

BEST PRACTICES FOR BUILDING BELONGING

Inclusive Worship Standard

Campuses where people of all abilities worship together create a culture that equips each person to actively participate in and contribute to the life of the congregation.

Perspective

Leaders demonstrate the perspective that all are important pieces of the puzzle, each with gifts and each with areas of struggle.

- 1.1** Leadership celebrates and represents diversity of abilities in this community, understanding agreeing and communicating that every person is an image-bearer of God, with gifts as well as challenges.
- 1.2** Ministry directors and team members share the vision for welcoming people of all abilities through training in language, etiquette, and support.
- 1.3** The congregation is committed to valuing people the way God made them, seeking to engage each one's gifts and discover how best to support the struggles.

Participation

Intentional use of Universal Design allows for participation by people of all abilities in worship, fellowship, learning and service opportunities.

- 2.1** Persons with varied abilities are a part of planning and creating space, services, events, and opportunities.
- 2.2** Physical access to the building and all programs is a clear priority and all reasonable effort is made to ensure that no one is excluded from participation in congregational life based on ability.
- 2.3** Information about worship, learning, fellowship, and service opportunities is made available ahead of time, accessible through multiple formats and clearly depicts that people with varied abilities are welcome and expected to participate.
- 2.4** Options are provided for giving and receiving information in a variety of ways.
- 2.5** Movement options are built into worship services and learning opportunities.

Personalization

Supports for individuals are put in place when needed, with leaders prepared to implement Responsive Design.

- 3.1** Staff and/or committed volunteers at the church advocate for persons with disabilities and have a system for learning about the support needs from an individual or family.
- 3.2** Leadership receives requests for accommodations with concern for every individual's full participation and spiritual growth, making every reasonable effort to implement necessary supports.
- 3.3** A coordinator is prepared to modify curriculum and other systems for individual needs.
- 3.4** Assistants, buddies, coaches, or teams are trained and ready to partner with individuals and families, fostering a thriving, interdependent community.