

# E-LEARNING COURSE GUIDE: "A COMPLETE FELLOWSHIP" "FOR INCLUSIVE RELIGIOUS PRACTICE"



*Welcome to the e-learning course  
"A Complete Fellowship". This course is about  
inclusive worship for people with disabilities.*

*#Inclusion #Communication #E-learning #Religiouspractice*

## SHINING A LIGHT ON INCLUSION:

### ABLOOM'S "A COMPLETE FELLOWSHIP" DURING OSLO'S ANNIVERSARY YEAR

In a year characterised by significant anniversaries for Oslo, with the 400th anniversary of the city's rebirth as Christiania and 100 years since its name was changed back to Oslo, Abloom sees a golden opportunity to promote inclusion and accessibility in the city's religious community. Dedicated to promoting equality and inclusion for people with disabilities, Abloom is proud to introduce "A Complete Fellowship" - an innovative e-learning course designed to inspire more inclusive religious practices. Through this course, we hope to guide the way towards a more open and inclusive religious environments for everyone.

<https://abloom.no/projects/inkluderende-religionsutovelse/>

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**SPECIAL THANKS TO THE CONTRIBUTORS OF  
"A COMPLETE FELLOWSHIP"**

**AN E-LEARNING COURSE DEVELOPED TO PROMOTE INCLUSIVE  
RELIGIOUS PRACTICE.**

**GRAPHIC DESIGN:**

Camilla Ophus Bekkevold. Creative insights and visual storytelling techniques have transformed the course content into a visual fest that enhances the learning experience.

**THE POWER OF ART IN LEARNING:**

Mohsin Mayambala and Zahraa Shakoor have enhanced the course with their artistic contributions, making learning more engaging and emotional through illustrations and animations. They have helped visualise ideas, increase engagement, inspire creativity and create an emotional connection to the material.

**ACCESSIBILITY EXPERT:**

Øyvind Woie, Hilde Løwén Grumstad KABB, who has been essential in ensuring universal access to the course, thus promoting an inclusive learning experience for all.

**SPECIAL THANKS TO THE REFERENCE GROUP:**

Ole Johan Beck The Church of Norway, Berit Vegheim Stop the Discrimination, Nor Aylin Obeid, Islamic Council of Norway, Birgit van der Lans, STL Oslo, Ahmed Modric, The Islamic Community of Bosnia and Herzegovina.

**Our deepest gratitude goes to everyone who has contributed to the creation of "A Complete Fellowship. Their dedication to promoting inclusive religious practice through education is not only appreciated; it inspires us all to work towards a more inclusive society.**

The course "A Complete Fellowship" is available on [Abloom.no](https://abloom.no), and you can also find it in video format on the following channels →



## INCLUSION IN FAITH AND PHILOSOPHICAL BELIEF COMMUNITIES:

### FARIDAH NABAGGALA'S APPEAL

As the founder of Abloom and the mother of a child with a disability, I am deeply committed to the fight against discrimination and the promotion of inclusion in religious communities. Based on the CRPD, our project, "Inclusive Religious Practice," is dedicated to ensuring that everyone can fully practice their faith, regardless of disability. We invite everyone to explore our e-learning course, "A Complete Fellowship," to work together towards a more open and inclusive religious community.

Faridah S. Nabaggala  
Founder, Abloom



#### **About the creators:**

##### **Multifunctional expertise and professional depth:**

Faridah S. Nabaggala has distinguished herself as a multifunctional expert and leader in the development of the "A Complete Fellowship" course. Her varied roles include writer, editor, concept developer, video producer, director, and educational designer, demonstrating a rare scope of skills and professional depth. Nabaggala's work ensures the accuracy and relevance of the course, with a special ability to make complex ideas accessible and understandable.

Her contribution promotes knowledge and engagement and a deeper understanding and respect for inclusion and diversity, especially in the practice of religion. This underpins the course's aim to deepen participants' understanding of religious diversity as an essential part of inclusion.

