

THE CITIZEN

Connecting People with Their Community



CLBC Newsletter - January 2009

Volume 5 Issue 1

Facilitators provide meaningful support



Burnaby facilitator Shannon Gillin shares a laugh with CLBC Receptionist Jenny Chang, one of the many individuals she has supported. To read more about the role of facilitators, please see page 4.

What's Inside

Role of the Facilitator



People First Film



Picture Cookbook



Edenvale Leadership
Institute



Family Leadership Intern



MESSAGE FROM THE CHAIR

Lois Hollstedt, C.M.



In the past year, CLBC has undertaken a review of our service delivery approach through a collaborative consultation process of both staff and stakeholders. This review has resulted in several recommendations to improve both CLBC's efficiency and more importantly, our communication with individuals and families.

One of the primary challenges identified through this review was the separation of roles between facilitators and analysts in planning and monitoring funding. Staff and families alike suggested that this split in roles led to a perceived lack of communication between facilitators and analysts which can result in duplication of effort by parents and individuals to explain their issues and gain CLBC support.

Communication related to issues of policy, service information, and general information about CLBC and its ways of work has also been identified as a challenge for various stakeholders. In response to this information, the Board and senior staff of CLBC have developed a plan to greatly improve our communication approaches and are launching a range of initiatives toward this objective.

Included in the plan are changes to the internal working relationship between facilitators and analysts with greater communication between the roles, as well as increased focus on the facilitator as the primary contact person for service. The need for this primary contact role is of particular importance for people who need advice and support to navigate our system and we are moving to adapt to this need.

Other communication issues will be improved through better information to our stakeholders through our website, face-to-face meetings, new materials and partnership opportunities. The need for excellent communication is critical to ensure our vision is achieved. We must have people and communities working in collaboration to support the people we serve. We will continue to ask for your feedback through surveys to measure how well we are doing and use the feedback to continue to change and improve. ✨

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INSIDE VOICE

The self-advocate's perspective.

SHARING A HOME AND A FRIENDSHIP

By Aine Rathwell
& Melanie Marcotte

Aine Rathwell and Melanie Marcotte have been roommates since 2007. They got the idea from a mutual friend who suggested that they might learn from each other and enjoy the experience. They spent time together doing things they like and thinking about what it might be like. With the support of family and friends, they decided to give it a try. The following is a conversation that grew out of the question, "What makes your friendship strong?"

Aine (pronounced Ahnya): We bonded over Sushi and Elvis. I can't remember exactly when it happened but that is what happened.

We knew each other for a while and then started to get together to learn how to cook. Then someone suggested that we think about living together...

Melanie: We also went to Steps Forward and that was another thing the same about us. I went to Emily Carr and Aine went to UBC. Now we both have jobs instead of going to school. I work at the movie theatre and Urban Fair. I love that job!

Aine: ...and I work at CBC!

So what makes our friendship stronger is that we have a lot in common. We both love to do art. I write poetry and fiction. I am thinking about writing a musical about people with disabilities.

Melanie: I paint and draw. I tell stories to children using sign language and also write my own private stories. We both love to journal.

Aine: I have learned a lot about friendship living with Melanie. She is a good example of a friend.

Melanie: Sometimes friendship can be complicated.

Aine: Yes it puts us to the test. Some of our struggles are about our personalities.



Melanie Marcotte (left) shows one of her paintings while roommate Aine Rathwell (right) displays a poem she wrote for her friend.

Melanie: Yes. I am stubborn...

Aine: Me too. I am more touchy feely than Melanie, I am really passionate about things. It's just who I am. Sometimes it is really hard to work things out. But then Melanie will do something nice for me, like we fold each other's laundry or decide to spend an evening doing something we love like watching movies together.

Aine: The other things we like to do together are dancing, going shopping, our love of Elvis...

Melanie: Don't forget we love to plan parties!

Aine: Even though we won't be living together much longer - we have decided to try living in a different way - we still plan to be friends forever.

Melanie: We will still get together and do the things we love to do. We can count on each other for sure.

To read a poem written by Aine for her roommate Melanie, please go to the CLBC website under [News & Events > Newsletter > Current Edition](#) and click on page 3. ✨

Inside Voice is published in each issue of The Citizen. If you are interested in writing for this column, please call Chris Rae at 1-877-660-2522 or e-mail editor@communitylivingbc.ca.

FACILITATORS PLAY AN IMPORTANT ROLE

COVER STORY

This article is the first in a series that will profile the roles of various positions within Community Living BC. Be sure to check out future issues to read more about CLBC's staff and the important work they are doing.

