



# SAILING LESSON

# ASSEMBLE YOUR CREW

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JANUARY 11, 2023

# SAILing Lesson – January 11, 2023

## Agenda



- 1 Welcome
- 2 Circles of Support
- 3 Support Models
- 4 Breakout Session
- 5 Wrap Up & Adjourn

# SAILing Lessons for the Year



Charting Your Course

Preparing to SAIL

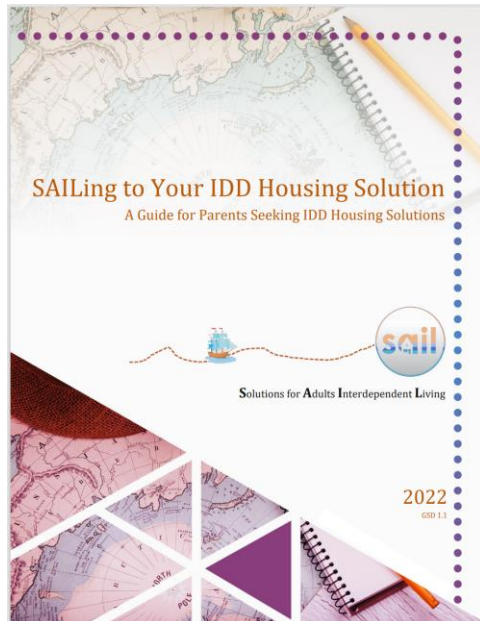
Find Your Mates

Explore Housing Cabins

Assemble Your Crew

Coming Ashore

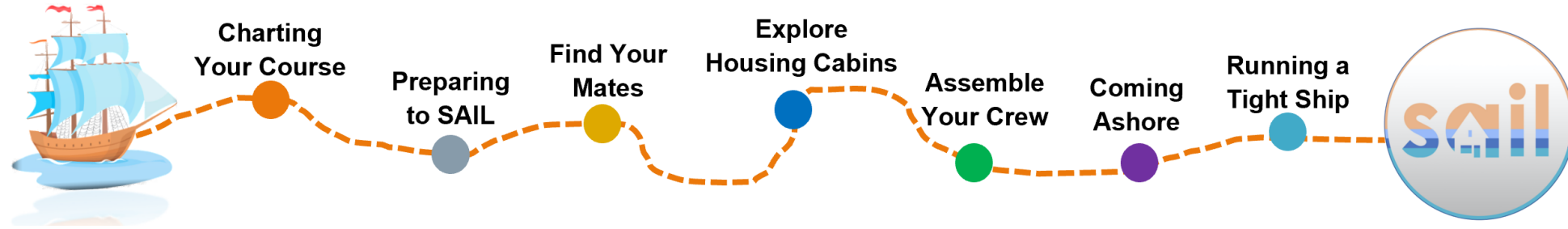
Running a Tight Ship



Ready to Launch		
Now that you completed your "Are you Ready" worksheet and your loved one's "Skill Development" worksheet, you are ready to start creating a housing options for your loved ones. This checklist will help you answer some elementary questions to narrow your criteria for your solution and provide you with helpful resources.		
ACTIVITY	Questions to Answer?	ACTION
<input type="checkbox"/> SAIL Membership	Are you a SAIL member? <a href="https://www.thearc.org/arc/arc-18-91-FRCO">https://www.thearc.org/arc/arc-18-91-FRCO</a>	
<input type="checkbox"/> Are You Ready to get started?		
<input type="checkbox"/> Housing Vision		
<input type="checkbox"/> Complete the Preparing to Sail Checklist: Government Benefits, Legal Measures, Financial Matters	This checklist is adapted from the Adulthood ARC checklists. <a href="https://www.thearc.org/arc/arc-18-91-FRCO">https://www.thearc.org/arc/arc-18-91-FRCO</a>	
<input type="checkbox"/> Community Partners	What community orgs are supporting your loved one?	

