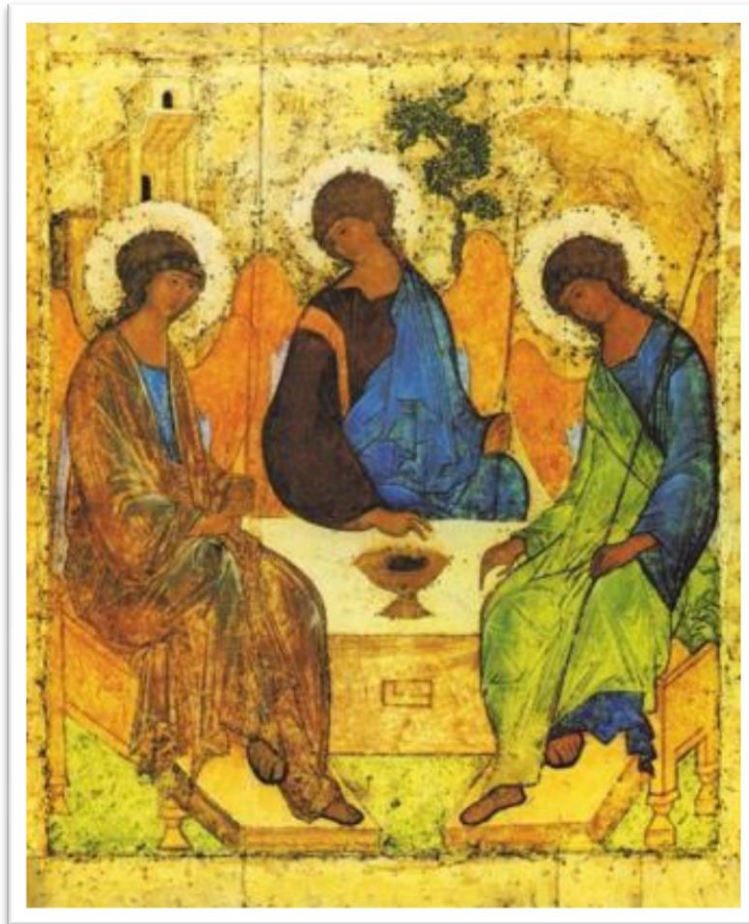


TEAM W MONTH WORKBOOK

That Every Ability May Worship

Eastern Orthodox Christian Edition



LOOK INSIDE FOR

- Planning Materials • Children's Activities
- Accessibility Survey

A LETTER FROM TEAM W: THAT EVERY ABILITY MAY WORSHIP



Dear Religious Leader:

Since Pathways.org inaugurated the *TEAM W: That Every Ability May Worship* movement in 1996, more congregations than ever are providing accommodations so that worshippers of all abilities can participate in liturgy, ministry and leadership roles in houses of faith.

An integral part of the TEAM W: That Every Ability May Worship movement is the annual celebration of TEAM W Month. We are delighted that Eastern Orthodox parishes are joining us in celebrating the gifts received when all may worship together. This TEAM W Month Workbook of planning materials, posted on www.team-w.org, is provided to encourage your participation.

Thank you for opening hearts, minds and doors to parishioners of all abilities. Our faith communities are strengthened when we come together to meet the needs of our members so that everyone can share their gifts at the altar.

Sincerely,

A handwritten signature in black ink that reads "Shirley W. Ryan". The signature is written in a cursive style.

Shirley W. Ryan
Chairman

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ACKNOWLEDGEMENTS:

Great appreciation goes to His Eminence Metropolitan Nathanael for his blessing on TEAM W: That Every Ability May Worship Month and to Father John Rallis and Father John Kalomas for their support. We wish to thank Eleni Patos, Maria Kotsinis and Constantine Zografopoulos for their contributions to the TEAM W Month Workbook and for introducing TEAM W Month to Eastern Orthodox parishes.

The image of the icon on the cover and on the TEAM W Month prayer card is used compliments of the Blessed Isaac of Syria Skete, Boscobel, Wisconsin, www.skete.com.

TEAM W MONTH ACTIVITIES

Listed below are ideas for your TEAM W Month events in the areas of affirmation, communication and accessibility. For assistance with planning your event contact Maria Kotsinis at reenote@comcast.net.

Affirmation

- Under the direction of your parish priest, select a date and plan a special worship service during TEAM W Month.
- Under the direction of your parish priest, form a TEAM W Ministry comprised of Philoptochos members and parishioners with disabilities to address intentionally welcoming parishioners of all abilities. Introduce the team at your TEAM W Month liturgy.
- Train teens to serve as greeters during TEAM W Month. See ideas in this workbook for involving teens.
- Request a Blessing of the Five Loaves of Bread (Artoklasia) after Divine Liturgy during TEAM W Month.
- Make and distribute white lapel ribbons or order white TEAM W: That every Ability May Worship bracelets to distribute.
- Does your parish include children with intellectual challenges in religious education and worship? Use the [*Different Gifts, Same Spirit*](#) lesson plans available from Loyola Press or download a free version at www.team-w.org to prepare your classroom to welcome children and youth of all abilities.

