



Disability Outreach & Inclusion Workshop for Christian Leaders

*A Guide for Equipping Pastors and Christian Leaders to Include and Support
People with Disabilities*





Kuhenza for the Children and Kupenda for the Children would like to thank the following people for all of the hours and effort they put into helping us develop this workshop guide. We are grateful for your contributions and believe this guide will be instrumental in creating a more just and loving world where children with disabilities are equipped to meet their God-given potential.

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Note on Biblical References

This workshop guide quotes scripture from the English Standard Version (ESV) of the Bible. Those who lead or participate in this workshop may find other biblical languages or translations more suitable for their participants and should feel free to adapt the content accordingly. The ESV text is included here only for consistency and as a guide for facilitators to tailor as needed.

Note on Guide Adaptability

This document exists as a guide for facilitators but can *and should* be adapted, based on the workshop participants' needs, culture, literacy level and learning styles. The contents of this workshop can also be truncated or elongated, depending on available time and resources.



Introduction

The WHO estimates that 15% of the world's population, **one billion people, are living with a disability**. Among marginalized groups, children with disabilities remain the most excluded and discriminated against, not only because of their disability, but also because of misunderstandings related to the causes and implications of disability. In numerous countries, the majority of people do not expect children with disabilities to be productive members of society and believe they have been cursed by witchcraft or God. Others see disability resulting from sin, incest, contraception, demons, infidelity, etc. These beliefs often lead families to hide, neglect, abandon or abuse children with disabilities. Some of these children are even murdered at birth.

Globally, only **five to ten percent of people with disabilities are included in the outreach of the church**. Among Christian leaders who minister to these individuals, many focus on healing, rather than compassionate and caring inclusion in the church, as Jesus instructed (Luke 14:21-23). Those who remain unhealed are often accused of having a lack of faith, causing them and their families to be further stigmatized and excluded from the church. In some cases, Christian leaders who have been "unable" to heal a disability have also been seen as lacking connection to God and have lost members of their congregation as a result.

Kupenda for the Children's *Disability Outreach and Inclusion Workshop for Christian Leaders* was developed to **educate and empower Christian leaders in relation to disability** within the framework of Christian theology. By drawing on participants' beliefs and experiences related to disability, the workshop also guides them through the process of developing a compassionate, inclusive response to disability, tailored to their communities' unique needs.

At Kupenda, we have seen hundreds of Christian leaders complete this workshop with a renewed commitment and concrete plans to both care for and include those with disabilities in their communities. The impact of these commitments has been astounding – thousands of children with disabilities and their families have been visited in their homes, welcomed into the church community, and connected to schooling and urgently needed medical care. **Inspired by their leaders' renewed commitment to loving and including people with disabilities**, other congregations have come together to build wheelchair ramps; establish special needs classrooms; encourage people with disabilities to take on leadership roles in their churches; and donate labor, resources and funds to supporting people with disabilities in their communities.

What results from this workshop is lifesaving and long-standing. It changes the landscape for people with disabilities by expanding a message that they are worthy of love and valuable members of society. Ultimately, we are removing the stigma of disability to create an inclusive culture as we see in the life of Christ.





Preparing for the Workshop

Arrange All Personnel

- Identify a Christian leader to coordinate and host the workshop. This person should have a strong working knowledge of the Bible so he or she is able to spontaneously respond to questions and discussion content that arises during this workshop.
- Work with the chief, lead pastor or Christian leader from the region where you will facilitate the workshop to identify 20-25 possible participants who are pastors or influential Christian leaders in their communities. Send letters of invitation to these leaders (see sample letter in Appendix A). Invite a person with a disability (or a parent of a child with a disability) to speak at the workshop (ideally someone from the participants' community), and brief him or her on what to cover in that speech (see the speech content list on Page 19).
- Gather volunteers or staff who can help with set-up, break times and administering the medical consent and pre- and post-survey (Appendix B) to illiterate participants.

Arrange Venue and Meals

- Reserve a venue with enough chairs and desks for each participant
- Make tea and lunch arrangements

Gather Information

- Look up the *Disability Act* of the country/countries that your participants are from
 - Ensure you've read the Act and are familiar with the local laws regarding people with disabilities
 - Bring one copy of the Act to leave with the host
 - If possible, develop a short (ideally 1-page) *Short Summary of the National Act or Local Laws regarding Disabilities* to pass out and any other supportive legislative summaries (see example in Appendix J)
- Prepare your *Media Consent* form (see example in Appendix B)
- Prepare a *Service Referral Guide for Children with Disabilities* for the area in which you are presenting (see example in Appendix G)
 - Include schools, clinics, and nonprofit organizations that can provide services for children with disabilities
 - Include local facilities, but also look beyond in case there are more services available at the county and national levels

Prepare Handouts

Before preparing your handouts, speak with the host to decide on the language in which you facilitate the workshop. If you choose a language other than English, translate the workshop handouts and flip chart content into that language.



Then print each of the following handouts:

- 1 copy of the *Disability Act* of the country/countries that your participants are from
- 1 laminated, color copy of the *Photographs of People with Common Disabilities* (Appendix H) to pass around to participants (print pages so you can pass them separately, not as a booklet).
- Prepare copies of all handouts for each participant:
 - 1 notebook
 - 1 pen
 - 1 copy of the *Participants' Agenda* (page 9)
 - 1 copy of the *Disability Guide Book*
 - 1 copy of the *Media Consent* and 2 copies of the *Survey* (Appendix B)
 - 1 copy of the *Sign in Sheet* (Appendix C)
 - 1 copy of the *My Disability Outreach Action Plan* worksheet (Appendix D)
 - 1 copy of the *Beyond Suffering* class table of contents handout (Appendix E)
 - 1 copy of *Disability in the Bible* handout (Appendix F)
 - 1 copy of *Service Referral Guide* handout (Appendix G)
 - 1 copy of the *Short Summary of the National Act or Local Laws regarding Disabilities* (Appendix I)
 - 4 copies of the *Weekly Reporting Form* (Appendix J)
 - 1 copy of the *Disability Advocate Certificate* (Appendix K)
 - 2 copies of the *Disability Advocate Commitment* (Appendix L)
- Prepare the flip charts with this content
 - The Participants' Agenda (page 9)
 - The Workshop Objectives (see page 15)
 - 5 Personal Belief Questions (one on each flip chart)
 - Question #1: How do you define "disability"?*
 - Question #2: What do you believe causes disability?*
 - Question #3: How is a person's faith related to his or her healing?*
 - Question #4: Do Christians suffer? Why or why not?*
 - Question #5: What should the Church's role be connected to people with disabilities?*
 - The United Nations definition of disability (see pages 17-18)
 - The national definition of disability (see page 18)
 - Action Plan (one flipchart prepared for each small group of 4-5 people) with the following columns:

Date	Activity	Location	Person Responsible

Select and Prepare Your Co-Facilitators



Select a group of co-facilitators (ideally 2-5 staff or volunteers) to help you with the following tasks. Ensure these individuals have the disability knowledge and language, organizational, photography and interpersonal skills needed to provide you strong support:



- Place a pen, notebook and media consent form on each participants' desk
- Tape the prepared flipcharts to the walls **face down** (you will turn these over 1x1 as the groups discuss them)
- Place the sign in sheet (Appendix C) on a desk at the front of the room
- As participants arrive, ask them to write their information on the sign in sheet. Check that they are doing this. If it appears that a participant is illiterate, help them complete the sign in sheet.
- Keep time in the workshop and during breaks. When it's getting close to the end of each part of the day, prompt the facilitator with a 5 minute and then a 1-minute warning (you may want to create a sign they can hold up that says "5" and "1").
- Ensure tea and lunch are served on time and the cooks are paid.
- Take notes on the workshop. Be sure to include:
 - the action plans
 - any profound notes from the facilitators
 - any problematic topics, content or logistics
- During small group and pair discussion activities:
 - walk around the room listening to different groups
 - assist groups who are struggling or off track
 - praise groups that are doing a good job
- Take close up, engaged photographs during the workshop **ONLY** after the participants have given their consent
- Distribute and collect handouts as prompted by the facilitator
- Ensure everyone has written their name and contact details on the sign in sheet. Ensure they've written legibly.
- If participants arrive late, ensure they add their information to the sign in sheet and help them to join a group. Brief them on the workshop content as needed.
- Help illiterate participants complete the survey.
- If applicable, distribute transportation funds and stipends to participants during lunch and tea breaks or at the end of the workshop.

Gather the Materials

- Camera with fully charged battery
- Flipchart and markers
- Post-it notes
- A large roll of tape/push pins/hammer and nails (to put the flipcharts on the wall)
- Extra Bibles for participants who may have forgotten theirs
- Photos of different disabilities (cerebral palsy, autism, down syndrome, spina bifida, deaf, blind, hydrocephalus, limb deficiencies, etc.)
- *Beyond Suffering* class workbook
- An ink pad for people who are illiterate to use to impress their thumb print on the media consent form



Participants'

Agenda

Disability Advocacy Workshop Agenda

(Add date and location here)

<p>9:00 - 10:00</p>	<ul style="list-style-type: none"> ● Song ● Prayer ● Welcoming Remarks ● Group Norms ● Pair Introductions ● Expectations ● Workshop Objectives and Agenda ● Pre-Survey ● Facilitator's Introduction ● Media Consent ● Disability in our Communities
<p>10:00-11:00</p>	<ul style="list-style-type: none"> ● Personal Belief Small Group Discussions ● Personal Belief Large Group Sharing
<p>11:00 - 11:15</p>	<p style="text-align: center;">BREAK</p>
<p>11:15-12:45</p>	<ul style="list-style-type: none"> ● Personal Belief Large Group Sharing (cont.) ● Testimony from a Person with a Disability or a Parent ● Parable of the Great Banquet
<p>12:45-1:45</p>	<p style="text-align: center;">LUNCH</p>
<p>1:45-4:00</p>	<ul style="list-style-type: none"> ● Action Planning ● Sharing Disability Resources ● Post-Survey ● Closing Words and Prayer



Facilitators' Agenda

Sample Timing	Activity
8:30-9:00	Ask participants to sign in as they arrive
Introduction	
9:00-10:00	1. Volunteer song
	2. Volunteer prayer
	3. Welcome remarks
	4. Agree on group norms.
	5. Pair introductions
	6. Administer the survey and media consent (Appendix B).
	7. Review participants' expectations.
	8. Review workshop objectives.
	9. Review the participants' agenda.
	10. Facilitator's introduction
	11. Discuss disability in our families and communities.
Personal Beliefs Brainstorm	
10:00-10:30	12. Form small groups and give instructions.
	13. Monitor the room as the small groups discuss the four questions.
Group Discussion - Question #1: Definition of Disabilities	
10:30-10:45	14. Invite the small groups to share their question #1 definitions.
	15. Present the United Nations definition of disability.
	16. Present the national definition of disability.
	17. Discuss the two definitions' similarities and the role of perception.
	18. Discuss person-first language.
Group Discussion - Question #2: Causes of Disability Group Brainstorm	
10:45-11:00	19. Invite the small groups to post their question #2 Post-it notes on the walls and share.
	20. Separate their answers into medical and non-medical columns.
	21. Explain how spiritual or superstitious beliefs can lead to stigmatization, discrimination and a lack of compassion for people with disabilities.
	22. Discuss John 9:1-3 and other scriptures that show a biblical view of disability.
11:00-11:15	Break
Group Discussion - Question #3: How Is A Person's Faith Related to His or Her Healing?	
11:15-11:30	23. Invite the small groups to share their question #3 answers.
	24. Share stories about people with disabilities in the Bible who were not healed.
	25. Healing stories are the exception, not the norm and read the Pool of Bethesda story.
	26. Lack of healing does not mean there is sin, curses, demons, a lack of faith, or a need to pray or fast.
	27. People with disabilities are loved by God and deserve to be fully included in the church.
Group Discussion – Question #4: Do Christians Suffer? Why or Why Not?	