Roommate Schedule and Support Needs												
Can be used to develop where, when and how many support hours are required for your model												
	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday
14 6:00 AM	Roommate 1	Roommate 2	Roommate 3	Roommate 1	Roommate 2	Roommate 3	Roommate 1	Roommate 2	Roommate 3	Roommate 1	Roommate 2	Roommate 3
15 6:30 AM												
16 7:00 AM												
17 7:30 AM												
18 8:00 AM												
19 8:30 AM												
20 9:00 AM												
21 9:30 AM												
22 10:00 AM												
23 10:30 AM												
24 11:00 AM												
25 11:30 AM												

# SAILing Lessons - Recap




SEPT 14, 2022

## Preparing to SAIL

Needs of the Individual

Brande Klaus – MORC  
Lori Lindstrom – CLS



NOV 09, 2022

## Preparing to SAIL

Finances & Cash Flow

Christie Kay - ARC




Supplemental Security Income (SSI)



JAN 11, 2023

## Assemble Your Crew

- Types of Support
- Support Models
- Finding Support



Support Staff

(\*) Defines the amount & type of support units for your Adult Child

Medicaid insurance *Fees for Services* pays for Direct Support Services defined within the IPOS

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Adjourn

# Solutions for Adult Interdependent Living



Our vision  
We dream of a day when  
all individuals, with their  
unique abilities and  
talents, can enjoy lives of  
interdependence,  
empowerment, and  
purpose *in the community  
of their choice.*