Communication

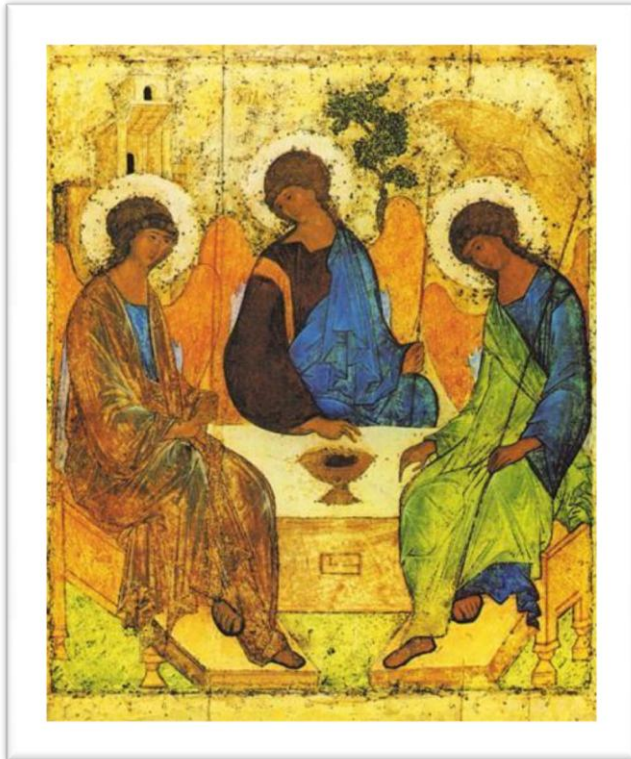
- Order [*The Body of Christ: A Place of Welcome for All People, Including People with Disabilities*](#) by Father John Chryssavgis from the Orthodox Marketplace. Distribute during TEAM W Month. Or you may download the free PDF of the booklet and place quotes in your bulletin or TEAM W Month booklet.
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- ❑ Use respectful language when speaking, preaching or writing about individuals of all abilities. See page 11.
- ❑ Plan a coffee hour with children's activities for TEAM W Month. See "I Am 'Thumb' Body" (p. 15) and the Paper Doll Activity (p. 14) in this workbook. Invite GOYA (Greek Orthodox Youth of America) and Junior GOYA to assist with preparing materials and assisting with the activity.
- ❑ Secure a sign language interpreter for a liturgy during TEAM W Month and consider providing this service on a regular basis.
- ❑ Create a booklet with information about welcoming worshippers of all abilities to distribute to parishioners at your TEAM W Month Divine Liturgy.
- ❑ Print the TEAM W Month Prayer Card, available at www.team-w.org. Distribute at church entrances or place the Prayer for Awareness in your TEAM W Month booklet.
- ❑ Send out a press release to local media outlets to publicize your TEAM W Month events. See sample press release in this workbook.
- ❑ Run the series of educational bulletin items available at www.team-w.org on your website, in you bulletin or in your newsletter.

Accessibility

- ❑ Lower the icons in your church so that parishioners who use wheelchairs can easily venerate them.
- ❑ Do a walk-through of your facilities during TEAM W Month using the Facilities Survey in this workbook. Note inaccessible areas and announce plans to remove those barriers at your congregation's TEAM W Month celebration.
- ❑ Apply for a TEAM W or Junior (for children) TEAM W Award of up to \$1,000 to help fund access or inclusion projects at your parish. DEADLINE IS OCTOBER 1ST. Visit www.team-w.org for application packets and info.

TEAM W MONTH PRAYER CARD



A PDF of the TEAM W Month prayer card is available at www.team-w.org. Download, print on card stock (4 cards per page), cut and distribute the prayer cards to worshippers on TEAM W Month. The icon of the Holy Trinity on the TEAM W Month prayer card is a source of meditation and prayer on the Trinity, hospitality and inclusion. In *Behold the Beauty of the Lord: Praying with Icons*, Father Henri Nouwen* describes the Trinity icon as an invitation to know God, not through our intellect, but through our heart, a more inclusive approach to prayer. He writes, "As we place ourselves in front of the icon in prayer, we come to experience a

gentle invitation to participate in the intimate conversation that is taking place among the three divine angels and to join them around the table." Nouwen says that in gazing on the icon we are beckoned to enter a house of love that "has no boundaries and embraces everyone who wants to dwell there." The image of the three figures extends beyond the picture to include the viewer. The icon invites each of us to take our place at the Table. We are all welcome to participate. We are all belong.

Source: "*Behold the Beauty of the Lord: Praying with Icons*" by Henri J.M. Nouwen, Ave Maria Press, Notre Dame, Indiana, 2007.

* Father Henri Nouwen laid the spiritual foundation for the Pathways.org TEAM W: That Every Ability May Worship movement with his keynote address *The Vulnerable Journey** at the 1996 Pathways.org That All May Worship conference. *The Vulnerable Journey* by Father Henri Nouwen is available for viewing at www.team-w.org.

BULLETIN ARTICLES FOR TEAM W MONTH

Run the articles on the next pages on your website or in your newsletter or bulletin during TEAM W Month.

TEAM W MONTH: That Every Ability May Worship

In ____ (insert month) __ our parish will join congregations across the U.S. in observing TEAM W Month. TEAM W Month is an integral part of the Pathways.org *TEAM W: That Every Ability May Worship* movement. TEAM W Month raises awareness to the need for accommodations so that people of all abilities can participate in worship and ministries at their house of faith.

_____ (Insert name of parish) _____ especially welcomes parishioners of all abilities every Sunday and seeks to enable their full participation in the life of the church. By observing TEAM W Month we hope to further educate parishioners about the needs of our brothers and sisters with disabilities in our midst, as well as to recognize the gifts they bring to our community.

