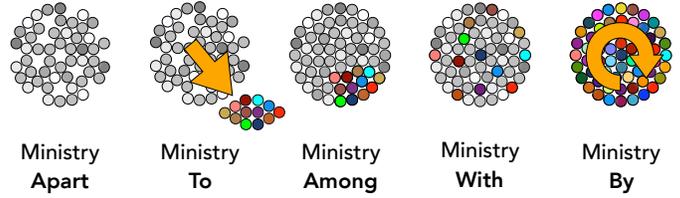


FROM BARRIERS TO BELONGING

THE JOURNEY TO FULL PARTICIPATION

ERIK CARTER
VANDERBILT UNIVERSITY
www.erikcarter.com



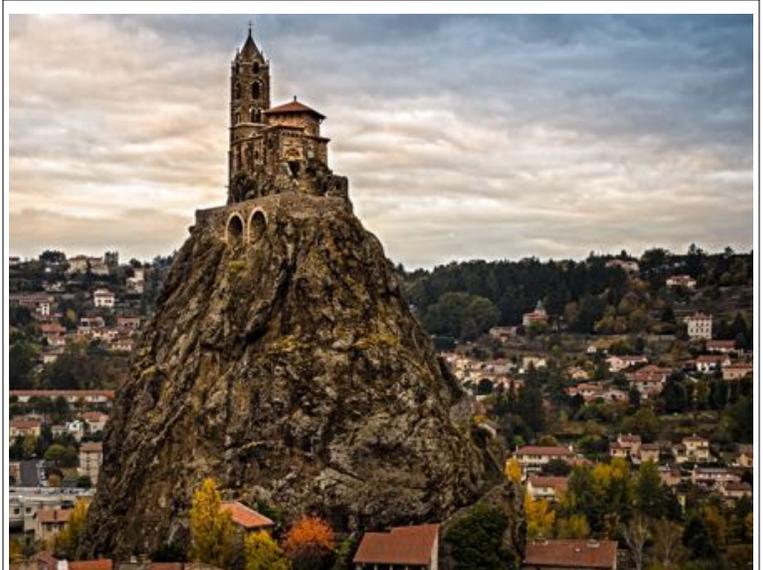
Ministry **Apart**

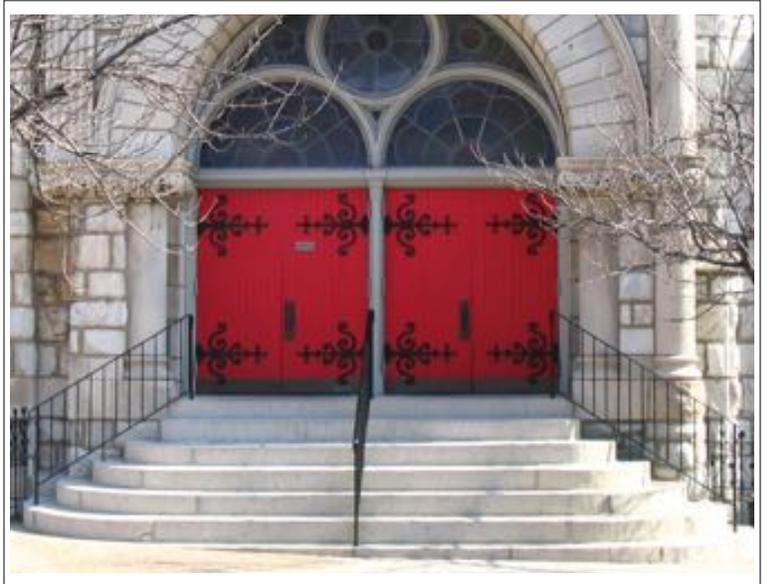
FROM PEOPLE WITH DISABILITIES



BARRIERS TO FULL PARTICIPATION

- Awareness
- Architecture
- Communication
- Support
- Attitude
- Theology
- Expectations
- And many others...





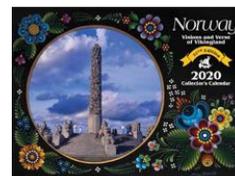
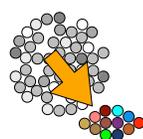
ACCESSIBILITY CHECKLISTS

- Congregational Assessment Survey www.accessibilitynetwork.net
- Accessible to All Audit <https://uccdm.org/a2a/>
- Congregational Audit of Disability Accessibility and Inclusion <https://www.presbyterianmission.org/ministries/phewa/pdc/>
- Accessibility Audit Guide <https://www.umdisabilityministries.org/access/audit.html>
- Signs of an Open Door Parish www.ncpd.org



- "If Abel can't read, how will he get anything out of being in the class?"
- "She has autism? None of us are trained to work with *those* children."
- "Some members of the church are finding him distracting. Perhaps he could listen from the 'cry room.'"
- "Our church just isn't big enough to have a disability ministry."
- "Emma really doesn't understand the meaning of communion. I'm not sure we can have her participate."
- "Maybe your family would feel more comfortable at Franklin Church—I believe they do disability ministry."
- "We have a 'special class' for children just like your son."

