

The Inclusion Awareness Day Workbook

Tools to welcome
persons with disabilities
on Inclusion Awareness Day,
Sunday, September 29, 2002
and every day of the year.

Special Feature Inside!

**Assembly version of the
original song “Open Doors”
composed for
Inclusion Awareness Day!**

Using This Workbook

Why should we celebrate Inclusion Awareness Day?

Disabilities cross all cultural, ethnic and racial lines. Yet many people who live with assorted disabilities and impairments are missing when we gather to worship. We are called to love the whole human race, but cannot fulfill that responsibility when many are missing from our midst, including those who move through the world in ways different from our own; those who need to understand the Word of God by means we fail to consider; or those who would proclaim their faith by means we are too impatient to attend. Inclusion Awareness Day is a time for us to open our hearts, minds and doors so that meaningful participation in faith communities is available to all. (Edited in part from *Jubilee Days*, National Catholic Office for Persons with Disabilities.)

How do I use the Inclusion Awareness Day Workbook?

Use page five to choose Inclusion Awareness Day activities or to generate ideas of your own. Select materials and clip art from the workbook to help. Reproduce as they are or adapt to suit your needs. Please acknowledge sources.

This year, in response to your requests for inclusive hymns, we are featuring the original song *Open Doors*. Pathways Awareness Foundation has been granted the right to publish, copy and distribute this sheet music until **February 2007**. You may photocopy and use *Open Doors* in your congregation until that date. An assembly edition is provided in this workbook. The complete arrangement with octavo parts is available upon request. Call 1-800-955-2445.

Are these resources available on the web?

Visit www.pathwaysawareness.org to hear Sandy Martin's original recording of her song *Open Doors*. A web edition of this workbook is also available on the website.

Can I contribute to the Inclusion Awareness Day Workbook?

We welcome contributions to the Inclusion Awareness Day workbook. If you have a prayer, hymn or activity that you would like to share with other congregations, please e-mail to joanne_meyer@pathwaysawareness.org or fax to 1-888-795-5884.

A note about the font in this workbook

Larger, easier-to-read print is used throughout this workbook to enhance readability for all.

The Inclusion Awareness Day Workbook

Published by Pathways Awareness Foundation

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• INCLUSION AWARENESS DAY •
A Day to Celebrate
How Our Congregation Welcomes
Persons With Disabilities Every Day Of The Year!

Dear Religious Leader:

Since 1996 Pathways Awareness Foundation, a nonprofit organization dedicated to early detection, early intervention and inclusion, has worked in partnership with the Catholic Archdiocese of Chicago to include persons with disabilities in faith life. Each year parishes across the Archdiocese celebrate the many ways they reach out to include persons with disabilities in worship, ministry, fellowship and learning. This special day was called Inclusion Sunday.

This inclusion movement has grown into an interfaith initiative. Because of the success of Inclusion Sunday, we would like to invite congregations of all denominations to observe their own **Inclusion Awareness Day**. The activities, prayers and ideas in this workbook are designed to assist you in planning your observance. Please use these ideas to include persons with disabilities not only on Inclusion Awareness Day but every day of the year.

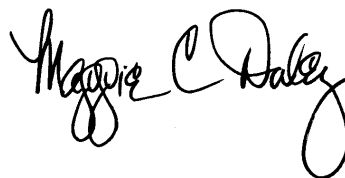
Pathways Awareness Foundation has also developed other inclusion how-to materials to assist congregations to welcome persons with disabilities. Please call 1-800-955-2445 to request these materials. Most are free of charge.

We hope you will continue your efforts to open hearts, minds and doors to persons with disabilities so that all may worship and serve in our faith communities.

Sincerely,



Shirley Ryan
Chairman



Maggie Daley
President

ARCHDIOCESE OF CHICAGO

Office of the Archbishop



Post Office Box 1979
Chicago, Illinois 60690-1979

June 2002

Dear Brothers and Sisters in Christ,

Many of you participate in an important movement inspired by the late Joseph Cardinal Bernardin called "open hearts, open minds, open doors". This movement asks us to reach out to affirm and include parishioners with disabilities in all aspects of faith life. I am encouraged to learn that many of you have already made it possible for parishioners with disabilities to participate in worship, ministry, fellowship and learning in your parishes. I ask that you continue in this movement toward making ours a more participatory church.

