

# **Rationale for Independent Planning and Facilitation in Ontario**

**Why MCSS Should Move Quickly to Implementation**

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**Individualized Funding Coalition for Ontario**

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*This paper has been prepared by the:*

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***Who we are:***

*We are people with disabilities, families (parents, sisters, brothers and grandparents), friends, advocates, facilitators, organizations and agencies working together to make Individualized Funding a reality in Ontario.*

***What we support:***

*The 'Coalition' supports the transformation of public systems and supports, so that people being supported can experience full participation and citizenship.*

***What we believe:***

*The Individualized Funding Coalition for Ontario supports the self-determination of persons with disabilities. We believe that all people should have control over decisions concerning where they live, with whom they live, with whom they associate, and how they spend their lives. In order to achieve this we recognize that Ontario must develop a system of funding whereby the person requiring assistance, supported as appropriate by family and/or significant others, has access to and control over the funds allocated for his/her supports.*

**For further information and to view other 'Coalition' resources and publications, see  
[www.individualizedfunding.ca](http://www.individualizedfunding.ca)**

November 2006

## **Rationale for Independent Planning & Facilitation in Ontario:**

### **Why MCSS Should Move Quickly to Implementation**

*Independent planning and facilitation support means that people with disabilities, their families and support networks have ongoing access to a facilitator that listens deeply, provides information, and assists with planning, network development, negotiation, relationship building, community development, based on the strengths, capacities, and self-determination of the person.*

Many individuals and families in Ontario have been seeking alternatives to agency driven services. Several family groups have sent briefs to the Ministry of Community and Social Services over the past two years. The *Common Vision* group, representing hundreds of Ontario individuals and families, have produced two Newsletters urging the MCSS to offer clear alternatives in the way disability supports can be accessed and experienced. This strong desire for change tends to focus on two elements of a transformed system: direct individualized funding as well as independent planning and facilitation support.

These two components of a transformed system are highly related. They are both designed to support the values of self-determination and citizenship. There are some key rationales for independent planning and facilitation that are now strongly supported in research and practice.

**1. *Independent planning and facilitation is a central infrastructure needed for direct individualized funding.***

**Implementing direct funding without infrastructures, one of the most important being independent planning and facilitation support, is akin to creating a car without a motor.** Families will simply not be able to make best use of their direct individualized funding without **ongoing** facilitation support. With citizenship increasingly seen as a key goal of community supports, individuals and their families require support to figure out how to access community options that will enhance citizenship. Without infrastructure support, people will tend to choose what they know, such as expensive group homes and placements in programs.

Agency driven services currently have a great deal of infrastructure support in the form of community organizations that offer administrative and supervisory support, training support, human resource support, and financial support mechanisms. Just as these supports are vital for agency driven supports, so too do direct individualized funding supports require infrastructure supports. Our discussion for the balance of this paper is to reflect on the infrastructure support of ‘independent planning and facilitation’.

Independent planning and facilitation provides individuals and their families with a safe vehicle for thinking about their lives. With trained facilitators in place, people are able to focus on “community” and “possibilities” that can lead to increased citizenship and participation.

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*All families were very positive about the importance and helpfulness of their facilitators. The strength of this research theme gives credence to the research that suggests that independent planning and facilitation are an essential infrastructure with individualized funding.*

From research in Ontario:

*Moving Toward Citizenship: A Study of Individualized Funding in Ontario, 2006.*

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The vision and reality of independent planning and facilitation is partly based on acknowledgement of the importance of “front-end” work needed with people with disabilities and families. Front-end work means that people are supported to develop person-directed support plans that reflect people’s strengths and needs. Front-end work means that independent planning and facilitation are available to people with disabilities, their families and their support networks to build their plans and their capacity to be part of community life. Front-end work means that an ongoing planning process is in place that focuses on the value of relationships in the support and well being of a person. Front-end work means that the principles and processes are transparent and safeguarded. The processes deeply respect people with disabilities, their families and networks, and are set up to be accountable to them as well as to government.

