

weaving a story of change

The Independent Facilitation Demonstration Project

Part E:
looking forward

learning so far...

ontario
independent
facilitation
network
oifn.ca



Part E: looking forward

investments in independent facilitation in the context of system change	E-1	<ul style="list-style-type: none"> CHOICE AND CONTINUITY OF THE SERVICE OFFERING 	E-20
ministry commitments and challenges	E-3	OIFN, the IFDP 2017-18 transition year, and beyond <ul style="list-style-type: none"> OIFN IFOs AND THE IFDP COLLABORATIVE 	E-21
“two loops” in the emergence of social innovation	E-6	a “common cause” collaboration with the ministry	E-23
moving past a culture of scarcity...	E-10	making options clear for decision making	E-24
challenges evaluating, learning, and measuring change...	E-11	Part E: references	E-27
impact learning...	E-14	Our IFDP Learning Journey	E-28
IFOs and the IFDP collaborative learning	E-16	..Additional Resources	
funds available for independent facilitation	E-17	publications and conference reports from OIFN	E-32
the work beyond a person directed plan <ul style="list-style-type: none"> INITIAL ENGAGEMENT WITH PEOPLE IN INDEPENDENT FACILITATION 	E-19		

investments in independent facilitation in the context of system change

It is essential to consider the investment in the expansion of a new service offering—Independent Facilitation—in the context of the broader system change.

Since the early 1980s the Ministry has recognized the value of supporting children to live in their home community, surrounded by the people who love them who can offer more support than any service program could ever offer. The SSAH program was initiated to make it possible for families to get support to remain strong, and their loved one to be supported to live and participate in their home community.

Recognizing the value of this kind of assistance the Ministry developed the individualized direct funding resource provided through Passport for adults in 2008.

The Developmental Services Transformation (2006) and the Social Inclusion Act (Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008) recognized some significant problems faced by the Ministry, and people and their families throughout the province:

- there are more adults with developmental disabilities in the province who are not served by traditional services (residential, day, employment) than are being served
- it is not financially feasible to expand the existing service program models to serve all people with developmental disabilities in the province
- a significant portion of the population of people with developmental disabilities do not believe that existing developmental services programs meet their individual needs, nor support their vision of life as citizen and community member
- current funding models and contracts with community based developmental services agencies are not designed to enable or promote person directed

individualized service models that are flexible and responsive to individual needs and visions. An Executive Director of a service agency put it this way:

“The real struggle is that we're operating within a system that still relies on block funding. It's nice to say we should plan individual by individual, but as an individual moves with his or her money, it leaves a gap with no way to fill it. The money exists within our system, but it's tied up in so many ways that we have to evolve the system in order to respond to individuals.”

Malcolm Jeffreys

ministry commitments and challenges

The Ministry committed to eliminating some waiting lists for services in the province in 2014. Waiting lists for SSAH have already been eliminated ahead of schedule. Waiting lists for Passport funding will be eliminated in 2017-18.

Direct individualized funding through the Passport funding option is the primary means of addressing this inequity for adults. People may receive up to \$35,000 to access or develop support that can work for them. The resource is incredibly helpful, and is a huge improvement over having nothing.

However, there are several unresolved issues:

- While people may receive “up to \$35,000”, most people do not receive this maximum, and many receive far less than the maximum.
- For people receiving support through traditional service programs such as a group homes, the median cost of a “bed” in a group home is \$93,000 (Ontario Auditor General 2014) —people who live in group residential programs most often require other programs that support them on week-days. The costs associated with overall support is well over \$100,000. The Passport maximum allocation is less than 1/3 of the support offered through residential/day/employment programs. But many still face whole life challenges.
- When people and families receive Passport funding they face the challenge of managing these limited resources efficiently and effectively to serve their vision and needs. They face this challenge alone. There is no system wide resource to support people to manage the direct funds available to them. Some local service agencies offer support for delivering direct support workers. However, one mother shared the challenge of this offering:

“My daughter Morgana, is 31 years old and lives at home with me and my husband. She has Spina Bifida and uses a wheel chair. She requires attendant care support to meet her daily physical needs. She also has significant medical issues that require ongoing attention and care. My husband and I both have to work.

The CCAC provided us with some in-home support offered through a local agency on weekdays in the afternoon/early evening. This support can only be provided in our home.

We received \$20,000 in Passport funding. We approached the local service agency in our community about assistance with hiring direct support workers who could support Morgana in getting out in the community each weekday, where she has been a volunteer for more than 10 years.

We needed someone who could come to our home in the morning, get her ready —cleaned, dressed, and taking care of her catheterization, before using our accessible van to take her to the places she needs and wants to go each day.

The local service agency was wonderfully open to assisting with this. We were grateful and hopeful. As time went on we discovered some significant challenges. The agency could not provide workers at the time in the morning we needed them (while I was getting ready to go to work).

They could also not guarantee that the same person would come each day. There was no “regular” staff person each day. We were unaware who would be coming on any given day or week.

Finally, the administrative fee for this service made the cost almost twice as much than if we hired on our own. We could not afford to lose the direct support time. We also needed to have consistency, so that Morgana knew who would be supporting her each day. So we ended up doing the hiring ourselves.

This works much better for Morgana. But I am exhausted from all that it takes to manage the people, the money, and all of the paperwork that is required.”

