



Minutes of Face to Face Meeting

Engage Disability – Core Group Members

Date: 08th and 09th March 2019

Venue: United Theological College, 63 Millers Road, Benson Town, Bangalore

The 2nd Face to Face meeting was organized by the Secretariat (CHAI) of Engage Disability Movement on 08th and 09th March 2019 at United Theological College, Benson Town, Bangalore.

The day began with the short reflection from the Bible passage taken from Mark 2: 1-5 and a short prayer by Rev. Pearson from CMC Vellore.

Rev. Dr. Mathew Abraham, the Chair of Engage Disability welcomed all the core group members and asked Fr. George Kannathanam and Ms. Lalrensiami to introduce himself to the group. Further all the members also introduced themselves.

The list of participants;

Sl. No	Name of the Participant	Name of the Organization
1	Rev. Dr. Mathew Abraham	CHAI
2	Dr. Nathan Grills (CHGN)	CHGN
3	Rev. Asir (CSI)	NCCI
4	Ms. Jessica	CSI-SEVA
5	Mr. George Abraham	EYE-WAY
6	Ms. Jubin Varghese	EHA
7	Mr. Chiranjeevi Aruri	CHAI-ED
8	Rev. Jacob Devabhaktula	WORLD VISION
9	Rev. Christopher Baskeran	WORLD VISION
10	Rev. Pearson	CMC VELLORE
11	Ms. Lalrensiami	NCCI
12	Rev. Fr. George Kannathanam	CHAI
13	Mr. Selvan	PROVISION ASIA
14	Ms. Krupa Paulson	PROVISION ASIA

Mr. Elish Kanti, Dr. Judy John and Dr. Pratibha could not attending the meeting due to other engagements.

The meeting proceeded with the action points of the previous Face to Face meeting (22 & 23 August 2019). Most of the action points were completed except a few.

Chiranjeevi Aruri, National Coordinator of ED gave a review of all 3 objectives and its main activities and sub-activities implemented from April 2018 to March 2019 as mentioned below;

Objective – 1: To create a Christian disability network at a local and national level

This objective focussed on primarily two areas:

- 1. Setting up new hubs & strengthening the existing hubs**
- 2. Initiating regular communication across the network.**



1. Setting up new hubs & strengthening the existing hubs:

The Secretariat was able to visit different regions to work towards starting new hubs. The technical facilitator came across some organizations/churches with the help of local champions. The plan was to create at least two local hubs but only the one in Chittoor was formed and the other one in Mumbai is at the beginning stage.

Through the year, 6 out of the 7 existing hubs (*except Delhi*) were visited to strengthen and facilitate planning. Presently, Engage Disability has 7 hubs viz. Bangalore, Chennai, Chittoor, Deharadun, Delhi, Dimapur and Hyderabad. As per the availability of the hub members, they meet once in a month, once in two months or once in a quarter.

An online form has been created to help put together a directory of all Engage partners, which will be published on ED website by the end of April.

2. Initiating regular communication across the network.

Two newsletters were sent out this year updating partners on the ED activities. One was sent out in the month of August 2018 and the other one in the month of February 2019.

25th of every month, the secretariat sends out reminder for the prayer day across the network. Ms. Avitha is volunteering in compiling the praise and prayer points. Before 5th of every month the praise and prayer points are sent across the network for the prayer day.

A format for hub coordinators has been developed and shared with them to send the updates from their hubs.

Through the google group, information is sent out regularly regarding disability issues, interesting resources, events in the network, conferences, etc.

The core group met virtually twice (once in June and once in December) and they had one face to face meeting of core group members in August 2018 and one in March 2019. One advisory committee members face to face meeting also happened in the month of August, 2018.

Objective – 2: To equip the Christian community to evolve in their accompaniment of people with disabilities and their families

This objective focussed on three areas;

- 1. Developing disability resources for use by various partners,**
- 2. Forming a training team to take the toolkit forwards**
- 3. Organising disability sensitization events.**

1. Developing disability resources for use by various partners:

The disability toolkit was updated in June. The addition of a chapter on safeguarding was also discussed during the Face to Face meeting and finalized after the virtual meeting in month of the December. The translation of the toolkit in Telugu is under proofreading and Tamil is in progress. Different disability resources have been made available through the group email and will need to be collated to be made available on ED website.