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*Sam is an eighteen year old with autism and some significant behavioural issues. In the last two years, Sam’s family was able to access some individualized dollars for his disability supports. As importantly as the funds, a facilitator started to work with Sam and his family. As the facilitator got to know Sam, he learned a great deal about his strengths and interests. Very slowly, the facilitator and the family developed some intentional strategies that enabled Sam to begin to participate in his community. Sam’s mother says it could not have happened without the facilitator.*

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**2. *Independent planning and facilitation is consistent with the MCSS vision of building citizenship.***

In *Opportunities and Action*, the MCSS identifies citizenship as one of the guiding values and principles of its strategic framework. Furthermore, people who have a developmental disability are seen as contributing to the development of thriving communities through their economic and civic contributions. Although

the Individualized Funding Coalition for Ontario strongly supports this goal, the reality now is that many more people with developmental disabilities could be making such contributions.

To enhance participation and contribution of citizens with developmental disabilities requires some fundamental changes in the supports we provide to people. Changes are needed for those who would choose this enhancement approach. In the current system, “placement” in a service is typically the approach that is used. While such placements work for some people, they do not work for many others. And, such placements have not generally demonstrated an enhancement of citizenship and civic participation. Most importantly, many people want to direct the type of supports they receive, as a part of their life, and they do not want services to take the place of having a meaningful life in community.

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*Individuals and families experienced a variety of citizenship outcomes as a result of individualized funding ... people experienced extensive participation in community life ... Strong facilitation and unencumbered planning is one of the important conditions that led to such outcomes.*

From research in Ontario,  
Moving Toward Citizenship: A Study of Individualized Funding in Ontario, 2006.

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Independent planning and facilitation is a critical “mediating structure” between a person’s dreams, interests, goals, and the wider community. In this new paradigm approach, the focus is no longer on placement, but on enabling the person to engage in relationships with others, as well as participate and contribute to their community. In a recent research study conducted by John Lord and his colleagues, *Moving Toward Citizenship: A Study of Individualized Funding in Ontario*, people with direct individualized funding *and* ongoing facilitation achieved very positive outcomes related to citizenship. People made great strides

in areas such as participation in integrated activities, increased independence, and had an increase in the number of personal relationships.

**3. *Independent planning and facilitation is a vital service in times of complexity and diversity.***

We live in complex times, where community and global change can happen rapidly. As the MCSS has stated in *Opportunities and Action*, families' expectations have changed. Also, changing demographics now mean that human services need to pay attention to a much more diverse population. Diversity means that we need to build individualized approaches so that they become common rather than exceptional.

As service systems begin to move to individualized approaches, they discover that the current structures do not allow them to fully embrace self-determination. Self-determination occurs when: *"I am truly the director of my own life, deciding what I want to do in the largest sense of the word with the support and assistance of those I choose"*. Independent planning and facilitation is an innovation that is essential to allow self-determination to flourish.

A study on the non-profit sector in Canada recently completed by Imagine Canada and Canadian Policy Research Networks identified success factors in small and medium sized community organizations.<sup>i</sup> Successful organizations had strong management and leadership, as we might expect. Interestingly, entrepreneurship and innovation capacity were deemed very important as well. In these times of complexity, developmental service systems must change and must build innovation into the new structures that will emerge in transformation. Independent planning and facilitation creates an "enabling" process that supports individuals and families to deal more effectively with the complexities of modern

life. In a way, the principles underlying independent planning support are simple and assist people to create clarity out of complexity. Many leading researchers on change highlight the importance of such principles in this era of complex systems.<sup>ii</sup> Independent planning and facilitation is vital and it cannot be left to chance and piecemeal approaches.