On Sunday, September 29, 2002, parishes in our archdiocese will observe Inclusion Awareness Day. While we are called to make all people welcome every day, Inclusion Awareness Day reminds us of the particular gifts persons with disabilities contribute precisely because of their visible limitations.

It is my hope that we will all grow to appreciate the gift and power of vulnerability made visible in the persons with disabilities among us. The active participation of persons with disabilities in faith life helps each of us to see our own limitations and our need for others. Recognizing our own vulnerability reverses our false ideal of total personal independence and creates the interdependent love that is the church.

Please join me in celebrating Inclusion Awareness Day and in making access to worship and ministries a reality for parishioners with disabilities. Thank you for opening your hearts, minds and doors so that all may share their gifts, not only on Inclusion Awareness Day, but every day of the year.

Sincerely yours in Christ,

A handwritten signature in black ink that reads "Francis Cardinal George".

Francis Cardinal George, O.M.I.
Archbishop of Chicago

Inclusion Awareness Day Activities

Activities to begin any day of the year and to showcase on Inclusion Awareness Day!

Affirmation

- ❑ Mark the date for Inclusion Awareness Day, Sunday, September 29, 2002, or a date convenient for your congregation. Begin planning your event using the ideas below.
- ❑ Plan a special liturgy or prayer service using the original song *Open Doors* (see pp. 7-8 for assembly version of the song, call 1-800-955-2445 for full arrangement with octavo parts, see pp. 6 & 9 for inclusive prayers).
- ❑ Personally invite members of your congregation with disabilities to begin a ministry as a greeter, lector, usher, cantor, etc. on Inclusion Awareness Day. Provide the necessary supports to make their participation possible.

Communication

- ❑ Feature articles about inclusion in your bulletin or newsletter on Inclusion Awareness Day (see p. 10 for a sample bulletin article and p. 11 for guidelines to use when writing about persons with disabilities).
- ❑ Ask celebrants to speak on inclusion at all services on Inclusion Awareness Day or invite persons with disabilities from your congregation to speak (see p. 12 for homily hints and p. 11 for guidelines to use when speaking about persons with disabilities).
- ❑ Send a press release to local papers to showcase your efforts to welcome persons with disabilities (see p. 13 for a sample press release).
- ❑ Publicize your faith community's accessible features. Use access symbols in bulletins, ads, and on signage (see p. 6).

Accessibility

- ❑ Use Inclusion Awareness Day to solicit volunteers for an Inclusion Committee to keep access a priority.
- ❑ Survey your congregation and develop an access plan to meet the needs of the faithful. Call 1-800-955-2445 and request a sample survey.

Prayers of Petition

God, You have created us in Your image, with gifts and needs. For the times that we have failed to recognize our own limitations and abilities...
Forgive us, Lord.

Too often we do not accept as our sisters and brothers those who appear different from us. For the times we see persons through the lens of a label and not for who they are...
Forgive us, Lord.

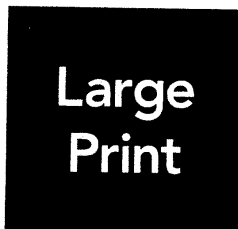
When we oppose You by opposing those who disrupt our routines and challenge our assumptions...
Forgive us, Lord.

For our failure to speak when we witness injustice...
Forgive us, Lord.

God, help us to break down human-made barriers that separate us from others; the barriers in our buildings; our insensitivity; our failure to listen to the yearning of the heart, to offer support or to invite people to be a part of our congregation.
Hear our prayer, Lord.

From Barriers to Bridges, National Organization on Disability
 Written By National Committee on Persons with Disabilities, United Church of Christ

Access Symbols



**Print 18 points
or larger**



**sign language
provided**



**enhanced hearing
devices provided**



**accessible
facilities**

Dedicated to the Pathways Awareness Foundation


Open Doors

Words and music by Sandy Martin


Arranged by Marcy Weckler

VERSE 1


4



All are wel - come here, ___ as a fam' - ly in ___ Your name. ___ When we come to -




geth - er, there's so much for all to gain. ___ We learn from each oth - er, in our dif - fren - ces ___