11:30-11:45	28. Invite the small groups to share their question #4 answers.
	29. Explain that suffering is part of Christian life – even Jesus suffered.
	30. Ask a volunteer to read what Paul said in 2 Corinthians 11: 23-29.
	31. Becoming a Christian or praying with faith does not mean you will be healed. Even Jesus prayed for deliverance from the crucifixion.
	32. What does the Bible tell us to do when people are suffering?
Testimony Of An Individual With A Disability or a Parent of a Child With a Disability	
11:45-12:15	33. Guest speech
	34. Participant questions
Parable of the Great Banquet	
12:15-12:45	35. Read and discuss the Parable of the Great Banquet (Luke 14:12-26).
	36. Lead a discussion about the Parable of the Great Banquet.
	37. Make the point: “servants” (Christian leaders) are called to invite people with disabilities to the “banquet” (church).
	38. Elicit examples of how to include people with disabilities.
12:45-1:45	Lunch
Action Planning and Discussion on Role of the Church	
1:45-2:45	39. Large group discussion – <i>Questions #5: What should the role of the church be connected to disability?</i>
	40. Read and discuss 1 Corinthians 12:12-26.
	41. Small group action plan writing
	42. Action plan presentations
Action Plan Follow Up Logistics	
2:45-3:00	43. Review the weekly reporting form and submission instructions.
	44. Select a point person for each small group who will report to the host organization.
	45. Share participant and organization contact information with the selected point person.
Commitment and Certification Program	
3:15	46. Distribute a sample <i>Disability Advocate Commitment</i> (See Appendix L)
	47. Explain the Commitment and ask participants to sign
	48. Distribute a sample <i>Disability Advocate Certificate</i> (See Appendix K)
	47. Explain the Certification Process
Resources Review and Distribution	
3:15-3:45	48. Present and distribute the <i>Disability Guide Book</i> .
	49. Present and distribute the local <i>Disability Law Summary</i> .
	50. Describe Beyond Suffering Class (Appendix E).
	51. Present and distribute <i>Disability in the Bible</i> (Appendix F).
	52. Present and distribute <i>Service Referral Guide for Children with Disabilities</i> (see example in Appendix G).
53. Administer the <i>Survey</i> again to assess changes (Appendix B)	
Conclusion	
3:45-4:00	54. Volunteer reflection
	55. Closing words
	56. Word of thanks
	57. Closing prayer
	58. Collect sign-in sheet.



Facilitator Notes

Introduction

Ask participants to sign in as they arrive.

- Place a copy of the sign in sheet (Appendix C) at the front of the room.
- As participants arrive, ask them to write their information on the sign in sheet. Check that they are doing this.
- If it appears that a participant is illiterate, ask one of your co-facilitators to help them complete the sign in sheet.

Important: Ensure that your co-facilitators do not take any photographs until the Media Consent has been signed by all participants (see item #6 below).

1. Volunteer Song

- Invite a volunteer to initiate a praise song to be sung together.

2. Volunteer Prayer

- Invite a volunteer to commence the workshop with a prayer.

3. Welcome Remarks

- Invite the host to welcome the participants and introduce the facilitator.

4. Agree on Group Norms

- Ask the participants to come up with “group norms” guiding the workshop.
- Explain that these “norms” are ways we’d like everyone in the room to conduct themselves in order for a productive, collaborative workshop.
- As participants give answers, write them on a flipchart.
- Ensure participants say things like:
 - Do not interrupt one another
 - Put your cell phones in silent mode or turn it off
 - Contribute to all discussions
- Once you’ve developed the list, tape the flipchart to a wall in the workshop room.

5. Pair Introductions

- Provide the group with the following instructions:
 - 1) Ask your partner his/her name, church and denomination*

- 2) *Then find something you have in common that others don't know. (Don't say "we're both pastors" – we already know that!)*
- 3) *You have 2 minutes to "interview" each other.*
- 4) *After 2 minutes, you will introduce your partner to the group.*

- Before they begin, demonstrate the process with a colleague or participant. Make sure you tell the group your partner's name, profession and something you have in common.
- As they are doing the exercise, walk around the room and provide positive feedback to those who are doing it well and help those who are struggling.
- Give them time reminders at 1 minute and 30 seconds to keep them on track.
- Once 2 minutes has gone by, ask the participants to introduce their partner to the group.

Note: This introduction exercise takes less time than individual introductions and helps participants get to know one another.

6. Administer the Survey and Media Consent (Appendix B)

- Explain the following before you pass out the document:

Timing: You have 15 minutes to complete this worksheet.

Part A: Media Consent

- No one is required to give media consent.
- However, providing this consent will allow us to share your photographs for the purpose of:
 1. Telling other Christian leaders about these workshops
 2. Reporting to donors and funders
 3. Sharing information to educate the general public about disability and the church
- Explain that the photographs could appear on:
 1. Organization reports
 2. Our website
 3. Marketing materials
 4. Social media sites

Part B: Survey

- They should not speak to one another as they complete the survey.
- They should be honest; they will not be judged.
- This is not an exam.
- We'll give you another survey at the end of the workshop.
- The results will be used to assess the workshop, but their specific names and answers will be kept confidential.
- Walk around the room helping people who are stuck or confused.

- Ensure they answer every question.
- Give them time warnings when there are 5, 3 and 1 minute(s) remaining.
- Ask your co-facilitators to help illiterate participants.
- As people to submit their worksheets, read them and ask those who wish not to be filmed or photographed to move to a seat on the periphery so you can easily keep them out of photographs.

7. Review Participants' Expectations

- Ask participants what they expect to happen during the workshop and what they expect to learn.
- Note the expectations on a flipchart.
- As participants give answers, write them on a flipchart.
- At the end of the exercise, tape the flipchart to a wall in the workshop room.

** Note: Because every audience is different, this exercise helps the facilitator to understand the group so he or she can tailor the content and direct the conversation around their needs and interests.*

8. Review Workshop Objectives

- Call on participants randomly to read the workshop objectives from the prepared flipchart (*random selection helps participants to pay attention*).
 - 1) Explore disability issues in our communities.
 - 2) Explore the church's role in shaping community responses to people with disabilities.
 - 3) Discuss the responsibility of the church related to disability care.
 - 4) Develop action plans for our disability ministries.
- Explain any items that need more detail.
- Answer any questions the participants may have.

9. Review the Participants' Agenda

- Hand out copies of the Participants' Agenda.
- Hang the prepared flipchart with the agenda written on it.
- Call one participant randomly to read the agenda items (*random selection helps participants to pay attention*).

- Explain any agenda items that need more detail.
- Answer any questions the participants may have.

10. Facilitator's Introduction

- Introduce yourself and your church or organization. Remember to cover these topics:
 - Your information:
 1. Name
 2. Job
 3. Why you care about children with disabilities
 - Your organization's:
 1. History
 2. Mission and Vision
 3. Location
 4. Strategies for helping people with disabilities
 5. Impact on people with disabilities

11. Discuss Disability in our Families and Communities

- Ask "How many people here have people with disabilities in their families?"
 - Ask for a show of hands.
 - Then ask a few people to share about who is affected in their family.
- Ask the participants to talk about disabilities in their communities and write their answers on the flip chart:
 - Which disabilities are common in your community? (*Show example photos from Appendix H to help with this discussion.*)
 - Are there people with disabilities in your church?
 - Are there many children with disabilities in school?
 - Do people with disabilities in your community go to events like weddings, funerals, church, etc.?
 - What is the general attitude towards people with disabilities?
- Emphasize that these issues exist in their families and community/communities) and
 - It must be addressed so these people receive the care and inclusion they need to thrive
 - They can and will contribute to our families and communities if we invite them.

Personal Beliefs Brainstorm

12. Form Small Groups and Give Instructions

- Explain that we will discuss the four questions from the surveys they filled in at the beginning of the workshop in small groups and then as a large group.
- Then provide the following instructions
 - 1) *Make a group of 4 or 5 people.*

2) *Elect a secretary who will write down your groups' answers.*

- Point out the 4 flipcharts with questions that you've posted **face down** around the room.
 - Explain that everyone will have approximately 5 minutes to discuss each question.
 - Explain that they will write each of their answers on a flip chart (aside from #2, which they will write on post-it notes).
 - Have your co-facilitators pass out 4 flip charts, a marker, and a stack of Post-it notes to each group)

Note: Use your discretion regarding time. You may allow more or less time for each question, based on how the group is doing.

13. Monitor the Room as the Small Groups Discuss the 4 Questions

- Turn over the flip chart with Question #1 and ask a volunteer to read the question.
- Clarify anything that is confusing about the question and then ask them to begin discussing in their small groups.
- Then walk around the room as they discuss. As you walk you should be:
 1. Keeping track of time
 2. Helping groups that appear to be struggling
 3. Prompting groups who finish early with a new question
 4. Ensuring groups are writing down their answers on the flip charts (Post it notes for Question #2)
 5. Ensure they are using the marker to write their answers. (Pen writing is too light to be seen across the room.)

Note: For Question #2, ensure they are only writing one cause on each Post-it.

- After the 5 minutes are up, turn over the flip chart with Question #2 and ask a new volunteer to read the question.

Note: Encourage participants to back up their answers with examples from scripture. (Remind them of this for uestions 3 and 4 as well.)

- Clarify anything that is confusing about the question and then ask them to begin discussing in their small groups.
- Continue this process until you've finished all 4 questions.
- Then ask the secretary of each group to select one person to read the group's answer to each question. Explain that:

- They should select a different person for each answer.
- No one should feel forced to share and answer if they are uncomfortable.

Group Discussion - Question #1: Definition of Disabilities

14. Invite the Small Groups to Share their Question #1 Definitions

- Ask each small group read their definitions.
- As they read, write their definitions on a flip chart at the front of the room.

Note: you don't have to write repetitions – just add new aspects of the definition that groups share as you go around the room.

15. Present the United Nations Definition of Disability

- Ask a volunteer to read this definition off the flipchart you prepared in advance:

"Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others."

16. Present the National Definition of Disability

- Ask a volunteer to read this definition off the flipchart you prepared in advance:

This is an example of the definition in Kenya's 2010 Constitution:

"Disability includes any physical, sensory, mental, psychological or other impairment, condition or illness that has, or is perceived by significant sectors of the community to have, a substantial or long-term effect on an individual's ability to carry out ordinary day-to-day activities."

17. Discuss the 2 Definitions' Similarities and the Role of Perception

- Ask volunteers to identify similarities between the international and local definitions.
- Emphasize language that shows how **perception** of one's ability or inability has a role in these definitions.

18. Discuss Person-First Language

- Ask participants to note that the United Nations definition says "**Persons** with Disabilities."
- Explain that all rights that a person has would apply to a person with a disability.
- Explain that we should not say "**a disabled person**" but rather a "**person with a disability**"—because they're a person first. Write these two phrases on the board or a flipchart to show the difference.

- Prompt the group to use the right language for other disabilities (i.e., a child who is deaf vs. a deaf child, a person with epilepsy vs. “an epileptic”, etc.)

Group Discussion - Question #2: Causes of Disability Group Brainstorm

Note: Questions 2, 3 and 4 involve participants sharing their theological views about issues related to disability. If controversial views arise in these discussions, facilitators can ask participants to share examples from scripture that support their views. *Appendix F* includes a collection of Bible verses that support a philosophy of love, inclusion and care for people with disabilities. These verses can be referred to when facilitating the discussion.

19. Invite the Small Groups to Post Their Question #2 Post-it Notes on the Walls and Share

- Ask all of the groups to put all of the Post-it notes on a wall.
- Then stand around the wall and ask the participants to group the Post-it notes by theme or topic.

20. Separate their Answers Into Medical and Non-Medical Columns

- After they’ve organized the Post-it notes, separate them into two columns – one for medical causes and the other for non-medical causes like this:

<ul style="list-style-type: none"> ● Accidents ● Disease ● Genetics ● Birth defects ● Malnutrition 	<ul style="list-style-type: none"> ● Demons ● Infidelity ● Curses ● Punishment from God ● Witchcraft
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- Ask participants, “In your church community, which cause do people believe in more?” Point to the two sides.
 - Elicit answers from a few people.
- Then ask: “What about you as a Christian leader? What do you believe to be the causes of disability? Which of those columns do you associate with?”
 - Elicit answers from a few people.