Facilitators are the public face of Community Living BC. They work in Community Living Centres throughout the province and are often the first point of contact for self-advocates and families who require service and support from CLBC.

"The importance of our role is often as the first contact with families or individuals in co-ordinating and understanding the services and supports that are available to them, not only in CLBC, but within the larger community," says Shannon Gillin, a facilitator in Burnaby.

Facilitators also give self-advocates and families a sense of consistency and continuity in their contact with CLBC. Facilitators provide their contact information so that self-advocates or family members can contact them with questions, concerns or for advice.

Facilitators take on many different job duties and tasks when they provide support to self-advocates and families. They might help coordinate a move when an adult is moving out of their parent's home or they may provide support when multiple services are being coordinated.

Facilitators will also provide support for people in times of crisis, such as medical or family emergencies, assisting them to access social and health services as well as CLBC services.



"By getting to know an individual and their family, I am able to share the knowledge and information about resources that are well suited to them."

Anya Mostrenko

"Often, we are there to support and assist families and individuals through challenging and distressing periods of time in their lives. Ideally, our involvement makes the process of accessing support and connecting with community less daunting," says Shannon.

Sometimes facilitators will provide ongoing assistance to self-advocates and families who require extra support. Facilitators are available to assist people explore current support needs and develop short-term goal-focused support which may include identifying helpful strategies. This kind of support helps self-advocates and families get through difficult situations or find solutions. Facilitators may also provide suggestions about alternate approaches or helpful services.

Lois Thompson, a facilitator in Kelowna shares an analogy that resonates with her. Lois says that facilitators are like air traffic controllers at airports: "We are identified as someone people can trust. If they have questions, we have the knowledge and expertise to give them direction."

Providing information is another important aspect of the facilitator role.

"At times it can be overwhelming for youth and families to manoeuvre through various community, service and government systems. As a facilitator, I see myself assisting others to navigate and gather information that allows them to make choices, to learn about community options, and to decide what kind of support they want from CLBC facilitators," says Nanaimo facilitator Jamie Robertson.



"I nurture people to have hopes and dreams."

Ruth-Anne Lesar

Facilitators adopt various roles as requested by self-advocates and families to provide ongoing support and address changing needs and circumstances, including transition points throughout the lifespan. In some cases, facilitators will take on a more specialized role. For example, Vancouver facilitator Ruth-Anne Lesar now deals primarily with 17 to 19-year-olds and their families, helping them with the transition process to adult life.

“I nurture people to have hopes and dreams. I let them know it’s possible to get a job, to take courses, to move out with a friend,” says Ruth-Anne.

Another important role is working with the local community. Facilitators work to increase the community’s capacity to provide accessible and inclusive responses and resources that are welcoming and helpful to the people served by CLBC.

“The goal is to find new ways to support people to participate fully in community life. As an example, recently a partnership was developed with the Nanaimo School District around creating transition supports for youth who have graduated from high school. This partnership has resulted in a pilot project this school year that will assist youth in gaining work and skills leading to independence,” says Jamie.

In addition to supporting individuals and families in these many ways, facilitators have a key role in working with people to develop Individual and Child and Family Support Plans. Facilitators work with people to identify how to meet a person’s disability-related needs, develop safeguards and discover what their goals are for living in the community. Plans can include a mixture of generic, community-based supports and funded supports and services provided by CLBC.

“The planning process is a rewarding opportunity to really get to know a person or family and assist them in looking at the future with positive and focused direction. Having the opportunity to bring community together as a team to assist and support the people we work with is a very enriching experience,” says Shannon.

“When we came to the first info session at CLBC, we felt like two deer in the headlights. There was so much



Kelowna facilitator Lois Thompson (right) hosts a Transition Planning Workshop at Kelowna Secondary School.

information, it was very overwhelming. We had no idea what was in store for our daughter when she finished high school. We felt things were kind of hopeless. The planning through CLBC opened us, and our daughter, up to new ideas. It helped us believe there is a hope and a future for our daughter,” says Tami Fraser, who worked with facilitator Lois Thompson to create a plan for her daughter.

Although facilitators play an important part in creating the support plan, their role is primarily advisory and they support the leadership of families and individuals in all levels of decision making.

“By getting to know an individual and their family, I am able to share the knowledge and information about resources that are well suited to their family. By providing individualized support, I am able to empower individuals and families to have ownership over their choices and their dreams for the future,” says Anya Mostrenko, who works in the Abbotsford Community Living Centre.