___ we find ___ each one has a u - nique gift God be - stowed on hu - man - kind.


REFRAIN



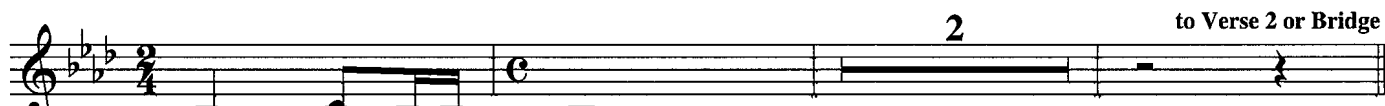
With o - pen ___ minds ___ and o - pen ___ hearts, we will see that God cre - a - ted



each of us the same. ___ With o - pen ___ minds ___ we can't ig -



nore ___ that each one of God's chil - dren ___ should be met with



o - pen ___ doors. 2 to Verse 2 or Bridge

OPEN DOORS, cont. (2)

VERSE 2



When we use the gifts_____ that are giv - en us_____ to share,_____ we ful - fil the
plan of mak - ing ev - 'ry - one_____ a - ware:_____ it's not what we look like, it's who we are_____

_____ in - side._____ For there we find the es - sence in the ver - y pur - pose to our lives.

to Refrain

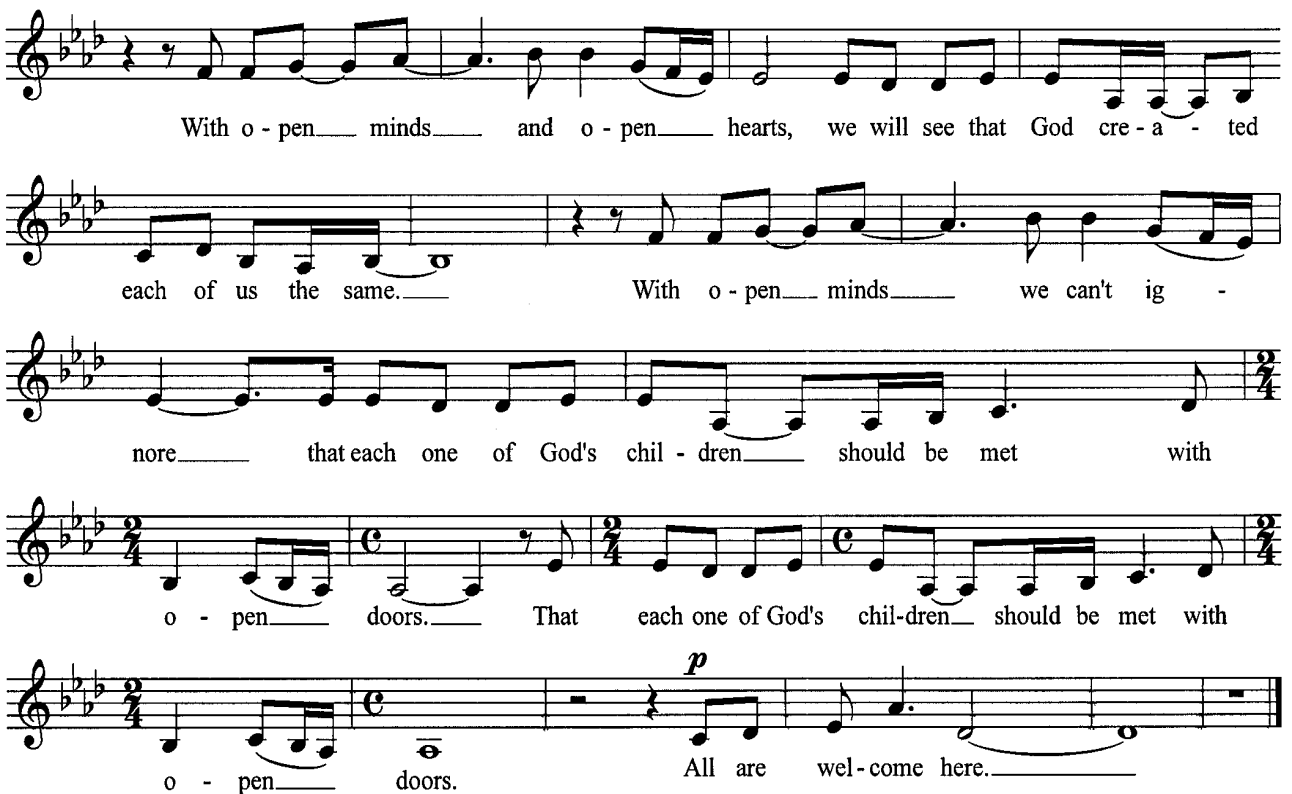
BRIDGE



No - bo - dy's per - fect; we're not sup - posed_____ to be. That's
why we have each oth - er, there's strength in u - ni - ty.