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Derek and his parents were at huge crossroads. His parents are seniors and they were tired. They were thinking about getting funding for Derek to move into a group home. Derek wasn't sure he liked that idea. It was obvious that he was unhappy and his behaviours and his mental health issues were making it difficult for his parents to cope on a day-to-day basis. A facilitator then began to work with Derek and his parents. Through a planning process, Derek was able to say that he did not like going to the respite home, and that he didn't want to move into a group home. Derek finally received some support dollars from MCSS. It was about an eighth of what he was going to need to live in a group home. Derek did not want to move far from his parents and yet wanted some distance. A support network of people who lived in the apartment building came together with Derek and his parents. With the help of the facilitator and some planning, Derek moved into an apartment on a different floor than his parents in the same apartment building and lived with a woman who needed to save some money. She lived rent-free and gave back every night by being home and supporting Derek to get off to work in the morning. It is not perfect. Derek does need more support, but not 24-hour support. The fireman down the hall and the immediate neighbour are there if Derek needs them. His life will continue to unfold . . .

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#### ***4. Independent planning and facilitation is an important way to address waiting lists.***

Waiting lists are a serious issue within developmental services. Generally, waiting lists get addressed when there is money for additional places in particular

programs. In the meantime, people and families find themselves “waiting.” This is typically a passive activity, with little or no action being taken on the person’s behalf. Having facilitators in each community would allow families to have a person they could call on, while they were waiting for a service, and to do some meaningful planning about the future.

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*Tim is a young man who graduated from high school a couple of years ago. He has completed all the necessary applications to apply for funding. Tim along with his family decided not to wait! He really wanted to move out of his parents’ home. He had some resources through SSAH. Through planning and looking at options with a facilitator, Tim and his parents noted that his sister had just put her condo up for sale. Tim and his friend decided that they wanted to live in this condo! The sister agreed to rent it to them. The facilitator approached a local service provider that supported two people in one of the condos located in the same complex about being an immediate back up until the two men got to know their neighbours. The service provider agreed. With the assistance of the facilitator, the guys and their parents looked at cell phones, how to keep themselves safe, when supports would be needed, etc. Recently, they stayed their first night and they loved it! Their parents said they didn’t sleep all night – but didn’t call them to see how things were going! On to the second night - everyone’s saying they will be getting sleep and resting peacefully! Will they end up buying the condo? We’ll see!*

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Research and family stories in many regions of the province show how vital this planning support could be. Facilitators enable people to move from “waiting” to “planning.” As facilitators begin to assist people to plan for a life in community, families realize how much they can do that is outside the formal service system.

Setting goals, identifying interests, building relationships, and beginning to connect with community are just some of the things that facilitators begin with people. One of the cornerstones of a well-facilitated planning process is action. Although the need for some services may still exist, facilitators assist the person to know and act upon what is possible right now.

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*Jonathan's parents had always been his support system and his social network. After assisting him to move to his own apartment they continued to help him, pay his bills, get his groceries, cook his meals for the week, and provided transportation for him to attend church and social functions. However, they were aging and experiencing some major health problems. A facilitator was asked to assist this family with some planning. It was clear that in order to continue living in his apartment for the long term, Jonathan would require some support services in the near future. However, there were also some things that could happen right now. With the help of his parents and facilitator, Jonathan invited some people to help him talk and problem-solve about his current situation. The outcome was such that a number of people offered to help Jonathan with particular tasks. His parents still take him to his medical appointments, however, others assist him with grocery shopping, making meals, getting to church, and phoning him on a regular basis.*

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##### ***5. Independent planning and facilitation is a creative approach to community development.***

When facilitators work with individuals and their families, they discover a range of interests and needs. There are two ways that this work lends itself to creative community development. First, figuring out how to respond to an expressed strength or interest will often lead facilitators to explore community

possibilities to meet that interest. For example, a facilitator who is supporting a person's interest in literacy may need to search the community to find the "right" literacy program. This type of community development builds the connections with community and supports the community to respond to people with disabilities.

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Mary wanted to get involved in an aqua fitness program at a local pool. Mary needed support with changing into her bathing suit and with the lifting in and out of the pool. The facilitator looked into where and when these programs were being offered. One gym in particular said that they had the personnel to assist Mary. They said, "We have a class of women who have been involved in an aqua fitness class together for a few years. They are the greatest women!" Mary came to see how she would feel in this class. The staff at the gym readily assisted with the lifting. The instructor of the class welcomed Mary, as did all the other participants. Mary couldn't wait to go back. Now a year later, Mary still goes and as soon as she enters the pool area she says hi to everyone. Now the women in the class help Mary get into the pool . . .

