

God and the Group Home

*Moving Beyond the Nervous Relationship
of Providers and Religion*

QIDP Leadership Conference

January 24, 2023

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Moving Beyond the Nervous Relationship of Providers and Religion

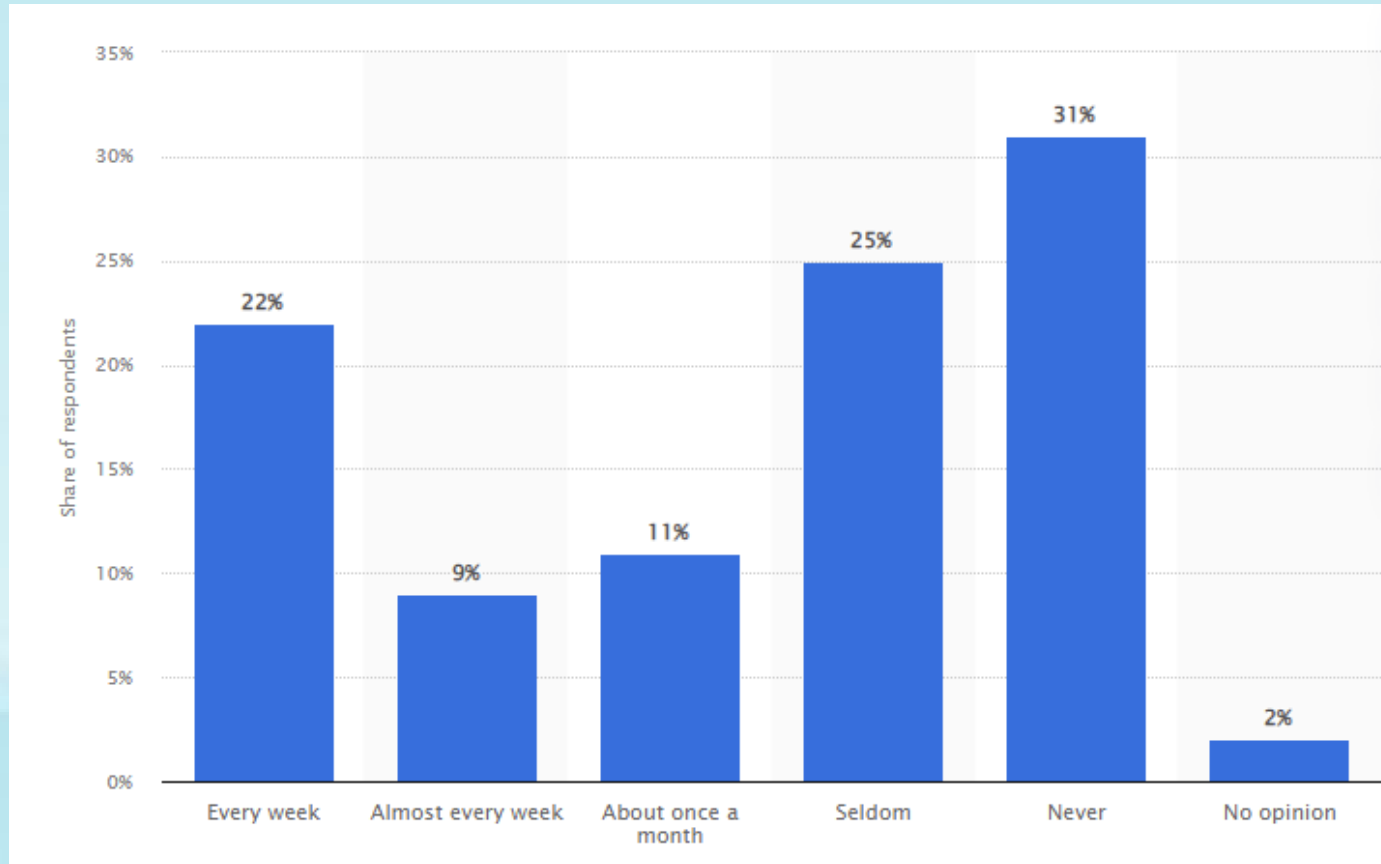
- I. Faith Communities: Participation and Protections
- II. The HCBS Regulations
- III. The Peculiar Nature of Faith Communities
- IV. Starting Points
- V. A Top Ten List: A Case for Collaboration

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“How often do you attend church or synagogue - at least once a week, almost every week, about once a month, seldom, or never?”