TEAM W MONTH INAUGURATES NEW MINISTRY

Today, during TEAM W Month, our parish extends a warm and heartfelt invitation to parishioners to join a new ministry, TEAM W: That Every Ability May Worship. The goals of the ministry are:

- accessibility—surveying the needs of our parish community and providing the necessary accommodations so parishioners of all abilities can participate in worship, ministries, social events and leadership roles
- communication—conveying that all are welcome to participate through print, internet, verbal and nonverbal communications
- affirmation—personally inviting parishioners with disabilities to participate in parish activities.

If you are interested in joining this ministry or if you have any needs or concerns, please contact (name of TEAM W Minister) at (phone number) or (email address). For more information about this ministry and TEAM W: That Every Ability May Worship visit www.team-w.org.

TEAM W MONTH BULLETIN ARTICLES

EDUCATIONAL BULLETIN SERIES

Download the series of eight educational bulletin items at www.team-w.org and run in bulletins, on websites or in newsletters so every parishioner can do their part to welcome worshippers of all abilities.

How you Can Make a Difference

Welcome Parishioners of All Abilities

- A warm smile and friendly conversation are very welcoming.
- Speak directly to the person with a disability, not only to the family member, companion, interpreter, or canine companion.
- Offer accessible seating, large-print missalettes and assistive listening devices. Know where accessible washrooms are.



All Are Welcome

How you Can Make a Difference

Welcome Parishioners Who Are Blind

- Identify yourself when you greet a person who is blind.
- Talk in a normal tone of voice.
- Offer your arm when assisting.
- Give verbal cues such as, "We are going through a doorway."



How you Can Make a Difference

Welcome Parishioners Who Are Deaf

- Face the person. Your facial expressions, gestures and body movements help in understanding. The person may also read your lips.
- Speak clearly and slowly.
- Move closer rather than shout.
- Writing can also be used to communicate.



How you Can Make a Difference

Reach Out with Compassion to Parishioners with Mental Illness

- End stigma: break the silence and talk respectfully about mental health conditions.
- Realize mental illnesses are medical conditions and are NOT due to personal weaknesses.
- Recognize that mental health conditions are treatable and recovery is possible.



Mental Health Awareness

HOW YOU CAN MAKE A DIFFERENCE

There are many things that you, as an individual, can do to help people of all abilities feel welcome at your house of faith.

1. I will treat ALL people as PEOPLE FIRST – as I would like to be treated.
2. I will SPEAK DIRECTLY to the person with a disability, not only to the nearby family member, companion, interpreter, or the canine companion.
3. I will offer to SHAKE HANDS when introduced to a person with a disability. (Persons with limited hand use or who wear an artificial limb may shake hands. Shaking the left hand is okay, too.)
4. I will place myself at EYE LEVEL, in front, for easy conversation with a person in a wheelchair, with crutches, or with a walking frame.
5. I will OFFER ASSISTANCE AND WAIT until the offer is accepted. I will wait and then ask for instructions.
6. I will be PATIENT AND WAIT for the person with difficulty speaking, rather than speaking for the person. I may help by asking short questions that require short answers, a nod, or a shake of the head.
7. I will see the WHOLENESS OF SPIRIT beneath the surface of someone with a disability and overcome the tendency to turn away or ignore the person.
8. I will TREAT ADULTS with developmental disabilities AS ADULTS, not as children. I will use first names only when using the same familiarity for all persons.
9. I will get the attention of someone who is hearing-impaired by LIGHTLY TAPPING their elbow or shoulder, or by WAVING MY HAND. I will look directly at the person and speak clearly, slowly, and expressively to establish if the person can read my lips.
10. I will guide a person with visual impairments by GIVING VERBAL CLUES to steps, curbs, escalators or doors.

GUIDELINES FOR 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 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 Holy Communion – modify according to needs.
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 people-first language such as “people with disabilities” NOT “the disabled.”
9. Offer large-print prayer books, bulletins, or assistive listening devices.
10. Use the accessibility logo. Include the words “All Are Welcome.”



**ALL ARE
WELCOME**

WELCOMING PARISHIONERS 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.”

WELCOMING PARISHIONERS WITH MOBILITY DIFFERENCES

1. Speak directly to the person.
2. Offer assistance, but accept a “No, thank you.”
3. Sit down so that you are at eye-level if the conversation will last more than a few minutes.
4. Shake hands or lightly touch a shoulder in the same way you would with others.
5. Keep a person’s wheelchair or walker near the person. A person who uses a chair may be able to walk but still needs the chair.

WELCOMING PARISHIONERS WITH DEAFNESS OR HEARING LOSS

1. Face the person. He/she will appreciate seeing your facial expression and may read your lips. Your face, gestures, and body movements help in understanding.
2. Move closer rather than shout.
3. Speak clearly and slowly. Writing may be necessary.

WELCOMING PARISHIONERS WITH SPEECH DIFFERENCES

1. Be patient. Let a person talk at his/her own pace.
2. Remember a person may have communication means other than speech, such as writing.
3. Ask questions that require short answers or a shake of the head. If you cannot understand, rephrase the question.
4. Repeat or paraphrase what was said in order to confirm that you understand.

WELCOMING PARISHIONERS WITH COGNITIVE DIFFERENCES

1. Greet the person and interact normally.
2. Keep things simple and uncomplicated.
3. Treat people equally regardless of their participation level. For example, if a Sunday bulletin is distributed, give to all.