Facilitators play an important role at CLBC to assist self-advocates and families in various circumstances. Facilitators provide meaningful support in different ways at different times, depending on the situation and the self-advocate’s or family’s needs or wishes.

Facilitators can be contacted at local Community Living Centres or satellite offices in smaller communities throughout the province. To view a list of CLBC Community Living Centres and satellite offices throughout the province, please visit the CLBC website under [Your Community > Community Contacts](#).✘

SAVINGS PLAN HELPS CREATE FINANCIAL SECURITY

The Registered Disability Savings Plan (RDSP) is a plan that allows individuals and families to save for long-term financial stability for children and adults.

“It’s very significant. An estimated 500,000 people across Canada will benefit. Of that number, we estimate as many as 50,000 will be from BC,” says Jack Styan, Executive Director of the Planned Lifetime Advocacy Network (PLAN).

To be eligible to establish an RDSP, an individual must be eligible for the Federal Disability Tax Credit. Styan notes that legislation around eligibility has changed in the past couple of years and that some people who didn’t qualify in the past, may be able to qualify now.

“The doorway has opened a bit for the Disability Tax Credit. We’re telling people, if they’ve applied in the past and been turned down, it’s worth reapplying,” says Styan.

Styan also notes that eligibility for the tax credit is based on net taxable income from two years prior. “If people haven’t filed tax returns for the past couple of years, they need to,” he says.

The RDSP allows funds to be invested tax-free until withdrawal. For those under the age of 18, a parent or guardian can establish and direct the RDSP.

There is no annual limit on contributions and there are no restrictions on when the funds can be used or for what purpose.


Personal and family contributions to the RDSP may also be supplemented by matching Canada Disability Savings Grants from the Government of Canada. The Canada Disability Savings Bond is also available for low- and middle-income families even if no contributions are made.

The Canadian Government announced on December 23, 2008 that the deadline for opening an RDSP, making contributions and applying for the matching grant and the income-tested Bond for the 2008 contribution year has been extended from December 31, 2008 to **March 2, 2009**.

For individuals or families that may be concerned about the effect of the RDSP on their eligibility for provincial disability assistance, the Ministry of Housing and Social Development (MHSD) has confirmed that all RDSP assets and income will be fully exempt when calculating eligibility for income assistance.

MHSD is also providing a \$5-million grant to the Vancouver Foundation to help British Columbians with disabilities contribute to the RDSP. When British Columbians on income assistance open an RDSP with \$25, they can apply to receive a \$150 grant from the fund, which is called Endowment \$150. In combination with the federal grant and bond, people could earn as much as \$1,700 plus interest from their original investment of just \$25.

To read more, please visit the “News” section of MHSD’s website at www.gov.bc.ca/hsd.

To learn more about the Registered Disability Savings Plan, please visit www.RDSP.com and www.plan.ca where you can find fact sheets, information about participating financial institutions, frequently asked questions and an RDSP Calculator to help show the potential of opening and contributing to an RDSP. 

SHARING THEIR MESSAGE THROUGH FILM

In the summer of 2007, sixteen people with intellectual disabilities, joined by friends, family, and film maker Josée Boulanger, set out on a road trip to raise awareness about people still living in institutions in Canada. The result was a film documenting the trip called “The Freedom Tour.”

Originally, Josée was working with People First Winnipeg to help people tell their stories through video. Soon, the project evolved into a longer piece on institutions that would tell the stories of many people, rather than just focusing on one person.

People First Manitoba and then People First of Canada threw their support behind the project. As this happened, the focus of the film and the trip grew to include not only Manitoba, but also Alberta and Saskatchewan.

One thing that makes the film notable, is that people with intellectual disabilities were involved in every stage of the production process, from early development to final product.

“Everybody played their part in supporting each other through a very demanding and emotional journey,” writes Josée.

“Now that the documentary is finished, our job is to make sure that as many people as possible get a chance to see it. We hope that ‘The Freedom Tour’ will help people understand that no person should ever have to live in an institution regardless of the labels attached to them. As full Canadian citizens, people with intellectual disabilities have the right to choose who provides the supports, where to live and with whom,” writes Josée.

To find more information about People First’s “The Freedom Tour”, including a blog, a trailer and details on how to order the DVD, please visit the website at tft.peoplefirstofcanada.ca. 



Participants in “The Freedom Tour”: (back row, left to right) Catherine Allix, Valerie Wolbert, David Weremy, Christine Currie, Richard Ruston. (front row, left to right) Kevin Johnson, Suzie Weiszmann, Mark Blanchette, Josée Boulanger.

