

## Skills on display



Nolan Fallowfield demonstrates his skills for employers at the recent Employment Skills Fair in Quesnel. See page four for the full story.

### What's Inside

Leadership Today



Staff Conference



Self-Advocate Summit



Quesnel Employment Fair



Smoke-Free Environment  
Policy



## MESSAGE FROM THE CHAIR

Lois Hollstedt



The closing of our 2008 fiscal year end marked the third year of operation for CLBC.

Growth comes with challenges and we have had to adjust our approaches to enable our staff to accommodate this reality. Planning processes have been altered to enable short-term decisions while longer term plans are developed. We have provided respite funding directly to families to help them cope and hopefully avoid crises. We were also encouraged by the 445 families assisted through the Family Independence Fund.

Our advertising campaign, which featured self-advocates, won many awards and is continuing to help people with disabilities to have a voice. In this past year, we joined the BC Association for Community Living and the Ministry of Employment and Income Assistance to focus on getting real jobs for people with disabilities. This will be a continuing goal in the coming years.

The work for this coming year includes undertaking a review of how we are doing in implementing our mandate. After three years it is time to evaluate our progress. We expect to begin that work this fall.

We also will begin planning for our next three-year work plan. Our first three-year plan is almost complete and we will engage the community in setting our next three-year goals.

I want to thank two groups of people who have worked alongside the board and management team to bring us to where we are in creating a new way of work. Thank you to the 490 CLBC staff for your dedication through a time of profound transformational change. You have been amazing at embracing new ideas and new ways of work. I said four years ago that I wanted CLBC to be your employer of choice. The board and I are grateful that you chose to work with us and we continue to appreciate your daily effort and enthusiasm.

Finally, I want to thank the group of volunteers who worked with us on task groups – the Provincial Advisory Committee and the 17 Community Councils. You have taken extra time to help us think through each step of the way. You are self-advocates, parents, service providers, staff and community people who believe that together we can bring full citizenship to people with developmental disabilities. We appreciate your many contributions.

CLBC still has a distance to go before we have the system we all want to achieve, but working together will ensure we stay focused. Thank you all. ✨

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# INSIDE VOICE

*The self-advocate's perspective.*

## BUILDING THE LIFE OF HER DREAMS

By Frances Flynn

I began my life in the east end of Vancouver with my mother and father along with my three brothers and two sisters. We also had my dad's parents living with us in a small house. Then when my sister Laura was still a baby, our parents moved the family to North Vancouver.

When I was two and a half years old, doctors discovered I had epilepsy. Then they had to find the right doctor who treated young kids with epilepsy, as well as the right drugs that would stop it.

But when it came to my family, I was just like everyone else. Whatever came along, I would deal with it the best way that I could - and I did just that. As a kid, I spent many long days in the old Children's Hospital wondering if I was ever going to go home to be with my family. If I had not had the family that I have, I would have never gotten through those hard times in my life.

We were a very close family, so when we lost our father in 2002, we knew we had to make a change. So mom and I moved back to the Lower Mainland. I became a member of Delta Community Living Society. This is when I met the Longpre family, and moved into their basement suite. It was five years ago that the Longpres welcomed me with open arms into their home. This made my life better because I had my family and another family that welcomed me. I have dinner with them, attend parties and enjoy being part of an extended loving family. My apartment is below the Longpre family home in the basement suite. They are great neighbors - helping me if I need it, as I do for them.

In 2007, I got a job at Ricky's Restaurant in Ladner. I have been employed there for the past year. My job at Ricky's keeps me busy. I do whatever is needed of me, including bussing tables and washing dishes, and

also making friends with customers - especially the regulars. The regulars are pleasant, and friendly. My co-workers are a group of fun people. I have great relationships with all the people I work with. We joke, fool around and get serious about our work. Our motto is to always smile, be friendly and have fun doing what we love.



My job at Ricky's is my dream come true. I have a job that I love and co-workers that are supportive and fun to work with. I finally have the money to buy the things I want and need. I love having my own apartment, below a loving family. It is great to live in a home and neighborhood where people care about me. It feels great to be apart of my community in exactly the ways that I want. I feel that my life is perfect because it is living my dream in the way that works best for me.

