



“Navigating Natural Support Systems Part B -Tools, Tools and more Tools.”

Disability Services Real Practice Forum
Mayfield
Monday 28th June 2010.

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Townsville, Queensland.



Beware Tools In Use!



What do we know!

- Tools (in general) have a purpose.
- Tools (in general) have evolved from previously experienced dissatisfaction or the desire to improve on something that is already good but could be better.
- Some tools are universal in their usage.
- Some tools have stood the test of time.
- Some tools have come and gone.
- Most tools are not used to their fullest potential.
- Many tools have more functions than what may be needed.
- Many Tools can cause harm if they are not used well or for the right purpose.



We will introduce you to a sample of :-

- 1. Foundation Tools**
 - 1.1 Mission Statement & org. Principles / Behaviour Match
 - 1.2 Definition of Community Inclusion.
 - 1.3 Socio Network Diagram.
 - 1.4 Client / Community Audit.
 - 2. Operational Tools**
 - 2.1 Definition of community
 - 2.2 Citizen and community audit.
 - 2.3 Power of 10,
 - 2.4 Creative Thinking.
 - 2.5 Capacity Audit (Head, Heart and Hand),
 - 2.6 The Art of Asking.
 - 2.7 Policy and Procedures 101
 - 3. Evaluation Tools**
 - 3.1 Model Coherency Analysis.
 - 3.2 Community Inclusion Definition Audit.
 - 3.3 NICAN Card Audit.
- etc



Foundation Tool – Mission Statement.

Inclusion Works is a community organisation that helps build better communities through the inclusion of people with a disability

A mission statement is a promise of organisational behaviour
(St Benedict)



Foundation Principles

1. **“You have to believe that people with disabilities have a place in community and capacity to contribute to the development of community.”**
2. **“You have to believe that some community members have the capacity and willingness to welcome people with disabilities and their families.”**
3. **“You need to let go.”**

Reminder of What Has Been & Could Be!

Foundation Tool – Cup etc.

People and Communities have **deficiencies & needs**

Individuals and Communities have **skills and talents**

Foundation Tool – Definition Community Inclusion.

“When people are known by name, and know of others by name and their gifts, talents and contributions are valued, acknowledged, encouraged, supported and rewarded.”

Inclusion Model

Mission Statement
 “Inclusion Works is a community organisation that helps build better communities through the inclusion of people with a disability”

1. PLANNING			2. CONNECTING			3. EXITING		
1.1 Client Focus - Gifts, talents & contributions	1.2 Community Focus - Inclusion opportunities available	1.3 Client / Community Match	2.1 Identify Community Power Broker (s)	2.2 Build Client Contribution & Community Supports	2.3 Support Client & Community	3.1 Phase Out Over Time	3.2 Exit - When appropriate for all concerned	3.3 Monitor - As a distance and support if necessary

Foundation Principles
 1. Contribution 2. Community Welcome & Support 3. “Let Go”

Inform People

www.inclusionworks.org.au

Foundation Tool – Social Network Diagram.

Social Network Diagram

adapted from Judith Snow

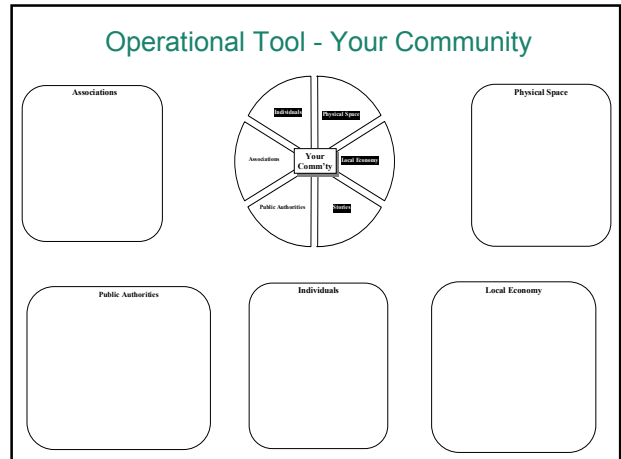
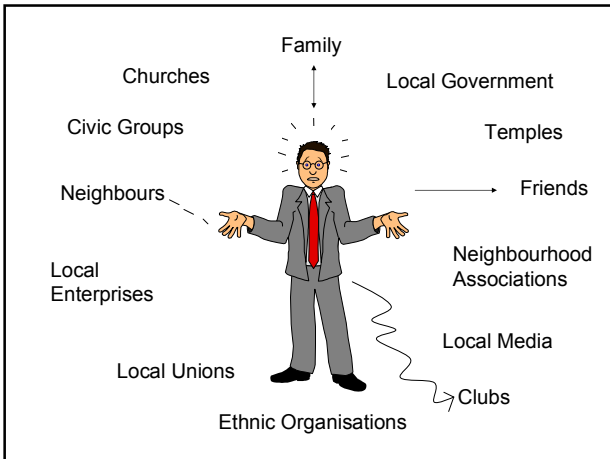
PLAN INSTITUTE

Operational Tool – Definition of Community.