*Public Religion Research Institute, 2021
US Census, 2020*

**"Congress shall make no law respecting an
establishment of religion,
or prohibiting the free exercise thereof..."**

~ First Amendment to the U.S. Constitution

"People with intellectual and developmental disabilities have the right to choose their own expressions of spirituality, to practice those beliefs and expressions and to participate in the faith community of their choice or other spiritual activities. They also have a right to choose not to participate in religious or spiritual activity."

~ Joint Position Statement of AAIDD and The Arc, 2010

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THE 2014 REGULATIONS FOR HOME AND COMMUNITY-BASED SETTINGS



- Passed in 2014, but implementation was delayed a few times
 - *“To ensure that individuals receiving long-term services and supports through home and community-based services (HCBS) programs under the 1915(c), 1915(i), and 1915(k) Medicaid authorities have full access to benefits of community living and the opportunity to receive services in the most integrated setting appropriate.”*
 - *“To enhance the quality of HCBS and provide protections to participants.”*

THE 2014 REGULATIONS FOR HOME AND COMMUNITY-BASED SETTINGS



- Requires that the person-centered planning process is *driven by the individual*
 - The requirements maximize opportunities for individuals to have access to the *benefits of community living* and the opportunity to receive services *in the most integrated setting*
 - Ensures the individual receives services in the community *to the same degree of access as individuals not receiving Medicaid home and community-based services*

THE 2014 REGULATIONS FOR HOME AND COMMUNITY-BASED SETTINGS



HCBS Person-Centered Service Plans...

- Reflect cultural considerations
- Conducted to reflect what is important to the individual to ensure delivery of services in a manner reflecting personal preferences...
- Includes individually identified goals and preferences related to relationships, community participation...

THE 2014 REGULATIONS FOR HOME AND COMMUNITY-BASED SETTINGS



HCBS Person-Centered Service Plans...

- The plan will include and document providers of services/supports, including *unpaid supports provided voluntarily in lieu of waiver or state plan HCBS*

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There are some common points of disconnect with faith communities...

1. How they view themselves
2. How they view people with disabilities
3. What they choose to provide

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NEWS ARTICLES

Churches believe they are welcoming to those with disabilities

By [Aaron Earls](#), posted [March 11, 2020](#) in

“A person with a disability would feel welcome at our church.”

Among Protestant churchgoers...



Among Protestant pastors...



About 40% of families have changed churches because their child with a disability was not included or welcomed.

*Ault, Collins, Carter , et al (2013) Congregational Participation and Supports for Children and Adults with Disabilities: Parent Perceptions. Intellectual and Developmental Disabilities: February 2013, Vol. 51, No. 1, pp. 48-61.

There are some common points of disconnect with faith communities...

1. How they view themselves
- 2. How they view people with disabilities**
3. What they choose to provide

Historically speaking, people with disabilities have often been either demons or angels