2. Forming a training team to take the toolkit forwards:

A training of Trainers (Toolkit Training) was conducted at CSISEVA, Chennai from 11th to 13th July 2019. 18 Participants from different churches including persons with disability were part of the training. The participants had an opportunity to familiarize themselves with the toolkit through group discussions, group presentations etc.

Two family retreat trainings were conducted to facilitate planning for family retreats. One family retreat training was in Dimapur in June and the other one was in Hyderabad in October.

3. Organising disability sensitization events:

5 retreats for families with disabilities were conducted through local hubs.

SL.NO	Place of Hub	Dates	No of Families
1	Bangalore	28 & 29 April 2018	15
2	Herbertpur	05 to 07 June 2018	20
3	Mussorie	21 & 22 June 2018	40
4	Hyderabad	14 to 16 October 2018	08
5	Dimapur	01 to 03 December 2018	12

Objective – 3: To be the Christian voice on disability in dialogue and consultations with the government, health sector, NGO community, theological institutions and the general public

This objective focussed on;

- 1. Capturing lived experiences of persons with disabilities,**
- 2. Sensitising the network about various disability related events**
- 3. Collecting information to contribute to the body of knowledge on disability inclusion.**

The secretariat could not organize such event to capture the lived experiences of persons with disabilities. However, a format has been developed to collate information about persons with disabilities who can be resource persons on disability inclusion. The National Coordinator during his visit to different hubs will ensure to get the format filled and compile the same.

One conclave was planned in 2018-19 but could not organize it due to the unavailability of the resource persons and members.

A calendar of special events/days related to disability has been developed and circulated. Resources for each of those days are circulated across the network and they will be also published on the ED website.

Data for Network analysis was collected during the year through a survey for the core members, interviews and Focus group discussions. Analysis of the data is pending and to make the same available to all the members.

A survey questionnaire for study of disability inclusion in churches has been developed and after approval from the Core Group Members will be put on Survey Monkey.

Fr. Mathew invited comments and suggestions from the members:

One of the members said that ED could be play specifically the facilitators role and involve partners to organize / implement the activities. The ownership needs to be on the Partner while facilitating and ensuring the execution of the activities. One could also use the logo of the organization when organizing activities/ events. All the members have come to a conclusion that ED should play a facilitator's role and not an implementer. ED should focus on the following:



Regarding the hubs; A healthy competition in the hub is good and it should not be one-man show. The duration of the hub coordinator could be for one year so that all get a chance to learn and lead the hub. The hub meeting should happen at least once in a quarter. The hubs need to raise money for their activities as every church has money in their pockets.

While preparing budget for the coming year, the partners who run projects could accommodate some of the activities into their regular project for easy execution of ED activities and better impact in the communities.

The state like Kerala, Mumbai and North East with Christian majority, we could develop some model churches and use the Christian media channels to educate and to share the success stories. We need to get a time slot allotted to ED in the channels.

We could also identify champions (people with disabilities, siblings or caregivers) and organize a back to back meeting along with the Hub Coordinators Meeting. It was also suggested that we could be intentional in considering gender in all our activities. We could initiate to organize a 2-day workshop for women with disabilities (Ms. Rekha, Mrs. Annavelu, Dr. Ishwaria and Dr. Bino) in Delhi. Mr. Jacob has volunteered to connect these 4 persons. And Mr. George has volunteered to coordinate this workshop in Delhi.

Google group mail: The information/resources on special events/days could be sent out 15 days before to the event. Prayer day circulation could be done before by 30th of every month. It was suggested that if we could brief the attachments too as many don't read the attachments.

And then the details of budget and its utilization for 2018-19 was explained to the members. It was also clearly explained that the contribution in kind and cash is be more than what was expected. The Secretariat received the contributions in kind and cash.