Please duplicate and share with others.

USING APPROPRIATE LANGUAGE

Words, whether spoken or written, 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. Don't reinforce common myths about people with disabilities.

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 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 such as “the disabled.”
- Emphasize abilities, not limitations. Use “walks with crutches” rather than “crippled”.
- Do not use condescending euphemisms. Terms like “handy-capable” and “physically inconvenienced” are considered condescending.
- Do not imply disease. People with disabilities should never be referred to as patients.
- Speak of people with disabilities as active participants in society. They are!

INVOLVING TEENS IN TEAM W MONTH

Sensitivity Training

Set a date for your teen meeting and invite GOYA and Junior GOYA to attend. Use the Guidelines for Ushers and Lay Leaders, How You Can Make a Difference and Disability Language Guidelines in this workbook to instruct teens on proper disability etiquette. Designate which teens will act as greeters at doors to distribute ribbons and booklets, personal attendants for parishioners who need assistance, helpers with children's activities in the social hall and assistants to distribute The *Body of Christ* booklets from a table in the social hall.

Making White Ribbons

Ask teens to assemble white ribbons for TEAM W Month. Make enough ribbons for all parishioners to receive one on TEAM W Month.

Materials:

½ inch wide stiff white ribbon

Glue dots

Scissors



Cut a piece of 6 inch long ribbon, cutting ends at an angle. Bend the length of ribbon in half and cross tails forming a loop and secure ends at the center with a glue dot. Place completed ribbons in a basket and assign teens to use glue dots to attach to parishioners as they enter church on TEAM W Month. Teens can also distribute program booklets at the doors of the church.

Assemble TEAM W Month Booklets

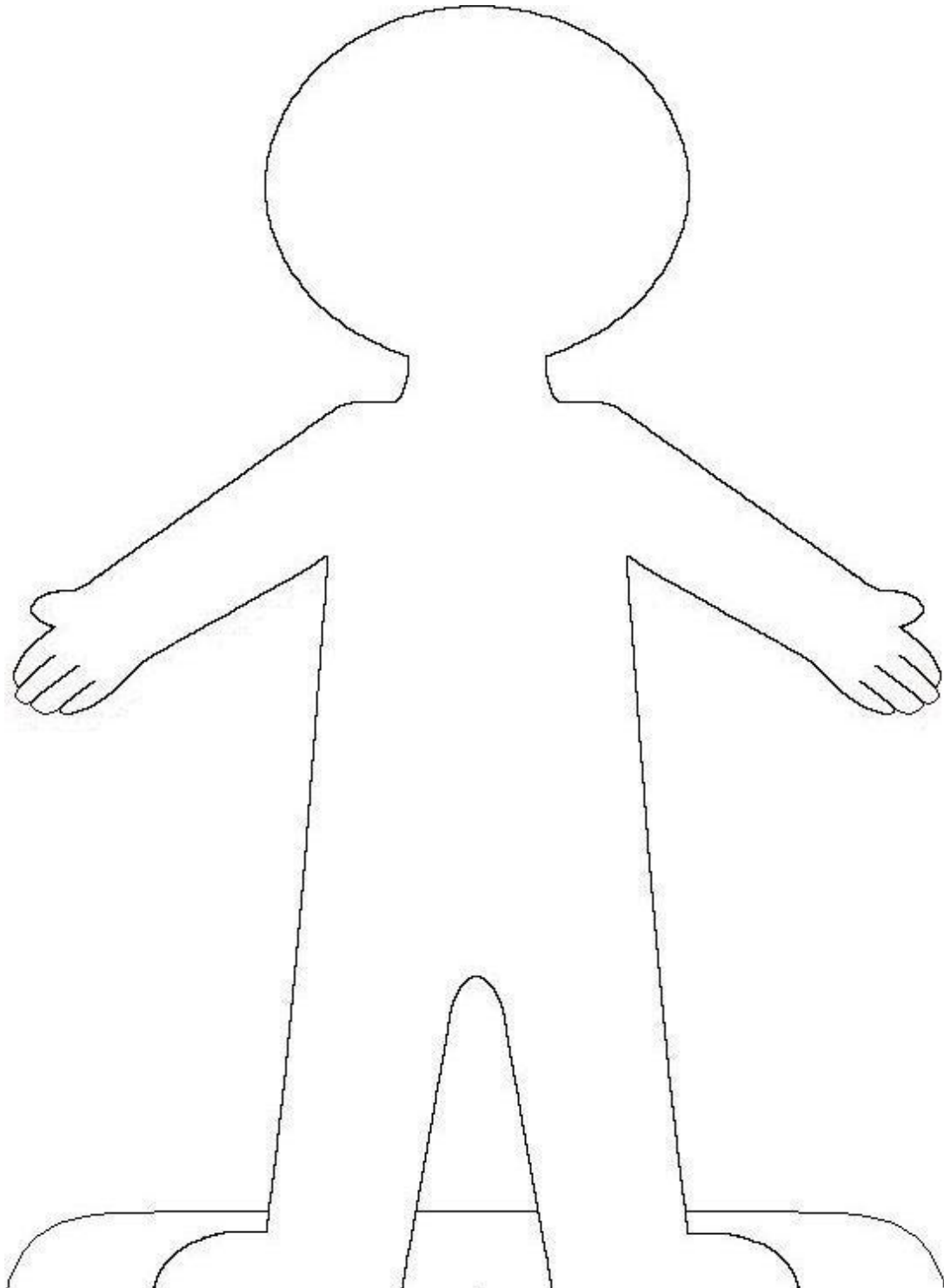
Create a booklet for TEAM W Month. Photocopy the booklet and ask teens to fold and assemble booklets. Teens can serve as greeters and distribute the booklets and ribbons at your TEAM W Month Divine Liturgy.

