

NORTHCOTT PERSON CENTRED UPDATE JANUARY 2012



SHINE Showcase

Planned, developed and performed by people using the Parramatta Community Participation program, the SHINE Showcase included a range of high energy live performances, multimedia elements and visual displays. From art and photography displays, through to individual and group performances and engaging videos there was no lack of excitement at the evening launch event in December. SHINE was a fabulous culmination of a team's PATH goals – which was to hold an event that showcased the individual and group talents and abilities.

"I LOVED the artworks - the portraits and the photography were brilliant! And what about the amazing video recordings of all your achievements - amazing and so full of fun as well. Your choir so full of your joy of performing made my heart leap - I hope someone made a video recording of all your happy faces. Well done everyone - I can't wait till 2012 Shine."

Liz – community member and SHINE attendee.

The group are planning to revisit their PATH in February with SHINE 2012 to be a big focus. With an entire year to prepare this time, SHINE is set to become brighter and brighter.



Magdalena Karvouniaris has been exploring her artistic talents.

Ability shines through in showcase

MAGDALENA Karvouniaris' talents will shine this Thursday at the first-ever Northcott Disability Services Shine Showcase.

Held at Northcott's Parramatta office from 6.30pm, it will focus on celebrating ability over disability.

"For me, the message I want people to take away is that people with disabilities are people too and have lots to offer," the 20-year-old Carlingford local who has cerebral palsy said.

The showcase will feature clients in a range of live

performances, multimedia videos, and art and photography displays.

"I'm really looking forward to being up on stage with everyone as a group," Ms Karvouniaris said.

Details at www.northcott.com.au.





Katrina Hendy – Graduate of Transition To Work (TTW) Northern Sydney

Katrina and her fellow Transition To Work team members were involved in Person Centred Planning in 2011, and together they developed their team PATH. As Katrina said after completing the PATH, "I thought it was logical and realistic. Honest. And the experience was enjoyable". Katrina is one of the latest graduates of the TTW program which supports young people to enter into employment. Here she reflects on how she's developed resilience to combat discrimination: ↓



"The thing that people tend to forget is that having a disability doesn't mean you're any less of a person. A disability doesn't take away your right to live the life you want. Disability is something you cannot control. It does not give others a right to bully or abuse you.

These days I am in a TTW program and feel happy, friendly and a lot more open. My main problem in the past was excluding myself before others could, and holding grudges. Nowadays, however, I make an effort not to do this. I don't hate certain groups because of what some individuals did in the past.

People with disabilities can integrate into the workforce through TTW services. The way I stay positive is to be creative, discuss things with my friends, learn new skills and always stay open. If you talk about your disability and embrace it, this can help others to understand it too."

Excerpt taken from "Disability Not Invisibility" in Unleash Magazine, Issue 16, Dec 2011/Jan 2012 (Since graduating from Transition To Work Katrina has taken up Part-Time employment)



↑ **KATRINA (THIRD FROM THE LEFT) RECEIVING HER CERTIFICATE AT THE TTW GRADUATION DAY, DECEMBER 2011**



Valuing People's Expertise

Since Northcott's Person Centred journey began there has been a commitment in supporting client Champions when they share their expertise with other Northcott staff and clients.

In 2012, Northcott clients who are facilitating Northcott training, presenting at conferences or contributing to Northcott's committees will be eligible for allowance to cover their expenses. Clients will be eligible for \$50 half day and \$100 for a full day of their time. Recently people have shared their expertise in presentations to:

- NSW Social Workers in Disability Conference
- One page profile workshop to parents at Penrith office
- Northcott's CEO Communication Session
- The key end-of-year 'Inspirational Address' to House With No Steps managers



"The (HWNS managerial) group were very impressed and most appreciative. Although we're a fair way along in implementing person centred planning and practices, what I wanted them to see is that people we support can take control, it's not dependent on facilitators to drive it. You guys helped us with that message,"

Rhiannon Cochrane, Facilitator of Person Centred Practices at House With No Steps



Person Centred Tool of the Month

– ‘What’s Working/Not Working’

Erin describes how she supported a family to use a tool that helps identify and prioritise issues. ↓

“We started working with a family in 2011 who had never received a Family Support service before. They had received case management in the past but found that the style of service they received was not flexible enough to meet their needs. The mother said she did have goals and ideas of what she wanted for her family from the service, but was having difficulty articulating her thoughts. We introduced and explained Person Centred Approaches to the mother and gave her some ideas of how using a Person Centred tool might work and after giving her some time to think about it we made a follow up home visit.