# INCLUSIVE RELIGIOUS PRACTICES

## ABOUT ABLOOM

Abloom is a leading organisation committed to breaking down taboos and improving the lives of people with disabilities. Founded in Oslo in 2012 by Faridah S. Nabaggala, Abloom has quickly established itself as a prominent player in inclusion and equality.

*#Inclusion #Communication  
#Elearning #Religiouspractice*

*All children and young people with disabilities  
should be valued, seen and heard.*

SCAN ME



# PART 1

## WELCOME TO "A COMPLETE FELLOWSHIP"



### INTRODUCTION:

*A welcome greeting from the course creators, including the course objective.*

### COURSE INFORMATION:

*Duration, methodology (audio and video), assignments/quizzes, and course certificate information.*

### START YOUR JOURNEY:

*Words of encouragement to begin the course journey with a positive and inclusive attitude.*

## PART 2

# ABOUT ABLOOM

**THE STORY OF ABLOOM:**  
*The founding and goals of the organisation.*



### OUR VISION AND WORK:

*Details of our commitment to children and young people with disabilities.*

### QUIZ:

*Questions to reflect on Abloom's history or primary target group.*

# PART 3

## EQUALITY AND DISCRIMINATION

### BACKGROUND INFORMATION:

*Exploring what equality and discrimination means.*

### THE IMPLICATIONS FOR PEOPLE WITH DISABILITIES:

*How these concepts affect people with disabilities.*

### QUIZ:

*Examples of equality in everyday life*





# PART 4

## UNDERSTANDING DISABILITY

### DEFINITIONS:

*Explanation of different forms of disabilities.*

### PERSONAL PERSPECTIVES:

*Diversity within disabilities.*

### QUIZ:

*Facts about disability*



# PART 5

## ACCESSIBILITY AND ORGANISATION

### INTRODUCTION TO ACCESSIBILITY:

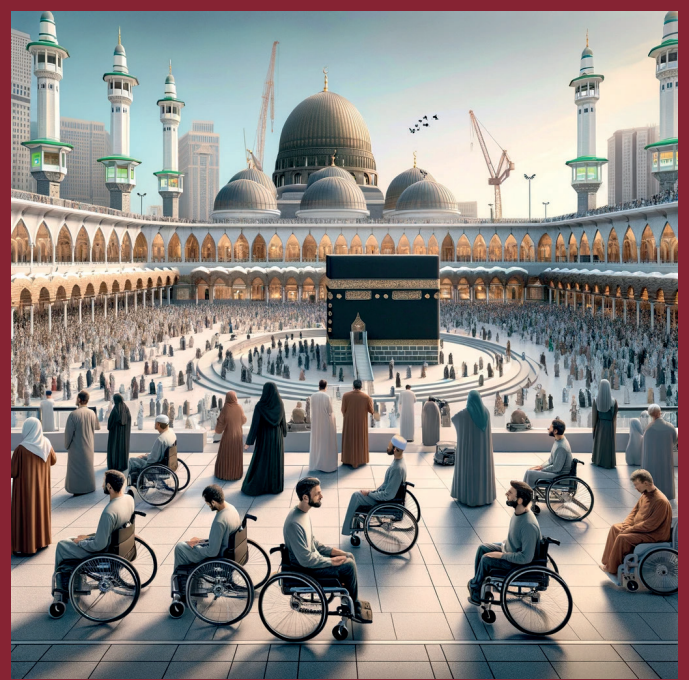
*Explanation of the principles behind accessibility.*