Ministry To PEOPLE WITH DISABILITIES





Putting Faith To Work:

A Guide for Congregations and Communities

Connecting Job Seekers with Disabilities to Meaningful Employment

www.puttingfaithtowork.org



Faith McDonald's Profile

- Skills / bring to a job:**
- Motivation and a passion for people
 - Dependability
 - Ability to focus on the task at hand
 - Flexibility
 - Willingness to follow instructions
 - Reading directions
 - Good writing skills

- My prior work experience:**
- Preparing food
 - Sorting and folding clothes
 - Selling bookcase items
 - Being friendly
 - Answering questions and gift bags
 - Cheering people



How people describe me:
 Friendly, caring, practical, dependable, motivated, good at organizing, hard worker, sports fan, animal lover, singer

Phone: 615-775-1485
 Address: 588 Brentford St.,
 Hickory, TN 37050

Supports that help my success:

- Provides a written schedule of the work day
- Tell me schedule changes ahead of time or that I can program
- Demonstrate new tasks
- Provide verbal and written directions and a chance for hands-on learning
- Provide a checklist of specific tasks I need to complete
- Have someone available to answer questions as they arise
- Confirm my understanding even when I say "I'm good"
- Allow time to complete tasks that I begin
- Be willing to listen and to ask me to repeat myself if you don't understand what I've said
- Provide opportunities for me to work with other people, as I am friendly and enjoy being with others
- Provide a short break daily to allow me to get a drink or eat snacks for a few minutes

Aaron Phillips

How people describe me:

Caring, eager to serve others, creative, outgoing, polite, well organized, enjoys drawing, great sense of humor, hard worker, animal lover, clean person

Skills I bring to a job:

- Flexibility and enjoy writing
- People
- Dependability & loyalty
- Dependability
- Take direction well
- Good reading and writing skills
- Flexible
- Humorous
- Quick learner

My Prior work experience:

- Working, selling, and learning
- People
- Teaching & mentoring
- Creative people
- Children
- Dependability

Contact Info:
 Lucy Long
 615-919-9899
 lucyking19@gmail.com

Supports that help my success:

- Provides a checklist of the work day
- Tell me job duties expectations in clear, basic steps so that I can process directions
- Demonstrate new tasks
- Provide verbal or visual directions for hands-on learning
- Provide a checklist of tasks to be completed
- Provide opportunities for me to work with other people as I am very friendly & enjoy being with others
- Provide a short break daily to allow me to get a drink/snack or sit down for a few minutes

Seeking Part-Time Employment

My name is Katie Hamilton, and I'm a member of Christ Presbyterian Church. You may recognize me as I have volunteered in the church nursery and have helped out during Vacation Bible School.

I am looking for a job.

I'm 24 years old, have completed high school, and have a variety of work experiences that will help me to do a good job. I am eager to work. My previous job experience includes working in a nursing home and in a hotel kitchen. I have worked with children in the nursery, and at Goodwill Industries organizing and sorting clothing. I also have designed and sold jewelry and bookmarks, and have organized (from start to finish) the collection and delivery of toys to Vanderbilt Children's Hospital. I am at my best when I am working with people one-on-one or in a very small group setting. I am friendly, compassionate, dependable, motivated, able to focus on the task at hand, and very happy to follow a routine.

I am interested in finding part-time work, preferably in the mornings and on weekends. I am open to learning new skills, and I look forward to hearing from you.

If you are a business owner or are in a position to hire, I would appreciate an opportunity to demonstrate my skills and my willingness to work. God bless.

Katie is seeking a job with assistance from Putting Faith To Work (PFTW) @ Christ Presbyterian and the Vanderbilt Kennedy Center. PFTW enables churches to address the employment needs of some of their members, by connecting people with disabilities to quality employment opportunities through the natural networks represented by congregational members.



Katie Hamilton
 Phone: (615) xxx-xxxx
 Residence: Nashville, TN
 Email address: xxxxxx

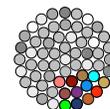
How people describe me:
 Compassionate, caring, task oriented, enjoys working with people, friendly, curious, organized, peacemaker, independent, creative

Putting Faith To Work



Ministry Among

FROM PEOPLE WITH DISABILITIES

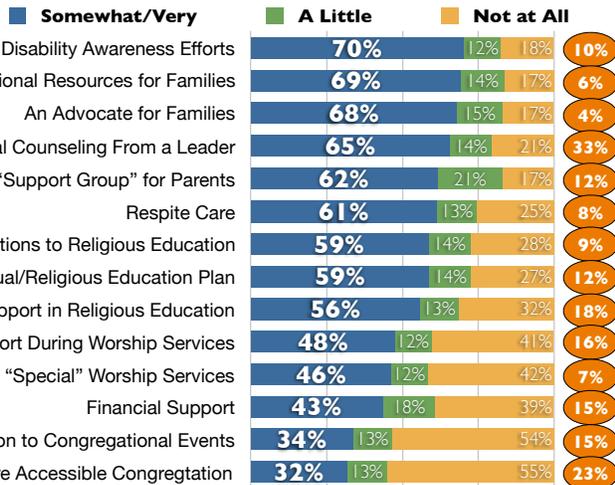
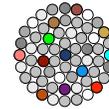


THE SCRIPTURAL CALL

- Affirming the image of God in every person (Genesis 1)
- Welcoming the stranger (Matthew 25)
- Inviting the overlooked (Luke 14)
- Moving the margins to the middle (Matthew 20)
- Breaking down barriers to Jesus (Mark 2)
- Upending societal hierarchies (Galatians 3)
- Seeing the “expendable” as indispensable (1 Corinthians 12)
- Loving one another deeply (Matthew 22)

Ministry With

PEOPLE WITH DISABILITIES



Source: Carter, Boehm, Annandale, & Taylor (2016)

<https://vkc.mc.vanderbilt.edu/vkc/resources/religionspirituality/>

Ministry By

PEOPLE WITH DISABILITIES

