

Tuesday, 1:00 – 2:30, B3

LINC 2 the Community: Learning Independence by Navigating the Community

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Objectives:

Identify effective methods for the practical application of concepts related to improving the delivery of services for persons with developmental disabilities

Discuss the ethical issues related to persons with developmental disabilities

Identify and emphasize attitudes that enhance the opportunities for persons with DD to achieve their optimal potential

Develop strategies to promote community inclusion in meeting the needs of persons with developmental disabilities

Notes:



LINC 2 the Community: Learning Independence by Navigating the Community

33rd Annual Developmental
Disabilities Conference

Agenda

- ▶ Context of Goodwill and our community
- ▶ Starting point
- ▶ Journey
- ▶ Challenges
- ▶ Next steps

The Paycheck



Mission and Vision

Mission:
**We provide exceptional opportunities
for people facing barriers to
improve their lives.**

Vision:
**People prosper, improve
their quality of life, and add value
to their communities.**

Community Demographics



Economic Trends

- ▶ Median Income
 - Monroe: \$55,653
 - Lenawee: \$48,043
 - Michigan: \$51,084
- ▶ Decreasing middle income (\$50 to \$100,000)

Our Beginnings

- ▶ 165 Independent Goodwills in North America, each with their own Board of Directors
- ▶ Adrian Goodwill started in 1959
- ▶ Number of individuals facility-based work
- ▶ Number of individuals in LINC
- ▶ Total Community hours
- ▶ Type of work performing: light assembly, sorting and other contracts work.



Community First Our True North



Every accomplishment starts with the decision to try.



Getting Started

- ▶ A LOT of Conversation at all levels (staff, management, board, CMH and other community partners) about the WHY
- ▶ Established Structured Communication Protocol with all Community Partners
- ▶ Explored “best practices”
- ▶ Trainings

Cultural Transformation

Low Hanging Fruit

- ▶ Transition of Facility-Based employment
- ▶ Integration of facility-based employment
- ▶ Created NEW Opportunities
- ▶ Co-location of Supported Employment staff at CMH
- ▶ Engagement in Community Collective Impact Process/Other
- ▶ Micro Enterprise Relocation (Blue Boutique)
- ▶ Program Expectations

Community Integration



Challenges

- ▶ Community education/response
- ▶ Transportation
- ▶ Common Language
- ▶ Management challenges
- ▶ Staff Training
- ▶ Employment Preparedness

Managing Complexity

- ▶ Environmental Differences
- ▶ Cost
- ▶ Staffing/Consumer attendance
- ▶ Individualization
- ▶ Influencing the willingness to take risks

Next Steps

- ▶ Increased experiential learning opportunities
- ▶ Deeper social relationships and interaction
- ▶ "Solving the transportation dilemma"
- ▶ Dynamic Experienced Based Learning Structure

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