

full circle
CAPACITY BUILDING INITIATIVE

Connecting to
Create a Good Life

Personal Support Networks

WHY? WHAT? HOW?

Why is this important to me?



“ To be included, you need to be present. To belong, you need to be missed”

John Swinton

Professor of Practical Theology and Pastoral Care

Non profit Board vs Personal Support Network

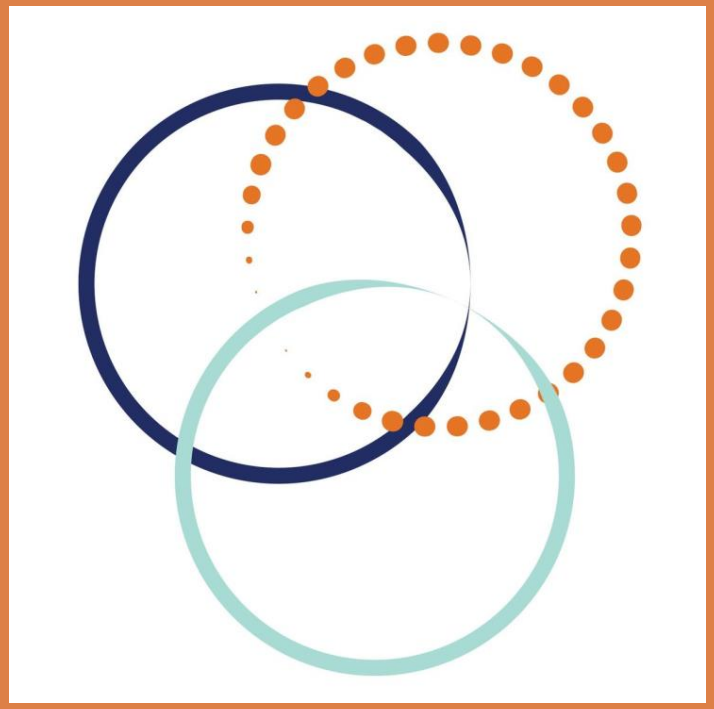
EXECUTIVE DIRECTOR = SUPPORTS OF VISION

- Board members bring different expertise
- Focus is the organization
- Meeting regular to make decisions, discuss ideas, make plans for present and future to meet needs of organization.
- Oversee the work and finances
- Board members roll off the board

FACILITATOR = SUPPORTS THE VISION

- Teams members have different roles
- Focus is the person, not family
- Meet on regular basis to check in, discus issues and ideas, make plans for present and future to meets needs of individual
- Organize the work and maybe finances or services (maybe role of group or a team member)
- Teams members can come and go

What is NOT?



Natural supports are NOT paid support stuff or primary care givers

They do NOT replace them either

What Makes a Good Life?

Happiness is one of the most important things in life, yet it's also one of the hardest to study.

Psychiatrist Robert Waldinger is the director of the Harvard Study of Adult Development, one of the longest and most complete studies of adult life ever conducted. Waldinger described some of the secrets to happiness revealed by the study in a recent TED talk.

What did he find?

Close relationships

Quality (not quantity) of relationships

Stable, supportive marriages

“Happiness is” when people

- Have relationships with people who are not paid to spend time with them.
- People have opportunities to experience a variety of social roles that include friendships, contributing to the community and gaining new skills.
- People have opportunities and resources to do and accomplish things that are important to them.
- People experience a sense of belonging.

Belonging Themes and Their Relationships







“the best guarantee of a safe and secure future for a person with a disability is the number of caring, committed friends, family members, acquaintances and supporters actively involved in their life”

Al Etmanski

Seven Steps to a Good Life

Clarifying your vision,
Nurturing friendship,
Creating a home,
Making sound decisions,
Achieving financial security
Achieving your plan.