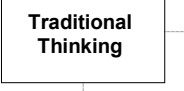
Definition:

“Community can be defined as the social place (or sense of *human connectedness*) experienced by family, friends, neighbours, neighbourhood associations, clubs, civic groups, local enterprises, schools, churches, ethnic organisations, temples, local unions, local government and local media.”

(McKnight)



Operational Tool – Power of 10.

- The power of 10 is a deliberate process of using the concept of the multiple of ten (10) to take us beyond the boundaries of our traditional thinking.
- From:  To: 

OPERATIONAL TOOL - CAPACITY INVENTORY
Developed by Greystock Commons Co-Housing Community, Ft. Collins, CO

GIFTS OF THE HEAD (Things I know something about and would enjoy talking about with others, e.g., art, movies,)

GIFTS OF THE HEART (Things I care deeply about, e.g., protection of the environment, civic life, children)

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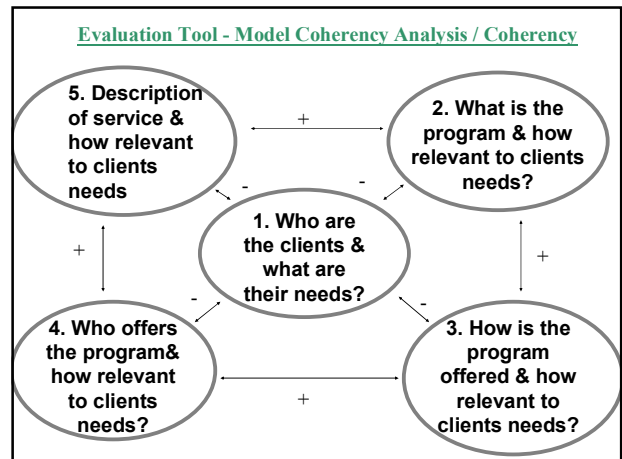
Operational Tool – Creative Thinking

Operational Tool - The 5 Rules of Asking

Ref: www.crd.org.au – Information Program – Occasional Papers – No. 3 The Art of Asking

Operational Tool - Safeguarding x10

“Safeguarding is the protection of one’s principles and practices through being aware of what may (and will) go wrong and have strategies in place to reduce the harm or at best remove the harm.”



Evaluation Tool – NICAN CARD x10

Creating Inclusive Communities through Recreation

Characteristics experienced by people who are not members of a community	Characteristics arising from leisure experiences
1. A feeling of separateness from the real world	1. Belonging to and being part of communities
2. A life of constant boredom	2. Adventure and challenge
3. Loneliness	3. Companionship, increased social networks, new and stronger friendships
4. Dependence or total isolation	4. Interdependence
5. Restricted freedom	5. Sense of freedom
6. Being controlled	6. Control and power over own lifestyle
7. No sense of future	7. Improved self image through achievement of goals
8. Limited scope for growth and new challenges	8. Hope and enthusiasm for the future
9. Failure	9. Achievement

Confessions from a Postcard.

The phone call was unexpected in so many ways. I was unaware of the person who rang. Unaware of the existence of a National Association of Diversional Therapy, and equally unaware of the forthcoming National Conference to be held in Melbourne, Victoria. I had been invited to give the opening address. I had been invited to challenge directly the profession of Diversional Therapy. The audience was to comprise of over 200 delegates.

I had to think of a way in which the audience could participate, rather than just listen. There was a need to invite the audience into the presentation.

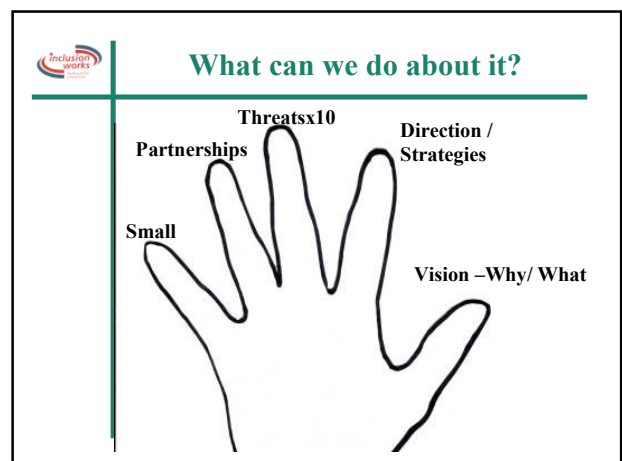
I decided to call upon what is known as the NICAN postcard. This postcard was developed by the national organisation, NICAN, the National Information Communication and Awareness Network. A body established to promote recreation, tourism sport and the arts for people with a disability. The purpose of this postcard was to raise awareness as to the consequence to people with a disability when they are excluded from community life, and to equally acknowledge the role that leisure may play in the connecting of people with people.