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Second, facilitators discover that there are "barriers" to participation among many of the people they support. It may be a transportation issue or a housing issue. Facilitators support people to address these "issues." This type of community development builds community capacity. In creating an ongoing approach to independent planning and facilitation in our communities this type of community development work would occur. While it is true that facilitators focus on one person at a time, it is also true that over time, facilitators will discover gaps in community. **In a proactive role, facilitators can encourage partnerships and problem solving at the local level. This type of community development reduces dependency on MCSS to resolve issues that are in fact "community issues," not unique problems to people with developmental disabilities.** For example: lack of affordable, accessible housing is a community issue that also affects people with disabilities.

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*Planning with people is a very individualized process. In reviewing plans we have discovered that the community needs of people with disabilities are the community needs of others. There in lies the capacity building. In our community, facilitated planning processes have identified lack of transportation, lack of affordable, accessible housing, and lack of inclusive employment supports. Facilitators have played a pivotal role in bringing community members together around these issues. This has resulted in an expanded community transportation system, two cooperative housing projects and the development of a county employment support agency that provides supports to all people who experience a barrier to becoming employed. We have learned that facilitators have a responsibility to the person to build community and its capacity to provide for all its citizens.*

Interview with a facilitator in Ontario

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**6. *Independent planning and facilitation is an effective strategy for crisis prevention.***

Service systems require effective strategies for crisis prevention. Too often in the current system, problems get to the point where significant and costly interventions are required. When independent planning and facilitation is in place, facilitators can be available to help mediate and plan with people who are “at risk.” Such facilitation has been shown to be highly effective because it enables a range of people to come together to make plans, consider alternatives, and create new partnerships. Facilitators recognize the capacity in the community in resolving the most complex of situations. Oftentimes facilitators act as mediators in these situations.

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*A 17 year old dropped out of school where he had been in an “inclusive” classroom, but with no support. He showed no interest in working but would not go back to school. The parents could not locate another school. The facilitator negotiated reconciliation and the boy went back to school. She also negotiated funding so that the young man had support to get contacted to after school and community activities.*

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The capacity of facilitators to reduce or prevent crisis situations from getting out of control in part depends on the independent nature of the planning support and their ability to negotiate with other agencies with the person and their family. Oftentimes, facilitators assist families who are simply unable to negotiate complex systems on their own.

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*A recent immigrant family consisting of two parents and three children went through a difficult separation. The father left abruptly and did not pay child support. Since he had been the chief caregiver of the youngest child, a six-year-old boy with multiple disabling challenges, mother and son were in a difficult situation. The two older sisters helped out, but could not make up for the hours of care and the now absent father. The planner/broker connected the family with the Community Care Access Centre and negotiated a level of service that included supporting the mother to understand and follow-through on medical decisions, and having the necessary transportation to get to medical appointments. The facilitator also helped the non-English speaking family get SSAH funding and top up dollars from Assistance for Children with Severe Disabilities, both resources that the mother had not been able to access. Instead of languishing on a waiting list for a specialized group home, this boy is now healthy, attending school, and participating in after school and weekend social activities.*

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***7. Independent planning and facilitation in combination with individualized funding has saved Ontario taxpayers money.***

Research shows that one of the financial outcomes when individualized funding has been implemented elsewhere in the world are its overall benefits without additional costs.<sup>iii</sup> In other words, a system of individualized funding with the right infrastructures that includes people with different needs, abilities and strengths does not cost more money. In addition, once the following pieces are factored in: the improved quality of life, having greater participation in one's local community and making contributions as a citizen -- the overall benefit in this model of support is definitely not a neutral one. In research terms, we can say that this approach is very cost-effective.