The ‘What’s Working/Not Working’ tool was chosen by the mother to start describing her family situation. Initially, it was easy to list all the things that were not working, but soon the ‘What’s Working’ side of the page began to fill up, and by the end of the session every member of the family had something to contribute. The mother saw that everyone in the family had strengths and that overall the family were doing well. After looking at the list of ‘What’s Not Working’ the mother said she could clearly see 3 areas that were a priority for the family to address, and they became the Family Support goals.

Using the What’s Working/ Not Working tool helped the family to go from an ‘I don’t even know where to begin’ state of mind to having a more positive feeling about the situation and a clear plan of action.”

Erin Tanner - Coordinator Group Programs, Family Support Northern Sydney

think and plan

What's working, what's not working

What's working

I love my family and I wouldn't want to change them
I won't ever give up, and I am ready to try new things
The older kids are helping out more with the little ones
I feel good speaking to my Family Support contacts

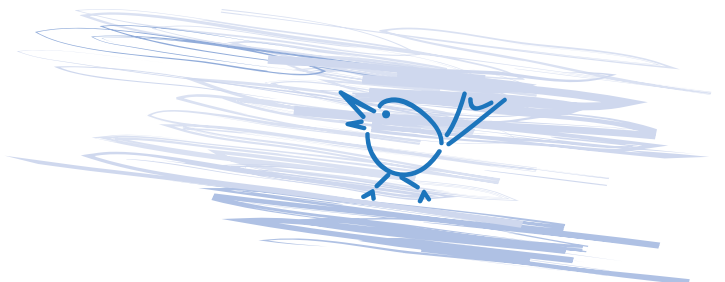
What's not working

With so much going on I don't know where to begin
I don't have any time to myself during the week
I need more therapy contacts for the little ones
I see other mothers like me who don't seem so stressed



<u>Who?</u>	<u>What?</u>	<u>By when?</u>	<u>Progress</u>
Me (Mum)	Find therapy contacts and find out how much they are	End of January	I have a few numbers only
Me	Book yourself into pilates or Zumba classes	End of January	I know which gyms I would prefer

↑ YOU CAN FIND THIS PERSON CENTRED TOOL (AND MANY OTHER EASY TO USE ONLINE EXAMPLES) ON THE THINK & PLAN WEBSITE:
www.thinkandplan.com





Self-Management for Community Participation Program (CPP) clients

From January 2012, young adults using the Community Participation Program are able to choose to 'Self-Manage' their support needs in the program. What that means is they can:

- plan their program
- have a choice in the people who support them
- request services when and where they are needed: including nights and weekends
- manage their budgets
- structure a plan that is flexible and unique to their needs

All organisations providing CPP in NSW have to provide the Self-Managed option to existing clients. Northcott Disability Services can offer this service in the following areas: Parkes, Cootamundra, Manly/Pittwater/Warringah, Bega, Blue Mountains, Clarence Valley, Coffs Harbour, Tamworth, Ballina, Dubbo and Sydney Metropolitan.

If you are a young adult or parent or carer interested in Self-Managed options, please contact your local Northcott Community Participation Coordinator.

For further information you can view "Person Centred Approach in Day & Post School Programs Fact Sheet August 2011" from the ADHC website www.adhc.nsw.gov.au

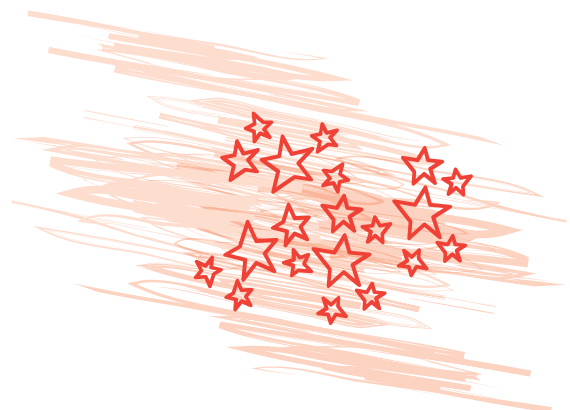


Working in Person Centred Ways

Over the next few years people living with disabilities across NSW will have more say in choosing the services they require to live fulfilling lives. ADHC has recently posted a useful resource book "Working in Person Centred Ways" which suggests ways that organisations can support increased choice. The following questions are examples of what service providers, and people themselves, may ask about the way services operate:

- To what extent do your service's mission and vision statements reflect positive beliefs and expectations of people with a disability?
- How does the service assess whether it has given a person sufficient support to be the 'author' of their own future?
- Do the criteria for vacant positions spell out the values to which the organisation is committed? What questions are asked at interview?
- In what ways do you raise the sense of what is possible in people's lives through your phone calls, publications or workshops?
- How can you discover the barriers affecting a person's ability to control their own life?
- To what extent do you involve family, friends and others close to the person in decision-making?