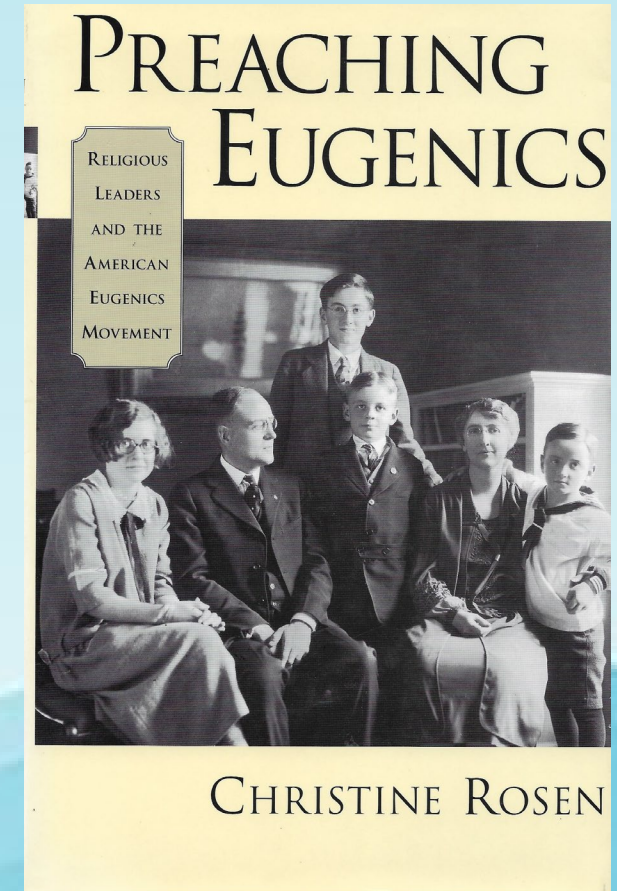
Are they demons?

1. Renaissance
2. Eugenics Movement

Historically speaking, people with disabilities
have been either demons or angels

“Eugenics offers great assistance in [our]
effort to establish a race of people who
approximate the Christian ideal.”

~Rev. Phillips Osgood, Rector of St. Mark's Church,
St. Paul, Minn. winner of the 1926 American
Eugenics Society's Eugenics Sermon Contest



Historically speaking, people with disabilities have often been either demons or angels

Are they angels?

1. A blessing given by God
2. Social Media “heroism” and “superability”

There are some common points of disconnect with faith communities...

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2. How they view people with disabilities
- 3. What they choose to provide**



Welcoming People with Developmental Disabilities and Their Families:
A Practical Guide for Congregations

By Courtney E. Taylor, Erik W. Carter, Naomi H. Annandale, Thomas L. Boehm, and Almee K. Logeman

A disconnect is often evident in what faith communities provide...

Disability Awareness Efforts by the Congregation

70%

Parents reported this would be helpful.

10%

Congregations provided this support.

A disconnect is often evident in what faith communities provide...

Connecting families to resources

69%

Parents reported this would be helpful.

4%

Congregations provided this support.

A disconnect is often evident in what faith communities provide...