I want other self-advocates to know that anything is possible. You decide your future. When you dream and go after what you want, with some help from people who care, anything is possible! I can tell you right now that dreams can come true.✿

*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](mailto:editor@communitylivingbc.ca) to discuss.*

## PUTTING THEIR SKILLS ON DISPLAY

COVER STORY

On March 27, an Employment Skills Fair for young self-advocates was held in the Seniors Centre in Quesnel. Most employment fairs feature employers setting up booths and information tables while prospective employees move around and ask questions about certain jobs and businesses. But this fair had a twist. The self-advocates set up their own tables and displays to show local business people and employers what they have to offer as employees.

The goal of the fair was to show employers that people with developmental disabilities have a lot of valuable skills to offer as employees and can be productive members of the labour force.

"Hiring people with disabilities is a really good idea. They are dedicated and reliable. If given the chance to prove themselves they can do a great job. They need the chance to reach their full potential," said

CLBC Facilitator David Sutton, who helped organize and promote the skills fair.

The two local high schools, Quesnel Secondary School and Correlieu Secondary School, worked together to talk about self-advocate employment and help the young self-advocates work on their resumes and power point presentations for the job fair.

*"It was a great opportunity to show off what I can do."*

Almost 40 self-advocates set up tables and displays for employers. Among them was Lindsay Lund, a student at Correlieu Secondary School. Lindsay is transitioning into a job at Prima, the Quesnel recycling depot. Lindsay also helps with the Salvation Army's

Wednesday hot lunch program and is doing a volunteer placement at the Women's Resource Centre where she helps with cooking, doing dishes, dusting and general cleaning. "I had fun getting ready for the fair and taking part in it," said Lindsay.

Another participant, Nolan Fallowfield, has started his own business. He creates books, menus,

pamphlets and other materials in Braille and large print for local businesses that want to be more accessible to people who are blind or who have visual impairments. He recently created Braille business cards for CLBC staff in the North Region. Nolan welcomed the chance to promote his business at the Skills



*Jerman Severeid (right) talks with ACHIEVE counsellor. Jerman's dream job is working outside in the forests.*



*Lindsay Lund uses a laptop to present her skills and experience to potential employers. Lindsay currently volunteers at the Women's Resource Centre cooking, doing dishes, dusting and cleaning.*

Fair. "It was a great opportunity to show off what I can do," Nolan said.

The fair attracted several people from the local business community including the video store and representatives from Quesnel Community Futures, the City of Quesnel's Human Resources Advisor, Employment Services Canada, Quesnel Employment Services, ACHIEVE, and Quesnel city councillor Peter Couldwell.

Besides those participating, a number of other self-advocates

also dropped by during the day to check out the event. This included participants from the College of New Caledonia Job Education and Training Program and Quesnel Community Living Association.

As well as giving employers and self-advocates a chance to network and create possible employment opportunities, the Skills Fair was a tool for raising awareness of the issue of self-advocate employment.



Seller Shirley Kirby.  
ry industry.

Both local newspapers, The Quesnel Cariboo Observer and The Quesnel Advisor, featured employment-related articles leading up to, and following, the fair. The articles profiled several self-advocates who are working at various different jobs in the community. There was also a promotional ad with the stories to inform people about

the Employment Skills Fair.

The organizers of the Skills Fair have already begun planning for the next employment-related event. They learned a number of things from this first skills fair and plan to apply those lessons to upcoming events. Local business people are being contacted and consulted to get feedback on how the next event can better suit their needs.

“We need to keep building on the positive steps we’ve taken,” said David Sutton. ✨

## EMPLOYMENT INITIATIVE PROJECT

By Barb Penner, CLBC Employment Initiative Project Manager

Community Living British Columbia continues to focus on expanding employment opportunities for people with developmental disabilities in British Columbia.

CLBC is working with all stakeholders including self-advocates, families, service providers, the Ministry for Employment and Income Assistance (MEIA), the Ministry of Education, the Ministry of Advanced Education, the BC Association for Community Living and the business community.

Together, they will explore and capture in best practice the way real work for real pay is being, and can be achieved, in the province. This best practice will be reflected in updated CLBC policy, standards and contract outcomes for employment services within CLBC.

The results of the MEIA/CLBC community forums held in late fall of 2007, together with a review of diverse employment programs, and the information from the forum on employment with Cary Griffin in April 2008 have set the stage for the CLBC Employment Initiative project.

The purpose of the project is to develop a strategy to increase employment opportunities for adults with developmental disabilities and youth with special needs.