For further information you can view "Working in Person Centred Ways" on the ADHC website www.adhc.nsw.gov.au



Resume of a Client Person Centred Champion

- Don't DIS my ABILITY Ambassador
- Performing Artist and Accessible Arts Grant recipient
- Founding member of AAC (Augmentative & Alternative Communication) Voice: An interest group which explores better ways to integrate communication into the wider community
- Actress
- Psychology Student
- Disability Rights Advocate
- Presenter and motivational speaker

(Or as Georgia would say, "Just a regular 21 year old"!))

When interviewed last year for her local newspaper, Georgia had the following to say about the influence of campaigns like Don't DIS My ABILITY

"They are wonderful, because they show disability as an ordinary experience. Most media coverage of disability portrays it as being this horrible fate for those of us, and in some sort of limitation.

When it really isn't the case. We go to university, we work and contribute to our communities".

To find out more about the Don't DIS my ABILITY campaign visit:
www.dontdismyability.com.au



Georgia combines her many talents in the latest promotional video for the Don't DIS my ABILITY campaign.

To view the campaign video click on the "Don't DIS my Youtube channel" link on the Don't DIS my ABILITY website.



Supported Living Fund (SLF)

After years of vigorous campaigning by parents and disability advocates, ADHC are launching the 'Supported Living Fund for NSW'. This opportunity enables men and women with disabilities to have a home of their own, while also supporting families to support the transition and be part of the solution.

As stated on the ADHC website (www.adhc.nsw.gov.au):

What the SLF is.... SLF is a new financial resource; Targeting adults with a disability in NSW, who are interested in living in a home of their own; For people with a disability who are not in crisis; Enables people with a disability, their families and carers to plan, realise and sustain a home and a life; Funds paid support to complement informal supports

What the SLF isn't.... It is not 24 hour, 7 days a week formal/paid support; It is not support for people in crisis; Funding is not an income supplement

For more information visit: www.family-advocacy.com

For Expression of Interest forms see: www.supportedliving.org.au. Hurry up as the closing date is **Friday, 27 January 2012.**



Santa's One Page Profile

Northcott's Macarthur office took the Christmas decorating competition to a new level in 2011!

Santa's One Page Profile!



What makes Santa Happy:

- Milk & Cookies
- My lovely wife Mrs Claus
- My Reindeer
- Giving presents to good boys and girls
- Boxing day- so I can relax and watch the cricket
- Christmas lunches
- Being Jolly
- Children being good all year!

The things people love about Santa are:

- # He gives lots of children presents
- # He can fly around the world in one night
- # He takes care of his Reindeer well
- # He is cuddly
- # He always knows what we want
- # Santa is never sad

How Santa can be supported:

- # Helping him get up into his sleigh by giving him a boost
- # Only using Skim milk and weight watcher cookies
- # Making sure all kids are asleep by 8pm on Christmas Night
- # Picking up toys off the floor so Santa doesn't trip over in the dark
- # Put out some carrots and water for the Reindeer- they work hard!
- # Give presents to others and share Christmas Spirit

HO HO HO, MERRY CHRISTMAS!



Upcoming Events

Bring It On! Are You Ready?

NDS NSW Annual State Conference

13th-14th February, Sydney Hilton www.nds.org.au

Four Northcott Client Champions will be presenting at the conference

More Choice and Control, NSW family stories of creating inclusive lives

Friday 9th March, Ryde-Eastwood leagues Club

www.resourcingfamilies.com.au

A unique opportunity to learn from families already directing their own supports in NSW

Creating Opportunities for Full Lives for All – The Down Under Institute 2012

Sunday 29th April – Thursday 3rd May 2012, University NSW CBD Campus www.dui.org.au

Presenters include John O'Brien, Connie Lyle-O'Brien, Jack Pearpoint, Lynda Kahn, Mike Green

