

Making Quality A Habit

Putting Person Centered
Practices to Work

Vol. 1, Number 2

*Building and Supporting
Community Connections*

2020

March

We look forward to connecting with you at the 2020 NorCal Gathering. In this issue, you'll find some ways we can continue to build our own community connections and support others in building theirs.

A Note

Please pencil in the dates October 26th and 27th for the 2020 NorCal Gathering. At this time, it's a tentative date and we won't be able to confirm it for a few months. We'll let you know as soon as we know. We plan to keep the agenda the same for now, but we know that it might well change given current circumstances.

In the mean time, we'll keep in touch via this newsletter. Our emphasis will be on sharing resources that help support your efforts to implement person centered practices. Your ideas for future issues are welcome.

NorCal Training Committee

Trudy Grable

Cindy Gilliam Sullivan

Sheila Keys

Claudia Bolton

Bill Allen

Contributing Editors

Bill Allen

Tina Calderaro-Mendoza



Special Guest:

Michael Smull, Senior Partner, Support Development Associates, LLC

Join us for the 4th NorCal Gathering. We'll be learning and sharing experiences and information about creating and supporting person-centered systems, organizations and services through the implementation of person-centered practices.

General Sessions Hosted by Michael Smull:

It Takes More Than Training

Choice and Capacity

From Exposure to Habit to Embedding

Break-Out and General Session Conversations Include: Introduction to the Person Centered Thinking Skills; Person Centered Practices and Cultural Diversity; Film Festival; Understanding Frameworks; and Celebrating Success, But Never Declare Victory. An **Open Marketplace** process will be used to determine additional topics. Bring your ideas of what you would like to learn and what you have to share.

For More Information: Contact Chrissy at crotermundnorthstar@icloud.com to be placed on our mailing list. Registration will be at brownpapertickets.com starting at a date to be determined under NorCal Gathering of The Learning Community.

Staff Development and Community Building Skills



Helping individuals with disabilities get better connected to their communities would be much easier if the staff who worked with them were themselves connected to their communities. Unfortunately, it is not always possible to hire staff who already have strong community ties. It is possible, however, to train staff about the importance of community connections and relationships, and to encourage them to use their existing connections as well as to develop personal connections in the community.

- Have staff do their own relationships maps. This can help staff see opportunities within their own networks of relationships for connecting people with disabilities. If staff people within an agency begin thinking about their own connections and brainstorming ideas for connecting various individuals served by the agency, they might find that a wide variety of opportunities are already available.
- Identify staff people who are natural “connectors.” Some staff people are more comfortable in roles as “community connectors” than others. These people are generally the outgoing, sociable types. Some are already active in their neighborhoods and community organizations, and know lots of people through their activities. Some may be new to the community, or unfamiliar with particular activities or opportunities, but have no hesitation calling up, asking questions, finding out information, and meeting new people. These staff people can act as resources to other staff, can take the lead and help other staff learn about community building, can inspire others to try. When one staff person discovers that “It never hurts to ask”, and help someone make a connection, others see that it can be done.
- Encourage staff to get involved in community themselves, and recognize this involvement. One way to encourage involvement is to make information about various community organizations available to staff using a bulletin board, newsletter, or information presented at staff meetings. Acknowledging staff who participate in community organizations is one way to let them know that their participation is valued and to encourage others to get involved. Often, when one staff person joins or becomes involved, others follow.
- Encourage people learning to be more self-generative, curious, outgoing, and to take more risks. With continuing encouragement, staff will become more willing to ask more people to become involved and to investigate more possibilities. Staff become more of a part of their own communities just by helping others do so.

Twelve lessons about building community

1. Start with ourselves

We will be successful in community building to the extent that we give of ourselves.

2. Believe in people and community

We have a choice about how we view people and communities: as a problem or a resource. Focusing on positives rather than problems is the way to build community.

