

Anticipating and responding to choice: agency perspective in two states with two different services

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2 Operational Contexts

Small Community Support Provider

building from the ground up one person at a time

Supports Coordination

Assisting people moving from state institutions and waiting lists to the community

Small Community Support Provider

Values Into Action (PA)

- Supports 40 people exclusively in their own homes (no congregate services)
- Grew from \$0 budget to \$4.0 million in less than 5 years
- 100 staff in 5 counties in PA

Supports Coordination

Values Into Action NJ

- Founded in January 2007 in response to the New Jersey Olmstead initiative
- Working with 120 people residing in state centers (6 coordinators); 140 persons on community waiting lists
- Using Person Centered Planning tools (Assessment, Individual Budgets, ELP) to link people to services

4 Things

- Know the People
- Analyze, Analyze, Analyze
- Communicate with Everyone but especially the funders
- Create tools that work for everyone not just the number crunchers

Know The People

- “Fiscal” and “Program” become one
- Plans are only one source of info – be there in person
- Assist with developing capacity in the field -
BE HANDS ON
- Find out what your costs really are from the people who the money is being spent on

Analyze

- ViA PA: Make the organization stealth, fluid, and moveable - manage the chaos
- ViA NJ: enable individuals, teams, staff, and bureaucracies to think beyond the group home model

Make the organization stealth, fluid, and moveable (ViA PA 2005-present)

- Create a dynamic coordinating support team
- Implement a business plan and model how it can work
- Achieve buy in to start out working part time and working direct
- Let the service speak for itself
- Manage your overhead costs as organizations grows... and grows.

Creating Useful Tools

- **Sharing the financial info (budget and spending) in a way that is meaningful**
 - To people accepting your supports
 - To interested family members and other parties
 - To the staff

Beyond Group Homes

(ViA NJ 2007 - Present)

- Use the budget \$ available to people to show that they can live alone or with perhaps one other person if they want
- Assist the person to pick a community provider who maintains as much choice for the person and as close to the plan as possible
- Provide the vision for what can be
- Stand your ground

Beyond Group Homes

(ViA NJ 2007 - Present)

- Develop strategies to work around the beauracracy structured around the talent on your team
- Be prepared to encounter resistance to your advocacy as institutions run wide and deep in state systems

□ Communicate

- Buy in from organization
 - People accepting support
 - Staff
- Buy in from Funders
 - Make them aware what's coming....

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