Let's look at some examples from Ontario:

When Isaac gets groceries from the aging neighbour, makes deliveries for the business man who can no longer drive, and helps the neighbours rake their lawns and pick-up sticks – he is contributing as a citizen. When Sara visits the elderly neighbour who lives alone the capacity for this 98 year old to stay in her own home is enhanced. These visits break up the neighbour's day and ensure someone is checking in every now and then. Ultimately Sara, as part of team of people who do their share to support the neighbour, saves the government money. Expensive long-term care is staved off. More importantly Sara has the opportunity to contribute. Isaac and Sara with the help of independent planning and facilitation and individualized funding have found that blindness and autism, developmental, physical and complex medical needs are not barriers to citizenship.

Independent facilitators frequently share how people with disabilities and their families will ask for what they know. They know about group homes. Once

engaged in a planning process many will discover other possibilities and options in the community and work toward a different outcome. Think about Derek's story. Story after story after story like Derek's exists across Ontario. Although stories are not statistics – with enough of these stories the savings cannot be denied.

Finally, consider the statistics from the second year that Windsor Essex Brokerage for Personal Supports operated. Sixteen of the people and families who began their planning process with the goal of getting a group home spot discovered other possibilities, expanded their dreams, chose not to live in a group home and built their lives in unexpected ways.

Independent facilitators in Ontario have been able to address the deep sense of isolation and loneliness that many people with disabilities experience. This sense of aloneness has often resulted in people and their families asking for services in order to fill the void. Independent planning and facilitation has helped the people with disabilities build relationships. There is a huge benefit to people having others in their lives. We all know this about our own lives.

***8. Independent planning and facilitation has already been an investment of the Ontario Ministry of Community and Social Services in pockets of excellence around the province***

It is time to build on the demonstrated and documented success of independent planning and facilitation already apparent in Ontario. In previous downsizing initiatives at Southwestern Regional Centre, independent planning support was provided for people 'Coming Home'. Today, regional placement facilitators are planning with people who are leaving or will be leaving the last three remaining institutions in Ontario. Although not totally independent because they are government employees, there is an obvious recognition on the part of this

government that someone outside the direct service/agency system needs to facilitate these important moves with people and families.

When the Salvation Army home in London closed, independent facilitators were contracted to do the planning with the people who would be starting a new chapter in their lives. Independent facilitators from London have also been contracted to plan with children living in CAS so they can live in their communities and for those experiencing very complex situations such as incarceration or hospitalization. Although not totally independent being contracted through the local access centre, this is an example of trying to do the right thing by keeping planning independent of the direct service system.

The Options Program at Family Services Toronto was set-up as a 'Quality of Life' project with independent facilitation and individualized funding at its core in the late 90's. Every outside evaluation of the program has been highly positive! Today there are people and families lined up at their door! Yet people and families in the Toronto area have nowhere to turn for this type of support despite their repeated requests for more independent planning and facilitation and individualized funding in that region.

After Windsor Essex Brokerage for Personal Supports was established, an outside evaluator reviewed the work and wrote a very favourable report about this new approach to supporting and empowering people and families. It is commonly known that those wanting this independent neutral support in Windsor-Essex far out number the capacity for the MCSS funded facilitators to assist them. Families from the area have written briefs on the value of 'brokerage' and have gone as far as thanking the Ministry of Community and Social Services for this independent support.

There are a number of Foundations programs that have been operating since the early 2000's. They must be considered in the dialogue. Those programs created on the principles of independent planning and facilitation were approved through an RFP process and are funded by the Ministry of Community and Social Services. A few come to mind: *Stepping Stones* in Sarnia/Lambton, *Opening Doors* in Hamilton, *Triple L: Living Learning and Labouring in the Community* in Windsor/Essex and *Foundations* in Kitchener/Waterloo. There are probably more. We know that great stories are available from those communities about quality of life, dreams achieved, huge life changes and even dollars saved.

The recent research by John Lord and Associates involved gathering data from four locales where value-based planning and facilitation, primarily independent in nature, and individualized funding had existed for many years - all funded by the Ministry of Community and Social Services. The parents who were interviewed in this study highlighted the importance of facilitation.<sup>iv</sup> Other results from this study speak for themselves. This Ministry needs to be proud of their long-term investments made in the people and in the four communities.