The key components of the CLBC Employment Initiative Project are:

- A communication and awareness campaign promoting the employability of people with intellectual disabilities
- To promote “employment first” thinking with CLBC staff, families, self-advocates, school systems and service providers
- To partner with MEIA in overseeing a joint demonstration project to disseminate the learnings of the project and incorporate these into the employment strategy for BC
- To develop policy, standards and an accountability framework that supports an increase in employment for people with intellectual disabilities. This will be done in consultation with the employment initiative advisory group and consulting best practice in other jurisdictions ✨

# SELF-ADVOCATE SUMMIT TEACHES VALUE OF FRIENDS

By Barb Goode and Rasika Aklujkar

On Tuesday, March 18, we left for Snug Cove on Bowen Island to begin an adventure of learning, growing, meeting new people and old friends who had similar interests and goals. We were off to the Self-Advocate Summit that Aimee Morry, CLBC Self-Advocate Advisor and Jule Hopkins, CLBC Manager of Service Accountability and Safeguards, had invited us to.

This year's event had an interesting aspect in that each self-advocate brought a friend. The friend was there to help support our learning during the summit and to help us when we returned home to continue the work we started at the summit. Thirty-nine people (21 self-advocates and 18 helpers) attended the summit, which, according to Rasika, was "an educational vacation."

The event started with people making their own nametag. We used our imagination, with props such as stickers, coloured pens and paper to tell others a little bit about ourselves. The nametags were worn throughout the summit and they created a lot of discussion about our gifts and interests.

The first evening, after a delicious dinner and a fun get-to-know you activity, Dr. John Lord, the summit facilitator, led us through the different levels of friendship. Dr. Lord and others shared stories about friendships and about those people who have helped us to make connections in the community. One of the important points we learned was that paid people in our lives are not the same as friends. They do support us, but they have a different role and purpose in our lives.

After evening snacks, many of us jumped into the hot tub and in this informal, fun way, we relaxed and practiced ways to start making new friends.

Day two was an action-packed day, where we spent many hours working with our friends doing individual activities that focused on knowing our gifts and talents and learning how each of us could make friends and build our own support networks.

The day started with Lois Hollstedt, the chair of the CLBC Board of Directors, speaking to us about what CLBC is doing and telling us just how important our

voices and the voices of our families are to CLBC. It was so nice to meet her and we sure liked having such an important person come to speak to us.

The best part of this day was learning what we need to do to have more people in our lives, beyond paid staff. We need to be involved in the community by using our talents will help us achieve the goals we have made.

That evening was very special, as Peter Bourne entertained us with his wonderful singing voice and we all joined in singing and dancing.

The final day helped us to build our goals and record

what our first steps would be when we returned home. The summit ended with a fun activity that will follow up on how well we have worked on our summit goals. In an anonymous way, we shared our contact information with someone and they will connect with us in two months time to see how well we are doing in making new friends and building our personal support networks. We will find out then who got our contact information and we are sure we will talk about the great time and learning that happened at the summit.

Before we left the summit, Aimee, Dr. Lord and Jule gave each of us a certificate of participation. "My certificate represents the fact that I came and did all the work needed and it gives me a sense of achievement," said Rasika. "This summit has helped me to remember how important it is to stay connected with my friends and to continue to try and make new ones," said Barb.

Thank you CLBC for organizing this summit and giving us a chance to grow and learn how to make friends! 🙌



*Aimee Morry, Self-Advocate Advisor, spends time with Rasika Aklujkar.*

# VOLUNTEERING A DREAM COME TRUE

By Renee Nelson, Facilitator, Port Moody

It all began when he first watched the movie *Free Willy* at age nine. Back then, Anthony would watch the movie at least five times each day. He would also frequent local swimming pools, where he would act out scenes from the movie, attempting to make a “big splash” like Willy. His mother, Erica, recalls him diving in the water, while claiming enthusiastically, “I’m Free Willy!” Erica also points out that his love of whales may have also been fed by the fact that the family lived near the Miami Seaquarium and the *Free Willy* movie was followed up with two sequels.

Today, Anthony’s love of whales continues, and is fueled more than ever. Since October 2007, Anthony has been volunteering every Friday at the Vancouver Aquarium.

The idea to volunteer at the aquarium began during a school fieldtrip. Anthony’s school principal recalls Anthony being captivated by the whales. He spoke to Erica about

approaching the aquarium staff about a volunteer placement for Anthony, and the rest is history.

