



Message from the ICEO

Welcome to the March edition of Community Living Report. As this is my first message to you all



Rick Mowles

I would like to say how honored I am to be serving as Interim Chief Executive Officer for Community Living British Columbia.

This is an important and exciting time in the development of CLBC as we work to implement our guiding principles for service delivery. Realizing a collective vision for our organization we will work to ensure:

- Safety, security and well-being of individuals and families
- Community as a vehicle for change
- Individuals and families as decision makers
- Relationships founded on mutual respect and trust
- Sustainable supports that bring flexibility, choice, innovation and creativity to individual planning.

This work is significant – not only in its complexity but also in its importance. Considerable progress has and is being made daily in the planning for CLBC. The announcement in January of the new service delivery model was critical to moving forward.

With that in place, we can now focus on

- developing detailed plans for the implementation of the new structure;
- recruiting a strong senior management team;
- working with ministry staff on a sound human resource plan; and
- communicating our activities to individuals, families, service providers and communities.

The Board and I are committed to ensuring that there is little or no disruption to individuals, families, service providers and staff during the transfer of responsibility to CLBC. Throughout the spring we will be focusing on plans to devolve services from government to the authority. The shifting of services toward the new delivery model will occur after July 1, 2005, and will be done in consultation with service providers and the community.

Recruitment is currently underway for a number of senior positions at the Vice President and Director level. It is my pleasure to welcome our two newest Executive members. Carol Goozh has joined us as Vice President of Quality, Services and Operations and Doug Woollard has accepted the position of Vice President of Community Planning and Development. I look forward to working closely with them over the next few months.

continued on page 2



CONTENTS

Page 2

Welcome to our VPs!

Page 3

The *Moving Forward* Conference...

Page 3

Steps Forward – A Brighter Tomorrow

Page 3

SelfAdvocatenet.com

Page 4

Head Start puts people in the workplace

Page 4

IF update

Page 5

Welcome to our Self-Advocates!

Page 5

Out and About...the provincial tour

Page 6

Employee Profile: Meet Vincent Sherry

Page 6

Letters to the Editor
Contact Us
Meet your Editorial Board

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Interim CEO's Message from page 1

The knowledge and expertise of current CLS staff will be critical to the success of CLBC. Over the past six weeks, I have been speaking to CLS staff across the province and have been extremely impressed with the enthusiasm and innovative ideas they have shared. We are currently developing a strategy to ensure that CLS

employees have the opportunity to be engaged in developing CLBC. Service providers will also play a vital role in the new organization, and we look forward to working in partnership with agencies to build a new service delivery system that better meets the needs of individuals and families in this province.

An exciting and historic time lies ahead - and with the advice and support of individuals, families, service providers, staff and the ministry, a new and vital organization is emerging that will build on the strengths of the past to create a brighter future for everyone.

Interim CEO
Rick Mowles

Welcome to our two new Vice President's!

Recruitment is currently underway for a number of senior positions at the Vice President and Director level. Please join us in welcoming our two newest Executive members. Carol Goozh has joined us as Vice President of Quality Services and Operations and Doug Woollard has accepted the position of Vice President of Community Planning and Development.

Doug Woollard

Doug is currently the Executive Director of Delta Community Living Society serving adults with intellectual disabilities. Doug has been involved in the community living movement for twenty years as a volunteer; as a paid staff person with the Interim Authority for Community Living; and, with the Ministry of Social Services as a Regional Director.



Doug also served as a member of the Community Living Transition Steering Committee. He is committed to ensuring adults with intellectual disabilities, their families and families with children with disabilities have the power to make the decisions, through informed choice, that affect their lives.

He has advocated for a system of supports, which places individuals with disabilities and families at its center. Prior to joining Delta Community Living Society Doug was a Regional Manager for Interlock Employee and Family Assistance Corporation. He also chaired the multi-lateral task force on training, career pathing and labour mobility in the community social services sector.

Carol Goozh

Carol Goozh has a masters degree in social work and has been employed by the Ministry of Children and Family Development since 1983. She has worked in a

variety of positions within government, including community living social worker, team leader and



manager of the Vancouver Coastal Region. Most recently she served as Provincial Director of

Operations for Community Living Services. Carol lives in Vancouver with her husband Marik and their two children.

Carol is pleased to have the opportunity to work with CLBC during this time of transformation. She believes that staff, service providers and individuals and families need to be involved to build a healthy, sustainable, innovative organization that is responsive to community needs. She is known to many in community living and looks forward to continuing and expanding relationships in her new position.

Moving Forward:

Celebrating the Past . . . Embracing the Future

This 2 day provincial conference for Ministry of Children and Family Development social workers will be held at the Richmond Hilton, 5911 Minoru Blvd, Richmond, BC on March 30 & March 31, 2005

The conference will begin the process of enabling staff to move forward together to work

in a new service model. Conference content will be geared to supporting staff to think about how they can effectively carry out new roles with different responsibilities. As well, staff will have an opportunity to celebrate past achievements.

