

1. **Worship Language:** We will be intentional about the language we use in worship and its inclusion of all people. We will suggest to our pastors that they use something like "Please stand in body or spirit" when we invite people to stand.

**Action Plan:**

- The Spiritual Health and Inclusion Committee will study our worship service and provide suggestions for changes to both our pastoral staff and the Worship Committee.
- In addition, we will work to write educational pieces to enhance the understanding of the broader congregation.

**Where we are now:** Our staff is generally intentional about worship language, but we all still have more to learn in this area.

**Measure of Success:** The congregation will be able to articulate why we use this new language.

2. **Congregational Audit of Disability, Accessibility & Inclusion:** The Spiritual Health and Inclusion Committee will lead the congregation in an audit of our accessibility and inclusion practices by asking people with various disabilities as well as others to examine the building and consider the questions of inclusion in partnership with the committee.

**Action Plan:**

- We will interview at least four members of the congregation who are experiencing physical difficulties due to aging or other reasons. We will listen to their stories and work to implement changes. We may consider assembling a video of these interviews in addition to a written document.
- We will identify any mobility problems, rank them in order of priority and ease of completion, and take them to our Property Care Committee for approval and action.

**Where we are now:** We have added four accessible bathrooms but know there are still places that need improvement. Some bathroom doors need to be repaired/changed so they can be easily opened by someone using a walker. Our sanctuary has just been renovated, and it includes a lift for the chancel area and a pulpit that is accessible by wheelchair. We need to look over the whole building to assess what improvements may be needed.

3. **Hearing Accommodations:** We will be advocates for those with hearing difficulties and pursue the installation of a system that will aid hearing in the sanctuary for the hearing impaired.

**Action Plan:**

- Make a list of current members expressing discomfort, find out what hearing aids, if any they are using.
- Consult with the professional sound people who are currently working with our new sound system. Find out who is responsible for this issue and put her/him in contact with our Presbyterian Disability Consultants for more technical information.

**Where we are now:** Our new sanctuary has multiple sound problems, and we are currently attempting to solve those.

**Measure of Success:** Everyone will be able to hear the spoken word in the sanctuary.

4. Art Gallery: We will create a gallery hallway where we will host a show of artwork from the disability community. This is the purpose of this permanent gallery and will be ongoing.

Action Plan:

- Order hanging system and frames
- Contact organizations regarding artwork for display
- Form a Committee to organize and host a show
- Hold our first show in the fall of 2009.

Where we are now: We have approval from the Property Care Committee to use the hallway for this purpose, received a grant to pay for the installation of additional lighting and the hanging system, and have had the track lighting installed.

Measure of Success: People from the community and the congregation will come to the church to view artwork of the disability community and know that this is a welcoming place for all people.