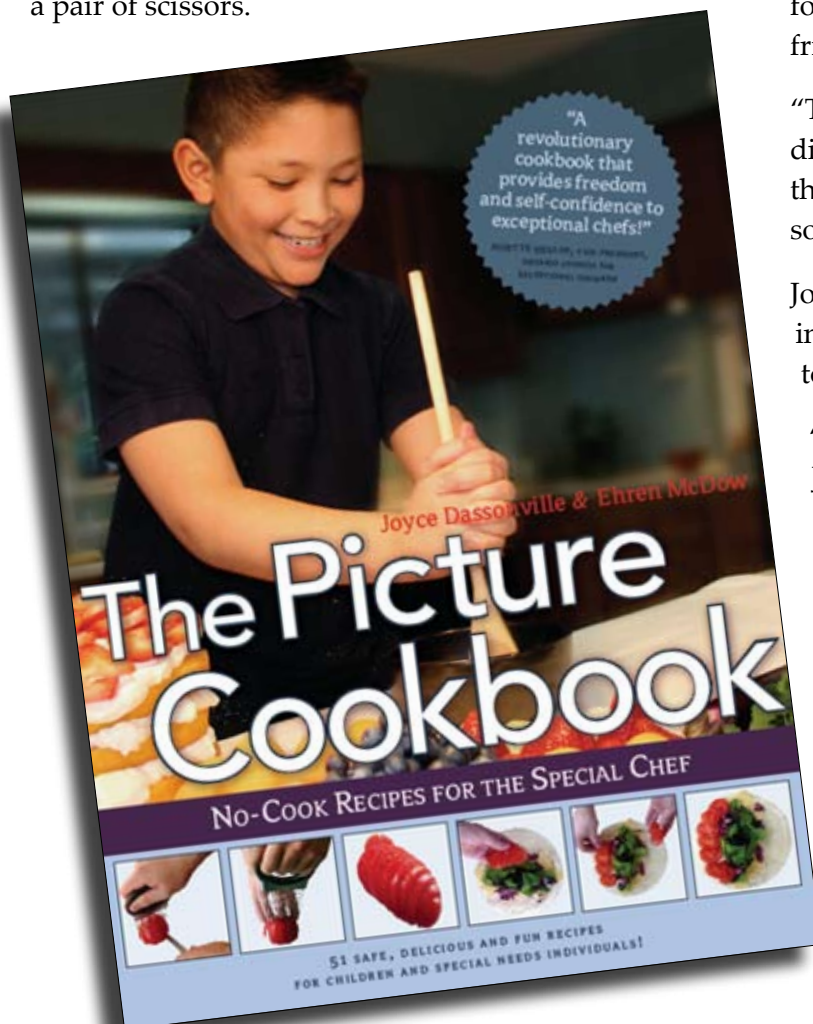
COOKBOOK TEACHES SKILLS AND INDEPENDENCE

When Joyce Dassonville couldn't find a book that would help her autistic daughter Dominique learn to prepare her own food, she solved the problem herself, by publishing one.

While Dominique has almost no language, she is able to clean, do her own laundry and take part in hobbies such as hiking, horseback riding and swimming. Joyce notes that her daughter's lack of verbal communication does not prevent her from absorbing information and learning.

"While she has limited languages skills, she has a huge capability of learning if it can be shown through pictures," says Joyce.

It was this idea that led to "The Picture Cookbook", a book of 51 recipes that use step-by-step picture instructions rather than words. None of the recipes require the use of a stovetop or oven and the sharpest cutting objects needed are a bread knife and a pair of scissors.



The recipes are also designed to be healthy and nutritious and include meals like cold salads, sandwiches and muffins. You can also find a few sweet treats such as cookies or chocolate cake. "Sometimes you need to have a reward to motivate people to learn and use the book," says Joyce.

Joyce worked with her 24-year-old son Ehren, who happens to be a chef, to create the book. She took photographs while he prepared the food. "We learned through trial and error what worked and what didn't," says Joyce.


One of the challenges was making sure that the ingredients in the pictures looked the same or very similar to the ingredients in real life, "We had to be careful with the pictures. If I made a mistake with the pictures, Dominique couldn't do the recipe."

"The Picture Cookbook" also includes suggestions for how to teach the recipes, a list of specially selected tools for safe meal preparation, and tips for creating a user-friendly kitchen.

"The idea is to give people with developmental disabilities more independence in their lives, rather than having to wait or ask someone else to make something for them to eat," says Joyce.