With both pride and passion, Anthony describes

what his duties are at the aquarium. For example, in talking about the fish treats he prepares for the whales and dolphins, he explains the importance of making sure that the animals are not fed “bad treats.” Treats are “bad,” says Anthony, when the fish have “broken

heads, gills or eyes.” “If I feed these to the animals,” he explains, they may “get sick.”

Anthony hopes to learn more from the dolphin trainers. Already, he has picked up a few techniques. “I said ‘jump,’ and they [the dolphins] jumped!” he explains. Anthony describes the method of getting the dolphins to swim in the opposite direction by saying “turn” and rotating his wrist.



*Anthony Vohra feeds the dolphins at Miami Seaquarium where he spent time during his spring break.*

Anthony’s love of the aquarium has been key in encouraging him to learn new life skills, said Erica. For example, from his home in Coquitlam, Anthony has learned to travel by bus to the aquarium. After a few practice trips and reassurances from mom via his cell phone, Anthony now makes the trip by himself.

Although he still has a

thing or two to learn about interacting with strangers on transit, Erica is hopeful that with the help of a lifeskills worker, Anthony will strengthen his transit skills.

Then, Anthony will be ready for his next challenge: attending the Career and Job Preparation Program at Douglas College this September.

The staff at the Vancouver Aquarium need not worry that Anthony is moving onto other things, however. Anthony and his mother have already been assured that Anthony can continue caring for his marine friends while pursuing his studies at college. ✨

## TRAINING TEACHES SELF-ADVOCATES TO LEAD

Leadership Today training for the self-advocate was introduced for the first time in British Columbia by the Vernon Community Living Centre. Leadership Today has been successful in Alberta and it is encouraging to see its success in BC. It took place in Vernon from April 14 to 17.

Vernon Community Planning and Development Manager Bill Tidsbury was impressed by the participants' enthusiasm, commitment to learning and understanding of issues. He said this is one of many tools that CLBC can use over the next three or four years to continue building a strong and vibrant self-advocate movement. CLBC is committed to supporting a very powerful voice from self-advocates affecting how service is delivered in the province.

Sarah Hall is one self-advocate who participated in Leadership Today. This 21 year old was hired short-term to assist with its start up.

"I think God wanted me to do something like this – to be able to make a difference," said Sarah.



*Sarah Hall helped launch the Leadership Today training program in Vernon.*

In the pre-planning stages, Sarah would arrive at the Vernon office every day on her bike and virtually inject her workspace with boundless energy and optimism. Except for the report writing, remembering passwords and taking phone messages, which she referred to as a little frustrating – she loved this job!

Interior CLBC managers are hoping to bring these students back this summer to foster ongoing training. The managers are also talking about an Interior conference for self-advocates in the fall of 2009, so the learning will continue to grow.

"I've learned to be more patient, to be myself and not be ashamed of my disability."

One services provider said they had already experienced a self-advocate speaking up for herself as a result of the leadership training. She didn't like the food being served at her home and for the first time felt strong enough to assertively express herself.

Sarah said she has already learned so much. "I've learned to be more patient, to be myself and not be ashamed of my disability," said Sarah. She also feels she's gotten closer to other people with a disability in her community and already made a difference. Her advice to everyone: "Just do your best." ✖



## SMOKE-FREE ENVIRONMENT POLICY GOES INTO EFFECT

All British Columbian children and youth living in family care homes will be living in a smoke-free environment, thanks to a new policy initiated by the Ministry of Children and Family Development (MCFD) and various stakeholders, including CLBC. The Smoke-Free Environment Policy went into effect May 1.

While many family care providers are mindful of the harmful effects of second-hand smoke and already prohibit smoking in their homes, the Smoke-Free Environment Policy will ensure that all children in care and youth benefit from a smoke-free environment.

A smoke-free environment means no smoking in the home and no smoking in the vehicle at any time, whether children or youth are present or not. The policy does not apply to the use of tobacco for cultural or traditional purposes.

“Providing smoke-free environments is a significant step towards reducing the harms caused by exposure to second-hand smoke,” said Dr. Perry Kendall, Provincial Health Officer. “I want to commend MCFD and its partners for taking this step to improve the health and well-being of children and youth in care.”