21. Explain how Spiritual or Superstitious Beliefs Can Lead to Stigmatization, Discrimination and a Lack of Compassion for People with Disabilities

- Also explain that sometimes we don’t know the causes of certain disabilities and it’s ok not to have all the answers. We don’t need to make up explanations.

22. Discuss John 9:1-3 and other Scriptures That Show a Biblical View of Disability

- Ask a volunteer to read John 9:1-3.

John 9:1-3 “As he went along, he saw a man blind from birth. His disciples asked him, ‘Rabbi, who sinned, this man or his parents, that he was born blind?’ ‘Neither this man nor his parents sinned,’ said Jesus, ‘but this happened so that the works of God might be displayed in him.’”

- Ask participants to share some other scriptures that show a Biblical view of disability.
- Explain that this scripture shows us the view of disability that Jesus provides.

Note: If people bring up negative Old Testament views of disability, provide another example where that wasn't the case. (See examples in Appendix F, especially **Exodus 4: 1-17.**) Do not criticize the participant or tell them they are wrong. Just make the point that their example is not the only explanation provided in the Bible and that Jesus' message (John 9, Luke 14, etc.) was to include and love people with disabilities.

Group Discussion - Question #3: How is a person's faith related to his or her healing?

23. Invite the Small Groups to Share Their Question #3 Answers

- Ask each small group to post their flip chart to the wall and share their definitions one by one.
- Encourage them to share scripture that supports their views.
- Then lead a discussion with the following question prompts:
 - Why do we hear about the healing stories in the Bible?
 - *Answer: Because they were the exceptions, not the norm.*
 - What happened to the others at the pool?
 - *Answer: They were not healed*
 - Do we expect that everyone will be healed?
 - *Answer: No*
 - How do we respond when we pray for healing and God does not heal?
 - *Answer: We doubt our faith. Perhaps we feel God is not pleased with us.*
 - How do our communities respond when that happens?
 - *Answer: People often question the faith of the pastor or person praying and may criticize, shame or exclude them and their families because of this supposed lack of faith.*

24. Share Stories About People With Disabilities in the Bible Who Were Not Healed

- Ask the group to share stories about people with disabilities in the Bible who were not healed.
- If they don't come up with these, lead them to these three:
 - Paul - “a thorn in his flesh” (2 Corinthians 12:7-9)
 - Mephibosheth - lame (2 Samuel 9:1-12)

- Moses - speech impediment (*Exodus 4:1-17*)

25. Explain that Healing Stories are the Exception, not the Norm and Read the Pool of Bethesda story

- Read the Pool of Bethesda story together:

John 5:1-8 After this there was a feast of the Jews, and Jesus went up to Jerusalem. 2 Now there is in Jerusalem by the Sheep Gate a pool, which is called in Hebrew, Bethesda,[a] having five porches. 3 In these lay a great multitude of sick people, blind, lame, paralyzed, waiting for the moving of the water. 4 For an angel went down at a certain time into the pool and stirred up the water; then whoever stepped in first, after the stirring of the water, was made well of whatever disease he had.[b] 5 Now a certain man was there who had an infirmity thirty-eight years. 6 When Jesus saw him lying there, and knew that he already had been in that condition a long time, He said to him, “Do you want to be made well?” 7 The sick man answered Him, “Sir, I have no man to put me into the pool when the water is stirred up; but while I am coming, another steps down before me.” 8 Jesus said to him, “Rise, take up your bed and walk.” 9 And immediately the man was made well, took up his bed, and walked.

- Explain the importance of changing this misconception in our communities.
- Explain that we’re not saying whether or not healing is possible, but if physical healing is the ONLY way we expect God to answer our prayers, the lack of healing can result in negative consequences and discrimination against pastors, Christian leaders and people with disabilities and their families.

26. Lack of Healing Does Not Mean There is Sin, Curses, Demons, a Lack of Faith, or a Need to Pray or Fast

- Explain that lack of healing does not mean that:
 - The Christian leader or the person with a disability or their family has sinned or been possessed by a demon or cursed.
 - The Christian leader or the person with a disability or their family has too little faith.
 - Someone needs to fast or pray harder for healing.
- Explain that healing is possible but not a mandatory sign of faith.

27. People with Disabilities are Loved by God and Deserve to be Fully Included in the Church

- Emphasize that even if you are not healed, God loves you.
- Emphasize that the church must love and include people with disabilities as God does.
- Emphasize that people with disabilities are people and are more than their disabilities. If we only focused on healing them, other aspects of their lives, including their gifts and talents, are not utilized or acknowledged.

Group Discussion – Question #4: Do Christians Suffer? Why or Why Not?

28. Invite the Small Groups to Share Their Question #4 Answers

- Ask each small group to post their flip chart to the wall and share their definitions one by one.
 - Encourage them to share scripture that supports their views.

29. Explain that Suffering is Part of Christian Life – Even Jesus Suffered

- Ask a volunteer to read Matthew 27: 28-29.

Matthew 27:28-29 And they stripped him and put a scarlet robe on him, and twisting together a crown of thorns, they put it on his head and put a reed in his right hand. And kneeling before him, they mocked him, saying, “Hail, King of the Jews!”

- Explain that Jesus suffered abuse, bullying, mocking and ultimately death but had not sinned.
 - Even people who have not sinned suffer.

30. Ask a Volunteer to Read what Paul Said in 2 Corinthians 11: 23-29

2 Corinthians 11: 23-29 Are they servants of Christ? I am a better one—I am talking like a madman—with far greater labors, far more imprisonments, with countless beatings, and often near death. Five times I received at the hands of the Jews the forty lashes less one. Three times I was beaten with rods. Once I was stoned. Three times I was shipwrecked; a night and a day I was adrift at sea; on frequent journeys, in danger from rivers, danger from robbers, danger from my own people, danger from Gentiles, danger in the city, danger in the wilderness, danger at sea, danger from false brothers; in toil and hardship, through many a sleepless night, in hunger and thirst, often without food, in cold and exposure. And, apart from other things, there is the daily pressure on me of my anxiety for all the churches. Who is weak, and I am not weak? Who is made to fall, and I am not indignant?

- Explain that Paul had become a Christian and his life was transformed, but even he continued to suffer.
- Emphasize again that, according to the Bible, suffering does not mean you've sinned.
- Emphasize that even Christians suffer. Becoming a Christian does not guarantee you health, comfort, safety or ease in this world.
- Disabilities are not caused by sin.

31. Becoming a Christian or Praying With Faith Does Not Mean You Will Be Physically Healed. Even Jesus Prayed for Deliverance from the Crucifixion.

- Ask a volunteer to read Matthew 26:39.

Matthew 26:39 And going a little farther he fell on his face and prayed, saying, “My Father, if it be possible, let this cup pass from me; nevertheless, not as I will, but as you will.”

32. What Does the Bible Tell Us To Do When People Are Suffering?

- Ask for scriptures and biblical examples to support their answers.

- Elicit answers such as:
 - 1) Love them
 - 2) Counsel them
 - 3) Pray for them
 - 4) Support them
 - 5) Ensure their needs are met
 - 6) Include them like anyone else
 - 7) Listen to them
 - 8) Assist them

Testimony of an Individual with a Disability or a Parent of a Child with a Disability

33. Guest Speech

- Invite the guest with a disability (or the parent of a child with a disability) to come speak to the group.

- Introduce them to the participants.

- Ensure they cover the following points in their speech; if they do not, prompt them with questions.
 - Initial feelings about the disability
 - Their community’s response to them
 - How they have coped with and changed stigmas related to disability

34. Participant Questions

If there is time, allow participants to ask the guest questions about their experience.



Cynthia Bauer

Sample Testimony

Cynthia Bauer, founder of Kupenda for the Children

I was the first child born to my young parents and both sets of grandparents. I was born without my left hand for unknown reasons and when my mother first saw the faces of the people who had delivered me, they were so forlorn, she thought I had died. My dad believed enough prayer and fasting could bring about a hand for me, thereby revealing God's glory, while my mom wondered if maybe she had done something that might have damaged me during her pregnancy. It was my grandfather who encouraged the family by saying "Watch, God is going to use this for something good."

Although they worried about the hardships I would face in life, my family loved me and committed to raising me without limitations. They didn't question me when I wanted to try anything including playing guitar and piano, becoming a biologist, kayaking, taking dance classes, typing, and playing softball. They just decided it was up to me to try to do anything I set my mind to. This attitude, along with the faith they instilled in me, is why I had confidence that I might be able to do something for the people with disabilities I came across in Kenya at 24 years old.

When I first saw people with disabilities begging on the streets of Nairobi, Kenya, I was overwhelmed by their situation. When I noticed that one of them had an arm like mine, it really struck home. I wondered what opportunities I would have had if I had not been brought up in a family that encouraged me to be anything I wanted to be, that let me experience the world and all it has to offer? What if I had been brought up in a community that thought physical "deformities" were a curse as some still do in countries like Kenya?

Of course, as a child not quite like the rest, I often wondered why God "allowed" me to be so different. I sometimes still have issues with Him about it. However, I am pretty sure that if it hadn't been for my birth defect, I wouldn't have been drawn to these children quite so strongly. Most of their challenges are much greater than mine, but I can relate in a variety of ways. I know what it's like to stand out and have people question my abilities. I understand the desire to hide away from others, to just keep to myself so they don't stare or ask questions.

I have always believed that God "comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God" (2 Corinthians 1:11). This belief helped me get over the self-pitying attitude that was so easy to fall into and do something outside myself using my own life experiences. I think that's when true healing begins for any of us. In some ways, each one of us has our own "handicap" to overcome, though some are more visible than others.

Kupenda's existence continually amazes me. I can't stop asking myself "who am I to be doing this?" When I spend time with the children involved in our work, I feel blessed to be even a small part of the smiles I see on their faces. I feel humbled every time a new person contributes time or money to benefit these beautiful children.

I never imagined I would be talking to groups of people about my lack of a hand, the thing I always wanted to hide from the world. Perhaps our greatest brokenness can be our greatest calling. I know it is true for me.

Parable of the Great Banquet

35. Read and Discuss the Parable of the Great Banquet (Luke 14:12-26)

Luke 14:12-24 “He said also to the man who had invited him, “When you give a dinner or a banquet, do not invite your friends or your brothers or your relatives or rich neighbors, lest they also invite you in return and you be repaid. But when you give a feast, invite the poor, the crippled, the lame, the blind, and you will be blessed, because they cannot repay you. For you will be repaid at the resurrection of the just.”¹⁵ When one of those at the table with him heard this, he said to Jesus, “Blessed is the one who will eat at the feast in the kingdom of God.”¹⁶ Jesus replied: “A certain man was preparing a great banquet and invited many guests.¹⁷ At the time of the banquet he sent his servant to tell those who had been invited, ‘Come, for everything is now ready.’¹⁸ “But they all alike began to make excuses. The first said, ‘I have just bought a field, and I must go and see it. Please excuse me.’¹⁹ “Another said, ‘I have just bought five yoke of oxen, and I’m on my way to try them out. Please excuse me.’²⁰ “Still another said, ‘I just got married, so I can’t come.’²¹ “The servant came back and reported this to his master. Then the owner of the house became angry and ordered his servant, ‘Go out quickly into the streets and alleys of the town and bring in the poor, the crippled, the blind and the lame.’²² “‘Sir,’ the servant said, ‘what you ordered has been done, but there is still room.’²³ “Then the master told his servant, ‘Go out to the roads and country lanes and compel them to come in, so that my house will be full.’²⁴ I tell you, not one of those who were invited will get a taste of my banquet.”

36. Lead a Discussion about the Parable of the Great Banquet

- The scripture is talking about 2 banquets, where?
Answer: On earth and in heaven
- As Christian leaders, who do you associate most with in this story? God, the servant, the people who make excuses or the people with disabilities?
Answers: We are all one of these people at different times in our lives, but as Christian Leaders most should see themselves as the servant
- Who did he tell the servant (Christian leaders) to invite?
Answer: people with disabilities
- Who is the master preparing the banquet?
Answer: God
- But who else?
Answer: The servant
- What were some of the excuses people made?
Answer: Marriage, buying cow, got land
- Are any of these bad things?
Answer: No, they were blessings
- Why do you think God specifically asks for people with disabilities to be invited?
Answer: they couldn't repay the invitation
- Why couldn't they repay the invitation?
Answer: they didn't have the blessings to use as excuses; The culture then was very similar to the culture here--ommunities were excluding people with disabilities.