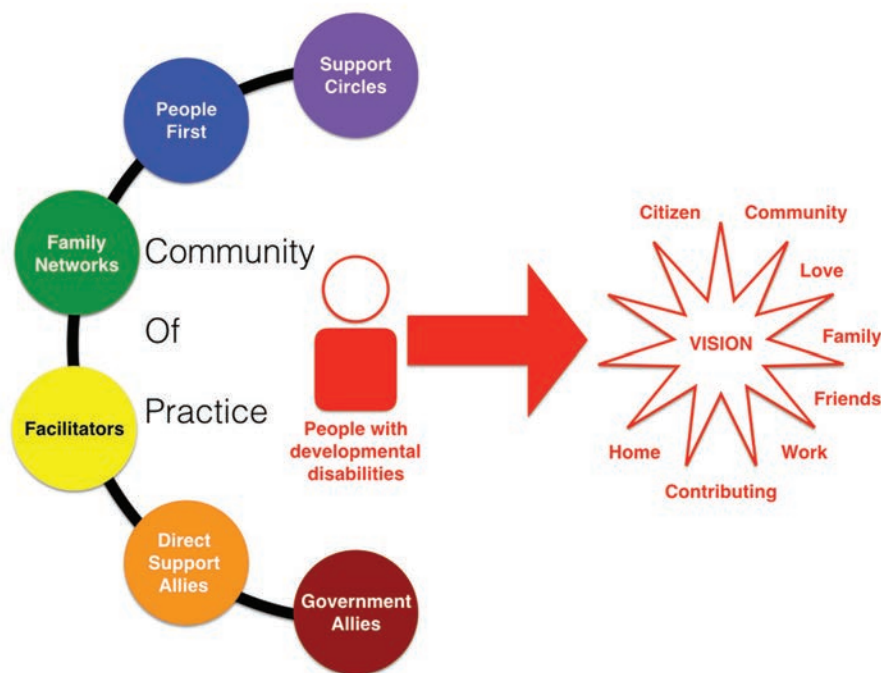
- There are no clear solutions to issues related to affordable, accessible housing in Ontario. People and families are left to sort out where they can live on their own.

“two loops” in the emergence of social innovation

Margaret Wheatley and Deborah Frieze in their article Using Emergence to Take Social Innovation to Scale ©2006, say the following:

Despite current ads and slogans, the world doesn't change one person at a time. It changes when networks of relationships form among people who share a common cause and vision of what's possible. This is good news for those of us intent on creating a positive future.

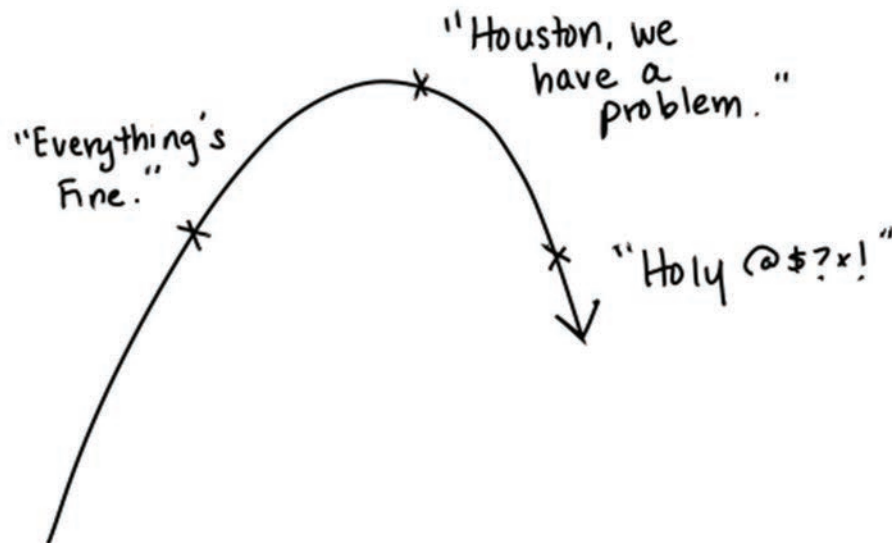
The early experiences, and ongoing resilience of Windsor-Essex developing “Independent Brokerage Facilitation” is a testament to this. The image below captures the collective focus.



Since that time other communities have, to greater or lesser degrees, developed some version of these collaborative relationships. But it is not widespread. For this kind of change to happen, some version of this “common cause” vision is necessary.

Wheatley and Frieze, through their work at the Berkana Institute capture the evolution of innovation as 2 loops. The first of these loops surfaces the “problem” that requires innovative solutions.

What Time Is It?



What Time Is It? The 2 Loops Wheatley and Frieze (Berkana Institute)

It would appear that the Ministry reached a deep understanding of “Houston we have a problem.” in the mid 2000s with the emergence of “System Transformation” (2006) and the Social Inclusion Act (2008). This arc of the old ways can be represented as the image above.

Throughout the province there are people who have recognized this reality for more than 30 years: self advocates; parents and families; forward thinking service agency leaders; individual regional and provincial Ministry staff.

In pockets around the province, people have attempted innovations that could address this. Independent Facilitation is one of these innovations; service agencies have explored service transformations within agencies, such as:

- Brockville and District Association for Community Involvement
- Community Living St. Mary's
- Durham Association for Family Respite Services