The conference promises to be an exciting event where staff will learn about 'best practice' and network with colleagues and community members. In

addition to being part of a stimulating learning environment, staff can look forward to having some fun and relaxation as well.

The following articles take a closer look at some of the organizations and panel members who will be a part of this conference. You can learn more about the conference by clicking on:

http://www.langleycl.org/MCFD_Conference/index.htm

Steps Forward

Moving Towards a Brighter Tomorrow

Steps Forward is an organization that has grown out of the dedicated work of a small group of parents with children with developmental support needs. These parents were not satisfied that individuals with developmental support needs were living full and rewarding lives once they left high school. They wanted to plan for more vibrant and inclusive futures for young adults.

As strong advocates for their children, these parents began by examining the goals of institutions in their community.

Colleges and universities were targeted as they championed the goals of diversity and life long learning, two goals that parents believed in.

Steps Forward established formal agreements with both Emily Carr Institute and the University of British Columbia. As a result, there are five students presently attending the UBC and three at Emily Carr Institute. These students audit mainstream courses and participate in all aspects of student campus life. Students participating at both institutions attend classes for eight months and then during the summer months attend the *Steps Co-op*

Program. This past summer, a student at UBC who wanted job experience in the advocacy field was hired by the Law Foundation of BC and benefited from a work environment with advocacy directed at diverse groups.

Being a part of the panel on "The Role and Development of Community Capacity" at the conference "Moving Forward: Celebrating the Past... Embracing the Future" is important to the *Steps Forward* organization. Everyone has the opportunity to influence change and make a difference. *Steps Forward* is living proof of this belief!

Introducing...

Selfadvocatenet.com

Bryce Schaufelberger, a founding member of selfadvocatenet.com will be one of the panel members at the upcoming conference, "Moving Forward: Celebrating the Past...Embracing the Future".

Bryce has certainly done it all!

He helped design the self-

advocate web site and is enthusiastic about promoting it through his attendance at conferences around British Columbia.

"I do this work to make sure the message is out about the web site and the important information that can be found there", says Bryce.

Set up approximately five years ago, the website has become a voice to help self-

advocates successfully participate in all aspects of community life. The information is designed to empower people to have their voices included in decisions made at the policy and service levels of community organizations.

In 2001, selfadvocatenet.com was given the Community Service Award – Strategies for Public Service Transformation

continued on page 4

continued from page 3

for Public Value, from Reboot BC. The group was nominated for this prestigious award along with IBM and other groups.

This confirms what Bryce

already knows, "that the sharing of good ideas makes a difference in people's lives".

"It is important to be able to share the experience and bring back information to

communities", says Bryce. "Personally, I am interested in learning from other sessions and this conference and listening to and hearing from people who work in this field".

"We're efficient and able" North Shore Head Start gets people into the workplace!

The *North Shore Head Start Program* is a part of the panel presentation planned for the upcoming conference, *Moving Forward: Celebrating the Past...Embracing the Future*.

Jill Sago is one of the three founding parents of the North Shore Head Start Society. She says, "the group was started in 2002 with a vision of securing self-employment for family members by owning and operating a café. We took it into our own hands and found a very positive solution to a concern that kept us up at night".

The society itself is a non-profit, charitable organization that not only raises funds but also donates funding to individuals who need seed money to start their own businesses. Sago is convinced that linking young people with similar employment aspirations is the key to success.

She adds, the society also shares information around setting up business ventures with other interested groups. Knowing about ministry programs, tailoring these resources to employment opportunities and providing on-the-job training are all part of the expertise developed and available through HeadStart.

Sago says, Head Start's purpose is simple, "we do this work to send a very powerful message to the community to take notice of how effective, efficient and able people with disabilities can be in the workplace!".

Sago hopes to have the opportunity at the conference to see what is going on in other parts of the province and to share the experiences she has had with Head Start. She is interested in hearing from other conference participants on issues such as the role of family, service providers and the ministry in developing flexible partnerships to continue to support individuals with developmental disabilities.

Update... Individualized Funding (IF)

A cornerstone of the new service delivery model for CLBC is individualized funding. Individualized funding is a method of delivering services by providing funds directly to individuals or their families, so that they can purchase the services that support their own vision of how they want to live and how they want to participate in their community.

Under traditional arrangements, government or its agencies determine eligibility for services, make decisions about how funding should be used, and about specific services to be provided.

Under individualized approaches, individuals (and their families/networks) make their own decisions and set their own goals.

