appeal to those with disabilities than our church leadership, if publishers of popular magazines are more knowledgeable about alternative formats than those who produce religious materials, **then we have failed to meet Christ's challenge to us all.**"
Mary Jane Owen



Other Ideas

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



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



Is Everyone Welcomed?

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



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. Because each person has 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 the 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

Inclusion Awareness Sunday

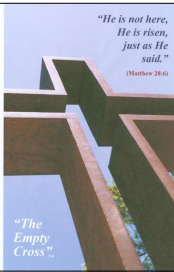


Can Everyone Participate?

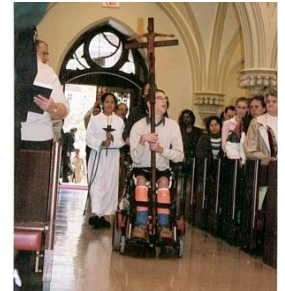
- Are worship activities accessible?
- Is everyone encouraged to participate?
- Does everyone know what is expected?
- Are services "engaging" for everyone?



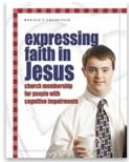
If you need any assistance--such as a large-print hymnal or prayer book, large-print Bible, large-print or brailled bulletin, or audio loop--do not hesitate to let an usher know.



Sacraments and Traditions



Resources to Do This



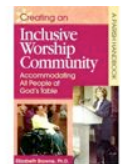
www.crcna.org



www.blhs.org



www.uccbpublishing.org



www.iguori.org

Some Preparation Ideas

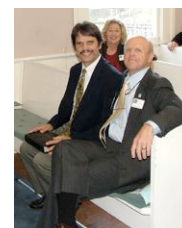
- Talk through next week's theme/sermon/focus
- Program hymns or responsive readings in advance
- Provide devotional guides or advance questions that help people know what to expect
- Walk through routines ahead of time
- Offer explanations as you go
- Create visual schedules and anticipate events
-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

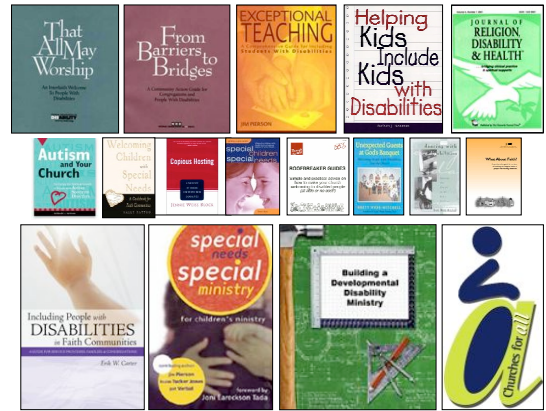
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8. Are we living life together?



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.umdj.edu/boggscenter>

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