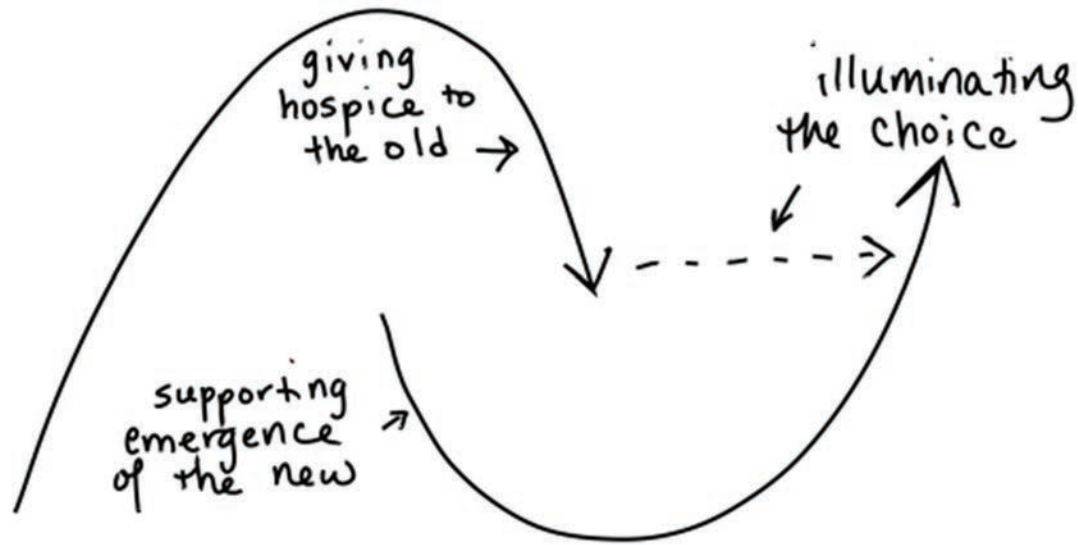
...fostering the development of personal support networks such as:

- Planned Lifetime Advocacy Networks and affiliates...
- Planned Lifetime Networks (Waterloo Region)
- Partners for Planning (Toronto)
- Lifetime Networks (Ottawa)

...decades of work connecting citizens

- Citizen Advocacy Ottawa
- and many more.

Each has been learning different things about the same common cause. The pattern for these innovations are represented in the image below:



Where Are You Choosing To Participate? The 2 Loops
Wheatley and Frieze (Berkana Institute)

moving past a culture of scarcity, and protectionism to networks of collaborative innovation

The Ministry, people with developmental disabilities, families, and service agencies have been plagued by the “culture of scarcity” that just feels like there is not enough to do what needs to be done, so all protect what they have, or what exists now, out of fear of losing it all. The biggest losers in a scarcity culture are people, and those who love and support them.

The IFDP has taught us that there are limits to the idea of simply adding Independent Facilitation as one more service offering, separate from a broader effort to address the change that is needed across the system.

The IFDP has taught us that solutions are not “either or” — either person directed individualized support offered through Independent Facilitation or through agencies. There is room for multiple tracks for solutions, and multiple offerings, that lead to the desired outcome.

The Ministry’s own recognition of the limits of the current system and its inequities is a testament to the fact that there are more than enough people who deserve a range of diverse support options that can support their efforts.

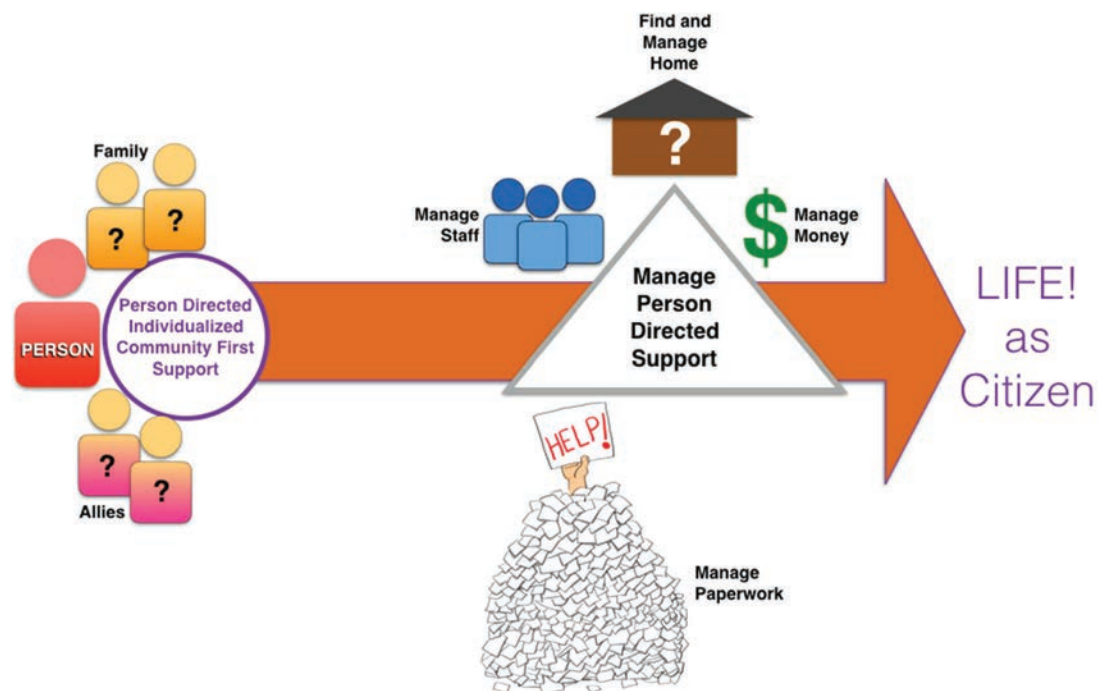
Moving forward there is a need to move past time limited “project” thinking and funding, to collective collaboration toward a desired future. Too many people’s lives are at stake!

Our learning with emerging communities seeking to develop Independent Facilitation offerings has demonstrated that going forward, a wider collaboration will be necessary that includes: self advocacy groups; family groups and networks; Facilitator networks; service agencies; AND the Ministry regional and provincial leaders.

challenges evaluating, learning, and measuring change in innovation initiatives

Independent Facilitation is intended to provide assistance to people and families as they face the challenge of developing “person directed, individualized, community first, support” that makes it possible for them to live as valued citizens and contributing community members.

By definition this is complex work. There is no prescription to any one person’s life, and the support they need. There are no experts who can design complicated solutions. There are far too many variables that are in a state of constant change.



