

## RCB Accessibility Policy

An estimated one in five North Americans has a disability, demonstrating that disabilities are a natural part of life. Whether physical, mental, intellectual, or sensory, many of the worst barriers faced by people with an impairment result from attitudes and environments that we create and could change, rather than from functional limitations themselves.

Such attitudes and environments exclude people from church.

We believe that everyone should have the opportunity to participate, contribute, and belong in our community. We also believe that people with disabilities positively affect and enhance human diversity and community life. Therefore, in keeping with biblical teachings, with our theological beliefs, and with decisions of our denomination regarding people with disabilities, we, the governing body of The Reformed Church of Bronxville, adopt the following policy.

1. In this congregation, we value people with disabilities as created in the image of God, as partners to the covenant, and as co-laborers in the kingdom of God.
2. We consider all people—with disabilities and without—to have gifts from the Holy Spirit, and we encourage everyone to enrich congregational life by practicing their faith and using their gifts in ministries of discipleship, leadership, and mission.
3. We will endeavor to welcome people with disabilities into all ministries and activities of the church, including worship, education, small groups, outreach, and activities.
4. We will seek to name, understand, and attend to the special spiritual, physical, and psychological needs of those affected by disabilities, including caregivers, and will offer training to respond appropriately to disability issues and to raise awareness in our congregation.
5. It is our intention to come with an open mind and a spirit of inclusivity to solve problems of policy, practice, procedure, or architecture, recognizing financial and other relevant considerations, that cause exclusion of those with disabilities from any aspect of congregational life, and we will accomplish this through open discussion with all parties involved.