Benefits to the Individual

Some of the benefits of inclusion to the person are:

- Improved feelings of well-being and self-esteem.
- Access to resources and activities not available in the group home.
- Expanded “horizons”/life experiences.
- Participating in activities in different types of settings.
- Participation – engaging with others; being known.
- Feeling the excitement of being part of a community group.
- Opportunities to make new friends and develop new and varied relationships.
- Incentive to learn appropriate social behavior.

Benefits to the Community



- More diversity in their relationships.
- The cost of supporting people decreases when persons served do not have to rely on paid professionals. This can affect tax dollars needed to provide supports.
- People with disabilities can pay taxes if they have a job.
- People with disabilities can share their gifts and talents with the community.

Natural supports are personal relationships, typically developed in the community which involve give-and-take. These relationships enhance the quality and security of lives for people.

They may include:

- friendships within the community association with fellow students in regular classrooms
- members of a congregation
- acquaintances from a support group
- colleagues at the work place
- daily or regular contacts made with those who work in the neighborhood associations
- developed thru participation in clubs, organizations or civic activities
- family relationships

Some questions to ask:

- What are the interests of the individual?
- What are the person's gifts?
- What goals and dreams does the person have regarding community life?
- What are the life priorities for the next few years?
- What community places does the person desire to access?
- What skills will the person need to function successfully in his or her desired lifestyle?
- What are the support needs of the individual?
- What are the available resources in the community?
- Which resources will lend them to meeting the needs of the person?

Personal Networks

PLAN INSTITUTE

What is a Personal Network?

A Personal Network is a group of people who are in relationship with an individual and are committed to helping that individual attain his or her dreams and life goals.

A Personal Network is the bridge between the individual and active inclusion in the community. Through the relationships formed between network members and the individual, the network can provide support, advocacy, and companionship. Networks are for children or adults.

What do Personal Networks Do?

Personal Networks can do many things and serve many roles based on what the individual wants and needs. Examples are:

- Providing a sense of security and support for family members
- Providing links to others in the community
- Spending social time together
- Dreaming and planning together
- Securing and monitoring supports and services
- Assisting with finding homes and roommates
- Providing a forum for Network members to support one another

Who can be a member of a Personal Network?



Network members may be family members, friends, neighbors, and people from places of worship, service clubs, hobby clubs, sports teams, former service providers, and teachers - basically anyone who has an interest and commitment to the person the Network is formed around.

How does a PLAN Personal Network operate?



- The Personal Network has a paid facilitator.
- The facilitator's job is to work with the individual to form the network and help it thrive over the years.
- The facilitator will look for people who have similar interests and values as the individual to be members of the network.
- Network members volunteer their time to come together regularly with the "focus person" of the network.

What qualifications does a Facilitator generally have?



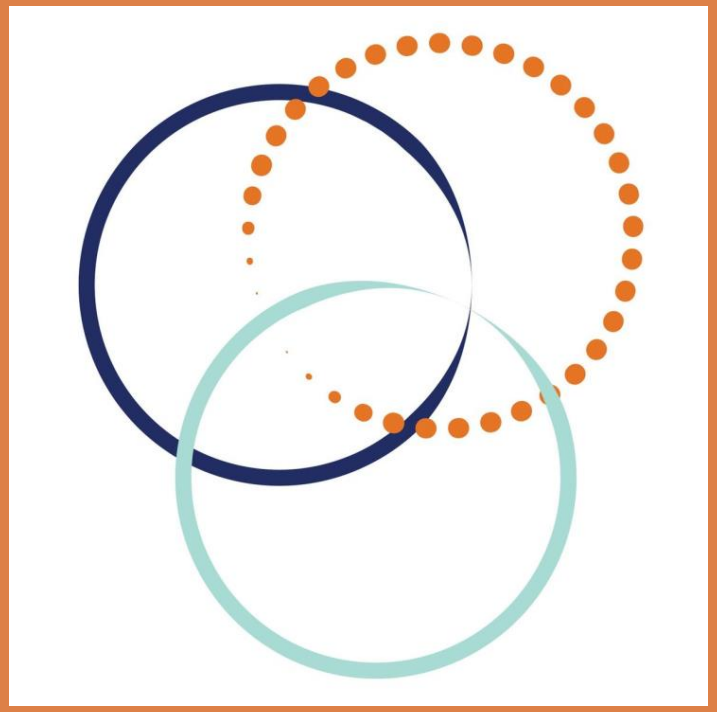
It is important that the facilitator share values and interests with the focus person. Facilitators are skilled in helping to connect people with resources in the community such as other people, organizations, churches, or anything else that may be helpful. Facilitators see people's gifts and assets and help them make connections based on these.