Pockets of excellence exist all over the province and have for many years. There are many examples where someone with a disability had help with planning, received individualized funding that was designated for their plan, flowed the money through an MCSS funded transfer payment agency, and then purchased their supports. There are agencies that individualized their respite budgets. There are agencies that have flowed money and kept track of the funds for people in order to support them in a different way and stayed 'quietly under the wire' because it was the right thing to do.

Today there are agencies asking how to individualize their budgets. There are people and families who cannot access either independent planning or individualized funding because it does not exist in their communities, yet they

want it and can see the benefits. MCSS put in place a direct funding program called Passport in 2006 and has begun plans to expand this method of funding for those who want it in the future. These people and families will need assistance and good information from a neutral independent source. They will need to be able to count on this support over time. MCSS could counter balance these factors, and be pro-active by making a commitment to expand their current investment in independent planning and facilitation infrastructures.

The time is NOW to build on the investments that have already been made, to make new investments and watch lives change. It is time to connect the existing dots, find the dots that are hiding and create new dots. It is time to really dot Ontario with independent planning and facilitation as a relevant infrastructure. It is just time!

***9. Independent planning and facilitation accessible to anyone who would choose it would result in real change in Ontario. Change will not come by continuing to do the same things we always have.***

The final rationale for independent planning and facilitation is the fact that if things continue the way they have, we will not see change. By and large, the direct service providing agencies and government have not been able to change the system for people and families who have asked, even with all the resources and tools in hand over the years. Are the agencies good intentioned? Yes. Will they be the change agents? No, but they could work with change agents recognized and funded by government. Perhaps one of the better rationales for investing in independent planning and facilitation is that what MCSS has invested in to date has not made enough of a difference. **It is time to move ahead with transforming infrastructures.**

What would Albert Einstein say to us today? He would remind us of the definition of insanity: “doing the same thing over and over again and expecting different results.” He would further caution us that, “The significant problems we face today cannot be solved at the same level of thinking we were at when we created them.”

## **Conclusion**

The perfect rationale for going forward with independent planning and facilitation as an infrastructure support does not exist. It cannot possibly exist. Consider the following story taken from a CBC Radio show.

In the transition from horse and buggy to the internal combustion engine, several structures had to be invented. No one had ever needed them before so their usefulness could not have been predicted or evaluated through "research".

One of those structures is the practice of creating lanes on roads with white or yellow paint. These lanes serve to separate traffic that is moving in different directions and/or at different speeds. Before speeds above 15 miles per hour were possible the relative positions of vehicles could be negotiated at the personal level. This is not feasible at higher speeds and concentration of vehicles, and so a sharp increase in traffic injuries and deaths became a critical issue requiring a transformative approach.

The Women’s Institute, a citizen-based membership organization dedicated to social improvement, apparently, invented this support structure in Ontario. Where would we be today if people insisted on proven research findings to back up the belief that change was necessary?

It was and is about just simply doing it!

These nine rationales for independent planning and facilitation can certainly be expanded and developed more fully by MCSS. In the final analysis, MCSS should move quickly to implementation because it is the right thing to do and because it will help build a sustainable, innovative, cost effective direct individualized funding program. It will enhance lives and build on citizenship and contribution. It will be transforming for those who choose it and build a groundswell for others to learn from. Ontario will then take its place amongst other leaders in the best practices currently existing around the world. Transformation to a citizenship-based system has taken place in British Columbia, Western Australia, Great Britain, and some parts of the United States. In moving quickly to develop this part of the transformed system, MCSS will be sending a strong signal that it is no longer “business as usual.” As planning unfolds, the IFCO reminds MCSS of the important dimensions of successful implementation:

- **Clear functions for independent facilitators and for local communities.** (See Appendix A, Our Vision.)
- **Clear structures that keep facilitation separate from direct service provision and from access mechanisms.**
- **A provincial body that oversees the development of local sites and ensures there is effective and sustained facilitator training.**

The time has come for MCSS to move ahead with independent planning and facilitation. (See Appendix B, Rationale Summary Chart.) **MCSS has a commitment to the people of Ontario to ensure that the framework for direct individualized funding in Ontario as outlined in *Opportunities and Action* is supported by infrastructures that will ensure the success of direct individualized funding. The time is now. People are waiting.**