Joyce cautions that the cookbook will not turn everyone into a master chef over night. Rather, it is a teaching tool that requires patience and learning.

"The Picture Cookbook" has gained popularity and Joyce has received great feedback. She is already in the process of creating the next book in the series, "Microwave and Convection Recipes." After that, Joyce plans to publish "Small Appliance Recipes" and "Dessert Recipes", bringing the series to four books in total.

To learn more about "The Picture Cookbook", please visit www.PictureCookbook.com. Here you will find information about ordering the book online. The book sells for \$34.95 Canadian. If you have any questions, you can e-mail info@picturecookbook.com. 

EDENVALE INSTITUTE CELEBRATES NINTH YEAR

Where can you find 70 enthusiastic self-advocates on a rainy weekend in November? At the Ninth Annual Self-Advocacy Leadership Institute at Edenvale.

Last November, in the beautiful Fraser Valley, self-advocates from all over the province came together for the annual Leadership Institute. They spent the weekend learning, laughing, sharing and leading.

The Institute co-ordinators were Gregg Schiller and Arlene Schouten. They worked hard to create a program for the weekend that was fun and chock full of opportunities to network, learn new skills, share stories and even relax a little.

Penny Soderena, who is a self-advocate and a peer advisor from Prince George, travelled with six other self-advocates for eight hours by bus to come to Edenvale. When asked what the best thing about the Leadership Institute was, she had this to say: "Definitely getting the chance to meet other self-advocates from all around the province. That is something we don't get to do very often. People really enjoy meeting new people."

"When we get back to Prince George, we are energized. We really have fun and learn a lot. We also really like the fact that we feel free to choose to attend sessions or not. If we are feeling uncomfortable or not interested, we can go for a walk or hang out elsewhere," says Penny.

"One powerful lesson in leadership," says Penny, "was when a self-advocate learned that she could be a leader by speaking up and asking a question in a session when everyone around her was too afraid to. By asking the question, even though she didn't really want to, she showed courage and got the information that she and everyone else needed. Now that is leadership!"

As folks arrived from around BC, they were treated to a wonderful community dinner and then went outside for a bonfire. People roasted marshmallows and sang campfire songs.

On Saturday, after a healthy breakfast, the workshops began. In one of the workshops called "Stand up for



Self-advocates take part in an African drumming circle at the Ninth Annual Edenvale Leadership Institute.

Yourself", a counsellor came to talk about how to speak up for yourself and take control of your life and decisions.

CLBC's Self-Advocate Advisor Shelley Nessman came to talk about her role and to talk to self-advocates about some of the issues facing them around the province.

Later, there were sessions on Laughter Yoga, safety and sexuality. Gregg Schiller led an energetic session on boxing for health and Arlene Schouten taught some yoga.

Abbotsford MLA Hon. John Van Dongen came to meet with the group and to listen to what their issues were.

After a huge turkey dinner, the evening wound up with "The Self Advocacy Game Show" and then an African Drumming circle.

And if that weren't enough, Sunday sessions were also very popular. There were workshops about selfadvocatenet.com by Joe Rikley and Bryce Schaufelberger as well as Tai Chi and Nutrition.

After lunch there was time for the traditional group photo, goodbyes and then it was time to leave.

Penny says that a popular topic of conversation on the bus ride back to Prince George was who will attend the Institute next year.

Next year, the Edenvale Leadership Institute celebrates its tenth year. It promises to be a good one! ✨

FAMILY LEADERSHIP INTERN: A YEAR IN REVIEW

In December 2007, I was hired for a year as the first CLBC Family Leadership Intern. I was able to apply for this position because of the privilege I hold as the mother of a 7-year-old little girl who has a label of a developmental disability. My job was to provide CLBC with a family perspective on policy, service delivery development and strategic planning, while at the same time build on my leadership skills by participating in high level projects and gaining an understanding of the complexities of social policy.

Over the last year I have had an opportunity to become immersed in the community living movement. As a mother of a child with a disability, I feel comfort and inspiration knowing how hard people are working to think differently about the potential of, and possibilities for, individuals like my daughter. From the inside, CLBC feels like an organization that honours the voices of individuals and families. Yet, as I was able to spend time learning from families in their community, I observed that some feel isolated from the organization that some of these families helped to create.



Jessica Humphrey and her daughter Sahara.

In looking back, I feel a need to ask these questions:

How can the mechanisms that support CLBC to get a diverse family perspective be improved?

Are there other ways to help families feel better connected to the work of CLBC?

How can CLBC create an organization known for trusting and respectful relationships?

How can CLBC better learn from and partner with those they serve?

