

Are individuals with disabilities and their families:	What are we already doing well right now?	What could we do better or differently?	What should we start doing next?
Present Are they participating in all aspects of congregational life?			
Invited Are we pursuing their presence through active invitations?			
Welcomed Are we communicating a warm—indeed extravagant—welcome whenever they arrive?			
Known Do we know them personally and for the strengths and gifts they possess?			
Accepted Are we receiving them unconditionally and graciously?			
Cared for Are we invested in their flourishing the other six days of the week?			
Supported Are we providing the assistance they need to participate fully and meaningfully?			
Befriended Are we creating opportunities for friendships to form and deepen?			
Needed Are we experiencing their talents, gifts, and contributions?			
Loved Are we loving them deeply and demonstrably?			

Reflection tool for congregations. Adapted from Erik Carter’s article, A Place of Belonging.