## Endnotes

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- <sup>i</sup> Imagine Canada and the Canadian Policy Research Networks recently released a major study on the non-profit sector in Canada. The report, based on roundtable dialogue and surveys, is entitled, *Strengthening the capacity of nonprofit and voluntary organizations to serve Canadians: Recommendations based on the national survey of non-profit and voluntary organizations*. See [www.nonprofitscan.ca](http://www.nonprofitscan.ca)
- <sup>ii</sup> As one example, author and researcher Margaret Wheatley says that simple principles is one of the keys for helping people to deal with complex systems. See Margaret Wheatley, *Finding our way: Leadership for uncertain times*. San Francisco: Berret-Koehler, 2005.
- <sup>iii</sup> For a summary of IF research and its cost implications, see Tim Stainton (2005), *Individualized Funding*, Presentation to Policy Forum of Ontario Ministry and Community Services, March 30 [www.individualizedfunding.ca](http://www.individualizedfunding.ca) Also see Roger Stancliffe & Charlie Lakin (2005). *Costs and Outcomes of Community Services for People with Intellectual Disabilities*. Baltimore, MD: Paul H. Brookes Publishing.
- <sup>iv</sup> See John Lord, *Moving Toward Citizenship: A Study of Individualized Funding in Ontario*. Toronto: Individualized Funding Coalition for Ontario, 2006.

Appendix A

## Our Vision for a Direct Individualized Funding Approach in Ontario

*Developed by the Individualized Funding Coalition for Ontario  
at the membership meeting of June 15, 2006*

### **BACKGROUND: Direct Individualized Funding**

**Individualized funding** provides the means for a person to meet their individual goals by determining what supports will be purchased with funding designated to them and by directing those supports. **Direct funding** is a way of managing individualized funding. It is funding that **goes directly to the person/family/network**. It is the approach that the Ministry of Community and Social Services is using for Passport.

### **THE IFCO VISION**

**1) Direct Individualized Funding that is based on the following values:**

- Citizenship
- Inclusion
- Self Determination
- Community
- Supports for a whole life, a look at the whole person

**2) Direct Individualized Funding that is based on the following principles:**

- The person/family/network are the decision makers with the person's voice being honoured in the process
- Participation and contribution in community is a given – community as a first resource
- Dreams of the person and the strengths of the person, family and support network guide the process
- Planning and facilitation is a separate function in the system
- Relationship building and networks of people are key
- Funding is fully portable (can be moved within an area to a different agency, to another part of the province, out of province, from agency base budgets to direct, whatever is needed)

**3) Direct Individualized Funding that has infrastructure support options in place for people to experience success, including:**

- 1) Independent Planning and Facilitation
- 2) Services and Supports that are especially designed for direct individualized funding as follows:
  - Invoicing/financial accounting and accountability
  - Human resource support
  - Capacity enhancement, i.e. training for families and personal assistant

## INDEPENDENT PLANNING AND FACILITATION

### *In the IFCO Vision Independent Planning and Facilitation:*

- Is separate from direct service provision
- Is separate from access centres (single point of access)
- Is separate from funding allocation
- Is an infrastructure support to Direct Individualized Funding
- Has a relationship with a provincial group that holds the values and offers value based training.

### *Roles of an Independent Facilitator*

The role changes throughout the planning process. People will call on the facilitator as needed for various things. The varied roles include:

- Getting to know the person well
- Building relationships with the person, their family, network, and the local community
- Listening deeply - people say things in many different ways
- Providing information
- Linking with others (family networks, People First etc)
- Networking and relationship development, **building of support networks**
- Facilitating with the planning process
- Facilitating community connections in both formal and informal settings
- Building on the strengths, capacity and self determination of the person in order to create a good life
- Community development
- Recognizing people, their families and networks as decision makers
- Ongoing Monitoring/Evaluation with the person and their family/network
- **Brokering Roles:**
  - ***Negotiation***
  - ***Mediation***
  - ***Third Party Document/Contract writing***