Families have an enormous amount of knowledge and lived experience that can help to inspire new ways of thinking and working. I see great opportunity for CLBC to listen and respond to families in a way that influences both policy development and best practice within CLBC. With the right tools, families can be empowered to navigate the systems along their journey, but also to make connections with one another across the province. I believe there is much potential for making CLBC a truly family friendly organization by supporting the development of intentional networks and coordinated linkages between families, staff and community.

For me, capacity building and ultimately, empowerment and leadership, comes from knowing my story will be used in a way that creates real social change. It also comes from having a clear idea about the context in which I am living my story. While it has taken some time to feel confident in providing a family lens to the work of CLBC, I know that my capacity as a parent has been tremendously strengthened by a new understanding and clarity about the nature of the system. I look forward to knowing how CLBC will continue to build in strategies to partner with and learn from those they serve.

Thank you to everyone I had the privilege of learning from over the past year.

For a copy of the Family Leadership Intern report and recommendations, please visit the CLBC website under [Policies & Publications > Publications](#) and scroll down to Reports. 🦋

INNOVATION

Are you looking for inspiration? Want to talk about a new idea that you would like to try?

Have you tried something that no one thought would work – but it did?

Did you take a risk to try something new that didn't work – but you learned something important from the experience?

Welcome to the relaunch of a The Citizen's regular Innovation page.

The term "innovation" means a new way of doing something. It may refer to incremental, radical or revolutionary changes in thinking, products, processes or organizations.

Under the Community Living Authority Act, CLBC must try and promote choice and innovation in how it delivers supports and services.

One of the best ways to do that is to spread the good news about some of

the exciting, inspiring things that you are doing out there.


In the coming months, we are hoping to showcase your stories about things big and small, that you are trying out in your quest to improve the lives of the people that we serve and the community at large.

We are also planning to update you about some of our own innovative projects as well as the projects that have been funded through CLBC's Innovations Grant program that has been up and running since 2006.

So, if you are doing something or talking about trying something and you hear people using words like "different", "fresh", "newfangled", "original" or "unprecedented", we want to hear about it.

You can share your stories and ideas by calling Shelley Nessman, CLBC's Self-Advocate Advisor, at 604-664-0195 or by e-mailing her at Shelley.Nessman@gov.bc.ca.

We look forward to hearing from you.

For more information about Innovation, check out the CLBC webpage under [What We Do > Innovation > Framework](#). 



HOUSING WORKING GROUP MAKING PROGRESS

Issues related to access to affordable housing and home ownership are regularly raised by individuals, their families, CLBC staff and community partners. Since 2005, CLBC has hosted two housing forums where the “how to” of creating housing was identified as daunting to many in attendance. It is understandable that, when service providers are busy trying to manage day-to-day operations, becoming knowledgeable about property development slips to a lower position on the priority list.

Last spring, in an effort to use community capacity, CLBC invited other partners with social housing expertise to the table to form the CLBC Housing Working Group.

Comprised of representatives from BC Housing, BC Non-Profit Housing Association, the Capital Regional Housing Secretariat, Service Providers, Family Members, Self Advocates, CLBC and other community members, this dynamic group’s intent is to be a catalyst for change in inclusive and affordable housing for people with developmental disabilities. To do so, the Working Group developed the following terms of reference:

Articulate CLBC’s values and philosophy towards housing for people with developmental disabilities

Identify Housing Issues specific to individuals served by CLBC

Explore a range of strategies to address issues identified

Raise awareness of successful approaches to community housing development

Disseminate resource information to our staff and partners

Identify new housing demonstration projects and document learning

Create strategies to increase community partnerships

Although just nine months old, there has been tremendous synergy in this coalition of so many community partners. An alignment of common values and the understanding that, for inclusion to be sustainable, development must occur at the community level, drives the work of CLBC’s Working Group on Housing and influences each of the partners.

As an example, a recent call for expressions of interest by BC Housing included a requirement to demonstrate partnerships with other agencies. The successful outcome resulted in a multi-unit complex for new immigrants and refugees and the inclusion of six suites rented by individuals with developmental disabilities.

In this and future issues of the CLBC newsletter, we’ll highlight local partnerships for inclusive housing. The accompanying article on the work of the Community Land Trust in Vernon is just one such example.

In April, through a grant provided by BC Housing, the working group will complete a research project to identify issues, best practices and potential strategies for change. We look forward to sharing this report in the spring and working together with our partners to develop strategies for change.