In recognition that it may take time for some homes where smoking still takes place to come into compliance with this policy, family care providers who currently have a Family Care Home Agreement with MCFD have until November 1 to create a smoke-free environment in their homes and vehicles. They have been informed of this timeline by letter.

New family care providers signing their Family Care Home Agreement after May 1 will be expected to provide a smoke-free environment as of the date of their agreement.

The Ministry of Children and Family Development

worked in partnership with the British Columbia Federation of Foster Parent Associations, the Federation of Aboriginal Foster Parents, the Federation of British Columbia Youth in Care Networks, and other stakeholder groups to develop this policy.

This policy does not require family care providers to quit smoking. However, the ministry is supporting family care providers and other smokers in the home who wish to quit smoking to get the support they need through QuitNow, a free service operated by the BC Lung Association on behalf of the Ministry of Health.

The services available through QuitNow include advice from a professional health care worker on the various

options available to assist someone who wants to quit smoking. If an assessment indicates that smokers in the home would be appropriate candidates for nicotine replacement therapy or

prescription smoking cessation medication, the ministry will provide complimentary nicotine gum or patches, or provide reimbursement for prescription smoking cessation medication until October 31, 2008.

The Caregiver Support Services Standards, Family Care Home Agreement, Children in Care Service Standards and the Standards for Foster Homes will all be updated to reflect this new policy.

A letter has been sent to all family care providers advising them of the requirement to provide a smoke-free environment for children in care. It includes the reasons for implementing the Smoke-Free Environment Policy, the effective dates and question and answer documents that provide further information for family care providers and youth.

For more information about the Smoke-Free Environment Policy, and links to quit-smoking resources please visit

[www.mcf.gov.bc.ca/foster/effects.htm](http://www.mcf.gov.bc.ca/foster/effects.htm). 

“Providing smoke-free environments is a significant step towards reducing the harms caused by exposure to second-hand smoke.”

## A CONVERSATION ABOUT COMMUNITY INCLUSION

By Jessica Humphrey, CLBC Family Leadership Intern

On May 8, CLBC hosted a conversation about inclusion that brought together family members, community partners, and CLBC staff to reflect on how language can influence how we think about and act on what is important to us.

As a parent of a seven-year-old daughter with a developmental disability, I came away from the day both inspired and relieved to know there are others who believe in the power of conversation and the unexpected places it can take us when we take time to listen and learn from one another.

The day challenged participants to think about inclusion outside the notion of disability. We were asked to think about inclusion in our own lives and question whether it reflected our need to feel like valued members of community. Many participants agreed inclusion has come to be more about tolerance, rather than the belief that everyone belongs because of who they are.



(left to right): Susan Kurliak, Norah Flaherty, Jule Hopkins and Gladys Duran discuss the subject of inclusion at a dialogue hosted at CLBC head office on May 8.

Kim Lyster, Executive Director of the Penticton and District Community Resources Society, facilitated the conversation. She helped us think about the difference between inclusion and belonging and how using one over the other might change how people understand what it is you are advocating for. The group agreed that belonging is something all people can relate to. Belonging is about unity, being unremarkably visible and knowing that people will notice and care if you aren't there.

Kim stated, "There are lots of things you're included in that you don't feel you belong, or even want to belong."

This rings true for me as I look for a school for my daughter, Sahara, to begin her elementary education. In the last year I have approached five different schools and asked them about their inclusion policy. Each school principal responded with something like, "Your child must have special needs. Tell me about her disorder. You need to complete the required assessments." Regardless of their mandate to include, these were not places we felt included, nor were they places I wanted to belong.

I often find myself wondering, "What exactly am I trying to be included into? Why doesn't anyone talk about being included into the world that Sahara has opened up for us to be a part of?"

It seems that community inclusion has become synonymous with mainstreaming. I believe belonging stems from our right to define what that feels like, and also from the right to define what we belong to.

But what I have found is that if I'm trying to widen the stream, the relationships within become more real, and the stress of trying to become as normal as possible goes away. We become more interested in getting to know one another for what is real and normal to each of us. The goal should not be to include people, rather to make sure no one is excluded.