The Ministry has made a significant investment in the IFDP, and wants to understand the impact of their investment. Throughout the Project we have worked with the Ministry to track what was happening in the Independent Facilitation service offering provided, as the work was developing (formative), and measuring the outcomes at the end of the project (summative).

There were a number of challenges that were discovered by this effort:

- The Ministry independent evaluation consultant worked to equate and compare two modes of developing a Person Directed Plan: one mode facilitated by someone outside a service agency, i.e. Independent Facilitation; and the other facilitated by staff within a service agency. But as we identified in Part C: What Is Independent Facilitation and Who Can Benefit there is no uniform definition of Person Directed (Centered) Planning. The context, circumstance, intent, and desired outcome make each offering different. Also it is important to acknowledge that Independent Facilitation needed to be created, grow and develop in the compressed time lines of the Independent Facilitation Demonstration Project (IFDP), while traditional service offerings have been well established and fully funded for years. These are not equivalent or comparable.
- The work of Independent Facilitation is about the person (i.e. it is person-directed), so by its nature, cannot follow a linear simple input/output path. Each person's circumstance is different. Do they have supportive family? Are they in conflict with their family? Do they have family at all? Do they have friends and allies? Are they dealing with more than one significant condition—medical, mental health, addiction, homelessness, jail? Do they have any resources to work with —funding, housing, support staff? Do they know how, or do they have people who can help them be accountable for the resources they have access to? And each community faces different realities and relationships with the DSO as the referring body. Does the DSO understand what Independent Facilitation is who would be most likely to benefit? Who is being referred by the DSO? and Why? And the list could go on...

- Traditional accountability measures, such as formative and summative evaluations, are suitable to tweak a program that is already established (formative) or to test if something succeeded or failed. Summative evaluations seek to validate, prove or disprove something. The IFDP was intended to explore the expansion of the availability of Independent Facilitation to more people in more communities. This involved starting from scratch in a number of communities — recruiting, educating, mentoring, community outreach. These traditional accountability measures are less useful in such startup situations.

The Ministry now offers direct individualized funding to adult citizens with developmental disabilities so they may have more flexibility and choice in developing support that works for them. This decision has been influenced by the understanding that people have had limited choices for support offerings in the past, and this has limited their pursuit of life as individual citizens.

It is our belief that comparing two offerings as equals (when they were not) in order to decide which was better, was based on a flawed design. Rather, we could explore what is different, and thus discover which mode would work better for different people in different circumstances.

An important question remains about what we measure and what we learn? And how?

impact learning may offer more insight to system change focus

Developing infrastructures and funding mechanisms for a person directed individualized support system is a radical change within Developmental Services. Governments around the world - Canada, US, the UK, Europe, Australia and New Zealand, have been seeking innovative solutions that make it possible for people with developmental disabilities to live as citizens.

If it is the intent of the Ministry to seed innovations that can address this radical change, then Impact Learning, might be a better vehicle for “evaluation” and learning that can inform policy decision-making and allocation of resources.

Impact learning evaluation processes, such as developmental evaluation, seek to track learning, provide evidence and justification for course changes. Impact learning models are more suitable to complex initiatives, innovations, initiatives with changing contexts and goals that include prototyping, trying things out and refining.

The type of measurement needed depends on what the trajectory of learning is at the time, and mechanisms to capture those measures can change and evolve over the course of the initiative.

Because the intent is learning, rapid feedback, collective sense making and real time adjustments, this type of accountability measure is more suited to independent facilitation. Considering the complexity of the disability system within Ontario, Independent Facilitation impact can't really be measured outside the context of the person and the system within which it is delivered.

An Impact Learning approach would include looking to capture shifts, changes, causality in activities, and actions that lead to change at three levels: organizations, communities, individuals:

- within organizations: (Independent Facilitation Organizations (IFOs), OIFN,

allies, MCSS, DSOs) - agencies connected to or related to independent facilitation work - influences, relationship dynamics, challenges

- communities: (outside of agencies), the actual community that a person and family live in, connect to, and are challenged by
- the individual: the person receiving independent facilitation, and their family members

Potential impact on the field:

- creates a solid knowledge base to build on what has been generated during the first 2-years of the IFDP
- captures what is working and how independent facilitation potentially looks different depending on the delivery agents (community groups in emergent communities; how is it emerging in different communities; small IFOs, more established IFOs such as Citizen Advocacy Ottawa (CAO) or Windsor-Essex Brokerage)
- clear understanding of what people want and why independent facilitation is useful or helpful for their lives
- organizationally - learn and share what it takes to build a strong collaborative structure (with the IFOs), and collaborative intent (as a network linking many actors or stakeholders across the province)

IFOs and the IFDP collaborative learning

The IFDP was designed to explore the organizational model of IFOs (Independent Facilitation Organizations) as a vehicle for delivering Independent Facilitation. Seven IFOs were identified and participated as members of the IFDP Collaborative, organized to learn from each other through the process that emerged through the project.

The expected outcome of the Project was that approximately 1100 new people would be engaged in Independent Facilitation services across the seven communities.

Each IFO was established as:

- an existing organization that had to rebuild or
- a host organization that offers other non-service system based offerings or
- a new organization formed for the project

The funding established for each of the IFOs in the Project was intended to cover three functions:

- Independent Facilitator payment
- development startup costs: initial equipment, Facilitator development and education (capacity building)
- infrastructure, administration and overheads to work with 1097 people

funds available for independent facilitation

At the end of the 2 year Project, the Ministry indicated that the transitional 3rd year (2017-18) would not include the development startup and capacity building funding. It was assumed that the initial startup phase was done. For the 2017-18 budget year, the funding available is approximately \$2750/person served. Coincidentally a similar amount (\$2500) is allowed for people to purchase Person Directed Planning services using their Passport dollars.