For more information or to share your housing stories, contact the Housing Working Group co-chairs:

Ellen Tarshis, Community Living Victoria (etarshis@clvic.ca) or Jacinta Eni, CLBC (jacinta.eni@gov.bc.ca). 

VERNON WORKS FOR INCLUSIVE AFFORDABLE HOUSING

The City of Vernon has taken a leadership role by providing property to a group of non-profit societies to build affordable housing.

An innovative and creative partnership entitled “Under One Roof” has been developed between the Vernon and District Community Land Trust, Habitat for Humanity and Kindale Developmental Association.

The group plans to build a six-plex townhouse with a mix of ownership and rental opportunities for low income families and individuals with developmental disabilities. In addition, this development will be used as a model for future projects in the North Okanagan. In the case of Habitat for Humanity, the partnership with other community agencies will be a national first for the organization.

The “Under One Roof” initiative has already attracted huge support from local businesses and educational institutions.

Students enrolled in the Okanagan College Residential Construction Program will provide free, supervised labour for up to 70 per cent of the foundation and framing of the building.

Heartwood Homes Ltd and MQN Architects are providing corporate sponsorship and it is expected

that companies representing other trades will also contribute.

The Vernon & District Community Land Trust is a non-profit charitable organization. The Board’s membership consists of persons from the real estate, financial, legal, and business community who are interested in furthering the affordable housing goals of the region.

The purpose of the VDCLT is to solicit for donations of land and partner with non-profit housing societies to build and manage affordable housing units.

Kindale Developmental Association has been providing services to people with developmental disabilities in the North Okanagan for 50 years.

Increasingly, Kindale is involved in partnerships and initiatives that maximize independence and participation in community life. Enabling access to safe, affordable and integrated housing is a key element in this process.

This is a true demonstration of a community development process that values inclusion and partnership.

For more information about the partners, please contact Henry Sundquist, Kindale Developmental Association, at 250-546-3005. 🦿



(left to right) Bob Marsh, Habitat for Humanity, Annette Sharkey, Social Planning Council, Cindy Masters, Kindale, Glory Westwell, Habitat for Humanity, Ted Treller, Land Trust Society, Rod Dudland, Heartwood Homes, Randy Kolibaba, Land Trust Society.

PROGRAM PROVIDES OLYMPIC WORK OPPORTUNITIES

Operational since October 2007, accessWORKS provides a point of contact between persons with disabilities and opportunities in the area of procurement, employment and volunteering in connection with the 2010 Olympic and Paralympic Winter Games and related employers, sponsors and suppliers.

AccessWORKS consists of a consortium of over 30 disability organizations, including CLBC. It is supported by the provincial government, 2010 Legacies Now, the BC Olympic and Paralympic Winter Games Secretariat, and hosted and managed by the Neil Squire Society.

AccessWORKS's mission goes beyond connecting employers with applicants with a permanent disability. The organization engages with its clients by offering ongoing services like information and supports specific to accommodating applicants with disabilities, staff awareness training and human resources disability policy assistance. This makes accessWORKS a unique one-stop-shop for employers, entrepreneurs and job seekers.

AccessWORKS helps organizations to become 'Disability Confident'. A Disability Confident company:

- **Understands how disability affects all aspects of their business - people, markets, competitors, suppliers, communities and key stakeholders.**
- **Creates a culture of inclusion and removes barriers for groups of people.**
- **Makes adjustments which enable specific individuals to contribute as employees, customers and partners.**

Traditional cost-benefit analysis focuses unduly on the assumed costs of accommodating individuals. By contrast, disability confidence includes aspects such as the enhanced management capacity and organizational performance, which are usually overlooked.

Disability confident organizations anticipate the needs of groups of people with different impairments, and enable a much wider range of individuals to contribute to business success.

Rather than asking: "Will this person with a disability cost more to employ than they will bring to the business?" companies need to ask, "What are the business benefits and competitive advantage we will achieve through creating a disability confident organization?"


Through the process of designing systems, policies, products and cultures which work better for persons with disability, the disability confident organization creates a more efficient, responsive and innovative organization which works better for everyone.

Purposeful Purchasing

The Purposeful Purchasing Initiative created by accessWORKS is about disability missioned organizations in British Columbia recognizing that every dollar spent, if spent with purpose, will advance the economic inclusion of people with disabilities.

Competition for charitable dollars is fierce and it no longer makes sense for social service organizations to just view the corporate world as potential donors. Social Service organizations in Canada spend over \$3.6 billion annually. It therefore makes sense for them to position themselves as consumers, with a mission. Purposeful Purchasing moves social services from an agenda of charity to one of prosperity by giving them the tools to influence their own supply chains so that they can engage in the inclusion of persons with disability.