Arranging for support during worship services

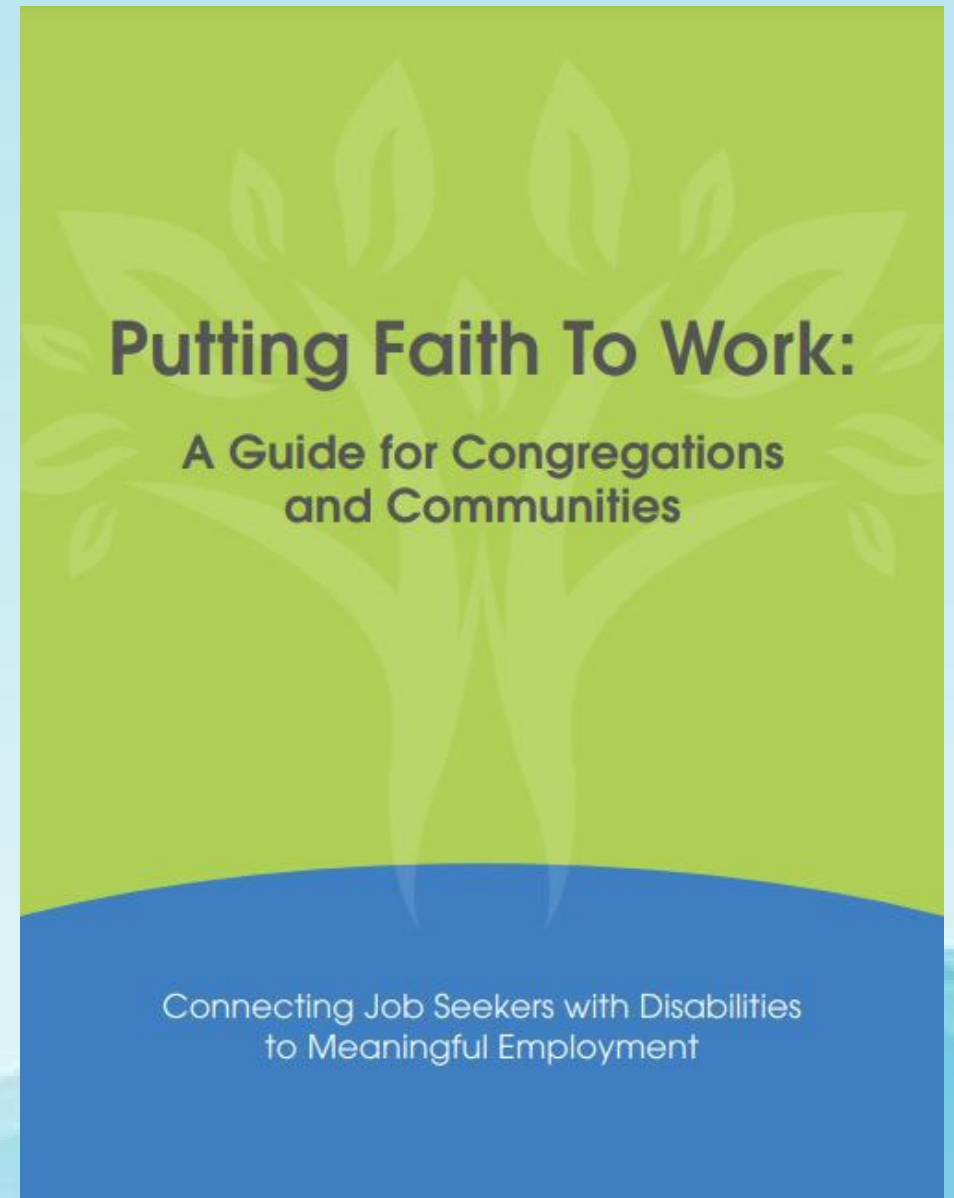
48%

Parents reported this would be helpful.

16%

Congregations provided this support.