It would seem that the Ministry has equated Independent Facilitation with a common understanding of Person Directed Planning as a process that results in a PLAN document. Through the Project it is has become clear to the IFOs that the time involved with people, and the scope of the work that Independent Facilitators commit to, is different than the expected time allotment and scope of work for developing a Person Directed Planning process and Plan document that can serve as a guide for people.

The Distinction Between Person Directed Planning and Independent Facilitation

The historical roots of Independent Facilitation have been shaped by what people and families say that they need and want to be able to direct their own lives and customize their support using individualized funds.

The Independent Funding Coalition for Ontario's paper, Direct Funding and Accountability: What is of Prime Importance? (2010), identifies what people are looking to an Independent Facilitator for:

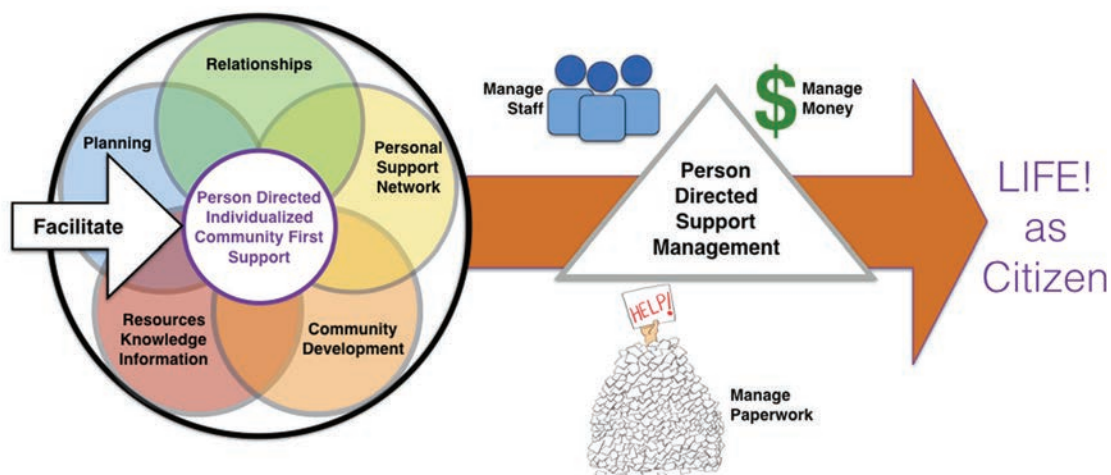
- as a support “relationship” outside of the authority of direct service agencies
- as “someone to turn to” who “walks with people over time”
- to assist people in developing their plans;
- to support people to “make their plans happen”;

- to support people in times of changed circumstances that impact on their need for resources, and the best use of resources available to them
- to support people to stay abreast of government accountability requirements and new resources available
- to support people in negotiating supports and services and the creation of a yearly personal support agreement that sets out mutual responsibilities of individual and service providers

IFOs have used these directives, and other value based best practices shared by experienced Independent Facilitators and knowledgeable resource people as the guide for their work.

the work beyond a person directed plan

In Part C: What Is Independent Facilitation and Who Can Benefit we provide an in depth understanding of the work of Independent Facilitators.



As can be seen in the image above, planning is one component of the work of an Independent Facilitator. It is important to be fully aware of this scope of work, and consider that it is worthy of being funded, rather than to simply offer the development of “a Plan” that people can use to make decisions about how they will utilize individualized funding resources.

INITIAL ENGAGEMENT WITH PEOPLE IN INDEPENDENT FACILITATION

People and families approach the DSO looking for support. The DSO reviews “vacancies” or service offerings that may be available and beneficial to people and their circumstance. The DSO may have more or less knowledge about the offerings available, and the people who are looking for support. The result is that people who approach IFOs in search of support from an Independent Facilitator often arrive not really knowing what Independent Facilitation is and how it can help them.

Facilitators begin the process of getting to know people, and discovering how Facilitation may be able to support their vision and needs. During this initial “getting to know you” period, some people come to a realization that it is not the right thing or the right time for them to engage.

Five hundred and sixty-one hours (561) were spent contacting and/or offering independent facilitation to 205 people who did not qualify as a “service target”. (IFDP Data Overview for Independent Facilitation Organizations). A “service target” as defined for the purpose of the IFDP is the minimum amount of time necessary for people to be engaged with a service, before the service can begin to effectively get paid and meet the number of people expected to be supported through the IFDP. So it is not clear how funding as it exists makes it possible for IFOs to account for this time engaging with people and having beginning conversations which often benefit their thinking about what's possible, even in circumstances where the timing is not right for the person and family to proceed with independent facilitation at this time.

CHOICE AND CONTINUITY OF THE SERVICE OFFERING

For people to be productive and ‘feel right’ and engage with Independent Facilitators, they must enter into a working partnership. There are times where the person who they begin working with does not feel like the “right fit”. People need the opportunity to say this, and then seek the support of another Facilitator. This change takes time and coordination.

People and their families are used to the fact that people who deliver services change, most often for reasons that have nothing to do with them. Service workers and leadership, move, deal with health issues, find new jobs with opportunities for advancement, etc, etc. The challenge facing IFOs is supporting continuity in people’s lives when a Facilitator moves on. Who will assist the person and their family in connecting with a new Facilitator, and supporting a meaningful transition to a new person? It does not appear that the funding allocated for Independent Facilitation considers the work involved with addressing these changes and transitions.