- What is the heavenly banquet on earth?

Answer: the church

- So when we talk about going out to the streets and alleys, where are we bringing them in to?

Answer: the church

37. Make the Point: “Servants” (Christian Leaders) are Called to Invite People with Disabilities to the “Banquet” (Church)

- Christian leaders are called to love and include people with disabilities.
- Explain that this passage doesn’t say bring them in to be healed – it just says to include them.

38. Elicit Examples of How to Include People with Disabilities

- Ask the group to work in pairs to come up with at least 2 examples of how people with disabilities can be included both in the church and community.
- If participants don’t give these answers, elicit them:
 - Invite them to church and community events with their families and help to make them feel welcome
 - Ask them to serve as leaders (elders, committee organizers, etc.)
 - Invite them to share their stories and talents with the church or in church groups
 - Invite them to join church groups (i.e., choirs) and community groups (i.e., clubs)
 - Fundraise to support their access to schooling and medical care
 - Visit them in their homes to pray for them
- Conclude by saying, “*After lunch we’ll discuss how the church can bring people with disabilities in as they are.*”

Lunch

Action Planning and Discussion on Role of the Church

39. Large Group Discussion – *Questions #5: What should the role of the church be connected to disability?*

- Ask a participant to read Question 5 from the flip chart.

40. Read and Discuss 1 Corinthians 12:12-26

- Ask someone to read the passage to the group.

1 Corinthians 12:12-26 “Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. ¹³ For we were all baptized by ^[a] one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. ¹⁴ Even so the body is not made up of one part but of many. ¹⁵ Now if the foot should say, ‘Because I am not a hand, I do not belong to the body,’ it would not for that reason stop being part of the body. ¹⁶ And if the ear should say, ‘Because I am not an eye, I do not belong to the body,’ it would not for that reason stop part of the body. ¹⁷ If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? ¹⁸ But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. ¹⁹ If they were all one part, where would the body be? ²⁰ As it is, there are many parts, but one body. ²¹ The eye cannot say to the hand, ‘I don’t need you!’ And the head cannot say to the feet, ‘I don’t need you!’ ²² On the contrary, those parts of the body that seem to be weaker are indispensable, ²³ and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, ²⁴ while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it, ²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.”

- Make the following points about this passage:
 - Every part of the body is important.
 - The parts of the body that seem weaker are actually indispensable.
 - Without people with disabilities in our churches, we're not complete.
 - We can include people with disabilities in all aspects of the church--not just as charity cases.

41. Small Group Action Plan Writing

- Ask for the workshop participants to get into groups of 4-5 people who live relatively close to one another.
- Explain that each group will have 15 minutes to develop a Disability Advocacy Action Plan.
 - The Secretary will write the groups’ action plan on the flip chart (hold up the flip chart).
- Pass out the prepared flip charts with this chart (one flip chart per group).

Date	Activity	Location	Person Responsible

- As they are doing the exercise, walk around the room and provide positive feedback to those who are doing it well and help those who are struggling.
- Check in with groups to ensure they are including the following areas of support for people with disabilities and their families:

- Inclusion in their churches,
 - Education, medical and nutritional care,
 - Financial support, and
 - Ways to educate their churches and communities about justice and inclusion for people with disabilities and their families.
- As they are developing their action plans, remind the groups that we need to educate our communities about disability but also other pastors and Christian leaders who can propagate harmful beliefs about disability.
 - Ask them to consider how and when they can help other pastors and Christian leaders understand Jesus' love for people with disabilities and their responsibility to care for these people and include them.

42. Presenting Group Action Plans and Completing Our Individual Action Plans

- Explain that, in addition to a group action plan, each participant will also write their personal action plan items on a worksheet (hold up the *Appendix D* worksheet).
- Explain that participants will write down what they committed to in their groups and can also add ideas they like from other groups.
- Pass out one copy of the *My Disability Action Plan* worksheet (Appendix D) to each participant.
- Then prompt the groups to present their action plans one by one.
- Others can provide feedback and ask questions after each presentation.
- Make sure that one of your co-facilitators takes a picture of each group's action plans for reporting purposes and so the group leaders can take the flipchart home.
- During the presentations, monitor the room to make sure each participant is writing his or her own action plan activities on the *Appendix D* worksheet to take home.

Action Plan Follow Up Logistics

43. Review the Weekly Reporting Form and Submission Instructions

- Read the form together, especially the instructions at the top.
 - Emphasize that these should be completed each week and submitted monthly
- Explain that participants will use this form to keep track of their disability advocacy activities.

- This will help the host organization to know:
 - What's working well in the program,
 - What needs to be modified in the program, and
 - How they can further support you with resources, trainings, mentorship, etc.
- Answer any questions or concerns they may have.

44. Select a Point Person for Each Small Group Who Will Report to the Host Organization

- Explain that they will now select a person from their group whom they feel is best suited for collecting and submitting their reports each month.
- Once each group has selected a point person, ensure those people understand that they will be responsible for collecting action plan updates from all of the participants and reporting back to the host organization each month via What's App or email.

45. Share Participant and Organization Contact Information with the Selected Point Person

- Provide the point people with their participants' contact information.
- Also provide them with the host organization's contact information for report submission.

Disability Advocate Commitment

46. Distribute 2 copies of the Disability Advocate Commitment to each participant (see Appendix L)

- Review the content together
- Answer any questions participants may have about the commitment

47. Ask participants to sign 2 copies of the commitment

- Collect one copy for your records
- Let participants keep the second copy to refer to it, as needed

Certification Program

48. Distribute a sample *Disability Advocate Certificate* (See Appendix K).

49. Explain the Certification Process

- Explain that participants who complete 6 consistent months of high-quality reports will become certified disability advocate
- High quality reports are
 - dated
 - complete
 - they indicate that the participant is actively fulfilling the commitments he

or she made in her Action Plan

- Certified disability advocates will receive both a hard copy and electronic copy of this certificate, customized with their preferred name

Resources Review and Distribution

50. Present and Distribute the *Disability Guide Book*

- *Before distributing the booklet*, explain that this resource:
 - Describes some of the most common childhood disabilities;

- Includes causes, treatment and prevention information; and
- Includes photographs of children with disabilities.
- Pass out the booklet and ask the participants to tell you who they might share this booklet with. Write their answers on a flipchart. Ensure they include the following:
 - People with disabilities;
 - Family members of people with disabilities;
 - Teachers and special education teachers;
 - Doctors, midwives, physical therapists;
 - Traditional healers, soothsayers, and traditional birth attendants; and
 - Church members.

51. Present and Distribute the Local Disability Law Summary

- Before distributing *Short Summary of the National Act or Local Laws Regarding Disabilities* (see example in Appendix I) that you've prepared, explain that this resource:
 - Describes some of the local laws related to disability,
 - Includes citations and related penalties for breaking these laws, and
 - Provides contact information for where to refer children with disabilities for care.
- Pass out the booklet and ask the participants to tell you who they might share this booklet with. Write their answers on a flipchart. Ensure they include the following:
 - People with disabilities;
 - Family members of people with disabilities;
 - Teachers and special education teachers;
 - Doctors, midwives, physical therapists;
 - Traditional healers, soothsayers, and traditional birth attendants;
 - Church members; and
 - Government officials.

52. Describe Beyond Suffering Class (Appendix E)

- *Before distributing the booklet*, explain that this resource:
 - Includes the outline of an 8-week course on disability;
 - Has inspired participants to have a more historically, biblically and biologically accurate understanding of disability;
 - Has inspired participants to love, include and advocate for people with disabilities in their communities; and
 - Has inspired participants to form "Friends of Disability" groups that continue to meet and support people with disabilities in their communities.
- Pass out the *Beyond Suffering Table of Contents* (Appendix E).
- Explain that you will keep the booklet at the front of the room and people can come view it after the workshop and ask you questions about how to arrange the group.

53. Present and Distribute Disability in the Bible (Appendix F)

- Before distributing the Appendix, explain that this resource:

- Includes a list of Old and New Testament scriptures related to disability, and
- Is divided by content headings according to the 5 Questions we discussed in this workshop.
- Pass out the booklet and ask the participants to tell you when they might use this resource. Write their answers on a flipchart. Ensure they include the following:
 - In preparing disability-related sermons,
 - In counseling people with disabilities and their families,
 - In inspiring church committees and individuals to care for people with disabilities, and
 - In community outreach talks.

54. Present and Distribute *Service Referral Guide for Children with Disabilities* (see example in Appendix G)

- Before passing out the list, explain that this includes the names and contact details for organizations that can provide medical care, financial support, support groups, and equipment for children with disabilities and their families.
- Encourage participants to post this list at their churches and make copies that they can distribute to those in their church and community.
- Ask them to let you know if they have additions to the list.

55. Administer the *Survey Again to Assess Changes* (Appendix B)

- Explain the following *before* you pass out the survey:
 - We will take the survey again to determine if there have been any changes,
 - Participants have 10 minutes to complete the survey,
 - They should not speak to one another as they complete the survey,
 - They should be honest--they will not be judged, and
 - The results will be used to assess the workshop but their specific names and answers will be kept confidential.
- If some participants are illiterate, assign someone to administer the survey verbally and write the participants' answers.
- Administer the survey.
 - Walk around the room helping people who are stuck or confused.
 - Ensure they answer every question.
 - Give them time warnings when there are 7, 5, 3 and 1 minutes remaining.

Conclusion

56. Volunteer Reflection

- Invite a volunteer(s) to close the workshop with a spoken reflection on the experience.

57. Closing Words

- As a facilitator, share your reflection of the experience. Remember to thank the participants, host, and co-facilitators.
- If any of the participants regularly use email, offer to send them electronic versions of the materials you've shared.
- If any of the participants would like to host or facilitate another workshop like this, encourage them to speak with you after the closing.
- If any participants are interested in learning more and having follow up workshops, tell them to let us know after closing.
- If any of the participants have remaining questions or concerns about the content, encourage them to speak with you after the closing.

58. Word of Thanks

- Invite a volunteer(s) to give a word of thanks.

59. Closing Prayer

- Invite the host to say a closing prayer.

60. Collect Sign-In Sheet

Appendix A: Sample Workshop Letter of Invitation to Pastors & Christian Leaders

[DATE]

To:

.....
.....

RE: INVITATION TO A “DISABILITY OUTREACH & INCLUSION WORKSHOP FOR CHRISTIAN LEADERS” TO BE HELD AT [LOCATION] ON [DATE]

Dear Sir / Madam,

[Organization name] is an organization that exists to **[mission]**.

You are invited for a workshop hosted by **[Organization]** at **Location** on **Date** from **Start time** to **End Time**.

If you are able to attend, please do so with your **Bible**, as we will be discussing and sharing our perspective on biblical theology related to disability. Lunch will be provided.

Your presence will be highly appreciated.