Cut Out Dolls for TEAM W Month Paper Doll Activity

Materials:

Stiff card stock paper, scissors, ball point pens, paper doll templates, hole punch, yarn

Have teens trace paper doll outline onto white cardstock and cut out one paper doll for each child participating. Punch holes in hands of dolls. Cut lengths of yarn long enough to tie dolls together at the hands.



INVOLVING CHILDREN ON TEAM W MONTH

“I AM ‘THUMB’ BODY” ACTIVITY

Materials:

Large table

Large pieces of banner paper

Stamp pads in various colors

Black Thin Tipped Felt Markers

Disposable wipes to clean thumbs

Spread the large sheets of banner paper on the table. Write “I Am ‘Thumb’ Body” in the center of each banner in large letters. Invite children and adults to coat their thumbs/fingers lightly on the stamp pads and press their prints onto the large banner paper to make a head and a body. Use the markers to draw eyes, nose, mouth, hair, arms, legs, clothes etc. on your thumbprint portrait. Sign your name below your portrait. Clean off thumbs with wipes. When each paper is covered with thumbprint people, display the banner for all to see.

PAPER DOLL ACTIVITY

Materials:

Roll of banner art paper

Paper dolls pre-cut and punched by GOYA

Yarn pieces pre-cut by GOYA

Crayons

Set up tables with supplies. Invite children to decorate a pre-cut paper doll of themselves with crayons. String dolls together by inserting yarn into holes in hands of dolls and tying together. Write “We are All Different Yet All Alike in the Eyes of the Lord” in large letters on the banner paper. Attach the yarn joined dolls to the banner and display for all to see.

SUNDAY SCHOOL ACTIVITY

Use the [*Different Gifts, Same Spirit*](#) lesson plans in religious education classes and youth groups, available from Loyola Press or download a free version at www.team-w.org. Distribute the booklet *The Body of Christ: A Place of Welcome for All People Including People with Disabilities* by Father John Chryssavgis to all Sunday school teachers. Ask them to read and discuss during Sunday school during TEAM W Month.

STARTING A ST. STYLIANOS CHILDREN'S MINISTRY

St. Stylianos Children's Ministry welcomes children of all abilities and their families. This ministry is dedicated to serving Orthodox Christian children with Down syndrome, Cerebral Palsy, Autism, ADD and various other diagnoses' in an inclusive religious education experience. Monthly meetings are suggested. In the past, Friday night from 6:00 p.m. to 7:30 p.m. in the Sunday school classrooms has worked well for St. John the Baptist Greek Orthodox Church, Des Plaines, IL.

St. Stylianos Special Children's Ministry Goals:

- ◆ Provide an opportunity for children to participate in a faith based service.
- ◆ Reinforce church service structure and etiquette (candles, communion, offering basket, bible, etc).
- ◆ Make adaptations to provide a richer experience for all.
- ◆ Create a religious experience which is meaningful and comfortable for the children, supported by their families.
- ◆ Create an environment which will facilitate children interacting together

Activities include:

Modified Church Service

Snack

Bible Story

Craft

Music Therapy

Social Time

Look to your own parish membership for talented individuals who can help minister to the children of all abilities in your worshipping community.

For more information on starting a St. Stylianos Children's Ministry contact:

St. John the Baptist Greek Orthodox Church

Des Plaines, IL 60016

Phone: 847-827-5510

Fax: 847-824-3455.

Contributed by Eleni Patos, TEAM W Month Chairwoman, St. John the Baptist Greek Orthodox Church, Des Plaines, IL

PRESS RELEASE

Use this sample press release to publicize your congregation's TEAM W Month activities. Fill in your congregation's information and send the press release to the religion editor of your neighborhood newspaper several days before your event. Follow up with a call to see if the paper will cover TEAM W Month at your parish.

**For Immediate Release
(Date)**

**Contact:
(Your name)
(Your phone and email)**

Chicago Area Parishes Celebrate TEAM W Month

(Your town), Illinois – During ____ (insert month and parish) ____ will join congregations across the U.S. in observing TEAM W Month. TEAM W Month is an integral part of the Pathways.org *TEAM W: That Every Ability May Worship* movement. TEAM W Month raises awareness to the need for accommodations so that people of all abilities can participate in worship and ministries at their house of faith.

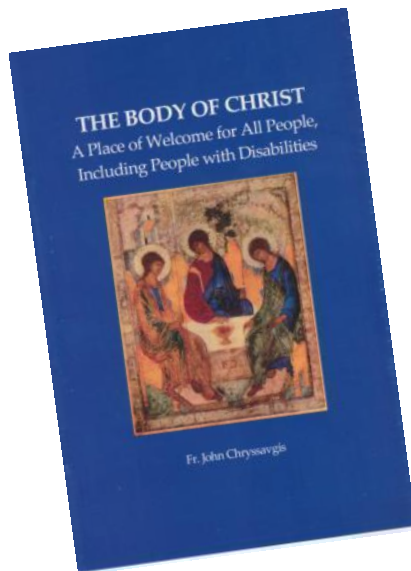
____ (Insert name of parish) ____ welcomes worshippers of all abilities every Sunday and seeks to enable their full participation in the life of the church. By observing TEAM W Month we hope to educate our parishioners about the needs of our brothers and sisters with disabilities, as well as to recognize the gifts that they bring to our community.