One participant said, "I think we're in trouble when we stop talking." As a parent, my liberation and belief for what is possible comes from these conversations. It is dialogue with those who know me most, and those that don't, that keeps me alive and true to myself and my family. By constantly re-inspiring what I believe to be real and normal and worth living I am pushed to try new ways of reaching our vision. Whether it be inclusion, or belonging, or wide-streaming, these concepts emerge when we keep talking and learning from one another, while at the same time ensuring that we exclude no one. 🦋

## Get to Know Lynn Bruce



Lynn Bruce joins Community Living BC as the new Child and Family Policy and Practice Analyst. Lynn's role at CLBC will be to assist in developing the Shared Care Model and to support best practice in child and family supports. Previously Lynn worked as a social worker at the Provincial Autism Resource Centre (located at Sunny Hill Health Centre for Children) for six years where she provided support to families whose child was diagnosed with an Autism Spectrum Disorder. Her other social work positions have included BC Women's Hospital and the Ministry of Social

Services (now part of MCFD). Lynn has been a strong advocate for children with special needs for many years in various volunteer positions including the Parent Education Coordinator of Delta School District Parent Advisory Council and, formerly, board president of the Delta Association for Child Development. She has a master's degree in social work from UBC. Lynn lives in Delta with her husband and three children, the youngest of whom has an Autism Spectrum Disorder. ✎

## CONFERENCE WILL FOCUS ON HEALTH AND WELLBEING

CLBC is co-sponsoring an upcoming conference called Health and Wellbeing in Persons with Intellectual/Developmental Disabilities: Children, Youth and Adults. The conference is also being sponsored by Interprofessional Continuing Education at the University of British Columbia.

The conference will focus on the high rates of health and mental concerns experienced by children, youth and adults with intellectual and developmental disabilities and Autism Spectrum Disorder. It will provide education and informative updates on psychiatric, behavioural and complex health components specific to individuals with developmental disabilities, and showcase best practices in the field.

The conference will take place at the Coast Plaza Hotel and Suites at 1763 Comox Street in Vancouver. It will run from Wednesday, September 24 to Friday, September 26, 2008.

To view the brochure and find more information on the conference, including the registration procedure and details about bursaries, please visit the CLBC website under [News & Events > Events > Conference](#). ✎

### FOR THE RECORD

The article "CLBC is Continuing its Journey of Discovery into 2008" on page 14 of March's edition was incorrectly credited to Doug Woollard, VP of Community Planning and Development for CLBC. The article was written by Jennifer Wheadon, facilitator, from CLBC's Richmond Community Living Centre.

## 2008 CLBC STAFF CONFERENCE UP AND RUNNING

**C**ommunity Living BC staff – along with self-advocates, families and stakeholders – gathered on April 21 and 22 for CLBC’s third annual staff conference.

The conference, which was titled *Up and Running*, reflected the growth and development CLBC has gone through as an organization. It focused on building skills for staff, which was a continuation of last year’s theme.

It featured almost 70 concurrent session speakers, all of whom were from BC. As well, over one third of the speakers were CLBC staff. To provide engaging and interactive learning opportunities, the number of concurrent sessions was expanded from 25 to 30. The sessions were organized under four themes: Community Development, Communication, Children’s Services, and Quality Assurance.

Azim Jamal, a leading inspirational speaker, management consultant



and executive coach, kicked off the conference with the opening keynote address. He focused on the power of giving and how to tap into the power that lies within you. Azim recommended making these five commitments:

**P** – the commitment of the power of giving – the more you give, the more you have!

**O** – the commitment of opening the gifts you were born with – open your gifts, shine your light and make a positive difference!

**W** – the commitment of a winning attitude – aim to reach high!

**E** – the commitment of enlightened persistence – persist until you succeed and know when to exit!

**R** – the commitment of rejuvenation – strive for balance and being present!



*(left): Elaine Murray, VP of Quality Services, and Doug Woollard, VP of Community Planning and Development serve pancakes on Tuesday morning. (above): Mimi Davis, Cathy DiBernardo, Keith Pennock and Bryce Schaufelberger receive their Community Recognition Awards from Minister of Children and Family Development Tom Christensen (second from left). (right): Keynote speaker Azim Jamal, the Corporate Sufi, talks about the power of giving.*

Other sessions that staff especially enjoyed included *Write On!*, which focused on writing notes in PARIS; *Employee Wellness: A Question of Balance*; and *Adult Guardianship: A User’s Guide*.

