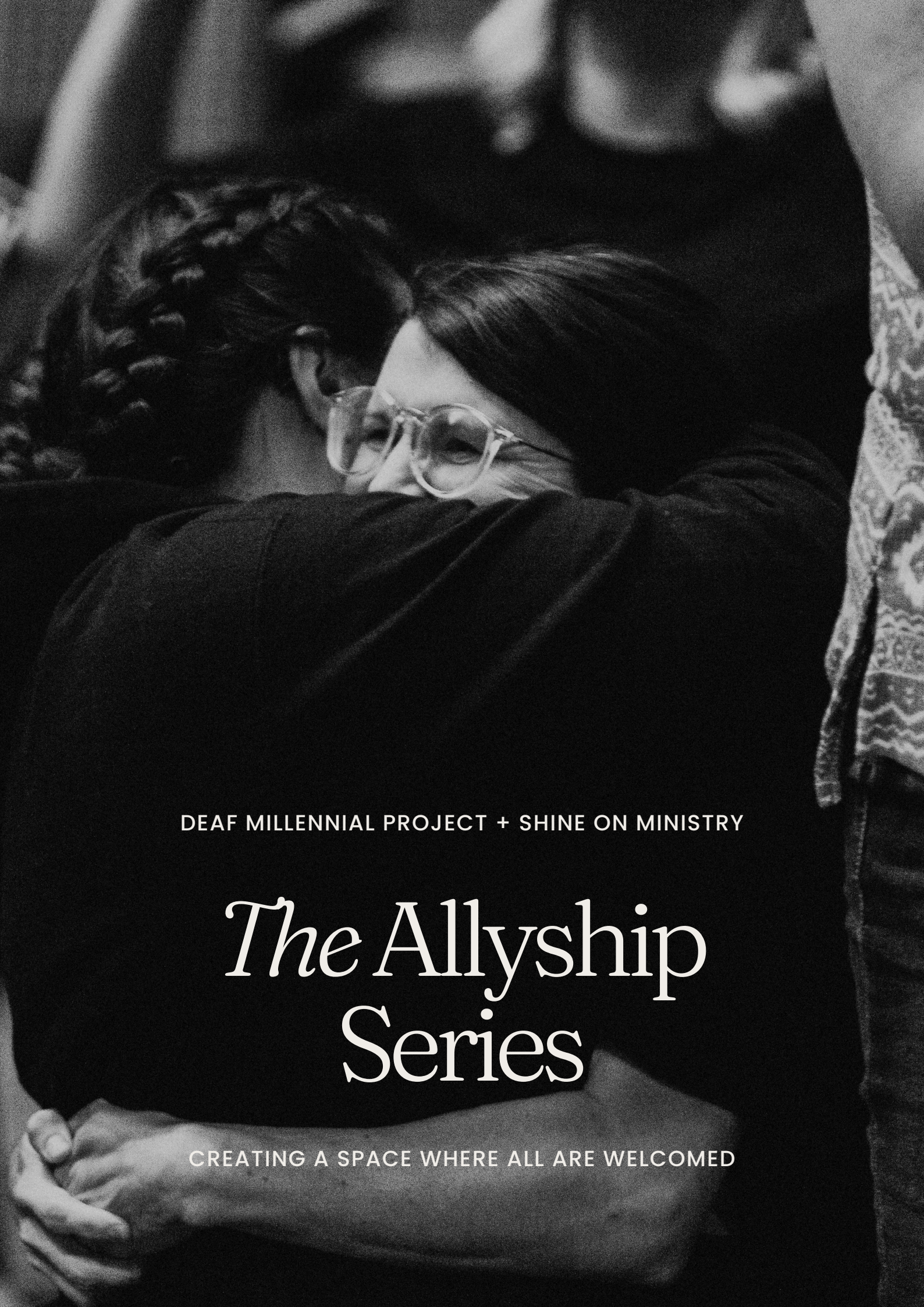




DEAF MILLENNIAL PROJECT + SHINE ON MINISTRY

The Allyship Series

CREATING A SPACE WHERE ALL ARE WELCOMED

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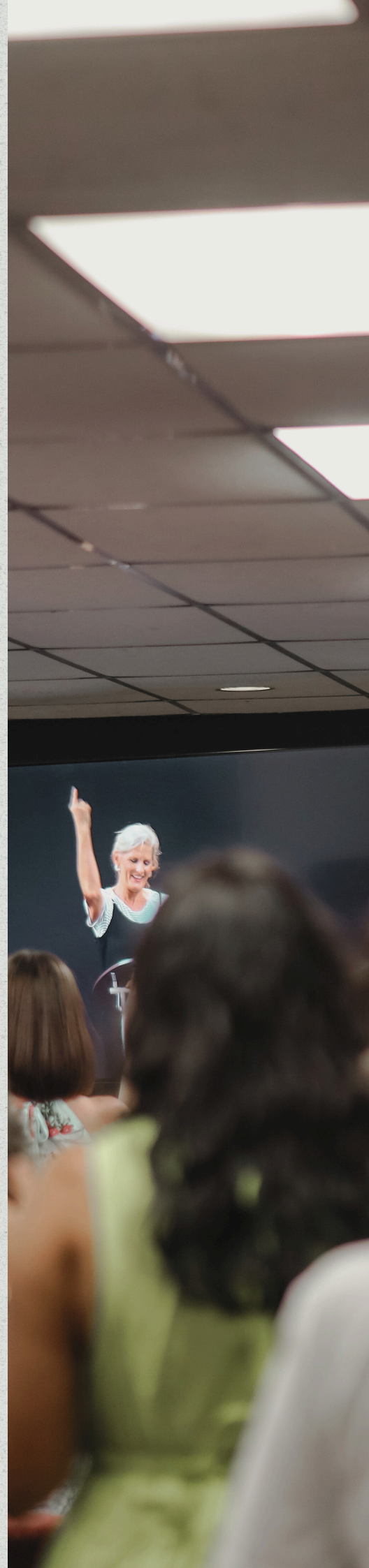
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A Note For You

Hi friend,

I'm so grateful you've joined us on this journey. Whether you're a pastor, a ministry leader, a church member, or someone who simply wants to grow in empathy—this workbook is for you.

This resource was created to help you take the next step in becoming a true ally to the Deaf community. It's not just about awareness—it's about transformation. Through this three-part video series and workbook, we invite you to open your heart, reflect deeply, and move into meaningful action.

Brandon Gaskin

Executive Director of Deaf Millennial Project



How to Use This Workbook

- Watch each video in the Allyship Series.
- Reflect on the personal questions.
- Engage in honest group discussions.
- Take one actionable step after each session.



SESSION ONE

Why *Allyship* Matters

This session will help you understand what allyship is and why it matters.

Pre-Activity

What does allyship look like? Use this space to draw or list words, symbols, or images that represent true allyship.

Why Allyship Matters

Allyship is not a trend - it's a calling. It begins with humility and proximity.

Watch and Reflect

- What stood out to you in the video?
- How do you define allyship?
- What assumptions have you had about Deaf individuals or ministry?

Group Discussion

- What does a truly inclusive church look like?
- How do you think Jesus would show up for Deaf people today?

Action Step

This week, I will listen more intentionally by:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



SCAN ME

SESSION TWO

Barriers the Deaf Community Faces

This session will help you recognize the common barriers the Deaf community experiences—and why removing them is part of true allyship.

Barriers the Deaf Community Faces

You can't fix what you won't face. Recognizing barriers is the first step to removing them.

Video Recap

5 Common barriers mentioned in the video:

- Communication assumptions
- Lack of leadership opportunities
- Tokenism
- Physical inaccessibility
- Missional Neglect

Reflect

- Which barrier challenged or surprised you most?
- How has your church addressed (or ignored) these realities?

Group Activity

Circle all that apply to your church:

- We caption all our videos
- We ask Deaf members for feedback
- We support Deaf-led ministry
- We provide interpreters
- We've never talked about Deaf inclusion