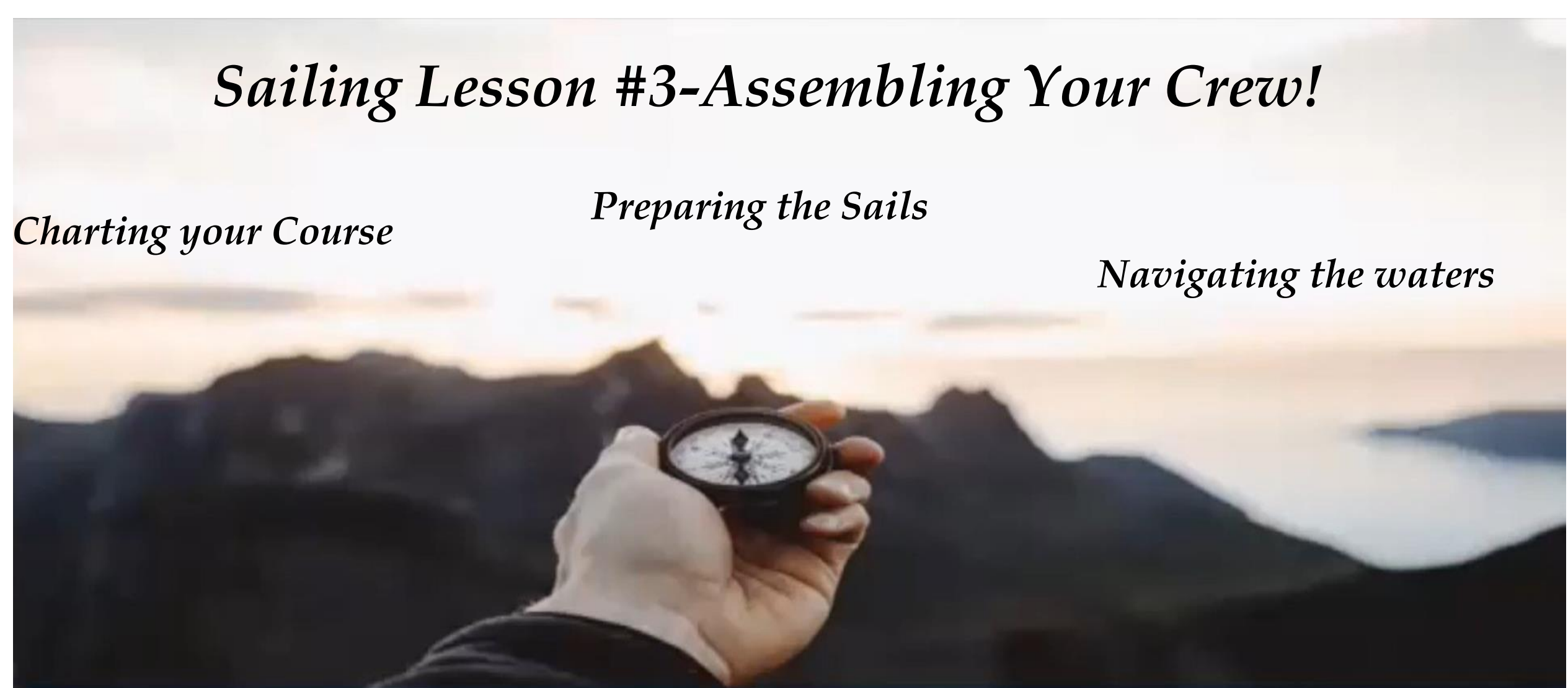


# *Sailing Lesson #3-Assembling Your Crew!*

*Charting your Course*

*Preparing the Sails*

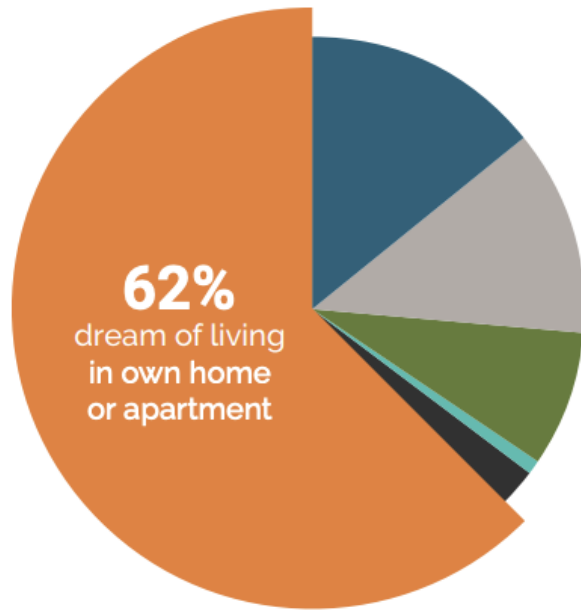
*Navigating the waters*



*“The first step towards getting somewhere is to decide your not going to stay where you are.”*

*John Pierpont “JP” Morgan*

# A glimpse at the need.....



In a national survey by The Arc [2], people with I/DD and family members of people with I/DD identified a variety of dream homes:

- 14% Supervised group home or apartment
- 12% Home of a family member
- 8% Planned community or campus where only people with I/DD live
- 1% Host home
- 2% Other

Today, more than  
**5.4 million**

individuals with I/DD are known to live in the home of a family caregiver (Tanis et al., 2020).

**Almost 25%**

or 1.3 million individuals—live in the home of a family caregiver over the age of 60.

From a longitudinal perspective,

**~60%**

of those individuals live with a caregiver over the age of 41, suggesting there will be a large population of people living with an elderly caregiver in the next few decades (Tanis et al., 2017).

In addition,

**50,000**

people with autism are aging out of high school every year (Roux et al., 2017).





*“We tell stories to describe ourselves not only so others can understand who we are but also so we can understand ourselves.” Roger C Shank*

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**Connecting through  
shared values**



