

**CLALLAM COUNTY'S
WORKING AGE ADULT POLICY
STAKEHOLDERS MEETING MINUTES
12.06.05**

PRESENT:

Willie Burer (County), Debra Terry (DDD), Linda Middleton (Concerned Citizens), Jeanne Griener (Concerned Citizens), Charles E. Jesse (TSI), Peter Ripley (DDAC), Cindi Kirchmeier (Morningside), Karen Pierce (Pierce & Associates), Sharon Rhoads-Warren (Frichette & Associates), Denise Dahll (Morningside), Theresa Fox Burrett (Concerned Citizens), Janel Parker (Arc of Olympia Peninsula), Tami Davis (People First)

FACILITATOR: Chris Christian

Introductory Remarks

Minutes were distributed at meeting. Willie apologized for not getting them out earlier. Debra Terry asked that the minutes are distributed ahead of time. Willie apologized and will try best to get out ahead of time; it just depends on workload.

New Person: Denise Dahll was just hired at the Group Supported Employment Manager at Morningside.

Linda Rolfe's letter about the WAAP in the WISE Insights Newsletter was passed out and read aloud. Short discussion on letter.

Chris:

- It takes many partners to get where we want to go
- It is a regional and a local discussion
- Clallam County is much further along in discussing and grappling with the issues. You are a small enough community that you can discuss it.
- Be wary of exceptions

Karen and Peter: Should be individualized, a case by case approach

Jeannie: Are there going to be general exceptions. If so, they need to be individualized.

Theresa: What is the General Plan? Let's start there. Don't focus on exceptions.

Debra: Let's focus on a plan for Clallam County that is unique to us. As a part of this plan, look at individuals with such barriers to employment that we may need to consider exceptions.

Linda: I thought it was out of our hands to get exceptions.

Debra: Set up our own process, expectations. Let's look at people having Pathways and not focus on exceptions.

Willie: I agree with Debra, let's focus on people having Pathways. Keeping in mind that money will drive what we can do (Waivers...).

Theresa: Let's focus on the plan. We will be unproductive if we focus on exceptions.

Peter: Develop an eggshell. This policy is the eggshell and we build into it what makes sense for the individual.

Cindi: I agree, don't get hung up on exceptions. There needs to be a lot of activity before you get to a point with someone that you need to look at an exception.

Chris: If there are hundreds of ways of getting there, why set up for failure by focusing on exceptions. CAVEAT: Families/individuals are used to boxes. Some people will want an ETR because they want to stay in their box.

Debra: We need "Shining Eyes". Can Willie get that video to show at our next meeting? We need to talk to teams of people. Letting them know this is how it is, this is how it's going. We need to do our homework on bringing people along. I like how Cindi described it as a "PATH TO Employment".

Peter: We need what's conducive to our community, not copycat others.

Chris: You are much further along than other communities. You know each other. You come back to the table. Your community is a size that is collaborative and collective.

Cindi: Once people see it happen, see the possibilities, it will allow others to join in.

Theresa: It will be seen as community-wide. We have all learned and changed. We need to talk 1:1 and help make others comfortable.

Karen: Some of this is already out in the community. We have seen many people labeled by others as "Failure", finally be able to succeed. We need consistent messages, show that others are succeeding, let folks know the information is there.

Chris: We have met many times. We've discussed the issues in large and small groups, looked at models. Our agenda today is to focus on planning. Who does it? Who does it when? How long? What does it look like? Check-in – What do you want to accomplish today? Be specific- we all want good communication, collaboration and world peace.

Chris: It is a journey for me also. I've been around a long time. These types of policies and issues are important to me. I can offer cheerleading, but it doesn't mean I have the answers. I want to work on finding them.

Break Through Thinking is needed. Old baggage about never good enough, blame others, turn and run, band wagon approaches about choice won't be helpful. Good Person-Centered Plans (PCPs) won't cure people. We won't cure medically fragility and funky behaviors. We spend a lot of time trying to "overcome"! A better strategy is to think about who people are and what environment works best with them. Once you impose expectations, you can meet them. We don't have answers. Don't bother itemizing the

problems- so what! It doesn't change reality. Not about cures. We are idea generators. It's not an "in" or "out" door.

Willie: It brings to mind Billy Streaan's "No More Peeing in the Pool" Training- his concept of "You can be right or you can be happy!"

Cindi: Okay, let's get started. Let's move forward. Let's assist people with their Path. This is not vendor against vendor. It is not employment against residential. We are getting through it together. We have to rely on each other for creativity and support. Possibilities are incredible and we will make it happen.

Janel: Seems like natural process and natural policy to implement. Team should approach it as a team. Not about one person being able to provide information. Impact will be significant. It's about time, learning, and experience. It's about time. It solidifies and validates my personal philosophy. What's important today? These documents have the ability to grow and change.

Debra: I just realized we don't have a self-advocate here and it's important to have that representation. Peter is here representing the DDAC. What about self-advocates?