Yours faithfully,

[Name]

[Title]

[Organization]

Appendix B. Media Consent and Survey

Part A. Media Consent

1) I agree to (organization name) staff: (tick as appropriate)

- recording my words
- taking my photograph
- making a video / other recording

2) I agree for (organization name) to use images of me my story

3) I understand that images of me and and/or information about me will be used for these purposes:

- educational promotional other
- (specify: _____)

Signature or thumb print of subject: _____ **Date:** _____

Name: *(please print in block capitals)* _____

Interpreter Signature (please tick as appropriate, then sign at the end of the section)

- I have translated the contents of this form into a language understood by the participant
- I believe that the contents of the forms have been fully understood by the participant

Signature or thumb print of interpreter: _____ **Date:** _____

Name: *(please print in block capitals)* _____

Organization: _____

Role within organization: _____

If you have any concerns regarding this consent form, please contact:

(organization's contact name, title, phone number and email)

Part B. Survey

Please tick: Pre workshop survey or Post workshop survey

Name: _____ Date: _____

Please tick one: Pre workshop survey Post-workshop survey

Full Name: _____ Date: _____

Age: _____ Gender: _____ Occupation: _____

Church Denomination: _____ (*___ prefer not to answer*)

Ethnicity: _____ (*___ prefer not to answer*)

Residence: _____ (*___ prefer not to answer*)

Marital Status: Married Single Prefer not to Answer

Education Level Completed: None Primary Secondary College Masters PhD
 Prefer not to answer

Do you have a disability? Yes (Disability Type: _____)
 No Prefer not to answer

For the questions below, indicate whether you believe the statement is true Always, Most of the Time, Sometimes, Rarely or Never

	Always	Most of the Time	Sometimes	Rarely	Never
Causes					
1. If someone has a disability it is a punishment for their sin or the sins of their parents					
2. Disabilities are the result of witchcraft or curses					
3. A person is demon possessed if someone starts shaking, has odd or bad behavior, hears of sees					

things not there, or seems to act differently than other people					
4. Disabilities are contagious.					
Interventions					
5. If someone has a disability they will be healed if they truly have faith in God					
6. Christian leaders who truly have faith in God should be able to heal people with disabilities through prayer					
7. A person with a disability or sickness will have a better chance of healing if they show their faith that God can heal them by not seeing doctors or taking medicine					
8. Christians who truly love and honor God will not suffer					
9. Christians who truly love and honor God will be blessed with health					
10. Christians who truly love and honor God will be blessed with wealth					
Rights of People with Disabilities					
11. Children and youth with disabilities have a legal right to access education					
12. People with disabilities have a legal right to access medical care					
The Role of the Church					
13. People with disabilities should be a part of the church like anyone else whether or not they are healed					

Other comments?

Appendix E: Beyond Suffering Course

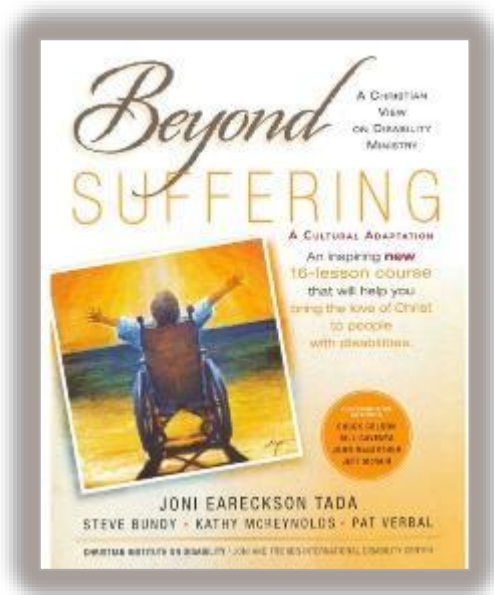
Beyond Suffering: A Christian View on Disability Ministry is a groundbreaking course of study created to transform the way Christians view God's plan for disability and suffering. The textbook is the Word of God accompanied by a comprehensive collection of professional articles written by over 35 experts in ministry, education, sciences and disability advocacy. This study guide contains 16 lessons, which are supported by video case studies and organized into four modules:

- An Overview of Disability Ministry
- The Theology of Suffering and Disability
- The Church and Disability Ministry
- An Introduction to Bioethics

Each module is designed to give Christians a solid understanding of the main issues involved in various aspects of disability ministry. In addition, the course encourages participants to reflect on their own personal journeys through suffering as they come to understand two essential points: 1) human brokenness reveals humanity's need for universal grace, and 2) the disability community challenges our understanding of the human condition.

Students who embrace this study will gain a sense of confidence in knowing that they are part of a movement that God is orchestrating to fulfill his command in Luke 14:21; "Go out quickly into the streets and alleys of the town and bring in the poor, the crippled, the blind, and the lame."

In this course, we will explore the different ways in which people affected by disabilities provide the Christian community with a model of energetic spiritual transformation. Students who complete this program will gain a deeper understanding of the disability community and the church's obligation to reach the most vulnerable. They will also learn to embrace their own brokenness in a new way. Students will gain new information, reflect on ideas and experience real-life situations.



Appendix F: Disability in the

Question #1: How do you define “disability”?

The Bible does not provide a definition of disability but there are examples in the scriptures below.

Question #2: What do you believe causes disability?

Old Testament

Exodus 4: 1-17 Moses answered, “What if they do not believe me or listen to me and say, ‘The LORD did not appear to you?’”² Then the LORD said to him, “What is that in your hand?” “A staff,” he replied.³ The LORD said, “Throw it on the ground.” Moses threw it on the ground and it became a snake, and he ran from it.⁴ Then the LORD said to him, “Reach out your hand and take it by the tail.” So Moses reached out and took hold of the snake and it turned back into a staff in his hand.⁵ “This,” said the LORD, “is so that they may believe that the LORD, the God of their fathers—the God of Abraham, the God of Isaac and the God of Jacob—has appeared to you.”⁶ Then the LORD said, “Put your hand inside your cloak.” So Moses put his hand into his cloak, and when he took it out, the skin was ^{leprous}^[a]—it had become as white as snow.⁷ “Now put it back into your cloak,” he said. So Moses put his hand back into his cloak, and when he took it out, it was restored, like the rest of his flesh.⁸ Then the LORD said, “If they do not believe you or pay attention to the first sign, they may believe the second.”⁹ But if they do not believe these two signs or listen to you, take some water from the Nile and pour it on the dry ground. The water you take from the river will become blood on the ground.”¹⁰ Moses said to the LORD, “Pardon your servant, Lord. I have never been eloquent, neither in the past nor since you have spoken to your servant. I am slow of speech and tongue.”¹¹ The LORD said to him, “Who gave human beings their mouths? Who makes them deaf or mute? Who gives them sight or makes them blind? Is it not I, the LORD?”¹² Now go; I will help you speak and will teach you what to say.”¹³ But Moses said, “Pardon your servant, Lord. Please send someone else.”¹⁴ Then the LORD’s anger burned against Moses and he said, “What about your brother, Aaron the Levite? I know he can speak well. He is already on his way to meet you, and he will be glad to see you.¹⁵ You shall speak to him and put words in his mouth; I will help both of you speak and will teach you what to do.¹⁶ He will speak to the people for you, and it will be as if he were your mouth and as if you were God to him.¹⁷ But take this staff in your hand so you can perform the signs with it.”

New Testament

John 9:1-7 As he went along, he saw a man blind from birth.² And his disciples asked him, “Rabbi, who sinned, this man or his parents, that he was born blind?” Jesus answered, “It was not that this man sinned, or his parents, but that the works of God might be displayed in him. We must work the works of him who sent me while it is day; night is coming, when no one can work. As long as I am in the world, I am the light of the world.” Having said these things, he spat on the ground and made mud with the saliva. Then he anointed the man’s eyes with the mud.

Question #3: How is a person’s faith related to his or her healing?

Old Testament

Isaiah 35:1-10 The wilderness and the dry land shall be glad; the desert shall rejoice and blossom like the crocus; it shall blossom abundantly and rejoice with joy and singing. The glory of Lebanon shall be given to it, the majesty of Carmel and Sharon. They shall see the glory of the Lord, the majesty of our God. Strengthen the weak hands, and make firm the feeble knees. Say to those who have an anxious heart, “Be strong; fear not! Behold, your God will come with vengeance, with the recompense of God. He will come and save you.” Then the eyes of the blind shall be opened, and the ears of the deaf unstopped.

New Testament

Matthew 8:5-13 When he entered Capernaum, a centurion came forward to him, appealing to him, “Lord, my servant is lying paralyzed at home, suffering terribly.” And he said to him, “I will come and heal him.” But the centurion

replied, "Lord, I am not worthy to have you come under my roof, but only say the word, and my servant will be healed. For I too am a man under authority, with soldiers under me. And I say to one, 'Go,' and he goes, and to another, 'Come,' and he comes, and to my servant, 'Do this,' and he does it." When Jesus heard this, he marveled and said to those who followed him, "Truly, I tell you, with no one in Israel[b] have I found such faith. 11 I tell you, many will come from east and west and recline at table with Abraham, Isaac, and Jacob in the kingdom of heaven, 12 while the sons of the kingdom will be thrown into the outer darkness. In that place there will be weeping and gnashing of teeth." 13 And to the centurion Jesus said, "Go; let it be done for you as you have believed." And the servant was healed at that very moment.

Matthew 9:1-38 And getting into a boat he crossed over and came to his own city. And behold, some people brought to him a paralytic, lying on a bed. And when Jesus saw their faith, he said to the paralytic, "Take heart, my son; your sins are forgiven." And behold, some of the scribes said to themselves, "This man is blaspheming." But Jesus, knowing their thoughts, said, "Why do you think evil in your hearts? For which is easier, to say, 'Your sins are forgiven,' or to say, 'Rise and walk'?"

Matthew 11:1-30 When Jesus had finished instructing his twelve disciples, he went on from there to teach and preach in their cities. Now when John heard in prison about the deeds of the Christ, he sent word by his disciples and said to him, "Are you the one who is to come, or shall we look for another?" And Jesus answered them, "Go and tell John what you hear and see: the blind receive their sight and the lame walk, lepers are cleansed and the deaf hear, and the dead are raised up, and the poor have good news preached to them.

Matthew 11:4-5 And Jesus answered them, "Go and tell John what you hear and see: the blind receive their sight and the lame walk, lepers are cleansed and the deaf hear, and the dead are raised up, and the poor have good news preached to them.

Matthew 15:29-31 Jesus went on from there and walked beside the Sea of Galilee. And he went up on the mountain and sat down there. And great crowds came to him, bringing with them the lame, the blind, the crippled, the mute, and many others, and they put them at his feet, and he healed them, so that the crowd wondered, when they saw the mute speaking, the crippled healthy, the lame walking, and the blind seeing. And they glorified the God of Israel.

Matthew 20:29-34 And as they went out of Jericho, a great crowd followed him. And behold, there were two blind men sitting by the roadside, and when they heard that Jesus was passing by, they cried out, "Lord, have mercy on us, Son of David!" The crowd rebuked them, telling them to be silent, but they cried out all the more, "Lord, have mercy on us, Son of David!" And stopping, Jesus called them and said, "What do you want me to do for you?" They said to him, "Lord, let our eyes be opened."

Matthew 21:14 And the blind and the lame came to him in the temple, and he healed them.

Mark 1:40-45 And a leper came to him, imploring him, and kneeling said to him, "If you will, you can make me clean." Moved with pity, he stretched out his hand and touched him and said to him, "I will; be clean." And immediately the leprosy left him, and he was made clean. And Jesus sternly charged him and sent him away at once, and said to him, "See that you say nothing to anyone, but go, show yourself to the priest and offer for your cleansing what Moses commanded, for a proof to them."

Mark 2:1-12 And when he returned to Capernaum after some days, it was reported that he was at home. And many were gathered together, so that there was no more room, not even at the door. And he was preaching the word to them. And they came, bringing to him a paralytic carried by four men. And when they could not get near him because of the crowd, they removed the roof above him, and when they had made an opening, they let down the bed on which the paralytic lay. And when Jesus saw their faith, he said to the paralytic, "Son, your sins are forgiven."

Mark 7:24-37 And from there he arose and went away to the region of Tyre and Sidon. And he entered a house and did not want anyone to know, yet he could not be hidden. But immediately a woman whose little daughter had an unclean spirit heard of him and came and fell down at his feet. Now the woman was a Gentile, a Syrophenician by birth. And she begged him to cast the demon out of her daughter. And he said to her, "Let the children be fed first, for it is not right to take the children's bread and throw it to the dogs." But she answered him, "Yes, Lord; yet even the dogs under the table eat the children's crumbs."

Mark 7:32-16:20 And they brought to him a man who was deaf and had a speech impediment, and they begged him to lay his hand on him. And taking him aside from the crowd privately, he put his fingers into his ears, and after spitting touched his tongue. And looking up to heaven, he sighed and said to him, "Ephphatha," that is, "Be opened." And his

ears were opened, his tongue was released, and he spoke plainly. And Jesus charged them to tell no one. But the more he charged them, the more zealously they proclaimed it.