2. Approval of 2019-2020 Plan:

Post lunch, the new initiatives other than the previous year's activities under the same 3 objectives for 2019-2020 are brought to the knowledge as mentioned below;

- ✓ **Facilitator(s)**
- ✓ **Inclusive Dioceses**
- ✓ **Disability Church Life Survey (DCLS) tool**



Regional Facilitator: Initially, it was planned to have Hub Facilitators but after brainstorming it was suggested to focus on hub coordinators while experimenting with one or two regional facilitators to mentor the hub coordinators. The role clarity will be shared separately as attachment.

Mrs. Lalrensiami has volunteered to be the Regional Facilitator (part-time) and her role will be more of developing resource content and sharing resources, ideas and tools. And all the resources to be updated on ED website.

It was suggested that instead of having hub facilitators training, we could call two each persons from the hubs of both the conferences and organize a training for them. It was also suggested that some amount could be allocated for the hub meetings so that the cost doesn't burden them or hinder their meetings, plannings and organizing events.

It was also brainstormed that instead of having many hub coordinators we could have a regional facilitator along with the National Coordinator to share the work. The event responsibilities could be taken care by the Partners.

Model Parishes & Disability Church Life Survey: To make our Parishes/Churches/Dioceses inclusive of people with disabilities and know what are the gaps for it, a DCLS tool is developed and looking for some theological inputs to added. It will be circulated to the members for their approval. Once it is ready, the members will pilot in their own places and come up with lessons learnt. The partners in Bangalore, Chennai, Delhi and Hyderabad expressed that they will pilot in their places/churches/dioceses. Fr. George and Nathan will develop points on 'what is a model parish/diocese?'

Regional Conference in Mumbai: A need for a regional conference was raised by some churches in Mumbai and TLM approached ED to organize one for them. And many of our Indian churches are exploring how to involve people with disability in our congregations. How can we do this better in Mumbai? What are the examples of effective disability ministry? What is the theology behind working amongst those with disability? How can we, the body, be blessed by the gifts of those with disability? We plan to bring about 100-150 people together to discuss some of these important issues. The conference will include theologians from various denominations, Christians from development agencies, Christians from community based rehabilitation programs. Most importantly we will be learning from our friends with disabilities and their families.

While brainstorming, the members have expressed that Mumbai would be very expensive affair to organize a conference in Mumbai. But since this is exclusively for the churches/organizations/institutions in and around Mumbai, it will be organized in Mumbai itself and Dr. Christopher Baskeran said that the staff (Rev. David Luke) of World Vision in Mumbai would support us and be one of the lead – organizers for the conference. It was also suggested that the youth groups could be called for volunteering and get involved in mobilizing the funds for the conference in their local churches.

Funding for 2019 sources: The partial fund for the activities of Engage Disability network is at the Secretariat. The members have agreed that just like the previous years, they will sponsor the events or organize the events.

3. Conference in UK and upcoming launch of book on disability and mission: Dr. Nathan, Rev. Samraj, Mr. Jacob and Pastor Theo will be participating in the conference and will represent Engage Disability too. The launch of the book will be in August.

4. Seed Funds for New Ideas: The members have come up with many innovative ideas and have proposed that we could take part in some of the events from this year onwards involving our hubs as mentioned below;

- *Blind Walk Campaign*
- *Blind Bar Rally*
- *Blind Cricket by Visually Impaired*
- *Football - Visually Impaired*
- *Clinic (in June / July)*
- *Kabadi - Visually Impaired*
- *Wheelchair Basket ball*
- *Tennis*

It was also suggested that we need to find sponsors for these extra events and need to build corpus as well.

5. Toolkit use and ongoing roll out: The translation of the toolkit into Telugu is under proofreading, in Tamil will be finalized by the end of April. Krupa and Selvan have volunteered to get the toolkit translated into Kannada. Mr. George Abraham along with the support of the Delhi hub will get the toolkit translated in to Hindi.

Presently, Jubin and Krupa are resource persons for TOT on Toolkit. It was suggested that the earlier trainees could be given an opportunity to conduct the TOT in the presence of Jubin or Krupa to ensure the quality of the performance. It was also suggested that TOT on Toolkit could be delivered in one day of the 3 days programme to save time. Organizing the TOT for the theological colleges would be very beneficiary as every year 10-30 theologians get ordained every year.