How involved should parents be in their child's Personal Network?



This is a decision based on individual situations. Often parents do attend network meetings at the beginning of the process and stop attending once things have solidified a bit. This will often encourage the individual to take on a greater degree of ownership of his or her Personal Network.

How long does it take to develop a Personal Network?



Developing a Personal Network takes time and patience. It takes time for relationships to develop between network members. The process can be slow and at times may seem as if nothing is happening.

Believing and trusting in the process is the key to a successful Personal Network.

How long does it take to maintain a Personal Network?

On average 40 hours of facilitation are required over 8 months to get started.

Established networks average 3-4 hours facilitation time per month. Time for facilitating networks may vary based on several factors including:

- How easy it is to get to know you and your relative
- Connections you and your relative already have
- What your relative currently does and wants to do
- Changes in your relative's circumstances
- Change among Network members
- How much involvement families want the facilitator to have

So what does Natural Supports have to do with Supported Living

Check out Lynne Seagle's TED Talk

https://www.youtube.com/watch?v=BAZsTzRsrH8



A Few Stories

The Full Circle Portal

Go to https://firstwnc.org/fullcircle, scroll to the bottom to register for the portal. We manual except folks so it is not instant but within the day, you will get an email with a password.

Items in the portal:

Building Personal Support Networks - Information For Families And Friends

Download - Information For Families And Friends

Building Personal Support Networks - A Planning Guide For Community Connectors

Download - A Planning Guide For Community Connectors

Facilitator's Guide: Planning for a Good Life

Download - Facilitator's Guide: Planning for a Good Life

Videos from Community Conversations

FIRST offered Community Conversations to introduce Full Circle. The workshop included:

Community conversation and creation of an asset map to outline what each individual and group can contribute to the collective impact

Creation of an asset map to outline what each individual and group can contribute to the collective impact

Training on Asset Based Community Development, Citizen-led Leadership and Personal Support Network Facilitation

1. Who we are

2. What do we mean when we say "Network“_Worksheet for Building Networks

3. Network Theory

4. Focus of Your Gifts

5. Finding Connections__Curiosity and Care Worksheet

6. Community_Community Building Blocks fillable Worksheet

7. Considerations_Important Considerations and Safeguards_FOCUS Bingo Game for making connections

Quick Guides for Creating Networks

Where To Get Started Worksheet

Building a Relationship Map

So what are the barriers?

Same as person center thinking

Not even close – Person Centered Thinking is part of Personal Support Networks but so much more.

Another thing for a parent to do:

NO – this is center around the focus person and parent can participate in team meetings but the parents should NOT run the network.

The team just work on their own

NO – the paid facilitator brings the team to together, keeps them on track, pulls them back together when needed, supports the team with information.

Definition of facilitator

A facilitator plans, guides and manages a group event to ensure that the group's objectives are met effectively, with clear thinking, good participation and full buy-in from everyone who is involved.

How does the facilitator get paid?

Looking into the future there is currently not a funding stream for this purpose. Community Navigator was a possibility but $150 per month is not equal to the skill. The facilitators at PLAN make $30 per hour and have healthcare, it is Canada.

Another gap –

Future Planning - our children are out living us which is new with this generation but who is going to do all that parents are doing?

Too many families without financial resources and even those with financial resources are not able to make these plans. The expertise is not accessible to most families since you need a lawyer, financial planner, and tax person. The hourly rate together is over $1000.

Contact janet@firstwnc.org to get updates