(Name and address of your parish) will (list your events, e.g.: have a special liturgy, bless new accessible features, etc.) to showcase how worshippers of all abilities 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 parish has made a conscious effort to make our facilities accessible. We are delighted that we can open our doors to all.").

For more information about TEAM W Month and the availability of TEAM W Awards grants for access projects visit www.team-w.org, call 1-800-364-1337 or email friends@pathways.org.

THE BODY OF CHRIST: A PLACE OF WELCOME FOR ALL PEOPLE, INCLUDING PEOPLE WITH DISABILITIES



The fifteen page booklet “The Body of Christ: A Place of Welcome for All People, Including People with Disabilities,” by Father John Chryssavgis is an important statement of the call for Eastern Orthodox Christians to welcome parishioners of all abilities into full participation in parish life. It is available through the [Orthodox Marketplace](#) as a free download or in booklet format for a nominal price.

“It should be the dream and desire of us all – someday soon, we hope – to see the ways of inaccessibility and discrimination, of ignorance and segregation, of patronizing and exclusion, pass away through the example and covenant of Christ (2Cor.

5.17). ‘For you are all one in Christ... There is no such thing as Jew or Greek, slave or free, male or female, [and St. Paul could quite easily have added disabled or non-disabled]’ (Gal. 3.28).

Fr. John Chryssavgis

The Body of Christ: A Place of Welcome for All People, Including People with Disabilities

CREATING AN ACCESSIBLE FACILITY

Nothing says welcome like an accessible facility: from the parking lot, to the entrance doors, to the worship space, to the washrooms. A walk-through of your property using the following facilities survey can give you an idea of how accessible you are.

Gather a group of interested individuals, including at least one person who uses a wheelchair, and your facilities manager. Photocopy the following Facilities Survey for each group member and place on clipboards. Using a tape measure for accuracy, walk through your campus, answering the questions as you proceed. Afterwards review your findings and draw up a plan to address any access needs. To save time, divide your committee into groups, assign each group different areas to survey and then have groups report back on findings.

FACILITIES SURVEY

Use the following survey to evaluate the accessibility of your campus. At least one person who uses a wheelchair should be part of the survey team. "NO" answers indicate areas which need to be addressed.

Parking		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Are 10% of all parking spaces designated accessible spaces? If no, actual number:
<input type="checkbox"/>	<input type="checkbox"/>	Are car spaces at least 8' wide in the accessible spaces? If no, actual width:
<input type="checkbox"/>	<input type="checkbox"/>	Is there an adjacent access aisle at least 5' wide, minimum? Two spaces can share access aisles.
<input type="checkbox"/>	<input type="checkbox"/>	Are the reserved spaces and access aisles paved, even if the rest of the parking lot is not paved?
<input type="checkbox"/>	<input type="checkbox"/>	Is there at least one van-accessible space? One van accessible space for every six accessible spaces is recommended.
<input type="checkbox"/>	<input type="checkbox"/>	Is the van-accessible space 8' wide, minimum with an 8' wide access aisle?
<input type="checkbox"/>	<input type="checkbox"/>	Are reserved spaces clearly marked with access symbol signage, 60" to bottom of sign, minimum? If no, actual height of signage:
<input type="checkbox"/>	<input type="checkbox"/>	Is the van-accessible space clearly marked "Van Accessible"?
<input type="checkbox"/>	<input type="checkbox"/>	Are reserved spaces on a level surface?
<input type="checkbox"/>	<input type="checkbox"/>	Is there a 3' wide curb cut between the parking lot and sidewalk, with a slope of 1":12"? Actual width of curb cut: Actual slope of curb cut:
<input type="checkbox"/>	<input type="checkbox"/>	Are reserved spaces close to an accessible entrance and on an accessible route with walkways at least 54 inches wide?

YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Are wheel stops installed 18" from the curb to prevent car overhang onto sidewalk leading to the accessible entrance?
Walkways		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Do walkways have non-slip, paved surfaces?
<input type="checkbox"/>	<input type="checkbox"/>	Are walkways the recommended 36" wide with 60" x 60" passing spots every 200' to allow for passing? If no, actual width:
<input type="checkbox"/>	<input type="checkbox"/>	Is the slope of the walkway a maximum of 1" rise in 20"?
<input type="checkbox"/>	<input type="checkbox"/>	Are walkways of a continuing common surface, and not interrupted by steps?
<input type="checkbox"/>	<input type="checkbox"/>	Are there any protruding objects, such as shrubs, in the walkway? List and create a plan for removal:
Ramps		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Has a sloped walkway rather than an exterior ramp been considered?
<input type="checkbox"/>	<input type="checkbox"/>	Do ramps have a slope no greater than 1" rise in 12"?
<input type="checkbox"/>	<input type="checkbox"/>	Do ramps have a width of no less than 36" between handrails?
<input type="checkbox"/>	<input type="checkbox"/>	Do ramps have continuous side rails on both sides?
<input type="checkbox"/>	<input type="checkbox"/>	Are side rails 34" to 38" above the surface of the ramp?
<input type="checkbox"/>	<input type="checkbox"/>	Do side rails extend 1' beyond the top and bottom of the ramp?
<input type="checkbox"/>	<input type="checkbox"/>	Do ramps have a non-slip surface?
<input type="checkbox"/>	<input type="checkbox"/>	Do ramps have level 5' platforms at 30' intervals and turns?

YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Are exterior ramps covered with a canopy for weather protection to keep ramps free of snow, ice and rain?
<input type="checkbox"/>	<input type="checkbox"/>	If exterior ramps are not covered is a 4" bottom rail in place rather than a curb to allow rain to drain off and snow to be pushed off?
<input type="checkbox"/>	<input type="checkbox"/>	Are ramped entrances clearly designated with signage?
Entrance		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Is at least one primary entrance to the building usable by people who use wheelchairs and walkers?
<input type="checkbox"/>	<input type="checkbox"/>	Do doors have a clear opening of 32" or more? If no, actual width:
<input type="checkbox"/>	<input type="checkbox"/>	If doors have a closer, is there a time-delay device?
<input type="checkbox"/>	<input type="checkbox"/>	When closed, are doors that are in a series separated by at least 4' plus the width of any door swinging into the space? If no, actual distance:
<input type="checkbox"/>	<input type="checkbox"/>	Are all thresholds level (less than 1/4 inch), or beveled, up to 1/2 inch high?
<input type="checkbox"/>	<input type="checkbox"/>	Are door handles 48" high or less?
<input type="checkbox"/>	<input type="checkbox"/>	Are door handles operable with a closed fist?
Wheelchair Lift		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Is platform 42" x 48"? If no, actual dimension:
<input type="checkbox"/>	<input type="checkbox"/>	Can lift be operated by persons with disabilities without assistance?
<input type="checkbox"/>	<input type="checkbox"/>	Is lift secured to prevent accidents or misuse?
<input type="checkbox"/>	<input type="checkbox"/>	Is there an accessible route on and off the lift, top and bottom?

Access to Worship		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Are there one or two pews 32" apart for people who use crutches or walkers?
<input type="checkbox"/>	<input type="checkbox"/>	Have the ends of several pews been removed to allow people in wheelchairs to sit with family?
<input type="checkbox"/>	<input type="checkbox"/>	Are there chairs with padded seats, some padded pews, or seat pads to distribute?
<input type="checkbox"/>	<input type="checkbox"/>	Are there areas of adequate lighting to enable participation in worship?
<input type="checkbox"/>	<input type="checkbox"/>	Is there adequate lighting on speakers and interpreters, with no shadows on either?
<input type="checkbox"/>	<input type="checkbox"/>	Are worship aides and hymnals available for people with vision loss in large print?
<input type="checkbox"/>	<input type="checkbox"/>	Are worship aides and hymnals available for people with vision loss in Braille?
<input type="checkbox"/>	<input type="checkbox"/>	Is there an amplification system for persons who are hard of hearing? If yes, what type?
<input type="checkbox"/>	<input type="checkbox"/>	Are there sign language interpreters for people who are deaf and hard of hearing?
<input type="checkbox"/>	<input type="checkbox"/>	In lieu of interpreters, is there real-time captioning available?
<input type="checkbox"/>	<input type="checkbox"/>	Is the sanctuary accessible so that people who use wheelchairs and walkers can serve as worship ministers?
<input type="checkbox"/>	<input type="checkbox"/>	Have ushers been trained to offer appropriate assistance?
Stairs		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Do stairs have a non-slip surface?
<input type="checkbox"/>	<input type="checkbox"/>	Are stairs well lit?
<input type="checkbox"/>	<input type="checkbox"/>	Is there a continuous and stable handrail along both sides of the stairs? If no, is there a handrail on one side?

YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Is there textural or color change at the top and bottom of steps to alert persons with vision loss?
Restrooms		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	Is there at least one accessible restroom provided on each floor?
<input type="checkbox"/>	<input type="checkbox"/>	Do entranceways, doors, and vision screens allow 32" clearance?
Is there at least one toilet stall that:		
<input type="checkbox"/>	<input type="checkbox"/>	Is 60" wide by 56" long for a wall mounted toilet or 60"x 59" for floor mounted toilet with the door NOT swinging into this area?
<input type="checkbox"/>	<input type="checkbox"/>	Has an out-swinging door that has a 32" clear opening?
<input type="checkbox"/>	<input type="checkbox"/>	Has grab bars 36" long on each side or on one side and rear wall, 33" to 36" above floor, fastened securely to the wall at the ends and center?
<input type="checkbox"/>	<input type="checkbox"/>	Has a commode with seat 17" to 19" from floor?
<input type="checkbox"/>	<input type="checkbox"/>	Has paper holder mounted to the side of the toilet 7"- 9" from the front of toilet, 14"- 19" from floor?
<input type="checkbox"/>	<input type="checkbox"/>	Are sinks wall-mounted with rim no higher than 34" from floor?
<input type="checkbox"/>	<input type="checkbox"/>	Do sinks have faucets operable with closed fist? (Single-lever type handles not requiring hand grip are preferred.)
<input type="checkbox"/>	<input type="checkbox"/>	Are exposed drain pipes and hot water pipes covered or insulated?
<input type="checkbox"/>	<input type="checkbox"/>	Are some mirrors and shelves at a height with the bottom no higher than 40" above floor (or slanted to allow vision at that level)?
<input type="checkbox"/>	<input type="checkbox"/>	Are some towel racks, and other dispensers and disposal units mounted no higher than 40" from the floor?
<input type="checkbox"/>	<input type="checkbox"/>	Do restrooms for men have wall-mounted urinals with opening of the basin no higher than 17" from the floor, or have floor-mounted urinals that are level with the main floor?