Although accessWORKS will end operations in 2010, the legacy that this organization intends to leave in our communities is a positive cultural change and inclusion in the work place and the entrepreneurial sector by helping organizations become disability confident and raising awareness around disability and accessibility issues.

If you are an employer looking to become Disability Confident, an entrepreneur or business owner with a disability seeking for information, or someone with a disability seeking employment – both at an entry level and professional positions - you can find out more details at 604-629-1514, or go to www.accessworks.ca. 

Get to Know **Linda Moyneur**



Linda Moyneur RPN, RN BPN, is the new Director for the Provincial Assessment Centre (PAC).

Linda has 30 years of progressively responsible experience as a mental health clinician, supervisor and manager. She has worked with inpatient adults, adolescents, adjudicated youth and now welcomes the opportunity to work with adults and youth with developmental disabilities.

In 1985, she had the opportunity to help set up an Inpatient Assessment Unit and deliver services to the courts and adjudicated youth under the new Young Offenders Act. From there she moved into the position of Program Manager of the Inpatient Assessment Unit (IAU) through Youth Forensic Psychiatric Services (YFPS)

where she has been a long standing member of the visionary team which has brought YFPS to where it is today.

She has been instrumental in developing the multi-disciplinary Mental Health Team that provides services directly to youth offenders at the Burnaby Youth Custody Center.

She has held an elected position on the Board of Directors with her psychiatric nursing professional organization from 1989 to 2007. In 1999, as a government appointee, she was a member of the team assigned to transition the Association (RPNABC) to the College (CRPNBC) it is today. She has been involved in many of the initiatives that have set the direction for the profession of Registered Psychiatric Nursing, not only in BC, but also nationally.

She believes in life long learning and in 2007, she graduated with distinction from Kwantlen University with a Bachelor of Psychiatric Nursing. ✂

STAY CONNECTED WITH CLBC

It is a major priority of Community Living BC to communicate with the people we support, their families, service providers and stakeholders. We strive to provide the most up-to-date information in a timely and consistent manner.

And we need your help. To provide better communication, we need to collect your contact information. If you are interested in receiving the latest news from CLBC, please visit the 'Contact Us' section of

our website at www.communitylivingbc.ca, fill out the contact form and provide us with your contact details.

If you do not have access to the Internet, please call 604-664-0101, to provide our receptionist with your name, address, phone numbers, affiliation and e-mail address.

Free access to the Internet is available at all public libraries across BC. You can also sign up for a free e-mail address at www.hotmail.com or www.yahoo.ca. ✂

FREEDOM TO BELONG AVAILABLE ONLINE

The CLBC film "Freedom to Belong" can now be viewed on the CLBC website.

Produced by Rachel Schmidt, CLBC Community Relations Specialist, this documentary follows the stories of people who champion the rights of people with developmental disabilities.


"Freedom To Belong" was screened at several events and on community cable channels throughout the province as part of Community Living Month in October of last year.

The film has been split into three sections on the website.

Part One tells the story of Cindy and Erika Frostad, a mother and daughter who advocate for inclusive communities.

Part Two features Bill Macarthur, a former Woodlands resident and spokesperson for the We Survived Woodlands Group.

In Part Three, The Community Speaks, we hear from several self-advocates who speak passionately about a future that includes all of us.

To view the film, go to the CLBC website under [News & Events > Media Room](#) and scroll half way down the page. 



CONTACT US



The Citizen is published every two months by CLBC's Communications department. It is your information source for news that's relevant to the individuals and families CLBC supports. The views and opinions expressed in *The Citizen* are not necessarily those held by CLBC. We are always on the lookout for inspirational stories about people in the community. If you know of an event that others might like to know about, an issue that invites debate, or news worth reporting, let us know. While we appreciate story ideas and submissions, *The Citizen* reserves the right to edit content for accuracy, grammar and space, but strives to maintain the integrity and voice of the author.

If you have a story suggestion or feedback on the newsletter, please e-mail editor@communitylivingbc.ca.

To receive the electronic or paper version of The Citizen, please visit www.communitylivingbc.ca/who_we_are/contact.htm and click on either E-mail or Paper Newsletter Sign-up.

If you have a general question about CLBC, please e-mail info@communitylivingbc.ca.

CLBC is a Crown agency of the government of British Columbia and is committed to being carbon neutral by 2010.

This newsletter has been printed on FSC certified paper and is 50 per cent recycled fibre and 25 per cent post-consumer.



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