**Appendix B**

**Rationale Summary Chart**

Rationale for Independent Planning and Facilitation in Ontario:  
Why MCSS Should Move Quickly to Implementation

<b>Key Element</b>	<b>What Does It Mean</b>	<b>Key Principles</b>
Independent planning and facilitation is a central infrastructure needed for direct individualized funding	<ul style="list-style-type: none"> <li>• Individuals, families and support networks have access to a facilitator</li> <li>• Planning is value based on strengths, capacity and self-determination of the individual</li> <li>• Facilitators are skilled in network development, negotiation, and community development</li> <li>• Based on the values of self-determination and community</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals and their family/support network are decision makers</li> <li>• Funding for disability supports are individualized and portable</li> <li>• Community is a vehicle for change and the first resort for building a good life</li> <li>• Planning and facilitation are independent from service provision</li> <li>• Funding for disability supports is individualized and portable</li> </ul>
Independent planning and facilitation is consistent with the MCSS vision of building citizenship	<ul style="list-style-type: none"> <li>• Individuals with the support of the people they trust will ensure that they have a meaningful life in their community</li> <li>• Individuals will have an increase in the number of personal relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals will be contributing to their neighbourhoods and community's</li> <li>• Community is a vehicle for change</li> <li>• Individuals and their family/support network are decision makers</li> </ul>
Independent planning and facilitation is a vital service in times of complexity and diversity	<ul style="list-style-type: none"> <li>• Building of individualized approaches to reach a diversified population</li> <li>• Assist people to create clarity out of complexity</li> </ul>	<ul style="list-style-type: none"> <li>• Embraces self-determination</li> <li>• Builds innovation</li> <li>• Community is a vehicle for change</li> </ul>
Independent planning and facilitation is an important way to address waiting lists	<ul style="list-style-type: none"> <li>• Individuals and families would have a person to call on to do some meaningful planning while waiting</li> <li>• Facilitators assist in discovering possibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Embraces self-determination</li> <li>• Builds innovation</li> <li>• Community is a vehicle for change and the first resort for building a good life</li> </ul>

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Key Element	What Does It Mean	Key Principles
Independent planning and facilitation is a creative approach to community development	<ul style="list-style-type: none"> <li>• Discovering a range of interests</li> <li>• Explore what's available in someone's community</li> <li>• How to "get around" the barriers and encourage partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals and their family/support network are decision makers</li> <li>• Community is a vehicle for change</li> </ul>
Independent planning and facilitation is an effective strategy for crisis prevention	<ul style="list-style-type: none"> <li>• Assists with mediation and plan with people who are at risk</li> <li>• Look at alternatives and assist people to make new partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals and their family/support network are decision makers</li> </ul>
Independent planning and facilitation in combination with individualized funding has saved Ontario tax payers money	<ul style="list-style-type: none"> <li>• Putting individualized funding in place coupled with the right infrastructures does not cost more money.</li> </ul>	<ul style="list-style-type: none"> <li>• Increases quality of life and the person's contribution's to community</li> <li>• Community is a vehicle for change</li> <li>• Individuals and their family/support network are decision makers</li> </ul>
Independent planning and facilitation has already been an investment of the Ontario Ministry of Community and Social Services in pockets of excellence around the province	<ul style="list-style-type: none"> <li>• Successes have been documented</li> <li>• Pockets of excellence exist</li> <li>• Access to Individualized Funding and Independent Planning needs to be available in every community</li> </ul>	<ul style="list-style-type: none"> <li>• Increases quality of life and the person's contribution's to community</li> <li>• Community is a vehicle for change</li> <li>• Individuals and their family/support network are decision makers</li> </ul>
Independent planning and facilitation accessible to anyone who would choose it would result in real change in Ontario. Change will not come by continuing to do the same things we always have	<ul style="list-style-type: none"> <li>• Independent planning and facilitation will create change</li> <li>• Time to move is now!</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals and their family/support network are decision makers</li> <li>• Funding for disability supports is individualized, flexible and portable</li> </ul>

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