to Final Refrain

FINAL REFRAIN



With o - pen_____ minds_____ and o - pen_____ hearts, we will see that God cre - a - ted
each of us the same._____ With o - pen_____ minds_____ we can't ig -
nore_____ that each one of God's chil - dren_____ should be met with
o - pen_____ doors._____ That each one of God's chil - dren_____ should be met with
o - pen_____ doors._____ *p* All are wel - come here._____

An Interfaith Litany for Wholeness

Leader: Let us pray for all of God's people.

For people who are blind and cannot see, and for those who can see but are blind to people around them,

Response: God, in your mercy, help us touch each other.

Leader: For people who move slowly because of accident, illness or disability, and for those who move too fast to be aware of the world in which they live,

Response: God, in your mercy, help us work together.

Leader: For people who are deaf and cannot hear, and for those who can hear but who ignore the cries of others,

Response: God, in your mercy, help us respond to each other.

Leader: For people who learn slowly, for people who learn in different ways, and for people who learn quickly and easily but often choose ignorance,

Response: God, in your mercy, help us to grow in your wisdom.

Leader: For families, friends and caregivers who serve people with disabilities, and for those who feel awkward in their presence,

Response: God, in your mercy, help us see each other with your eyes.

Leader: For people who feel isolated by their disabilities, and for people who contribute to that sense of isolation,

Response: God, in your mercy, change our lives.

Leader: For all the people in your creation, that we may learn to respect each other and learn how to live together in your peace.

Response: God, in your mercy, bind us together.

All: Amen

Selected, in part, from *That All May Worship: An Interfaith Welcome to People with Disabilities*, National Organization on Disabilities

Written by: The Reverend Kate Chips

Adapted by: Ginny Thornburgh

**“The house of worship
represents one place where the
barriers fall and we all stand
equal before God.”**

Rabbi Harold Kushner

Ten Commandments for Welcoming Persons with Disabilities

Have you ever felt nervous about speaking to someone in a wheelchair? Have you ever avoided communication with a person who cannot hear because you thought you wouldn't know how? It's not unusual to have questions or doubts about interacting with persons who have disabilities. But it's important that we overcome this uneasiness in order to practice the kind of hospitality that our faith community embraces.

The Lord welcomes all to gather around His table. As a faith community, we are called to practice welcome and inclusion. We do not seek to patronize persons with disabilities. Instead, we wish to practice hospitality. Here are ten tips for welcoming and interacting with persons with disabilities.

1. Treat a person with a disability as you would anyone else. Relax when communicating. Rely on natural courtesy, consideration and common sense. Avoid getting flustered or irritated if misunderstandings arise. Repeat yourself if you sense misunderstanding, or ask the person to repeat himself or herself if you do not understand.

2. Address the individual, not an assistant, interpreter or family member.

3. Treat adults with disabilities as adults rather than as children, regardless of the disability.

4. Speak at a normal rate, without exaggeration or overemphasis.

5. Do not be afraid to ask questions about a person's disability.

6. To facilitate communication, have pads of paper and pencils available in all meeting rooms and worship space. Use them when helpful.

7. Allow people to do things for themselves when they want to, even if it takes longer or results in mistakes. Do not always "do for" the person.

8. Offer assistance, but do not impose if help is not desired.

9. During all gatherings or meetings, allow time to attend to personal needs and rest. Be patient.

10. Respect the individual's personal space or auxiliary aids. Do not lean against or push a wheelchair, pet a service animal in a harness, grab an arm or hand when attempting to guide, or move wheelchairs, crutches, white canes or other assistive devices out of reach of a person who uses them.