Willie: Tami Davis is a stakeholder representing People First, she is having some travel challenges due to weather and may not show up today.

Debra: In order to create a plan, it's important to brainstorm ideas as we go along. I need visuals and would like to see our ideas written down. (Chris agreed to be Scribe). We need to pull ideas from each other. Be respectful. We can disagree, but be professionally respectful. I am anxious to begin getting ideas out. We will run out of time and won't be organized. We will come together, we will disagree and we can work out a compromise.

Jeannie: I was frustrated at the last meeting. Hope to calmly speak about my frustration today. Perhaps I am not seeing something. I have learned lots. We have talked a lot, but I see nothing. How can I share and explain to others what is going on here? I hope today we can walk away with something I can see.

Peter: Thanks to Debra for appreciating my presence. I too like seeing things on paper. Where are we going? I would like to see progress in that area. It's time to "Cut Fish or Bait." "Cut Bait or Fish?" Whatever!

Karen: I feel like there has been phenomenal progress – I may not be a visual person. We have done this process before. We have closed institutions, closed sheltered workshops, etc. We are often a little slow and a little late. I want the civil rights to be in place. Whatever people need, whatever thing, whatever concept they need to feel we have taken a concrete step forward.

Linda: I've come to this with the most baggage of anyone for lots of reasons – I'm a parent, our agency works with some of the most significantly disabled people. We have trouble getting them out of the car and into a restaurant. This process and the trainings has changed my thinking. I can look beyond the people we've worked with. We can't cure people. Glad to hear Chris say that. People are who that are and have the right to be so. Are we really doing this for people or for us? I have very positive attitude about possibilities.

That's been my change. We are working hard as an agency to move forward. I am outcome-oriented and I need concrete planning. We have wonderful minds. This is the time, let's not waste it. I am ready!

Willie: I feel the excitement over this process. We need to come up with some key bullet points. I want this community process, all these brains working together, to come up with how we move forward.

Theresa: I've learned a lot. Pretty exciting process. I've gotten lots of ideas. Now, I want to see something on paper. For me, personally, if we don't do this today I will feel we are spinning our wheels.

Sharon: As a CA provider, it is easy to get caught in "Can't..., can't ..., can't..." Coming to these meetings has been eye-opening. Change can happen in our thinking. In the small groups there has been some very good thinking. There is more than one way of looking at this. It's a process that can work. Maybe it's me not willing to do it. I will be meeting with people and want to be able to hand them something and talk about the excitements.

Okay – Let's Go!

The Planning Services Piece

- ✓ Participants in all planning are invited by the consumer
- ✓ The consumer drives the process and/or is “in charge”
- ✓ The vendor is responsible for making the planning “happen”
- ✓ There must be a “get to know the consumer” piece done by the vendor
- ✓ The vendor must be a qualified county provider and all that means
- ✓ The vendor must generate a “planning encounter” of some kind
- ✓ (could be 1:1 or team oriented or phone or written or combos)
- ✓ The vendor must have some kind of orientation for consumers about what Planning Services are, are not etc.
- ✓ The vendor ultimately generates a written plan, fluid and living, that is Employment focused
- ✓ There must be a resource/financial/budget component that includes a benefit analysis and detail of where the funding/resource will come from
- ✓ Details about how/if “re-planning” occurs. How often one can get another plan or services if already served or current plan needs re-tooled.
“Amendments”

The Employment Services Piece

- ✓ Job tours
- ✓ Creating/Assembling essential job related paperwork/documentation
- ✓ Employment supports such as phone counseling, cueing etc.
- ✓ Job assessments/Evaluations
- ✓ Liaison with DVR
- ✓ Job Shadowing
- ✓ Job Try-outs
- ✓ Mock Interviews
- ✓ Self Employment/Business Plan support to create
- ✓ Job Club like activities
- ✓ Transportation training
- ✓ Resume/Portfolio development
- ✓ Participation in a persons planning process/event
- ✓ Market/Labor analysis
- ✓ Job Development
- ✓ Job Coaching
- ✓ Co-Worker Supports facilitation
- ✓ Natural Supports development/fostering
- ✓ Long term follow up
- ✓ Job loss/replacement/re-serving people
- ✓ Orientation to Employment Services in general

Agenda for January 17th

- Further define all of the bullets summarized for Planning Services
- Further define all the bullets summarized for Employment Services
- Detail out the referral process, by DDD, regarding both the Planning and Employment service components
- Detail out the timelines in both Planning Services and Employment services
- Determine when/how Employment Service providers “come to the table” for individuals in the person centered planning process.
- Determine what constitutes the measurable “outcome” or “unit” or paypoint for services within the Planning Services component and the Employment Services component

NEXT MEETING

Tuesday, January 17, 2006; 1-5 pm
Vern Burton, small meeting rooms 2 and 3
308 E. 4th, Port Angeles