Action Step

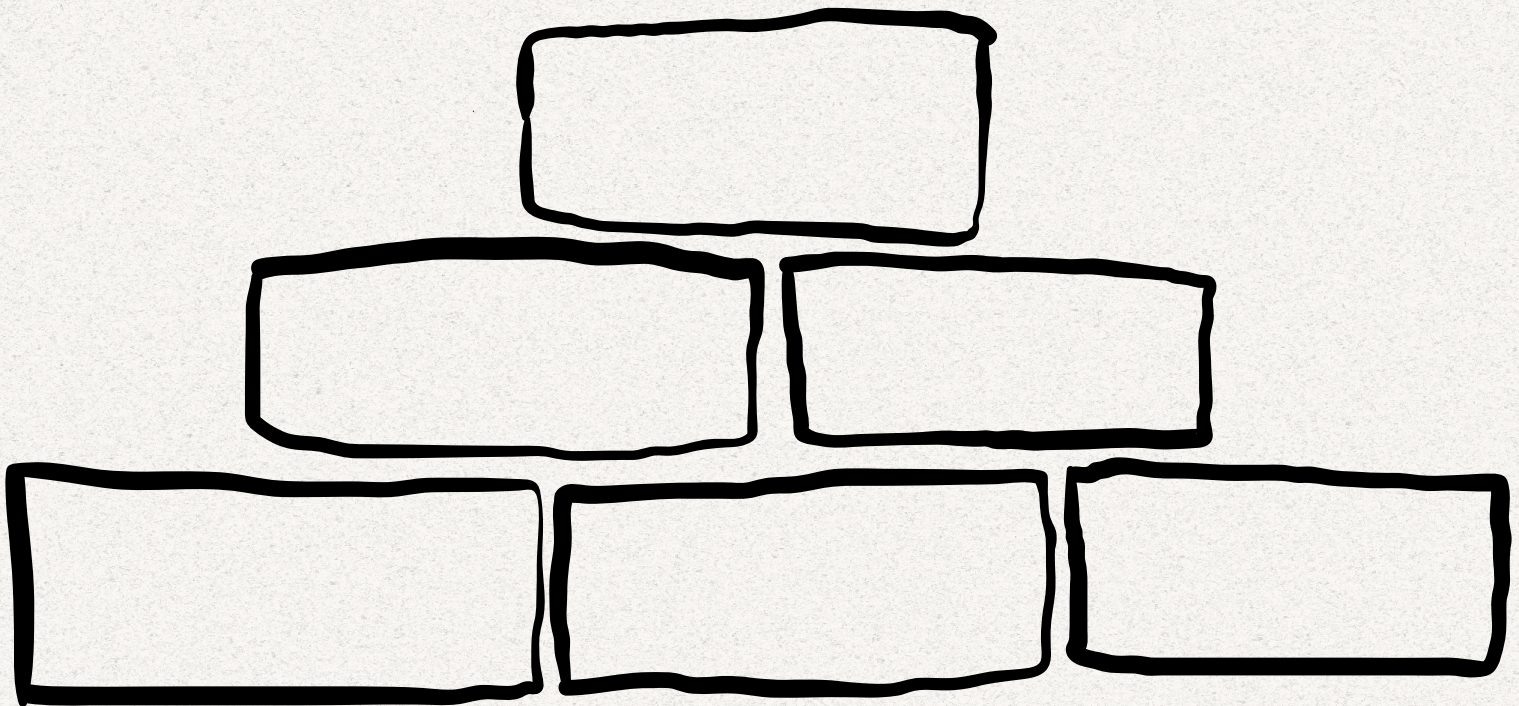
One barrier I will help remove is:

[illegible]

Barrier Wall Breakdown

Barriers that keep the Deaf Community Out

In each brick, write a barrier you've seen or heard (use the list from the video or your own experiences).



What would it look like to start removing these bricks?

Circle one brick you feel called to help dismantle - and write one small step you can take this month.



SCAN ME

SESSION 3

Becoming a True Ally

This session will help you move from awareness to action —by exploring how to become a consistent, empowered partner with the Deaf community.

Reflection Prompt

Which of these practices feels most accessible for you right now? What might shift if you created just one mindful moment in your day?

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Becoming a True Ally

Allyship is not about pity—it's about partnership.

Self Check-In

On a scale of 1–5, how active are you as an ally to the Deaf community?



What mindset do you need to shift to grow as an ally?

Group Activity

- What does it mean to elevate Deaf voices?
- How do we ensure we're not just inviting Deaf people into our plan, but co-creating something new together?

Create Your Inclusion Action Plan:

Short-term goal (this month):

--

Mid-term goal (this year):

