

# Inclusion in a Faith Community

## TIPS AND RESOURCES FOR CONGREGATIONAL CARE COMMITTEES



### Congregational care committees and disabilities

An inclusive faith community commits to sharing one another's joys and challenges. Included members love, respect, and treasure each other; nurture and support one another on a journey through faith; and use their gifts and graces in ministry. This commitment does not change with the experience of disability.

A faith community may have a specific committee for the "care" of its congregants. Often, members of this committee want to support, empower, and enable members with disabilities and their families to grow in their faith and to share their gifts and talents. Yet, sometimes important conversations are not initiated. Too often, families wait for leadership in the faith community to make a first move while the leaders are waiting for the family. Take the initiative and encourage the start of a conversation.

### Interacting with a person with a disability

- Relax. It's normal to feel unsure. Just be yourself and allow a space for the person with a disability to be himself or herself.
- Learn about **disability etiquette** (e.g., talk to people with disabilities directly, not just to the people with them) and **people-first language** (e.g., "people with disabilities," not "the disabled."). See: *Disability Etiquette* and *Talking About Disabilities* resources on reverse.
- Realize that a disability is neither a gift nor a curse—it just is.

### What might a congregational care committee do for an individual with a disability and a family?

- Determine and discuss the "vision" of the individual and the family regarding their connection within the larger faith community.
- Encourage an individual's involvement in parts of the worship service (e.g., usher, reader) and on committees. Assist in making connections between the individual's gifts for service and the needs of the community.
- Keep communication open: ask for input, suggestions, and the sharing of family expertise in all areas that intersect with the faith community.
- Assist in building a supportive community around a person with a disability and their family, which may include encouraging relationships with religious leaders and educators, volunteers, peer buddies, and other congregants who will be friends with the family. These relationships will be supportive connections that encourage full participation in the life of the community.
- Coordinate volunteers who will support persons with disabilities during church activities or as respite care for families.
- Coordinate the concrete care often given to families with "typical" needs (i.e., the offering of a meal, looking after siblings).
- Help families make connections with appropriate disability service agencies.

### How can a congregational care committee educate a community on disabilities?

- Ask the person with a disability and/or their family to share specific information with the congregation at large (e.g., during a sermon about the diversity of the community).
- Coordinate educational opportunities for religious education staff and for the community on topics such as inclusion, disability awareness and etiquette, and person-first language.
- Take on the responsibility of educating other faith community groups about common barriers and successful accommodations to participation. Learn and then share your insights.

See reverse for resources

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### Who We Are and Who We Serve

The Vanderbilt Kennedy Center (VKC) works with and for people with disabilities and their family members, service providers and advocates, researchers and policy makers. It is among only a few centers nationwide to be a University Center for Excellence in Developmental Disabilities, a *Eunice Kennedy Shriver* Intellectual and Developmental Disabilities Research Center, and a Leadership Education in Neurodevelopmental and Related Disabilities Program.

### Disabilities, Religion, and Spirituality Program

This VKC Program provides training to current and future religious and spiritual leaders and educators, supports individuals with disabilities and families as they give expression to their religion and/or spirituality, and encourages disability service providers to consider the religious and spiritual interests of the individuals they serve. As a liaison with faith communities, the Program develops ecumenical educational materials, conducts research, and shares best practices. Contact [courtney.taylor@vanderbilt.edu](mailto:courtney.taylor@vanderbilt.edu), (615) 322-5658.

### Tennessee Disability Pathfinder

This free statewide phone, web, and print referral service in English and Spanish connects the Tennessee disability community with service providers and resources. Its website database has 1,600 agencies searchable by Tennessee county and service. See the “Disability Resource Library” and search the “Interfaith Resources” section, as well as exploring other topic pages. Pathfinder is a project of the VKC and the Tennessee Council on Developmental Disabilities. Contact [www.familypathfinder.org](http://www.familypathfinder.org) (615) 322-8529, toll-free (800) 640-4636.

### Vanderbilt Kennedy Family Outreach Center

This center provides families with help in finding clinics and services, provides advocacy and support, and offers social work services. Contact [patty.abernathy@vanderbilt.edu](mailto:patty.abernathy@vanderbilt.edu), (615) 936-5118.

### Other Vanderbilt Resources

**Health Library, Jr. League Family Resource Center, Monroe Carell Jr. Children’s Hospital at Vanderbilt**  
Houses a selection of resources on issues related to disabilities and spirituality available for check-out in their “Community and Faith Supports” section.  
[www.vanderbiltchildrens.com/healthlibrary](http://www.vanderbiltchildrens.com/healthlibrary)

### National Resources

#### American Association of People with Disabilities

**Interfaith Initiative** supports people with disabilities and their families as they seek spiritual and religious access.  
[www.aapd.com/Interfaith/Interfaith.html](http://www.aapd.com/Interfaith/Interfaith.html)

**Interfaith Disability Network** is a member organization that educates and engages individuals with disabilities and their families and faith communities in cultivating mutually beneficial relationships.  
[www.interfaithdisability.org/index.php](http://www.interfaithdisability.org/index.php)

**Religion & Spirituality Division of the American Association of Intellectual and Developmental Disabilities**, a member organization that shares resources that foster opportunities for spiritual growth for persons with developmental disabilities while respecting their religious identities. [www.aaidreligion.org](http://www.aaidreligion.org)

### Print Resources

Acker-Verney, J., Hattie, B., MacDonald, C., & Lekas, S. (2005) *More Than My Disability: A Handbook for Volunteers With Disabilities*. Halifax, NS: Independent Living Resource Center.

Carter, Erik. (2007). *Including People With Disabilities in Faith Communities: A Guide for Service Providers, Families, and Congregations*. Baltimore, MD: Paul H. Brookes Publishing.

Ransom, J. G. (1994). *The Courage to Care: Seven Families Touched by Disability and Congregational Caring*. Nashville, TN: Upper Room Books.

### Brochures

The Tennessee Disability Coalition has developed an outstanding brochure on *Disability Etiquette* that is free and available for download:  
[www.tndisability.org/system/files/u1/Disability\\_Etiquette.pdf](http://www.tndisability.org/system/files/u1/Disability_Etiquette.pdf)

**Contact the Vanderbilt Kennedy Center**  
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[www.kc.vanderbilt.edu](http://www.kc.vanderbilt.edu)  
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See also:

- *Inclusion in a Faith Community: Tips and Resources for Faith Leaders*
- *Inclusion in a Faith Community: Tips and Resources for Families*
- *Inclusion in a Faith Community: Tips and Resources for Religious Educators*



**VANDERBILT KENNEDY CENTER**  
FOR EXCELLENCE IN DEVELOPMENTAL DISABILITIES