### EXAMPLES OF CUSTOMISATION:

*How religious communities can implement these principles.*

### QUIZ:

*Questions on how to promote inclusion.*



# PART 6

## HUMAN RIGHTS (CRPD)



### CRPD EXPLAINED:

*Introduction to the UN Convention on the Rights of Persons with Disabilities.*

### IMPORTANCE FOR FAITH AND BELIEF COMMUNITIES:

*Why the CRPD is important for inclusion.*

### QUIZ:

*Questions related to the CRPD and its goals.*

# PART 7

## CASE: WORSHIP SERVICES

### CASE STUDY:

*Exploring a worship service and how it can be inclusive.*

### SOCIAL MODEL:

*Discussion on the social model of disability.*

### CASE STUDY SIMULATION:

*Planning an inclusive worship service.*

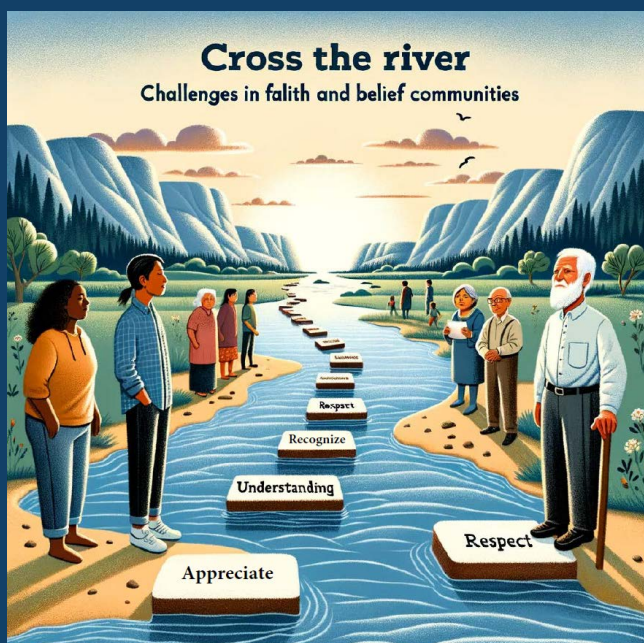
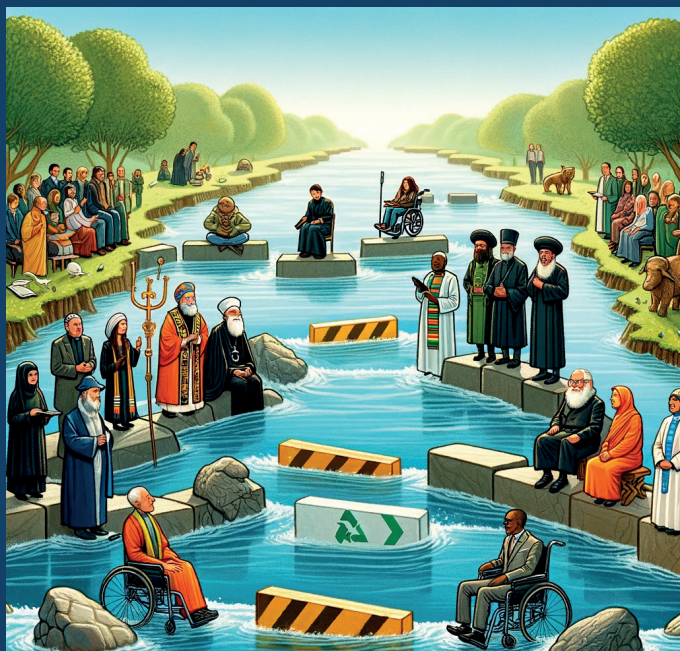
### Quiz:

*Inclusion in religious meeting places*



# PART 8

## EXERCISES: "CROSS THE RIVER"



**BARRIERS AND SOLUTIONS:**  
*Identification of barriers in faith and philosophical belief communities and possible solutions.*