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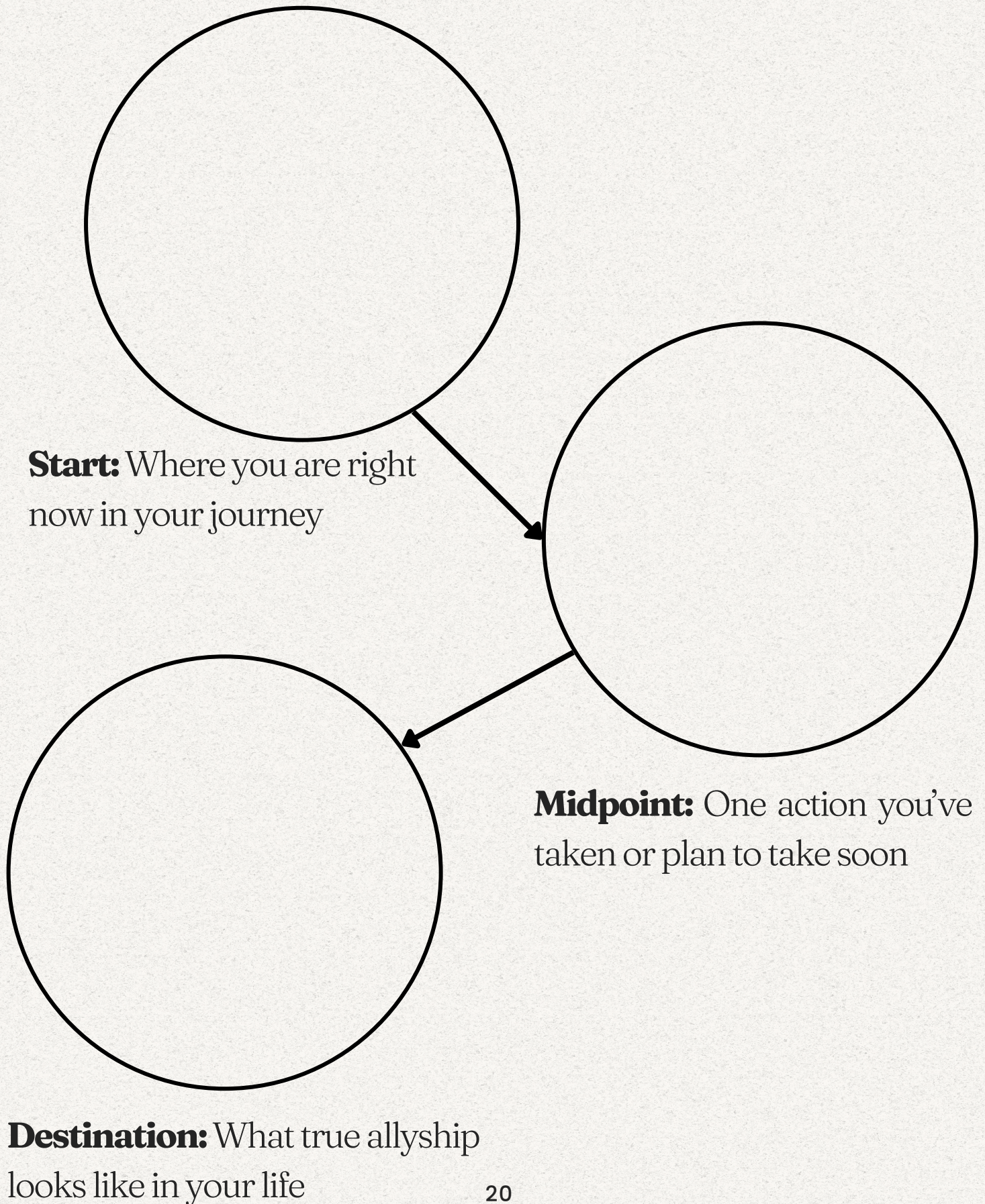
Long-term goal (beyond this year):

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Activity: Allyship in Action Map

AT EACH POINT, WRITE A SIMPLE CAPTION TO DESCRIBE YOUR ALLYSHIP GROWTH.



FINAL COMMITMENT &
PRAYER

The Allyship Pledge

I commit to:

Listening with humility

Learning with curiosity

Advocating with courage

Partnering with the Deaf community in love

Signature _____

Date _____

Our Final Prayer

*Lord, break our hearts for what breaks Yours.
Teach us to listen well, love deeply, and act boldly.
May our churches reflect the fullness of Your Body—
including every Deaf brother and sister. Amen.*



Additional *Resources*

These are a few thoughtful resources to support your allyship journey beyond these pages.

Resources



Tim Tebow Foundation – Shine On Ministry

Shine On is the disability ministry initiative of the Tim Tebow Foundation, committed to helping churches and communities become places of belonging for people of all abilities. Through training, resources, and ongoing support, ShineOn empowers local churches to reflect the heart of God for people with disabilities, including the Deaf community.

Learn more and access their resources at: shineon.org



Deaf Millennial Project

Deaf Millennial Project exists to create accessible and culturally relevant faith resources for the Deaf community. Through videos, devotionals, leadership development, and community engagement, DMP helps amplify Deaf voices in the church and beyond.

Learn more at: deafmillennial.com

About This Series

The Allyship Series was created to guide you through the journey of becoming a better ally to the Deaf community — with humility, curiosity, and intentional action.

It's not about checking a box.

It's about changing your posture.

It's about listening deeply, learning continually, and showing up with consistency and care.

This isn't a one-time resource. It's a starting point. A companion.

A space to wrestle, reflect, and respond.

Whether you're new to Deaf culture or already connected, this guide is here to help you:

- understand key barriers the Deaf community faces*
- explore what true allyship looks like*
- reflect on your role in building more inclusive spaces*
- move from awareness to action*

Use this workbook as often as you need.

Highlight what hits home.

Sit with what challenges you.

Come back when you're ready to go deeper.

Because real allyship isn't passive — it's a practice.

With Care,

*Thank you for letting us be a part of your allyship
journey.*

*Deaf Millennial
Project*



DEAF MILLENNIAL
PROJECT