Mark 8:22-35 And they came to Bethsaida. And some people brought to him a blind man and begged him to touch him. And he took the blind man by the hand and led him out of the village, and when he had spit on his eyes and laid his hands on him, he asked him, "Do you see anything?" And he looked up and said, "I see men, but they look like trees, walking." Then Jesus laid his hands on his eyes again; and he opened his eyes, his sight was restored, and he saw everything clearly. And he sent him to his home, saying, "Do not even enter the village."

Luke 7:1-50 After he had finished all his sayings in the hearing of the people, he entered Capernaum. Now a centurion had a servant who was sick and at the point of death, who was highly valued by him. When the centurion heard about Jesus, he sent to him elders of the Jews, asking him to come and heal his servant. And when they came to Jesus, they pleaded with him earnestly, saying, "He is worthy to have you do this for him, for he loves our nation, and he is the one who built us our synagogue."

Luke 14: 1-6 One Sabbath, when he went to dine at the house of a ruler of the Pharisees, they were watching him carefully. And behold, there was a man before him who had dropsy. And Jesus responded to the lawyers and Pharisees, saying, "Is it lawful to heal on the Sabbath, or not?" But they remained silent. Then he took him and healed him and sent him away. And he said to them, "Which of you, having a son or an ox that has fallen into a well on a Sabbath day, will not immediately pull him out?" And they could not reply to these things.

John 5:1-17 After this there was a feast of the Jews, and Jesus went up to Jerusalem. Now there is in Jerusalem by the Sheep Gate a pool, in Aramaic called Bethesda, which has five roofed colonnades. In these lay a multitude of invalids—blind, lame, and paralyzed. One man was there who had been an invalid for thirty-eight years. When Jesus saw him lying there and knew that he had already been there a long time, he said to him, "Do you want to be healed?" The sick man answered him, "Sir, I have no one to put me into the pool when the water is stirred up, and while I am going another steps down before me." 8 Jesus said to him, "Get up, take up your bed, and walk." 9 And at once the man was healed, and he took up his bed and walked. Now that day was the Sabbath. 10 So the Jews[d] said to the man who had been healed, "It is the Sabbath, and it is not lawful for you to take up your bed." 11 But he answered them, "The man who healed me, that man said to me, 'Take up your bed, and walk.'" 12 They asked him, "Who is the man who said to you, 'Take up your bed and walk'?" 13 Now the man who had been healed did not know who it was, for Jesus had withdrawn, as there was a crowd in the place. 14 Afterward Jesus found him in the temple and said to him, "See, you are well! Sin no more, that nothing worse may happen to you." 15 The man went away and told the Jews that it was Jesus who had healed him. 16 And this was why the Jews were persecuting Jesus, because he was doing these things on the Sabbath. 17 But Jesus answered them, "My Father is working until now, and I am working."

2 Corinthians 12:7-9 ⁷ So to keep me from becoming conceited because of the surpassing greatness of the revelations, a thorn was given me in the flesh, a messenger of Satan to harass me, to keep me from becoming conceited. ⁸ Three times I pleaded with the Lord about this, that it should leave me. ⁹ But he said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore, I will boast all the more gladly of my weaknesses, so that the power of Christ may rest upon me.

Romans 8:28 And we know that for those who love God all things work together for good, for those who are called according to his purpose.

Hebrews 12:12-14 Therefore lift your drooping hands and strengthen your weak knees, and make straight paths for your feet, so that what is lame may not be put out of joint but rather be healed. Strive for peace with everyone, and for the holiness without which no one will see the Lord.

Question #4: Do Christians suffer? Why or why not?

Old Testament

Psalm 11:1-7 To the choirmaster. Of David. In the Lord I take refuge; how can you say to my soul, "Flee like a bird to your mountain, for behold, the wicked bend the bow; they have fitted their arrow to the string to shoot in the dark at the upright in heart; if the foundations are destroyed, what can the righteous do?" The Lord is in his holy temple; the Lord's throne is in heaven; his eyes see, his eyelids test the children of man. The Lord tests the righteous, but his soul hates the wicked and the one who loves violence.

Psalm 139:13-14 For you formed my inward parts; you knitted me together in my mother's womb. I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well.

Isaiah 42:3 A bruised reed he will not break, and a faintly burning wick he will not quench; he will faithfully bring forth justice.

Isaiah 53:1-12 Who has believed what he has heard from us? And to whom has the arm of the Lord been revealed? For he grew up before him like a young plant, and like a root out of dry ground; he had no form or majesty that we should look at him, and no beauty that we should desire him. He was despised and rejected by men; a man of sorrows, and acquainted with grief; and as one from whom men hide their faces he was despised, and we esteemed him not. Surely he has borne our griefs and carried our sorrows; yet we esteemed him stricken, smitten by God, and afflicted. But he was wounded for our transgressions; he was crushed for our iniquities; upon him was the chastisement that brought us peace, and with his stripes we are healed.

Micah 4:6-7 In that day, declares the Lord, I will assemble the lame and gather those who have been driven away and those whom I have afflicted; and the lame I will make the remnant, and those who were cast off, a strong nation; and the Lord will reign over them in Mount Zion from this time forth and forevermore.

New Testament

Matthew 26:39 And going a little farther he fell on his face and prayed, saying, "My Father, if it be possible, let this cup pass from me; nevertheless, not as I will, but as you will."

Matthew 27:28-29 And they stripped him and put a scarlet robe on him, and twisting together a crown of thorns, they put it on his head and put a reed in his right hand. And kneeling before him, they mocked him, saying, "Hail, King of the Jews!"

Mark 5:1-43 They came to the other side of the sea, to the country of the Gerasenes. And when Jesus had stepped out of the boat, immediately there met him out of the tombs a man with an unclean spirit. He lived among the tombs. And no one could bind him anymore, not even with a chain, for he had often been bound with shackles and chains, but he wrenched the chains apart, and he broke the shackles in pieces. No one had the strength to subdue him. Night and day among the tombs and on the mountains he was always crying out and cutting himself with stones.

John 16:33 "I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world."

Romans 5:3-5 More than that, we rejoice in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not put us to shame, because God's love has been poured into our hearts through the Holy Spirit who has been given to us.

Romans 5:12 Therefore, just as sin came into the world through one man, and death through sin, and so death spread to all men because all sinned—

2 Corinthians 11: 23-29 Are they servants of Christ? I am a better one—I am talking like a madman—with far greater labors, far more imprisonments, with countless beatings, and often near death. Five times I received at the hands of the Jews the forty lashes less one. Three times I was beaten with rods. Once I was stoned. Three times I was shipwrecked; a night and a day I was adrift at sea; on frequent journeys, in danger from rivers, danger from robbers, danger from my own people, danger from Gentiles, danger in the city, danger in the wilderness, danger at sea, danger from false brothers; in toil and hardship, through many a sleepless night, in hunger and thirst, often without food, in cold and exposure. And, apart from other things, there is the daily pressure on me of my anxiety for all the churches. Who is weak, and I am not weak? Who is made to fall, and I am not indignant?

1 Peter 4:1 Since therefore Christ suffered in the flesh, arm yourselves with the same way of thinking, for whoever has suffered in the flesh has ceased from sin,

1 Peter 5:10 And after you have suffered a little while, the God of all grace, who has called you to his eternal glory in Christ, will himself restore, confirm, strengthen, and establish you.

James 5:10-15 As an example of suffering and patience, brothers, take the prophets who spoke in the name of the Lord. Behold, we consider those blessed who remained steadfast. You have heard of the steadfastness of Job, and you have seen the purpose of the Lord, how the Lord is compassionate and merciful. But above all, my brothers, do not swear, either by heaven or by earth or by any other oath, but let your “yes” be yes and your “no” be no, so that you may not fall under condemnation. Is anyone among you suffering? Let him pray. Is anyone cheerful? Let him sing praise. Is anyone among you sick? Let him call for the elders of the church, and let them pray over him, anointing him with oil in the name of the Lord.

Discussion: What should the role of the church be connected to disabilities?

Old Testament

Genesis 48:10 Now the eyes of Israel were dim with age, so that he could not see. So Joseph brought them near him, and he kissed them and embraced them.

Deuteronomy 27:18 ‘Cursed be anyone who misleads a blind man on the road.’ And all the people shall say, ‘Amen.’

Leviticus 19:14 You shall not curse the deaf or put a stumbling block before the blind, but you shall fear your God: I am the Lord.

Leviticus 21:17-23 Speak to Aaron, saying, None of your offspring throughout their generations who has a blemish may approach to offer the bread of his God. For no one who has a blemish shall draw near, a man blind or lame, or one who has a mutilated face or a limb too long, or a man who has an injured foot or an injured hand, or a hunchback or a dwarf or a man with a defect in his sight or an itching disease or scabs or crushed testicles. No man of the offspring of Aaron the priest who has a blemish shall come near to offer the Lord's food offerings; since he has a blemish, he shall not come near to offer the bread of his God.

2 Samuel 9: 1-12 David asked, “Is there anyone still left of the house of Saul to whom I can show kindness for Jonathan’s sake?”² Now there was a servant of Saul’s household named Ziba. They summoned him to appear before

David, and the king said to him, “Are you Ziba?” “At your service,” he replied.³ The king asked, “Is there no one still alive from the house of Saul to whom I can show God’s kindness?” Ziba answered the king, “There is still a son of Jonathan; he is lame in both feet.”⁴ “Where is he?” the king asked. Ziba answered, “He is at the house of Makir son of Ammiel in Lo Debar.”⁵ So King David had him brought from Lo Debar, from the house of Makir son of Ammiel.⁶ When Mephibosheth son of Jonathan, the son of Saul, came to David, he bowed down to pay him honor. David said, “Mephibosheth!” “At your service,” he replied.⁷ “Don’t be afraid,” David said to him, “for I will surely show you kindness for the sake of your father Jonathan. I will restore to you all the land that belonged to your grandfather Saul, and you will always eat at my table.”⁸ Mephibosheth bowed down and said, “What is your servant, that you should notice a dead dog like me?”⁹ Then the king summoned Ziba, Saul’s steward, and said to him, “I have given your master’s grandson everything that belonged to Saul and his family.¹⁰ You and your sons and your servants are to farm the land for him and bring in the crops, so that your master’s grandson may be provided for. And Mephibosheth, grandson of your master, will always eat at my table.” (Now Ziba had fifteen sons and twenty servants.)¹¹ Then Ziba said to the king, “Your servant will do whatever my lord the king commands his servant to do.” So Mephibosheth ate at David’s table like one of the king’s sons.¹² Mephibosheth had a young son named Mika, and all the members of Ziba’s household were servants of Mephibosheth.¹³ And Mephibosheth lived in Jerusalem, because he always ate at the king’s table; he was lame in both feet.

Psalms 71:9 Do not cast me off in the time of old age; forsake me not when my strength is spent.

Isaiah 43:8-9 Bring out the people who are blind, yet have eyes, who are deaf, yet have ears! All the nations gather together, and the peoples assemble. Who among them can declare this, and show us the former things? Let them bring their witnesses to prove them right, and let them hear and say, “It is true.”

Matthew 25:40 And the King will answer them, ‘Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.’

James 5:11 Behold, we consider those blessed who remained steadfast. You have heard of the steadfastness of Job, and you have seen the purpose of the Lord, how the Lord is compassionate and merciful.

New Testament

Matthew 18:4-5 Whoever humbles himself like this child is the greatest in the kingdom of heaven. “Whoever receives one such child in my name receives me.”

Matthew 18:10 See that you do not despise one of these little ones. For I tell you that in heaven their angels always see the face of my Father who is in heaven.