On the second day, Jubin did the recap of the previous day and then set the agenda to discussion are as follows;

- **Hub Coordinators**
- **Blog/Website**
- **Clarity on Regional Level Networks**



Hub Coordinators: Most of the hub coordinators are working either in an organization or in a church. Seven hubs are active but not all of them are organizing meetings and events. It is because of the busy schedule of the hub coordinator as well as the members. Specific activities for hub need to be mentioned like 'what hubs should do?' Some of the activities which require funds, the hub coordinator needs to write to the Secretariat. There should be a change of the hub coordinator every year.

The facilitator will mentor and build the capacity of the hub coordinators. The food and travel cost of the facilitator will be covered under ED. This is on experiment basis for this year.

Blog/Website: Krupa has updated the members that she is already working on it. The blog needs to be placed into ED Website. Jessica mam volunteered that she would go through the stories for corrections before uploading it on the blog. The story should not be more than 500 words. The stories could be posted in blog as and when it comes. The consent letter needs to be signed by the concerned person or by the guardian. NC will send out information to all on blog. The topics for blog will be discussed during the Skype meeting in June. A theme for every quarter for the blog to be discussed. Mr. George, Dr. Christopher Bhaskeran and Lalrensiami have volunteered to go through the content of the feature article for the newsletter. It was suggested that all partners could send one each person from their organization for training on website accessibility.

Clarity on Regional Level Networks: It was suggested that ED should get more people from other regions too and invite them for the National Conference. It is just like the one which we are going to organize in Mumbai. Organize TOTs and connect more people. Jessica is ready for the TOT in Kerala.

In the second half of the day, the remaining members worked on the disability church life survey. Jubin and Jessica will work on the final version and share the same with the core group members by 1st week of April.

Mr. George suggested that the core group meeting could be organized for one day only.

Action points:

The secretariat:

- ✓ The Secretariat will organize the virtual meeting in June 2019
- ✓ The Secretariat will organize the core group meeting in September 2019
- ✓ The Secretariat will organize the training for Hub Coordinators in August 2019
- ✓ Hub Facilitator role clarity: After redefining the roles, share with the core group members for their inputs and approval
- ✓ Website accessibility
- ✓ Permission /consent letter to put on the website
- ✓ Association form – for membership in ED network.
- ✓ Develop a PPT or video on Engage Disability and share with Core group and Advisory group members for connecting with more networks.
- ✓ will send out information to all on blog.
- ✓ Disability Church Life Survey checklist/audit in the churches and communities
- ✓ The directory of all disability organizations
- ✓ Organize the Regional Conference in Mumbai

Hub coordinators:

- ✓ The hubs will find out the resource persons of their respective areas and share the same with the secretariat
- ✓ Participation of the hub members in the innovative activities/campaigns

CSI-SEVA:

- ✓ CSI-SEVA took the initiative to do the translation of Toolkit in Tamil and print it out.
- ✓ CSI-SEVA will support for the logistics – TOT of Hub coordinators.

Bangalore Hub:

- ✓ Krupa Paulson volunteered to help develop the Blog for ED network
- ✓ Bangalore Hub took the initiative to do the translation of Toolkit in Kannada.

Dr. Nathan:

- ✓ Bertha (Bethany Society) from Northeast include in core group/ advisory group;

Fr. George and Dr. Nathan:

- ✓ Will develop points on 'what is a model parish/diocese?'

Mr. George:

- ✓ Organize a 2-day workshop for women with disabilities in coordination with Jacob Debabhatulu

NCCI:

- ✓ Mrs. Lalrensiami will be the Regional Facilitator (part-time) and will support in developing resource content and sharing RIT.

Dr. Christopher Baskeran

- ✓ Will link up with Rev. David Luke, World Vision staff in Mumbai to support for the regional conference

Core Group Members:

- ✓ Will participate in the regional conference in Mumbai (1st or 2nd week of October 2019)
- ✓ Will take up the activities as per their capacity, organize or sponsor the events.
- ✓ Will find sponsors for the innovative events/campaigns and will build corpus too.
- ✓ The partners in Bangalore, Chennai, Delhi and Hyderabad will pilot DCLS in their places/churches/dioceses.