OIFN, the IFDP 2017-18 transition year, and beyond

OIFN

OIFN existed before the establishment of the IFDP, and has every intention of existing after the IFDP Transition year. As a provincial network, OIFN has three broad functions related to the practice of Independent Facilitation and Person Directed Individualized Community First Support:

- **Sharing knowledge and information:** OIFN is positioned to collect and share knowledge, information, and news that can benefit and advance the practice. OIFN will do this through its website; publications; videos; webcasts; and social media. A particular focus is reaching out to the citizen base of people and families, and people who are interested in the practice of Independent Facilitation, to bring clarity to what Independent Facilitation is and who can benefit.
- **Convening:** OIFN has a history of convening people interested in the practice. OIFN is founded as a Community of Practice, that engages people, families, Facilitators, and allies in dialogue, and shared learning events. OIFN has convened provincial and regional Community of Practice Forums. OIFN has organized the Common Threads Conference in 2014 and 2016. In the upcoming year OIFN intends to gather people from the self-advocacy movement through People First, and the family groups through the Family Alliance of Ontario, and others connected through the Individualized Funding Coalition for Ontario.
- **Connecting:** OIFN's network makes it possible to connect new people with existing practitioners and with consent, people and families who can share their knowledge and experience. This can be done through direct contact, and online networking vehicles.

IFOs AND THE IFDP COLLABORATIVE

The IFO members of the IFDP Collaborative intend to continue their collaboration in the IFDP Transition Year. The first two years of the Project laid a solid foundation for the work. One Facilitator said, “In a 2 year Project, we are just now beginning to see the fruit of the relationship and trust building, the clarity of people’s vision, and the strength of their families and allies”.

OIFN has provided a strong umbrella to the IFDP Collaborative, ensuring broader strategic learning that helped with more consistent implementation across IFOs. OIFN has acted as a backbone organization, supporting the work of the TPAs for the project to ensure consistent data tracking and reporting.

Most IFO collaborative members have found great value in the ongoing relationship and conversations between other IFOs and the OIFN. Some don’t believe they would have been able to participate in this project without the umbrella role of the OIFN. One IFO lead said:

“The OIFN piece has been huge, particularly around coordination, advocacy, communication with the Ministry. It has been such an all encompassing piece. The learning and problem-solving that has happened at a higher level so I don’t have to do it myself as an IFO, has been significant.”

The IFOs intend to engage in “Impact Learning” together, and cross pollinate experiences, knowledge, and wisdom, that can continue to shape the practice.

a “common cause” collaboration with the ministry

OIFN has always believed that Independent Facilitation is one valuable resource that can assist in addressing challenges that the Ministry faces in serving adult citizens with developmental disabilities across the province.

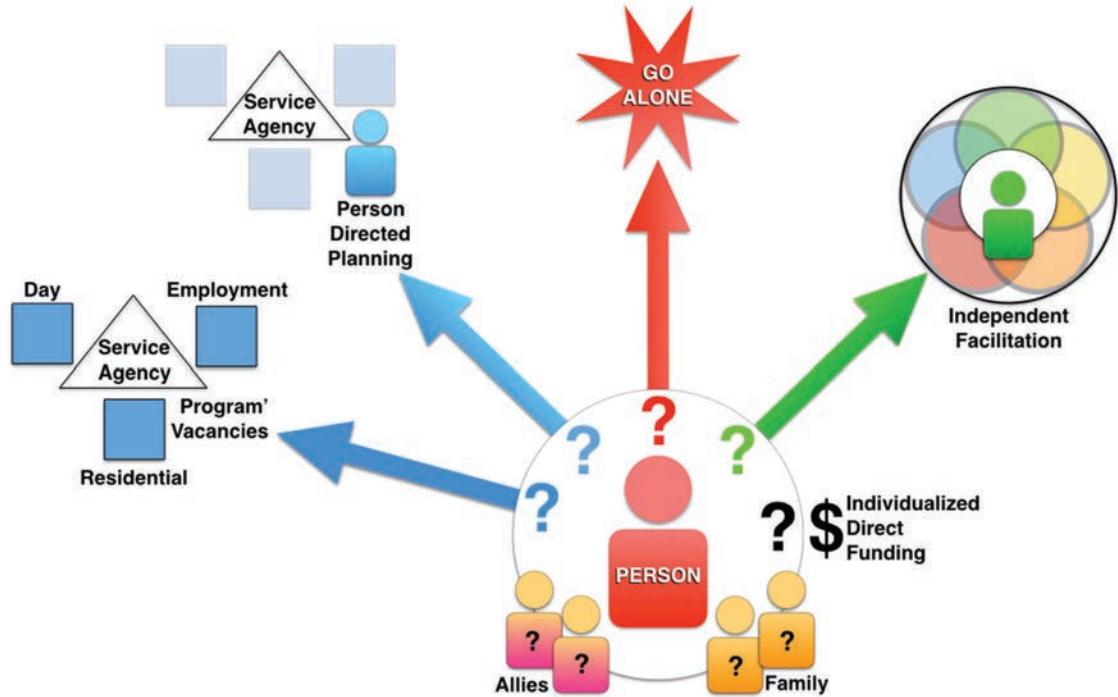
It is our hope and desire for the collaboration with the Ministry to move past the Project phase, that is on a track to end all too soon. There is definitely a desire to ensure that the approximately 1100 people engaging Independent Facilitators do not face the trauma of “start/stop” that so many other people have endured. But beyond that, there is a desire to continue to build the capacity in the province to support Person Directed Individualized Community First Support for more people in more communities.

If the Ministry makes a commitment to expansion, the upcoming year provides a rich opportunity to develop stronger strategies for local “common cause” collaborations with communities who have commitments of people and self advocate groups, family groups, Facilitators, regional MCSS leadership, DSO, and service agency allies.