Luke 14:12-24 He said also to the man who had invited him, “When you give a dinner or a banquet, do not invite your friends or your brothers or your relatives or rich neighbors, lest they also invite you in return and you be repaid. But when you give a feast, invite the poor, the crippled, the lame, the blind, and you will be blessed, because they cannot repay you. For you will be repaid at the resurrection of the just.” When one of those at the table with him heard this, he said to Jesus, “Blessed is the one who will eat at the feast in the kingdom of God.”¹⁶ Jesus replied: “A certain man was preparing a great banquet and invited many guests.¹⁷ At the time of the banquet he sent his servant to tell those who had been invited, ‘Come, for everything is now ready.’¹⁸ “But they all alike began to make excuses. The first said, ‘I have just bought a field, and I must go and see it. Please excuse me.’¹⁹ “Another said, ‘I have just bought five yoke of oxen, and I’m on my way to try them out. Please excuse me.’²⁰ “Still another said, ‘I just got married, so I can’t come.’²¹ “The servant came back and reported this to his master. Then the owner of the house became angry and ordered his servant, ‘Go out quickly into the streets and alleys of the town and bring in the poor, the crippled, the blind and the lame.’²² “‘Sir,’ the servant said, ‘what you ordered has been done, but there is still room.’²³ “Then the master told his servant, ‘Go out to the roads and country lanes and compel them to come in, so that my house will be full.’²⁴ I tell you, not one of those who were invited will get a taste of my banquet.”

1 Corinthians 12:12-26¹² Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.¹³ For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink.¹⁴ Even so the body is not made up of one part but of many.¹⁵ Now if the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason stop being part of the body.¹⁶ And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason stop being part of the body.¹⁷ If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be?¹⁸ But in fact God has placed the parts in the body, every one of them, just as he wanted them to be.¹⁹ If they were all one part, where would the body be?²⁰ As it is, there are many parts, but one body.²¹ The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!”²² On the contrary, those parts of the body that seem to be weaker are indispensable,²³ and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty,²⁴ while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it,²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other.²⁶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.

Romans 15:1-33 We who are strong have an obligation to bear with the failings of the weak, and not to please ourselves. Let each of us please his neighbor for his good, to build him up. For Christ did not please himself, but as it is written, “The reproaches of those who reproached you fell on me.” For whatever was written in former days was written for our instruction, that through endurance and through the encouragement of the Scriptures we might have hope. May the God of endurance and encouragement grant you to live in such harmony with one another, in accord with Christ Jesus

Philippians 2:3-4 Do nothing from rivalry or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others.

Galatians 4:13-15 You know it was because of a bodily ailment that I preached the gospel to you at first, and though my condition was a trial to you, you did not scorn or despise me, but received me as an angel of God, as Christ Jesus. What then has become of the blessing you felt? For I testify to you that, if possible, you would have gouged out your eyes and given them to me.

Galatians 6:2 Bear one another's burdens, and so fulfill the law of Christ.

Other References to Disability in the Bible

Old Testament

Genesis 19:11 And they struck with blindness the men who were at the entrance of the house, both small and great, so that they wore themselves out groping for the door.

Genesis 27:1 When Isaac was old and his eyes were dim so that he could not see, he called Esau his older son and said to him, “My son”; and he answered, “Here I am.”

1 Kings 13:4 And when the king heard the saying of the man of God, which he cried against the altar at Bethel, Jeroboam stretched out his hand from the altar, saying, “Seize him.” And his hand, which he stretched out against him, dried up, so that he could not draw it back to himself.

2 Kings 7:1-20 But Elisha said, “Hear the word of the Lord: thus says the Lord, Tomorrow about this time a seah of fine flour shall be sold for a shekel, and two seahs of barley for a shekel, at the gate of Samaria.” Then the captain on whose hand the king leaned said to the man of God, “If the Lord himself should make windows in heaven, could this thing be?” But he said, “You shall see it with your own eyes, but you shall not eat of it.” Now there were four men who were lepers at the entrance to the gate. And they said to one another, “Why are we sitting here until we die? If we say, ‘Let us enter the city,’ the famine is in the city, and we shall die there. And if we sit here, we die also. So now come, let us go over to the camp of the Syrians. If they spare our lives we shall live, and if they kill us we shall but die.” So they arose at twilight to go to the camp of the Syrians. But when they came to the edge of the camp of the Syrians, behold, there was no one there.

2 Kings 15:5 And the Lord touched the king, so that he was a leper to the day of his death, and he lived in a separate house. And Jotham the king's son was over the household, governing the people of the land.

1 Samuel 4:15 Now Eli was ninety-eight years old and his eyes were set so that he could not see.

2 Samuel 4:4 Jonathan, the son of Saul, had a son who was crippled in his feet. He was five years old when the news about Saul and Jonathan came from Jezreel, and his nurse took him up and fled, and as she fled in her haste, he fell and became lame. And his name was Mephibosheth.

Judges 16:21 And the Philistines seized him and gouged out his eyes and brought him down to Gaza and bound him with bronze shackles. And he ground at the mill in the prison.

Jeremiah 31:8 Behold, I will bring them from the north country and gather them from the farthest parts of the earth, among them the blind and the lame, the pregnant woman and she who is in labor, together; a great company, they shall return here.

1 Kings 15:23 Now the rest of all the acts of Asa, all his might, and all that he did, and the cities that he built, are they not written in the Book of the Chronicles of the Kings of Judah? But in his old age he was diseased in his feet.

Job 29:15 I was eyes to the blind and feet to the lame.

New Testament

Matthew 19:12 For there are eunuchs who have been so from birth, and there are eunuchs who have been made eunuchs by men, and there are eunuchs who have made themselves eunuchs for the sake of the kingdom of heaven. Let the one who is able to receive this receive it.



Appendix G: Sample Service Referral Guide for Children with Disabilities

KILIFI SOUTH SUBCOUNTY

Medical

Jaribuni Health Center	- General medical care	Phone: 0720330106
Kilifi Hospital	- General medical care - Ear, nose and throat services - Surgeries	Address: P.O. Box 265, Kilifi Phone: 0727761044
Chasimba Health Center	- General medical care	Phone: 0701123823

Education

Kibarani Special School for the Deaf	- Special education - Family counseling - Vocational training	Phone: 0722562373
Munarani Unit	- Special education - Family counseling	Phone 0720932833
Kibarani Primary Boarding School	- Special education - Family counseling	Phone: 0718669303

Other

Educational Assessment and Resource Services in Kilifi	- Assessment for Educational Placement - Family counseling - School and medical referrals	Phone: 0723072368
National Council of Persons with Disabilities in Kilifi	- Family counseling - Children can be registered - Cash transfers - Assistive devices	Phone: 0713742514
Association For The Physically Disabled Of Kenya - APDK Rehabilitation Clinic	- Medical assessments - Family counseling - Registering children - Cash transfers - Assistive devices - Referrals for corrective services - Medications	Address: Opposite Portreitz District Hospital, Port Reitz, Changamwe, Port Reitz Rd, Mombasa, Kenya Phone: 723 732010
Kenya Medical Research Institute in Kilifi	- Medical assessment - Family counseling - Learn how to start parent support groups - Medications	Address: 1374 Kemri Square, Off Hospital Road, Kilifi, Kenya



		Phone: 709 9836 77
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MALINDI SUBCOUNTY

Medical

Kakuyuni Dispensary	- General medical care	Phone: 0722109710
Malindi Hospital	- General medical care - Ear, nose and throat services - Surgeries	P.O. Box 265, Kilifi Phone: 0791721782
Muyeye Health Center	- General medical care	Phone : 0723206341

Education

Kakuyuni Special School for the Deaf	- Special education - Family counseling - Vocational training	Phone: 0722281339
Sir Ali Special School	- Special education - Family counseling - Vocational training	Phone: 0703515603
Kakoneni Pry Sch Unit	- Special education - Family counseling	Phone: 0720866964

Other

Educational Assessment and Resource Services in Kilifi	- Assessment for Educational Placement - Family counseling - School referrals - Medical referrals	Phone: 0721387269
National Council of Persons with Disabilities in Kilifi	- Family counseling - Children can be registered - Cash transfers - Assistive Devices	Phone: 0713742514
Malindi Sub County Children's Office	- Child abuse - Policy reinforcement - Counseling	Phone: 0725807046