**LEGISLATION AND RIGHTS:**  
*Information about the Discrimination and Accessibility Act.*

**Quiz:**  
*Challenges and solutions in inclusion.*

## PART 9

### EXERCISES: "CONTEXT"



#### ACCESSIBILITY, INCLUSION AND RIGHTS:

*Explanation about the connection between these concepts.*

#### Quiz:

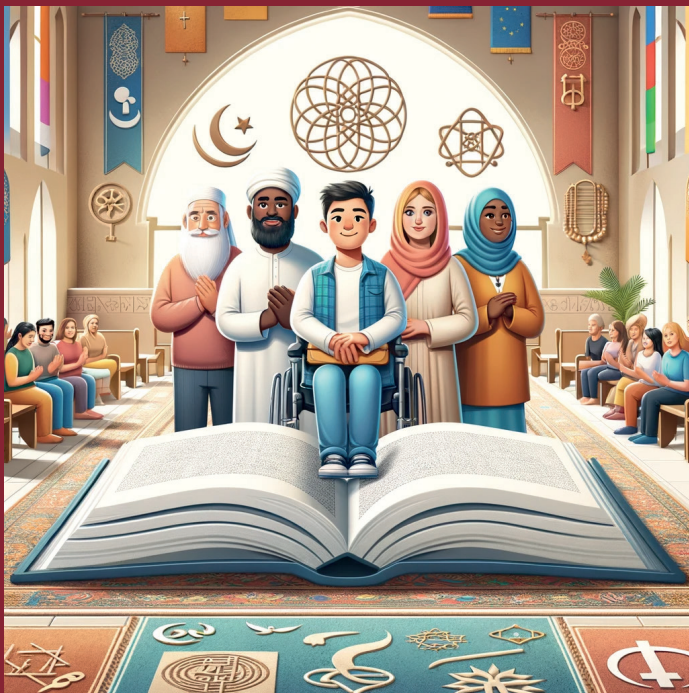
*Test of understanding of accessibility and inclusion.*

# PART 10 SUMMARY AND THE WAY FORWARD

## MAIN THEMES AND FUTURE STEPS

### PERSONAL STORIES IN FAITH AND PHILOSOPHICAL BELIEF COMMUNITIES

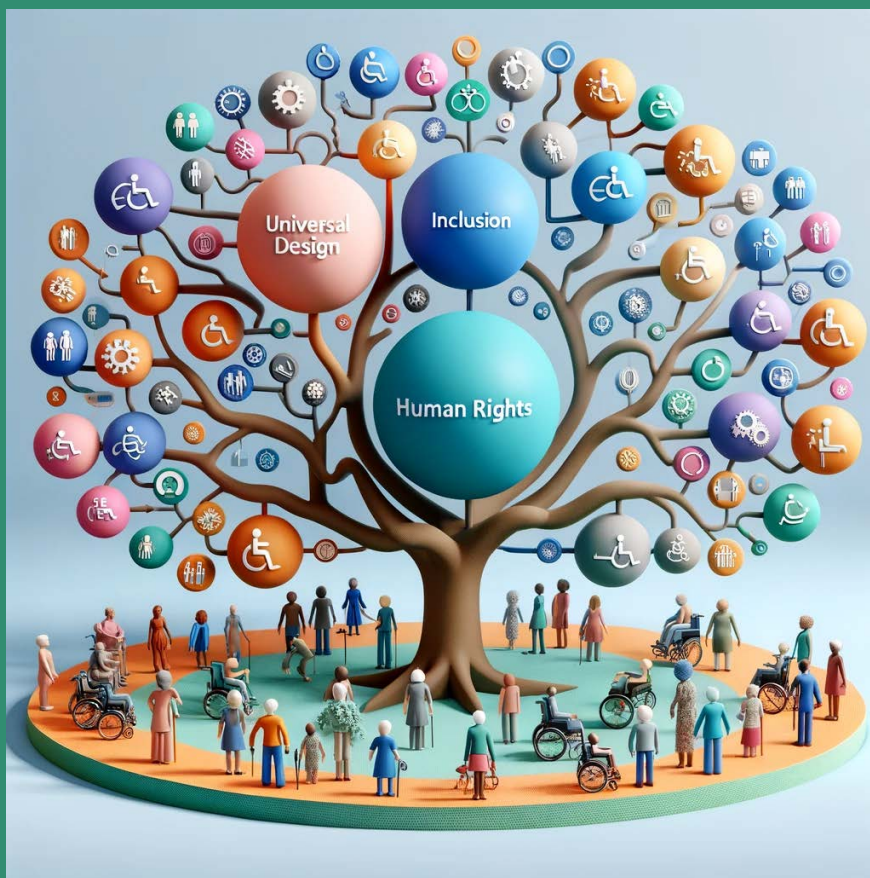
### THE WAY FORWARD FOR INCLUSIVE RELIGIOUS PRACTICE