EXPANDED COLLABORATION TOWARD A COMMON CAUSE

OIFN is not the only network in Ontario who cares about Person Directed Individualized Community First Support. Community Living Ontario’s paper, “Building a Full Life” and a Home of One’s Own in Community through Direct Funding expresses a commitment to people directing their own lives, and establishing home, with individualized direct funding; Community Living Toronto has been studying Individually Funded Services and Supports in Ontario; and the Ministry’s Housing Task Force is tackling the shortage of affordable and accessible housing that can provide alternatives to the traditional agency directed residential programs.

There is too much interest in this radical change to continue working separately.



making options clear for decision making

By the end of 2017-18, 24,000 people receiving Passport funding will no longer face the limited option of fitting into a space or vacancy in a service program, or not. As a result of the Ministry's investment in direct individualized funding, now people will face the opportunities and the challenges of making good choices for using resources that will most benefit their future vision, and their need for support.

Independent Facilitation has survived 20 years of "projects", as one model that is flexible and responsive to people's visions, and their need for creating individualized support that can work for them.

Some developmental service agencies are working to develop new models of support that focus on people directing and individualizing support.

Meanwhile developmental service agencies continue to provide agency directed group programs that meet the vision and needs of some people in the province.

However the cost of infrastructure to support these models is far greater than the infrastructure available to people directing the development of individualized support. Apart from the mechanisms that make Passport funding available, there is no infrastructure available and funded by the Ministry to support the effective use of limited Passport funding provided to people and their families.

The coming IFDP Transition year is an opportunity for the Ministry, Independent Facilitation Organizations, and Service Agencies to develop a clear picture of what each of these service offerings can provide as people look to creating the future. People need and deserve to be informed about their options. The DSO needs clarity as they meet the people seeking support.

It is our view that there are distinct differences and benefits that each of these offerings provide. We also believe that expanding choice to meet the unique needs and visions of people makes sense. The Ministry must decide what offerings it is committed to making available, and then clarify what these offerings provide for people and their families.

For more than ten years the Ministry, through Developmental Services Transformation and the Social Inclusion Act, has declared a commitment to make access to support more fair, more equitable, and flexible to meet the individual needs of people in their effort to live as citizens.

The Ministry began this process by making direct individualized funding available to adult citizens with developmental disabilities through Passport funding. However, it is only a beginning.

There is a frightening need for sustainable innovation such that people with developmental disabilities (and their families) can live full lives as contributing citizens.

There are many new potential partnerships of people and organizations that are committed to creating new solutions. There needs to be funding, flexibility and a willingness to learn from our mistakes on the journey to creating the future we all need.

Part E: references

Making the Impossible Possible: Reflections on Individualized Approaches With a Focus on Ontario, B Kappel, Journal of Leisurability (<https://lin.ca/sites/default/files/attachments/v22n4a2.htm>)

Residential Services For People With Developmental Disabilities (2014), Office of the Auditor General Of Ontario

Supportive Services for People with Disabilities (2013), Office of the Auditor General Of Ontario

Using Emergence to Take Social Innovation to Scale (2006), M. Wheatley and D. Frieze, Berkana Institute

Taking Social Innovation to Scale: How Does System Change Happen That Works? (2008), D. Frieze, Berkana Institute

Direct Funding and Accountability: What is of Prime Importance? Report from the Ad Hoc Working Group of the Individualized Funding Coalition for Ontario (2010)

Building a Full Life and a Home of One's Own in Community Through Direct Funding (2016), Community Living Ontario

Individually Funded Services and Supports in Ontario (2017), Community Living Toronto

our IFDP learning journey...additional resources

Abundant Community: Awakening the Power of Families and Neighbourhoods

Peter Block and John McKnight.

<http://www.inclusion.com/bkabundantcommunity.html>

John McKnight and Peter Block offer compelling new understanding of how and why community has been lost in our neighbourhoods, cities, and society and what ordinary citizens as well as leaders and professionals can do to restore it. Each neighbourhood has people with the gifts and talents needed to provide for our prosperity and peace of mind — this book offers practical ways to discover them. It reminds us of our power to create a hope-filled life. It assures us that ultimately we can be the architects of the future where we want to live.

Conversations on Citizenship & Person-Centered Work

Edited by John O'Brien & Carol Blessing

<http://www.inclusion.com/bkcitizenship.html>

Conversations about citizenship, community, disability, employment & social change with the developers of approaches to person-centered work: Personal Futures Planning; MAPS & PATH; Person-Centered Thinking Tools; Essential Lifestyle Planning; Cultivating True Livelihood; Framework for Support; Approaches to organizational & community development; Appreciative Inquiry; Asset Based Community Development (ABCD).

Creating Blue Space: Fostering Innovative Support Practices for People with Developmental Disabilities

(Includes downloadable Workbook)

Hanns Meissner; foreword by John O'Brien

<http://www.inclusion.com/bkcreatingbluespace.html>

“Organizations and agencies looking to transform their existing services to more innovative, individualized supports will find a fantastically helpful guide in *Creating Blue Space*. Powerful exercises and reflections in the book will improve and change how people help individuals with developmental disabilities to have exceptional lives in the community.”

Deepening Community: Finding Joy Together in Chaotic Times

Paul Born, foreword Peter Block

http://www.tamarackcommunity.ca/read?gclid=CKSa_ca3u9MCFZEkgQod6YUJm

Community shapes our identity, quenches our thirst for belonging, and bolsters our physical, mental, emotional, and economic health. In this thoughtful and moving book, Paul Born describes the four pillars of deep community: sharing our stories, taking the time to enjoy one another, taking care of one another, and working together for a better world. It's up to us to create community. Born shows that the opportunity is right in front of us if we have the courage and conviction to pursue it.