Before the conference officially began, 60 CLBC staff members and their families braved three degree weather to participate in the Vancouver Sun Run. The event, which took place on Sunday, April 20, may have been one of the coldest in the run’s 24-year history, but that didn’t stop a record crowd of more than 59,000 from taking part. 🏃



## STAFF CONFERENCE: A SELF-ADVOCATE'S PERSPECTIVE

By Barb Goode, *Roving Reporter*

**C**LBC had their third annual staff conference from April 21 to April 22, 2008. There was people from all over BC.

Penny Soderena-Sutton and I were Roving Reporters. We interviewed staff for our third time. It was interesting to get staff's ideas. We had three questions for them:

1. What have you done to improve your knowledge and skills?
2. What is working well?
3. What needs to be improved?

We got some very **goode** answers . At the closing on Tuesday we broke into different groups and gave some answers back as a group's table. It was **goode** to hear back different ideas.

It was a **goode** conference. It was great to see friends and meet new staff. I think it's kind of like Penny and I are the teachers and the staff are our students.

The rest of the conference was interesting. There was different workshops. There was one I really enjoyed, Self Advocates telling their stories. There was a **goode** choice to choose from.

I think it's very important to have self-advocates' voices heard.

We can all help make a difference. We need to all work together families, staff, self-advocates and friends to be on the same page together. In all we do, plain language and pictures and much more can help everyone.

In my mind, it's great to have large or small groups of people working and talking together to learn new information to share with others who have not been there and use the information in what we're doing.

I look forward to 2009's conference.

Monday night there was a dinner, dance and awards. It was awesome.

ROVING  
REPORTER BARB  
GOODE SIGNING  
OFF FOR NOW. 🦋



*Barb having a **goode** old time in her job as CLBC's roving reporter.*

## CONFERENCE FOCUSED ON PERSON-CENTRED OPTIONS

**F**rom March 10 - 12, 2008, approximately 350 people from across Canada and the USA, as well as people from as far away as New Zealand, met in Richmond, BC, to participate in the Changing the World One Person at a Time: The Canadian Experience conference. Participants shared what's been learned in Canada regarding the provision of person-centred options, provided guidance for those beginning such work, and helped organizations change from fixed service models to entirely individualized supports.

A website was developed as a result of participants' interest to continue the dialogue about how best to develop individualized supports for children and adults who have a developmental disability. Please visit [www.changing.wetpaint.com](http://www.changing.wetpaint.com) for more information. 🦋

## SPREADING AWARENESS AND RAISING FUNDS

By The Kelowna Self-Advocates

Self-advocacy means speaking up and speaking out for one's rights. Many people with developmental disabilities who are speaking up for their rights call themselves self-advocates.

The Kelowna Self-Advocates BBQ and Dance Fundraiser was a family-orientated event that gave the opportunity for individuals to share and celebrate together the coming of summer and promote individual rights and freedom of choice. It included 450 people dressed in their best summer attire. The dance hall was decorated in palm trees, hundreds of beach balls and surf boards. The Self-Advocates also handed out pamphlets on information on how to join and become a member.

*"There was wall-to-wall people and it was standing room only, which turned into dancing."*

The goal was to raise community awareness about the Kelowna Self-Advocates, encourage new members and raise funds for the attendance at the BCACL conference. It was also to develop communication brochures in plain language for the community of Kelowna that may be shared with CLBC and other self-advocate groups.

The evening was filled with activities around the BBQ where



*The Kelowna Self-Advocates proudly display their fundraising cheque.*


people ate close to 650 hamburgers, 700 hot dogs, 800 bags of chips, 95 extra-large pizzas and 1,400 beverages (and a couple of vegetable trays). There was also popcorn and cotton candy stations, a mixture of hula and limbo contests, Ali Kazam the Magician, and tons of prizes for all. There were guest appearances from the Kelowna Rockets Hockey Club and their mascot "Rocky" the Raccoon.

The dance, of course, was greatly anticipated as the band Kinship performed live after the BBQ. From the first song, people were on their feet clapping and dancing. "There was wall-to-wall people and it was standing room only, which turned into dancing," said Darryl Harrand of the Kelowna Self-Advocates.

The community came together to assist the Kelowna Self-Advocates in raising more than \$6,800 dollars. People showed their support in many ways. There were countless volunteer hours and support

from local MP Ron Cannan and Kelowna mayor Sharon Shepherd. Various prize items were donated and the Radcliffe Foundation from Vancouver and Kelowna Valley Mitsubishi donated cash. As well, there was the ongoing support and assistance from Community Living British Columbia.