3. Build equal relationships based on trust

We are unlikely to achieve sustainable change by making quick interventions from outside. Relationships that are carefully built and are based on trust are a key to meaningful change.

4. Start small and build from there

Manageable small steps lead towards larger goals. It is better to experience small successes than the disappointment of never getting closer to the goal because the task we set is too great.

5. A clear vision is essential

Unless we know very clearly what we want to achieve, it is too easy to be diverted from the end-goal. This is true for both individuals and organisations.

6. People are experts on themselves

People know better than anyone else what they need and what makes them happy. Professionals need to listen and be humble in order to be helpful.

7. Tools are helpful

Tools are useful in community building. Person-centred planning, mapping and many other techniques are important aids in the service of a clear vision.

8. Community building is a long process

Community building is a constant process. It never ends. Those involved in community-building need support to sustain their efforts.

9. Community building should be enjoyable

Community events often take place around food, children and celebrations. Don't have a meeting if you can have a party.

10. Community is based on mutuality

All community interactions are based on an unspoken contract: I help you; you help someone else; someone helps me.

11. Be open to new things

We need to be curious, adapt to the unexpected, be willing to change our plans.

12. Measure progress and celebrate success

Action without reflection may be pointless or even counter-productive. We need some means of measuring progress and must reflect together on what we do. Success, however small, should be celebrated.

Your Community Map



In addition to formal and informal associations, learning about the places in your community is an important exercise. The following map was developed by Allen, Shea & Associates as a way for you to explore the various places in your own community. It is helpful to do this exercise with someone else who lives in your community (two heads can be better than one!). Consider the various places, setting, activities and gathering places that are part of your community.

Where do people go on the weekends?



What do people go for fun? Where do they go?



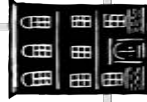
Where do people gather?

What clubs do people join?



What are the major streets for shopping, services, entertainment?

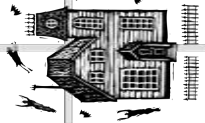
What are the public places (library, community center) that people go?



Where is the center of the community? What's there?



What are favorite places to shop?



What is unique to your community?

TAKE A WALK AROUND YOUR COMMUNITY, WHAT DO YOU SEE?

What happens here?

(from your Community Mapping)

What it does

Helps us to learn about the characteristics, social rules and roles of a group.

How it helps

Identifies things to do to help the person fit in.

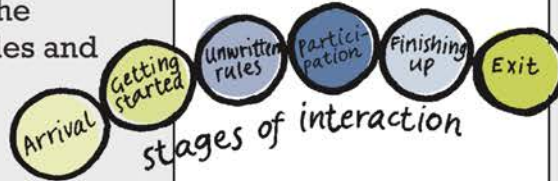
How to use it

Consider an activity that a person wishes to try out. Make a list of 'need to know' information (e.g., cost, access, transportation).

How to use it

Ask:

- What time do people arrive?
- How are they dressed?
- Do they take anything along?
- Are there any unwritten rules?
- Where do people sit?
- Do people have roles?
- Are there any individual or collective expectations?
- How do people leave?



Arrival

Getting Started

Unwritten rules

Participation

Finishing Up

Exit

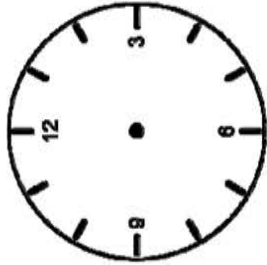
Graphic Learning log for (full name)

Person Supporting (full name)

Date:

When was the activity?

Su						
Mo						
Tu						
We						
Th						
Fr						
Sa						



Who was there? (Names of staff, friends, and others)

What did the person do? (What, where, when, how long, etc.) Place images and words here to describe the activity from beginning to end.



What did you learn? What should improve, change, or keep the same for the activity to be AWESOME next time?

What worked well about this activity? What did you like or was GREAT!?



What did NOT work about the activity? What did you NOT LIKE?