Faith Communities are networks

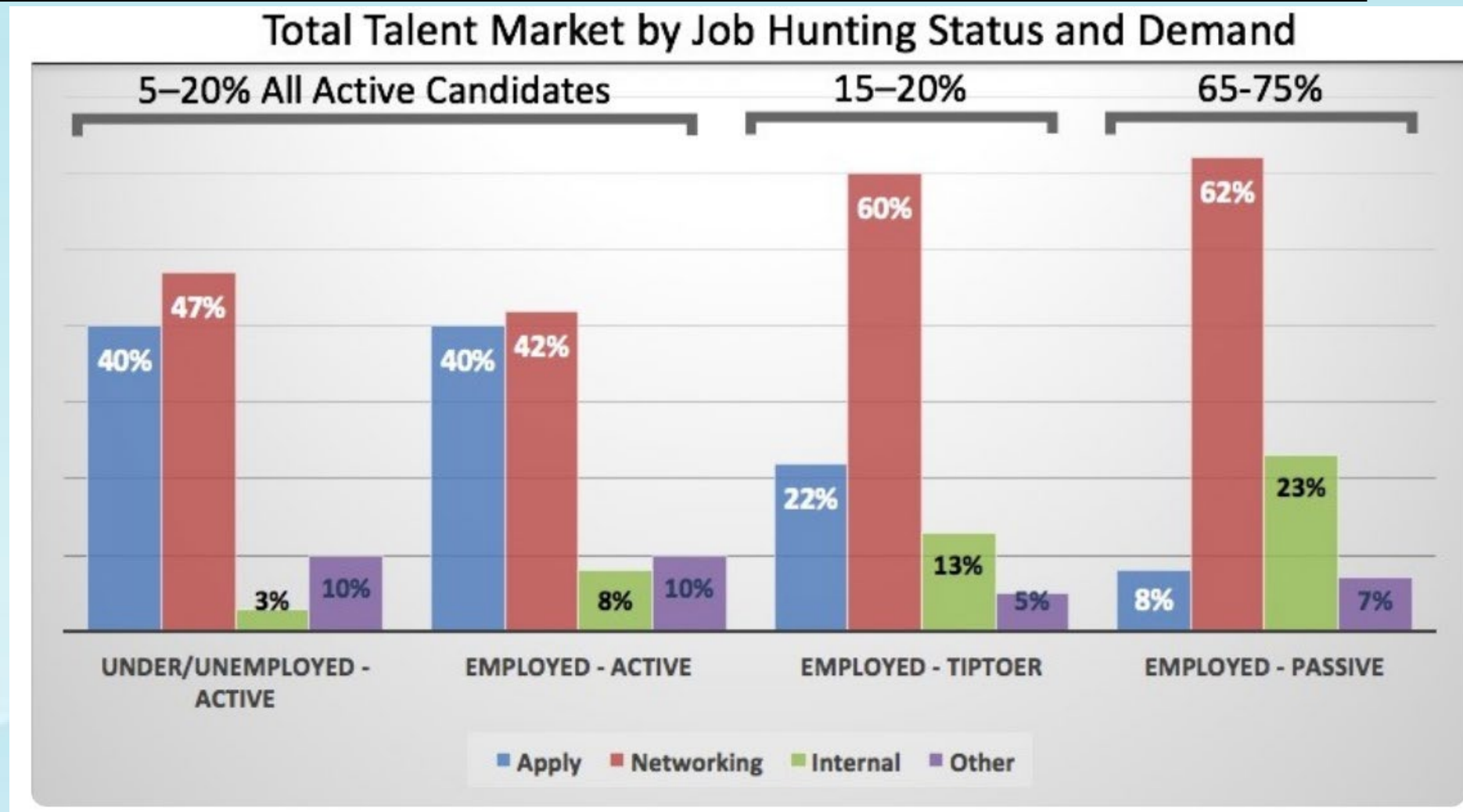


Putting Faith To Work:

**A Guide for Congregations
and Communities**

Connecting Job Seekers with Disabilities
to Meaningful Employment

How do people get hired?



Performance-Based Hiring/LinkedIn (2019)

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Where does one start? Ask questions.

- How important are your spiritual beliefs to you?
- Are your spiritual beliefs something you wish to express?
- How do you express your spiritual beliefs (e.g., alone, with others, traditional and non-traditional rituals, in your home, etc.)?
- What is your faith preference?

Where does one start? Ask questions.

- What assistance do you need (if any) to express your faith / spiritual beliefs?
- Is there any other information about faith or spirituality that you would like to explore?
- Do you get enough opportunities to express your spiritual beliefs and/or faith?

Where does one start? Ask questions.

- Do you wish to learn more and/or develop a deeper understanding about the spiritual beliefs/faith you have chosen?
- Is your current faith expression meeting your needs?
- Are you sharing faith life experiences with the people you wish to?

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Some things About Faith Communities



A Case for Collaboration

1. *They are called to do good work.*
2. *They are called to be inclusive.*
3. *They are networks of community connection.*
4. *They already face the things that threaten people with disabilities.*
5. *They are places where friendships are developed and nurtured.*

Five Valued Experiences of Support Planning

John O'Brien and Connie Lyle O'Brien

1. Relationships and belonging
2. Being respected
3. Contributing in ways that make a positive difference to others
4. Making choices
5. Sharing ordinary places and activities

Some things About Faith Communities



A Case for Collaboration

6. *They are accustomed to exploring the gifts that people bring.*
7. *They are places where justice is consistently preached.*
8. *They espouse human value that is inherent rather than earned.*
9. *They are lifespan oriented.*
10. *They are family oriented.*

“People with disabilities are
subjects of relationships,
not objects of programs.”

~ Jeff McNair

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Thank You.

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