The BBQ and dance was featured on local radio, newspapers and television, which echoed the Kelowna Self-Advocates efforts to promote inclusion and awareness of people with disabilities and self-advocates mandates.

The Kelowna Self-Advocates worked with and would like to thank the staff at Kelowna and District Society for Community Living, Community Living British Columbia staff teams (managers Lisa Bourget and Lynn Middleton), T.I.E.R. Support Services and the many volunteers who put on the Great BBQ and Dance on March 28, 2008 in Kelowna. 

# THE ROLE OF FAMILY LEADERSHIP INTERN

By Jessica Humphrey, CLBC Family Leadership Intern

On my second day as CLBC's new Family Leadership Intern, I was asked by a community member, "What is your definition of leadership?" Although I was somewhat taken off guard by this question, I think it was appropriate and something I will be reflecting upon while developing my own leadership skills over the next year.

At BCACL's Ripple Effect Leadership Retreat we came up with the following definition of leadership:

**"A leader is someone you believe in and trust, who is a source of inspiration, and who has the courage to act on that inspiration in ways that make real social change. A leader actively takes risks and follows through on what they say. A leader is a mentor with humility, and who works with integrity. A leader is someone who believes in collaboration, is aware of power, and is always willing to be a learner."**

Over the past four months, I have been invited into conversations and gatherings of action that have inspired me to listen and learn, but that have also given me the space to share and feel confidence in the source of knowledge my own journey has blessed me with. While my role as CLBC's Family Leadership Intern has given me the opportunity to meet and learn from those who have come before me in building a vision for inclusive communities, I have equally had the opportunity to become involved in projects and initiatives that have asked for my words of expertise in

what needs to happen to make real social change.

I am a firm believer in collaboration, and in the building of partnerships through a process of reciprocity, where everyone is learning from each other all of the time. This idea to partner with a family member in the ongoing development of CLBC feels right.

In the last few months, much of my work has been focused on providing a family perspective on the revision and writing of policy, helping to create CLBC ethics committees, and sharing my experience in the building of children services. It feels good to be included in such important work and my direct involvement gives me an understanding of the complexity of public policy, but also a much bigger picture of who and what is needed to advance this movement of community living.

What I have also learned, however, is how easy it is to get caught up in my own feeling of importance while doing this work. I must remember, as well as remind others, that I am only one voice, that comes from only one experience, that is based on only one way of believing and living in the world. It seems to me that the true complexity of this work is in the building of relationships with those we have yet to learn from, those who may experience marginalization beyond that of disability and those who do not experience disability at all, but who are potential partners in the building inclusive communities for all people. ✨

## 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](http://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](http://www.hotmail.com) or [www.yahoo.ca](http://www.yahoo.ca). ✨

## INNOVATION GRANTS FOCUS ON FAMILY

Each year, CLBC makes funding available on a one-time only basis for innovative projects that are meant to help create sustainable, person-focused approaches to developing, funding and implementing needed supports and services. Innovations are new or significantly improved ideas, goods, services, processes or practices that are meant to be useful. CLBC needs and welcomes innovations that improve people's lives.

An innovation selection committee made up of CLBC staff and community members makes decisions about which applications are funded.

During the 2008 – 2009 fiscal year, up to \$300,000 will be available for family governed projects.

Family governed projects are developed by small groups of families who, as a group, arrange and oversee individualized supports needed for their family members. Family members take on as much, or as little, responsibility in developing support arrangements that


are tailored to their unique needs. Family governed projects can be developed for children and youth with special needs, or adults with a developmental disability, and can be local or provincial in scope.

Some examples of family governed projects include:

- Working with a service provider to develop a consumer and family friendly way to “unbundle” or individualize supports and services

- Exploring different ways to connect people to their community or develop friendships

- Addressing the needs of members of an ethnic group

For more information on the Innovation Grants and to read about the application process, please visit the CLBC website under [What We Do > Innovation > Grants](#). 

## 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](mailto:editor@communitylivingbc.ca).

To receive the electronic or paper version of *The Citizen*, please visit [www.communitylivingbc.ca/who\\_we\\_are/contact.htm](http://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](mailto:info@communitylivingbc.ca).

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

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**Community Living British Columbia**

7th Floor – Airport Square • 1200 West 73rd Ave.

Vancouver, British Columbia • V6P 6G5

Phone: 604-664-0101 • Fax: 604-664-0765 • Toll Free: 1-877-660-2522