I was keen to not just share with the conference participants the content of the postcard but to invite everyone to make a personal commitment to internalize the content and reflect on how this content related to their work and their work environment. I was to invite participants to be truthful in their analysis.

The left hand side of the postcard identified those characteristics that people experience when they are not 'of community'. Were these characteristics recognizable within our workplace. I slowly and deliberately worked through each characteristic and asked the conference participants to raise their hands if they could honestly say that they witnessed these characteristics on a daily basis. A most powerful thing happened.

Evaluation Tool – Definition Community Inclusion.

“When people are known by name, and know of others by name and their gifts, talents and contributions are valued, acknowledged, encouraged, supported and rewarded.”



What can we do about it?

Definition
Community/
Mapping &
Asking.

Keep end in
sight, start...

NICAN/M.C.A

I. W. Model /
Power of 10

Socio Diagram/
Definition Inclusion.

**Foundation Tool –
Social Network Diagram.**

adapted from Judith Snow

Social Network Diagram

ESPLAN INSTITUTE

Foundation Tool – Definition Community Inclusion.

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Inclusion Model

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Foundation Principles
1. Contribution 2. Community Welcome & Support 3. “Let Go”

Inform People

www.inclusionworks.org.au

Power of 10

POWER OF 10.

Definition of Community.
(as per McKnight)
“the social place used by -- family, friends, neighbours, neighbourhood associations, clubs, civic groups, local enterprises, churches, etc

Options (example)

1. Angling.
2. Bings.
3. Community Centres.
4. Dancing.
5. Theatre.
6. Folk Music.
7. Gardening.
8. Environment.
9. Book Club.
10. YWCA.

Further Options, within Local Theatre.

1. Actor.
2. Usher.
3. Promotion.
4. Backstage.
5. Refreshments.
6. Sets.
7. Lights.
8. Costume.
9. Make-up.
10. Music/Sound.

Promotion Opportunities.

1. Deliver.
2. Street Theatre.
3. Media.
4. Bill Posters.
5. Word of Mouth.
6. Design.
7. Printing.
8. Mail outs.
9. Distribute.
10. Catalogue.

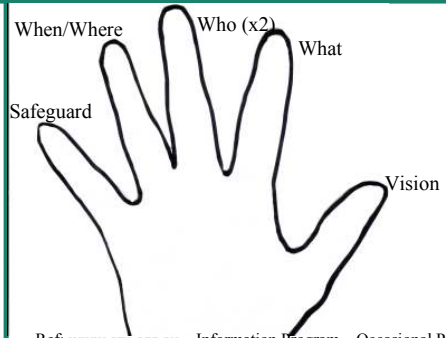
Power of 10 Exercise

1. Sally has a passion for creative things. What 10 creative opportunities exist within your community that Sally could possibly participate in and contribute to?
2. What 10 different roles could Sally play within her preferred creative opportunity? (pick one opportunity).
3. What 10 different things could go wrong that you may need to prepare for?

Foundation Tool – Definition Community Inclusion.

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Operational Tool - The 5 Rules of Asking



Ref: www.cru.org.au – Information Program – Occasional Papers – No. 3 The Art of Asking

Evaluation Tool – NICAN CARD x10

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Community Opportunities Townsville

OPTIONS	NUMBER	(X 10)
POPULATION	175, 542	1,755, 420
FAMILIES	51, 228	512, 280
NEIGHBOURHOOD ASSOCIATIONS	84	840
LOCAL GOVERNMENT	3 01(By 30 components)	3, 010
CLUBS	725	7, 250
CIVIC GROUPS	71	710
LOCAL ENTERPRISES	11, 619	116, 190
SCHOOLS	165	1, 650
CHURCHES	65	650
ETHNIC ORGANISATIONS	130	1, 300
LOCAL UNIONS	23	230
LOCAL MEDIA	13	130
TEMPLES	7	70
TOTAL:	239, 973	2, 399, 730

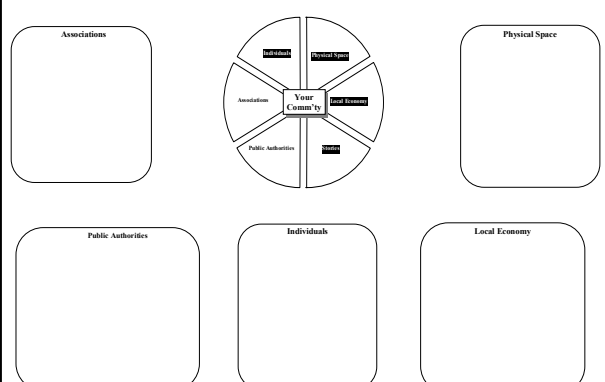
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GIFTS OF THE HAND (Things or skills I know how to do and would like to share with others, e.g., carpentry, sport,).

Operational Tool - Your Community





Everything that is, could be otherwise

Prof. Germaine Greer
July, 1998.



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