# PART 11 CONCLUSION

THANK YOU FOR YOUR  
PARTICIPATION

FUTURE IMPROVEMENTS AND  
ACCESSIBILITY FEATURES





WE AT ABLOOM WANT TO SHARE AN IMPORTANT TIP:  
Check out the Resource Bank at kirken.no for free access to a range of resources, including an e-learning course on accessibility. This is an excellent tool for anyone who wants to contribute to a more inclusive society. Feel free to share this resource with others!

Most of the Church of Norway's resources are openly available from the Resource Bank homepage Resource Bank, Church of Norway (kirken.no)

### links to further resources:

- ◆ NOU: High time we realised the rights of people with disabilities  
[regjeringen.no](http://regjeringen.no)
- ◆ <https://www.kabb.no/>
- ◆ <https://norgeskristnerad.no/wp-content/uploads/2018/12/Tilvaerelsens-gave-nett-nr-20.pdf>
- ◆ <https://www.kirken.no/nb-NO/om-kirken/diakoni-og-samfunnsansvar/likeverd-inkludering-tilrettelegging/universell-utforming/>





# PRACTICAL TIPS AND ADVICE

## FOR LEADERS IN FAITH AND BELIEF COMMUNITIES:

### PRIORITISE INCLUSION AND ACCESSIBILITY: ✨👜

Make these a top priority, including organising trainings and information to make services accessible to all.

### TRAINING AND AWARENESS: 📖💡

Through targeted education and awareness raising initiatives, we can increase understanding and reduce stigma around different diseases and conditions. This helps to break down taboos and promote a culture of acceptance and understanding.

### INCLUSIVE COMMUNICATION: 👤💬

Ensure that all publications and digital platforms reflect a commitment to inclusion and accommodation. This includes sharing information about the Joint Statement and other relevant initiatives.

### E-LEARNING COURSE

#### "A COMPLETE FELLOWSHIP": 🖥️

Implement the course to reinforce the understanding and commitment to inclusion among members and employees.

### EVALUATION AND IMPROVEMENT

#### FOR ACCESSIBILITY: ♿🔍

Take continuous steps to improve physical accessibility and accommodate diverse needs within liturgical practices.

## FOR RELATIVES:

### SUPPORT: ❤️👉

Be a strong supporter of your loved ones in their religious life.

### CLOSE ALLIES: 🤝✨

Partner with your faith or philosophical belief community to promote accessibility and inclusion.

### SHARE YOUR EXPERIENCES: 👤💡

Your insights can inspire and guide others in similar situations.

## BREAK DOWN TABOOS:

### DIALOGUE AND OPENNESS: 💬🌐

Encourage conversations that challenge stigmatising attitudes and misconceptions about disabilities within the community.

### EDUCATION: 📖✍️

Use stories, personal experiences and examples in training and communication to illustrate the diversity and strength of the community and how disabilities should not be seen as a limitation.

### INCLUSION IN PRACTICE: 🙌

Demonstrate through action how inclusion works by facilitating and valuing the contributions of all members, regardless of their physical or mental capacity.

## FOR PEOPLE WITH DISABILITIES:

### BE CONFIDENT: 🙌👉

Believe in your right to fully participate in religious activities and services.

### COMMUNICATE YOUR NEEDS: 👤👂

Be open about your needs and preferences, and work with your faith or philosophical belief community to find solutions.

### ENGAGE ACTIVELY: 🤝🌐

Your participation helps shape an inclusive culture.



**DO YOU WANT TO WORK  
WITH US ON THIS PROJECT?  
GET IN TOUCH AT  
[post@abloom.no](mailto:post@abloom.no)**



Developed by: Ablom  
[www.abloom.no](http://www.abloom.no)

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Affairs



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