The Power of Words

Words, whether spoken or signed, are the basic means by which people communicate. Words are powerful tools that can affirm and empower. At the same time, the misuse of words can belittle and demean. Language used to describe people with disabilities often focuses on lack of ability rather than on competency. Age-old terms such as “deaf and dumb,” “invalid,” or “idiot” continue to be used despite their disrespectful tone and the inaccurate message they portray.

When writing or speaking about people with disabilities, words should be chosen with care in order to promote dignity and a positive image. The following suggestions, adapted from guidelines developed by Paraquad, Inc., and The Research and Training Center on Independent Living, may assist in this process:

- Make reference to the person first, then the disability. Say “a person with a disability” rather than “a disabled person.”
- If the disability isn’t germane to the story or conversation, don’t mention it.
- A person is not a condition; therefore, avoid describing a person in such a manner. Don’t present someone as an “epileptic.” Rather say “a person with epilepsy.”
- Do not portray successful people with disabilities as superhuman, as this raises expectations that all people with disabilities should reach this level.
- Do not sensationalize a disability by use of such terms as “afflicted with,” “victim of,” “suffers from.”
- Do not use generic labels for disability groups such as “the retarded.”

The following terms should be avoided because they have negative connotations and evoke pity:

abnormal	imbecile	pitiful	tragedy	burden
maimed	suffer	deformed	moron	spastic
stricken with	palsied	pathetic	unfortunate	incapacitated

From *Opening Doors Volume 1*, National Catholic Office of Persons with Disabilities

Homily Hints

Ezekiel 18: 25–28

In this passage from Ezekiel, God says to us, “You say, “The Lord’s way is not fair! Is it my way that is unfair, or rather, are not your ways unfair?” Our society is beginning to discuss the countless ways in which we have made life difficult for people with disabilities. Over centuries, most of humanity responded to persons with disabilities by turning their backs to them rather than make the effort to strengthen the human connection that binds each to all.

People with disabilities were often isolated to shield members of society from the reality of disability. Only of late are efforts being made to include persons who in the past would be excluded. Many biblical leaders themselves had disabilities yet were called by God to lead the Jewish people. Jacob had a mobility impairment, Moses stuttered, Miriam had leprosy, Isaac was blind, Saul had bouts of depression. In a very real sense we are all handicapped. Our weaknesses are the catalysts that force us to wrestle with our inadequacies and to grow.

Edited from *Today’s Torah* by Rabbi Bradley Shavit Artson, Ziegler Rabbinic School

Philippians 2:1-11

The letter of Paul to the Philippians states “Your attitude must be Christ’s: though he was in the form of God, he did not deem equality with God something to be grasped at. Rather, he emptied himself and took the form of a slave, being born in the likeness of men.”

When the risen Jesus appeared to his disciples, Christ showed them the terrible marks of crucifixion on his hands and sides. Though Christ had conquered death and moved through the Father’s power to an exalted level of existence, the risen Christ showed the signs of vulnerability and powerlessness that branded him in this world.

In all of this we see something at the very heart of the Christian Gospel; the God revealed in the crucified and risen Jesus is...a force of vulnerable and compassionate love, a God strong enough to be weak. We must be a counter-cultural community characterized by our willingness to help each other, to offer our strength to each other and perhaps even more importantly, to offer our weakness and humility to the strength of another.

The inclusion of persons with disabilities in faith life is not so much a matter of “doing good” for people in need as embodying forth what it means to be the Church. We “include” not simply so that persons with disabilities be cared for, but much more so that they can bring their strength to care for others living with less visible disabilities.

Edited from *Opening Hearts, Minds and Doors: Embodying the Inclusive and Vulnerable Love of God* by Father Robert Barron.

Press Release

Please use this sample press release to publicize Inclusion Awareness Day. Simply fill in your congregation's information, contact the religion editor of your local paper, and send several days before your event. Raising awareness to the need for welcoming persons with disabilities into faith communities is a first step in making inclusion in worship a reality.

For Immediate Release
(Date)

Contact:
(Your name)
(Your phone)

Chicago Area Congregations Celebrate Inclusion Awareness Day

(Your town), Illinois – September 29, 2002 (*or enter your congregation's date*) is Inclusion Awareness Day. Inclusion Awareness Day focuses on ways congregations can remove barriers to participation and create welcoming environments for all.