While not for everyone, IF will be a choice that many individuals in B.C. who are developmentally disabled will

make. IF may form all or part of a personal support plan for some people. Research demonstrates that IF can result in greater satisfaction and stimulation of other creative approaches. The board is committed to implementing IF and will have in place the necessary mechanisms and financial accountability provisions to ensure its success for those who make this choice. More information will be available on IF in the coming months as CLBC moves towards devolution.

Welcome to our two new Self-Advocates!

As part of our vision to create inclusive and caring communities CLBC has added two self-advocates to the board. Please join us in welcoming Amanda Lennard and George Fulcher.

Amanda Lennard Okanagan-Vernon



Amanda has worked for eight years at the Venture Training Centre workshop in Vernon, British Columbia. She also

works for the Sal Mart (the Salvation Army Thrift Shop) and serves on the Board of Directors of the North Okanagan Community Life Society. Through Venture Training Amanda has participated in handicraft projects, community volunteering as well as numerous other activities. She has also been employed as a housekeeper and caregiver to the elderly.

George Fulcher Powell River - Sunshine Coast

George serves as a director of the board for the Powell

River Association for Community Living. He has also worked as a member of the Selection Committee for the Legacy Trust Fund of Woodlands, the Powell River Model Communities group, and as a fundraiser of the Powell River Self Advocates Group. George has also been a softball team manager for the Special Olympics and is an Honourable Member of the United Way.



Out and About... our provincial tour

This month and next Lois Hollstedt, Carol Goozh, Wrenn Weston, and Brian Scofield from MCFD Human Resources are meeting with Community Living Services staff in most locations around the province. The meetings in Surrey, Vancouver, Victoria, Terrace, Cranbrook, Kelowna, Prince George, Nanaimo and the Provincial Assessment Centre (Willow Clinic) were an opportunity to talk about the process toward the July 1 target date for transfer of responsibility to CLBC.

Information was provided on CLBC goals for the service delivery model, ways of work, culture, and future employment options for staff. The majority of time was spent talking with staff about their concerns and understanding areas needing

consideration. Issues included

- the new roles of social workers and support staff,
- the locations of offices and staff,
- management of service contracts,
- monitoring for quality and responding to issues of health and safety,
- the separation of children's services, and
- employment choices staff will have and the timeline for these choices.

The tour group appreciated both the questions and feedback, and was impressed with the high level of commitment shown by staff to providing quality service to the people in their communities.

Several staff expressed an interest in learning more

about the roles of facilitators and analysts and as a result training on these has been accelerated and is currently being scheduled across the province.

Many staff also voiced interest in being involved in the planning and development of CLBC. As a result a group social workers and team leaders have been added to the provincial CLBC transformation working group.

The meetings were a first step at engaging in dialogue with field staff about the movement to CLBC. In the months to come planning will evolve, and opportunities to update staff and promote discussion will continue to be a priority.

Employee Profile – Social Worker, Vincent Sherry on Facilitator Training

Vincent Sherry began his career in 1992 in Prince George with the Ministry of Children and Family Development. Since then he has served in many positions and today works as a social worker.

Vincent heard about the Individualized Funding initiative in the fall of 2003 and was attracted to it because of how similar it was to work he had done as a service coordinator a few years before. He attended two weeks of training in

Vancouver and was reunited with some of his former colleagues. Facilitator Peggy Webb from California conducted the training and as Vincent says, “did an excellent job of informing us about what was happening in her state and gave clear examples of how we could implement the program in our communities.”

At the IF training in October 2003, Vincent was encouraged to hear about a more flexible supportive method that is person/family centered rather than having individuals and families choose from existing services which may not meet their specific needs. He was

delighted to discover that as a facilitator he was encouraged to get to know the individuals, their families and their existing support networks.

Vincent says, “This training really suited my practice, as I try to make time to get to know the people on my caseload and the people who support them. With the move to CLBC who knows what opportunities will be presented to us. Regardless of what happens I believe I will continue to operate from a person centered approach and make time for the people I have the privilege of working for.”

Letters to the Editor

We want to hear what you think about issues or events happening in your community.

Send us your letters, 250 words or less, and you just might see them in print! Please include a valid email address and phone number. We may edit letters for reasons of space or clarity. The newsletter reserves the right to publish your letter, unless it is labelled ‘not for publication.’

If you would like to submit your letter, please email it to: info@interimauthorityclbc.ca or mail it to:

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Contact Us

We have recently updated our website. You can find all the latest information about the Interim Authority for Community Living British Columbia at: www.interimauthorityclbc.ca

Receive Our Newsletter: If you would like to be included in an email distribution list to receive our newsletter, or if you have feedback on our current newsletter, please email us at:

info@interimauthorityclbc.ca

You can also mail your letters, feedback, story suggestions and community reports to:

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The IACLBC editorial board is comprised of eight members with diverse skills who are committed to working together to bring you informative and relevant articles about services and events in your community.

Your board members are:

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Please feel free to contact the board with suggestions or submit letters to the editor by email to:

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