Elevators		
YES	NO	
<input type="checkbox"/>	<input type="checkbox"/>	If building is multi-story, is there an elevator?
<input type="checkbox"/>	<input type="checkbox"/>	Are the hall call buttons centered at 42" maximum from floor?
<input type="checkbox"/>	<input type="checkbox"/>	Are all of the interior controls 48" or less from the floor? If no, actual height:
<input type="checkbox"/>	<input type="checkbox"/>	Are the buttons labeled with raised or Braille letters beside them?
<input type="checkbox"/>	<input type="checkbox"/>	Do cab dimensions range from 51"x 80" to 60"x 60"? If no, actual dimension:
<input type="checkbox"/>	<input type="checkbox"/>	Is there a handrail provided on at least one side, 32" from the floor?
<input type="checkbox"/>	<input type="checkbox"/>	Is the door slow-closing, with a sensing device?
<input type="checkbox"/>	<input type="checkbox"/>	Is there an audible signal at each floor?

Adapted from: *Opening Doors*, NCPD, Washington, D.C., www.ncpd.org

CREATING ACCESS TO WORSHIP



A ramp to the altar constructed by parish volunteers, an automatic door opener and space for wheelchairs in the assembly say all are welcome at St. Athanasios Church in Aurora, IL.

Photo courtesy of St. Athanasios

Call the parish office at 630-851-6106 for more information about these access and inclusion projects.

TEAM W AND JUNIOR TEAM W AWARDS

The national, interfaith TEAM W and Junior (submitted by children 5 to 18 years old) TEAM W Awards are **cash grants of up to \$1,000** for specific, planned projects that promote access, welcome and belonging for worshippers of all abilities in houses of faith, religious schools and faith formation programs.

Annual deadline for applications is October 1st. Grants are announced in December.

Application packets, guidelines, a winning essay with photos and a winning video are available at www.team-w.org or call 1-800-364-1337 for more information.

Since 2003, Pathways Foundation has recognized eleven Greek Orthodox parishes with TEAM W Awards cash grants for their efforts to welcome parishioners of all abilities. Each winning parish submitted a completed application form, a video or essay (with photos) of how they welcome parishioners of all abilities and their families and the specific planned project that they request funding for. TEAM W Award winning Greek Orthodox parishes are:

- 2003 St. Andrew Greek Orthodox Church, Chicago, IL
- 2004 Holy Cross Greek Orthodox Church, Justice, IL
- 2005 St. John the Baptist Greek Orthodox Church, Des Plaines, IL
- 2009 St. Athanasios Greek Orthodox Church, Aurora Illinois
- 2009 St. John the Baptist Greek Orthodox Church, Des Plaines, IL
- 2010 Holy Apostles Greek Orthodox Church, Westchester, IL
- 2010 St. Haralambos Greek Orthodox Church, Niles, IL
- 2011 St. John the Baptist Greek Orthodox Church, Des Plaines, IL
- 2013 St. Demetrios Greek Orthodox Church, Elmhurst, IL
- 2013 St. Elias the Prophet Greek Orthodox Church, Dubuque, IA
- 2014 Sts. Constantine and Helen Greek Orthodox Church, Palos Hills, IL
- 2016 Pick Up Your Cross and Follow Me Ministry, Chicago, IL

We hope you will consider submitting an application for a TEAM W Award or facilitate children or youth from your parish to submit a Junior TEAM W Award application. The story of your congregation's inclusion efforts and your expertise from completing your project could help others.

RESOURCES

The TEAM W Month Workbook is a publication of Pathways.org. TEAM W: That Every Ability May Worship raises awareness to the gifts received when worshippers of all abilities are welcomed and can participate in their faith communities. Information, educational materials and grants are provided to congregations of all faith traditions across the U.S. to promote access, welcome and belonging for parishioners of all abilities.

RESOURCES FROM TEAM W: THAT EVERY ABILITY MAY WORSHIP

- *Annual TEAM W Awards cash grants of up to \$1,000 to congregations and religious schools for access and inclusion efforts*
- *Annual children's Junior TEAM W Awards cash grants of up to \$1,000 to congregations or religious schools for access and inclusion efforts*
- *TEAM W Month planning materials*

AVAILABLE FOR DOWNLOADING AT www.team-w.org

- TEAM W Awards application packets
- Junior TEAM W Awards application packets
- Different Gifts, Same Spirit Religious Education Lesson Plan Series
- TEAM W Month Workbook, Eastern Orthodox Christian edition
- TEAM W Month Prayer Card (4 per sheet with icon)
- TEAM W Month Bulletin Series
- TEAM W Month Workbooks, Roman Catholic edition
- Inclusion Shabbat Workbook for Jewish Congregations
- TEAM W Month Workbook for Episcopal Congregations
- TEAM W Month Workbook for Protestant Congregations

RESOURCES FROM THE ORTHODOX MARKETPLACE

- [*The Body of Christ: A Place of Welcome for All People, Including People with Disabilities*](#) by Father John Chryssavgis.

AVAILABLE FOR VIEWING AT www.team-w.org

- *Open Hearts, Open Minds, Open Doors* online video
- *The Vulnerable Journey* by Father Henri Nouwen online video