(The name and address of your congregation) will (list your events, e.g. have a special liturgy, bless new accessible features, etc.) to showcase how people with disabilities are welcomed every day of the year.

(Insert the name and title of your religious leader and a quote. E.g. "In the past year our congregation has really made an effort to make our facilities accessible. We are delighted that we can open our doors to all.")

For more information about Inclusion Awareness Day please contact Pathways Awareness Foundation at 1-800-955-2445.

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***"A welcoming congregation offers:
Empowerment not pity,
Advocacy not avoidance,
Support not stigma."
National Organization on Disability***

**Resources Available from
Pathways Awareness Foundation
150 North Michigan Avenue
Chicago, IL 60601
1-800-955-2445
Email: friends@pathwaysawareness.org
website: www.pathwaysawareness.org**

***“For my house shall be
a house of prayer for all
people.”***

Isaiah 56:5

- Free folder of Inclusion How-To Materials
- Free Different Gifts, But the Same Spirit Lesson Plans on Inclusion
- Free Open Hearts, Open Minds, Open Doors Quarterly Newsletter
- Open Hearts, Open Minds, Open Doors Video
- *Open Hearts, Open Minds, Open Doors Idea Guide*
- *Opening Hearts, Minds and Doors: Embodying the Inclusive and Vulnerable Love of God* White Paper
- *The Vulnerable Journey* Audio Tape by Father Henri Nouwen
- *Celebrating Inclusion in Worship: Seth’s Bar Mitzvah* Video
- Free 2001 Inclusion Sunday Workbook

The following publications were used in this workbook with permission:

- Artson, Rabbi Bradley Shavit. The Religion and Spirituality Division Quarterly, Today’s Torah. New Brunswick, NJ: AAMR, Fall/Winter 2001-02.
- Barron, Fr. Robert and Fr. Donald Senior, C.P. Opening Hearts, Minds and Doors: Embodying the Inclusive and Vulnerable Love of God. Chicago, IL: National Federation of Priests’ Councils, 1999. (Available from Pathways Awareness Foundation)
- Benton, Janice LaLonde and Mary Jane Owen. Opening Doors to People with Disabilities, Volume 1: Pastoral Manual. Washington, DC: National Catholic Office of Persons with Disabilities, 1995.
- Jubilee Days Resource Packet: Opening Doors to Christ. Washington, DC: National Catholic Office for Persons with Disabilities, 2000.
- Philippart, David. Rite Magazine. Chicago, IL: Liturgy Training Publications, October 2000.
- Thornburgh, Ginny and Ann Rose Davie. That All May Worship: An Interfaith Welcome to People with Disabilities. Washington, DC: National Organization on Disability, 1997.
- Thornburgh, Ginny and Ann Rose Davie. From Barriers to Bridges. Washington, DC: National Organization on Disability, 1997.

Inclusion Awareness Day 2002 Questionnaire

Let us know if you found the Inclusion Awareness Day Workbook helpful. Please complete the questionnaire below and return it to Pathways Awareness Foundation, 150 North Michigan Avenue, Suite 2100, Chicago, IL 60601.

Name:		
Congregation:		
Address:		
My congregation celebrated Inclusion Awareness Day.	Yes	No
My congregation used the Inclusion Awareness Day Workbook to plan for Inclusion Awareness Day.	Yes	No
My congregation used the "Ten Commandments" bulletin article from the workbook.	Yes	No
My congregation used "The Power of Words" to speak or write about persons with disabilities.	Yes	No
My congregation used the homily hints from the workbook.	Yes	No
My congregation used the petitions from the workbook.	Yes	No
My congregation used the original song "Open Doors" in our Inclusion Awareness Day celebration.	Yes	No
My congregation used the access symbols from the workbook.	Yes	No
My congregation used the sample Press Release from the workbook.	Yes	No
My congregation used the Interfaith Litany for Wholeness from the workbook.	Yes	No
The list of Inclusion Awareness Day Activities from the workbook was helpful.	Yes	No
My congregation printed the letter from Cardinal George in our bulletin for Inclusion Awareness Day.	Yes	No
I visited the Pathways website to hear Sandy Martin's song "Open Doors."	Yes	No
I visited the Pathways website for the web version of the workbook.	Yes	No
Comments:		

Thank you for taking the time to complete and return this questionnaire.