Appendix H: Photographs of People with Common Disabilities

Down Syndrome





Microcephalus



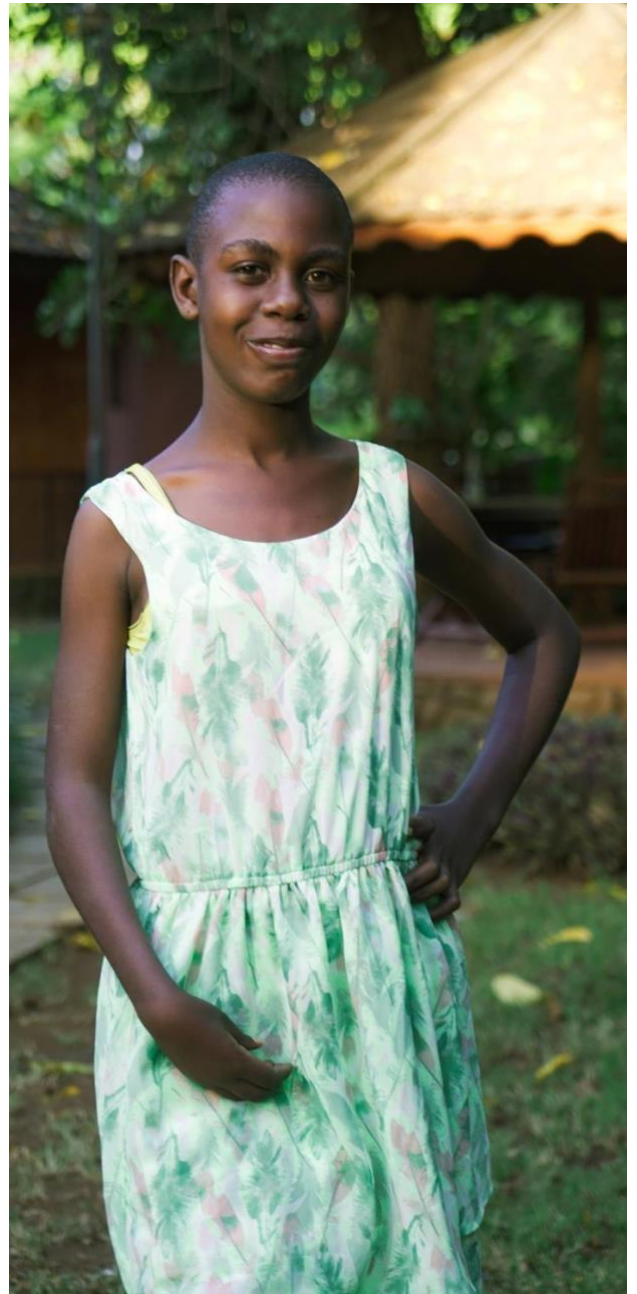


Albinism





Cerebral Palsy





Hydrocephalus





Deaf or Hearing Impaired





Missing Limbs





Club Foot





Blind or Vision Impaired



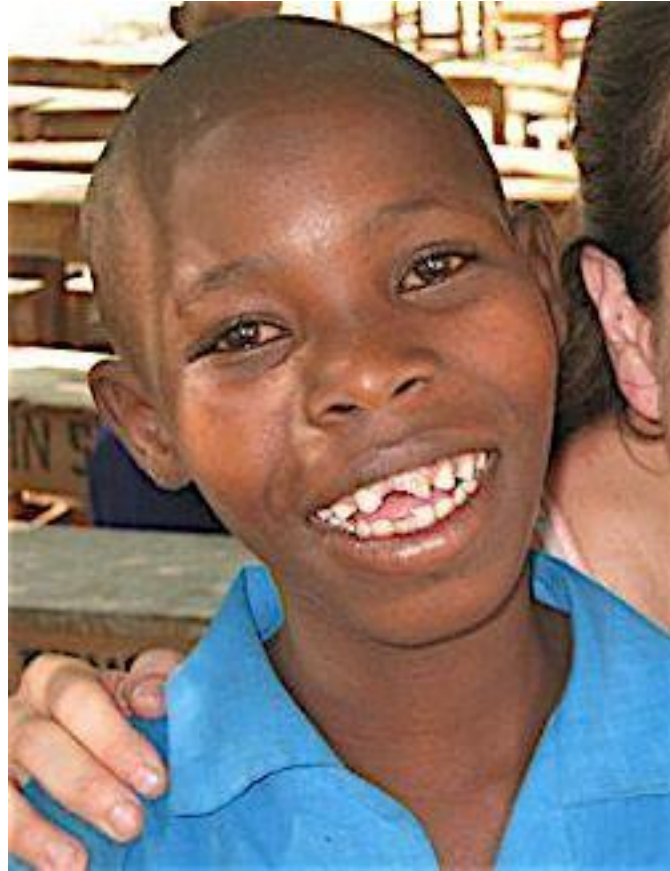


Autism



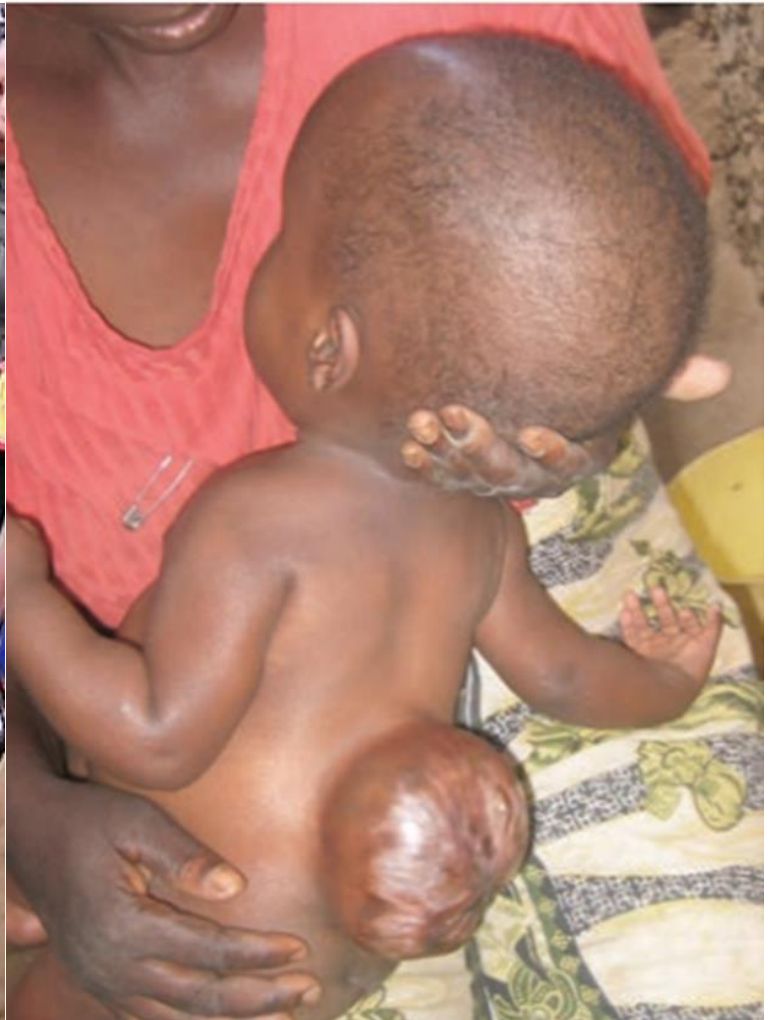


Epilepsy





Spina Bifida





Appendix I: Sample Summary of the National Act or Local Laws Regarding Disabilities





INTRODUCTION

Persons with disabilities have the same rights as every other Kenyan Citizen.
 But persons with disabilities are often denied their rights.
 The Government has passed some laws to protect persons with disabilities including *Kenya's Persons Disability Act of 2003* and...
 This document summarizes these laws.

BASIC RIGHTS

Persons with disabilities have the right to live. It is against the law to kill a person with a disability.
 No one is allowed to discriminate (treat differently) persons with disabilities because of their disability.



Persons with disabilities have the right to be called using names that are respectful.

CHILDREN WITH DISABILITIES

Children with disabilities have the right to be given nice names (that do not focus on their disability).
 They have the right to be registered directly after birth.



They have the right to be fed.

They have the right to stay in the home with the family.



They have the right to enter into places of worship (churches, mosques).

They have the right to play with their friends.



They have the right to take part in the decisions about their lives.

Rights in Court



Children with disabilities have the right to justice.

When necessary, children with disabilities have the right to a free lawyer.



People who are deaf or hearing impaired have the right to a translator.

Children with disabilities must not be questioned by the police without their parents or caregivers present.

Children with disabilities should not be detained by the police. When a child needs to be detained, it should be for the shortest time possible and he or she should be separated from adults.

Political Rights



Persons with disabilities have a right to vote in all elections.

Persons with disabilities have a right to become members of political parties.

Persons with disabilities also have a right to become politicians.

Financial Assistance



Persons with disabilities who are registered with the National Council for Persons with Disabilities can receive assistance from the National Development Fund.



The National Development Fund can provide basic care funds to persons with disabilities and their families.

The National Development Fund can sponsor education for persons with disabilities.



The National Development Fund can assist persons with disabilities to establish a small business.

NGOs can also assist persons with disabilities.



Accessibility and Mobility



Buildings should be constructed in a way that persons with disabilities can enter.



Persons with disabilities must not be denied access to any matatu or transportation vehicle.



Some children need wheelchairs, crutches or other assistive devices to move around. They have a right to receive this equipment from the government.

NGOs can also help children access mobility equipment.

Healthcare



Children with disabilities have a right to emergency medical treatment. No doctor should refuse to treat a child if the parent is unable to pay.



Some children with disabilities need special treatment (surgery, therapy, medication).



The Government needs to take care of these health needs.

All children with disabilities under the age of 5 have a right to free treatment and medication.

Doctors must not deny persons with disabilities health services because of their disability.

Work



Employers must not deny persons with disabilities a job because of their disability.

Employers must not treat persons with disabilities differently.



Persons with disabilities are not required to pay income tax.

Parental responsibility



Parents/Guardians have rights in respect to their Children with disabilities.

Parents/Guardians also owe duties to their Children with disabilities.

Mother and Father are both responsible for the Child, also when not married.

Parental duties



Parents must give the Child enough food, a home, clothes, medication, immunization and education.



The court may make Parents pay for the upkeep of the Child.

Protecting the Child from harm



Parents must protect the Child from harm (neglect, discrimination, abuse).



The court may make Parents who do not protect their Child pay a fine (Ksh.200,000/= or 5 years in prison or both).

Children with disabilities sometimes need more care, protection and love.

Hiding a Child with disabilities

Children with disabilities sometimes need more care, protection and love.

Hiding a Child is not protecting the Child.



The court may make Parents who hide their Child pay a fine (Ksh.20,000/=).

Education



Children with disabilities have a right to go to school.

It is an offence not to send Children with disabilities to school.

Primary and secondary schools are free of charge for Students with disabilities.



Children with disabilities must not be denied access to any learning institution.



Appendix J: Weekly Reporting Form

Pastor name:	Church Name and Location:
Dates of week: Monday ____ - Friday ____ Month: _____ Year: _____	Phone Number:
<ul style="list-style-type: none"> Please complete this form every week to help us understand the number of individuals with disabilities who are being impacted by the work of Kuhenza. You can use space on back of form if you need it. Every month please return all weekly tracking forms to Kuhenza Office, along Malindi Road, near Oilibya, Gede. Alternatively please send a high quality picture of this form your community leader contact or a Kuhenza staff member Please do not hesitate to contact us if you require any further assistance 	

1) How many group speeches did you give about disability care, rights and inclusion this week? <i>Total number:</i> _____	A) Location of each speech	B) Number of people	C) Gathering Type
2) How many individuals who do not have disabilities did you speak to about disability care, rights and inclusion this week? <i>Total number:</i> _____	A) Names of persons		B) Type / title of persons
3) How many people impacted by disability did you counsel this week? <i>(please include both the number of people with disabilities and their caregivers or family members)</i> <i>Total number:</i> _____	A) Names of persons		B) Type / title of persons
4) How many children with disabilities did you refer to a school this week? <i>Total number:</i> _____	A) Child names	B) School names	C) Did they attend?



<p>5) How many children with disabilities did you refer to a medical care facility this week?</p> <p><i>Total number:</i> _____</p>	<p>A) Child names</p>	<p>B) Facility names</p>	<p>C) Did they attend?</p>
<p>6) How many families of disabled children did you refer to parent support groups this week?</p> <p><i>Total number:</i> _____</p>	<p>A) Names of persons</p>		<p>B) Did they attend?</p>
<p>7) How many people impacted by disability did you invite to your church this week?</p> <p><i>Total number:</i> _____</p>	<p>A) Names of persons</p>		<p>B) Did they attend?</p>
<p>8) How many people did you invite to join the Church Disability Ministry this week?</p> <p><i>Total number:</i> _____</p>	<p>A) Names of persons</p>		<p>B) Did they join?</p>

Additional Comments

Challenges you faced or situations that prevented you from taking action:

Follow up from previous weeks referrals/counselling/support groups etc.:

Are there any individuals who require additional assistance from Kuhenza? (Please describe and provide contact details):



Appendix K: Disability Advocate Certificate

KUHENZA for the children *Disability Advocate Certificate* **Kupenda** for the children

Mr. [Name]

To Whom It May Concern:

This is to certify that you have been recognized as a Community Disability Advocate by both Kupenda for the Children and KUHENZA for the Children nonprofit organizations. As part of this commitment you have completed an 8-hour disability advocacy workshop and successfully submitted 6 months of disability advocacy initiatives and reporting. Thank you for your dedication to promoting the rights of people with disabilities as outlined by the *United Nation's Convention on the Rights of the Child*. We have every faith that your commitment to disability justice has and will continue to save lives and improve the quality of life for people living with disabilities and their families for generations to come.

Kuhenza for the Children Executive Director: _____ Date: _____

Kupenda for the Children Executive Director: _____ Date: _____





Appendix L: Disability Advocate Commitment

Disability Advocate Commitment

Inclusion of people with disabilities into everyday activities involves practices and policies designed to identify and remove barriers such as physical, communication, and attitudinal, that hamper individuals' ability to have full participation in society, the same as people without disabilities.¹

As a Disability Advocate of [organization names], I _____ (name), will support **children with disabilities and their families** in my community by replacing harmful beliefs and practices with inclusive beliefs and actions that include them in all aspects of social life, education, and medical care.

This includes and is not limited to the following;

- Affirming they are valuable by telling them so and by listening to them;
- Visiting and counseling them;
- Telling them about the true, biological causes of different disabilities;
- Telling them about the true, interventions for different disabilities;
- Educating them about their rights, which are the same as all humans;
- Advocating for eliminating abuse towards people with disabilities including physical or sexual harm, neglect, verbal or emotional cruelty and any other form of violence or mistreatment
- Referring them for medical care and assessment at an appropriate health and assessment facilities;
- Helping them enroll and/or stay in appropriate schools;
- When possible, supporting them in accessing employment opportunities;
- Providing guidance and support to help them connect to funding sources like the National Health Insurance Fund and National Council for Persons with Disabilities;
- Ensuring their legal rights are understood and supported by their relatives and community members;
- Fighting for the development and implementation of policies that provide them with appropriate education, medical care, legal protection, and funding;
- Sharing the message of justice and inclusion of people with disabilities in conversations, meetings, and public talks; and
- Advocating for the elimination of abuse towards people with disabilities including physical or sexual harm, neglect, verbal or emotional cruelty, and any other form of violence or mistreatment.

DECLARATION OF COMMITMENT

I declare that:

1. I have read and understand Kupenda and Kuhenza's. Disability Advocate Commitment
2. I will work to uphold the pledges laid out in Kupenda and Kuhenza's Disability Advocate Commitment

Signature or thumbprint: _____ Date: _____

¹ National Center on Birth Defects and Developmental Disabilities, Disability and Health Inclusion Strategies, Centers for Disease Control and Prevention. Page last reviewed: September 4, 2019; Page accessed, October, 2019. <https://www.cdc.gov/ncbddd/disabilityandhealth/disability-strategies.htm>