Facilitating an Everyday Life: Independent Facilitation and what really matters in a New Story

John Lord, Barbara Leavitt and Charlotte Dingwall

<http://www.inclusion.com/bkfacilitating.html>

“Facilitating an Everyday Life is an invaluable resource that inspires and guides us in the craft of meaningful collaboration, real listening, dialogue, planning and problem-solving. Packed with practical guidelines and compelling examples, yet firmly rooted in the research and principles of self-determination, community connections and capacity building, it is a must read for anyone who loves or supports a person as a family member, friend, facilitator, support circle member, social service worker, or neighborhood leader.” Barbara Collier, Augmentative Communication Community Partnerships Canada

Friends and Inclusion: Five Approaches to Building Relationships

Peggy Hutchison & John Lord with Karen Lord

<http://www.inclusion.com/books.html>

It's about relationships! It's that simple and that complex. But that is true for all of us; it takes work to build and sustain friendships. If you happen to experience a disability, building relationships must be even more intentional. It is just a matter of degree. We all need to Belong.

Getting to Maybe: How the World Is Changed

Frances Westley; Brenda Zimmerman; Michael Patton

<https://www.amazon.ca/Getting-Maybe-How-World-Changed/dp/067931444X>

Many of us have a deep desire to make the world around us a better place. But often our good intentions are undermined by the fear that we are so insignificant in the big scheme of things that nothing we can do will actually help feed the world's hungry, fix the damage of a Hurricane Katrina or even get a healthy lunch program up and running in the local school....

Impact: Six Patterns to Spread Your Social Innovation

Al Etmanski

<https://squareup.com/store/aletmanski/item/impact-six-patterns-to-spread-your-social-innovation-1>

Do you want to change the world but feel frustrated by the limited impact you and others have had? Do you feel that despite your best efforts, and indeed successes, you have hit a brick wall? ...Along the way they have observed six deep patterns of change-making which are described in Al's book, Impact. They are keen to share their experience with groups ready to think and act like a movement.

Pathfinders: People with Developmental Disabilities & Their Allies Building Communities That Work Better for Everybody

John O'Brien & Beth Mount

<http://www.inclusion.com/pathfindersbk2.html>

"For a generation John O'Brien & Beth Mount have accompanied people with developmental disabilities, their families and the partners who support them as they find diverse paths to social inclusion and self-direction. These pathfinders' journeys change organizations and build communities that work better for everyone."

Turning to One Another: Simple Conversations to Restore Hope to the Future

Margaret J. Wheatley

<https://www.bkconnection.com/books/title/turning-to-one-another>

Margaret Wheatley proposes that people band together with their colleagues and friends to create the solutions for real social change that are badly needed, both locally and globally. Such change will not come from governments or corporations, she argues, but from the ageless process of thinking together in conversations.

Waddie Welcome and the Beloved Community

Tom Kohler & Susan Earl

<https://www.amazon.com/Waddie-Welcome-Beloved-Community-Kohler/dp/1895418542>

"This is the story of a remarkable man and the people who surrounded him to make their whole community stronger. It is a life lesson in community building from people who became masterful by doing it. It is a treasure story with amazing photos. "The beloved community is not a utopia, but a place where the barriers between people gradually come down and where the citizens make a constant effort to address even the most difficult problems of ordinary people. It is above all else an idealistic community." - Jim Lawson

What Matters: Reflections on Disability, Community and Love

Janice Fialka

<http://www.inclusion.com/whatmattersbk.html>

Janice Fialka is a brilliant writer. Micah Fialka-Feldman is her son. He is a teaching assistant at Syracuse University and one of the most charming people you will ever encounter. This remarkable story draws on the reflections from family and friends and walks us through the journey to this remarkable current reality. But the story begins as a stunning 'disability' story except that this family said no. They decided that Micah would be fully included and have a full life. And does he ever.

What Time Is The 9:40 Bus? (2014)

Lucinda Hage, Inclusion for Life; 2nd edition

<http://www.inclusionforlife.com/about>

While this book will appeal strongly to parents of children with developmental disabilities and autism, it is also for family members, neighbours, friends, caregivers, social service workers, doctors, therapists, nurses, educators, and students; anyone who cares about creating communities where every person is seen as valuable.

publications and conference reports from OIFN

Available as downloads from the OIFN Website: <http://www.oifn.ca>

- ***Probing The Edges Of The Work*** (2016)
Facilitators from IFOs involved in the IFDP, explore the edges of the work of Facilitators in assisting people to direct their own lives and find their place in the community, with the support of people who love them.
- ***OIFN Stewards: An Eco-system For Growing Possibilities*** (2016)
The OIFN Stewards envision a network of relationships that make it possible for people with developmental disabilities, with the people who love them, to find their place in the community with support that can work for them.
- ***Reflections on Common Threads 2016: Changing Stories...Stories of Change***
A Conference on Independent facilitation sponsored by the Ontario Independent Facilitation Network, 16-17 November 2016
John O'Brien
- ***Reflections on Common Threads 2014: Approaches and Content for Planning Everyday Lives***
A Conference sponsored by the Ontario Independent Facilitation Network in Partnership with the Individualized Funding Coalition for Ontario. April 2014
John O'Brien
- ***Al Etmanski's keynote presentation: at Common Threads, November 2016***
- ***My Voice, My Choice, My Life Design Evaluation Report*** (September 2009)
Planning Demonstration Project: Independent Planning Model delivered by Windsor-Essex Brokerage for Personal Supports
- ***Common Vision Parts 1 and 2*** (June 2005)
Prepared by Four Provincial Organizations that Represent Families and Individuals with Disabilities: Family Alliance Ontario, Individualized Funding Coalition for Ontario, People First of Ontario and Special Services at Home Provincial Coalition