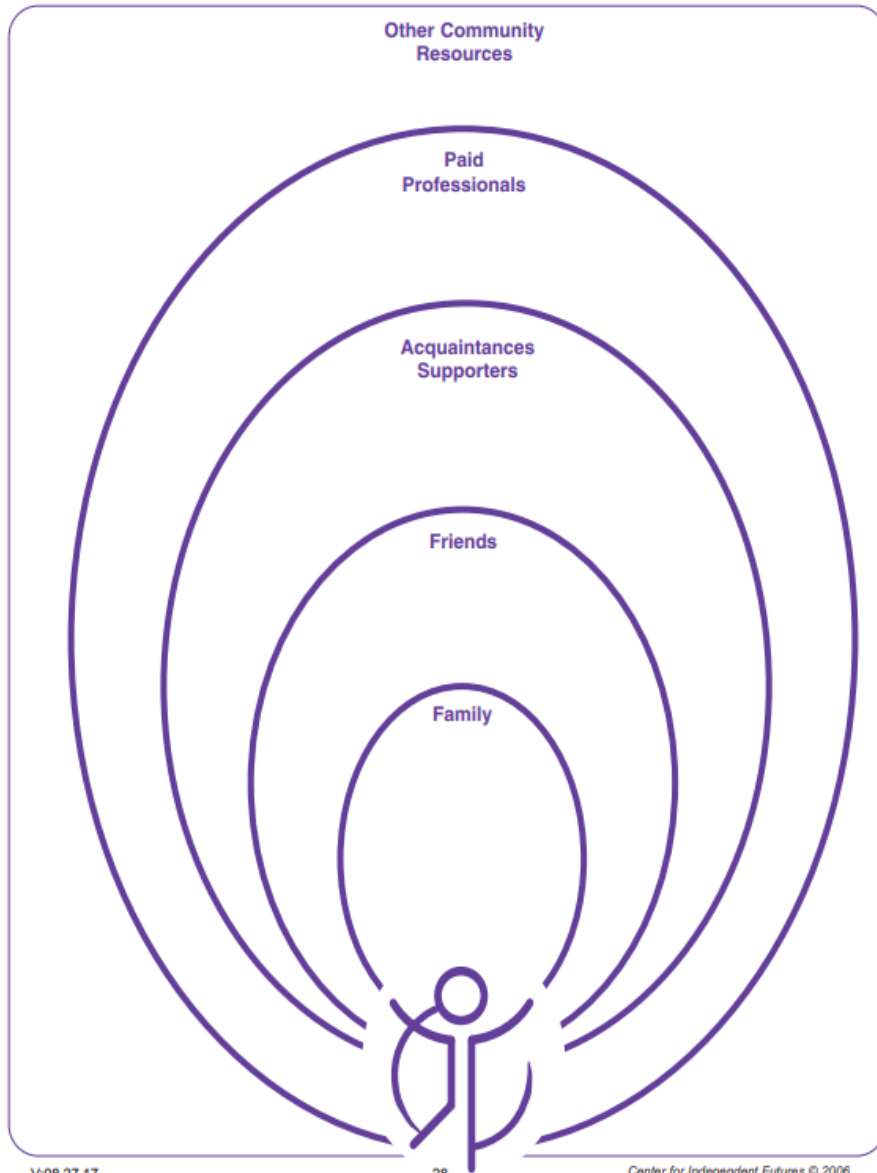
*Interdependence Friendships  
Connections Supports  
Caring Dreams  
Achievements Laughter  
Wellness Advocacy*



*Family Giving Helping  
Fun Learning Experiences  
Security Trust Choice*



# What types of support are there?



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- 28 -

Center for Independent Futures © 2006

**Natural Support; family, friends, community programs, religious connections.....**

## **Federally & State funded or Paid Support**

**Environmental-IDEA** provisions; ramps, lifts, DME...

**Professional;** Medicaid/Medicare medical care

**Legal/Financial;** ARC, SSI/SSDI, Mi Able, Estate plans, employment income....

**Educational/Community Living/Employment Supports;** School & Transition services, Mental Health Service Coordinators (CLS/MORC), Day programs, Voc. Rehab.

**Respite;** caregiver relief

**Home Help;** assistance with in-home ADL's and instrumental ADL's.

**Transportation;** Mileage reimbursement

**Long term Service Support;** Direct Hire and Agency Provided Independent living support.

## **Privately paid, Insurance Providers & some State funded**

**Technology;** Enabling & Assistive Devices...

**Professional;** Doctor, Dentist, PT, OT, Speech, ABA, Skill tutors...



## Principles that Guide Support

- Self-Determination & Choice
- Community
- Capacity Building



# *Engaging the Principles that guide our Support*

## ***Begins with Self-Determination***

- 1. The power of decision-making about the person's life rests with the person and others whom he/she trusts and chooses.
- 2. People's strengths, as well as what they imagine for their future, guide how they build an everyday life.

## ***Community***

- 3. Community and the people in it are the first resource in building a good life.
- 4. ***Relationships*** and networks of people are intentionally developed to create a thread of connection.

## ***Capacity Building***

- 5. Utilizing the funding for supports and services and remembering it is individualized and portable.
- 6. ***Independent facilitation*** leverages strengths in individuals and groups to mobilize people to act in new ways.





**Independent facilitation is an emerging craft.** Facilitators, in this new age of HCBS and Self Determination, believe that community is always the answer for real change.



Connecting Self-Advocates to Independent facilitators puts the individual in control of the Person-Centered Planning and the supports and services they will receive



They choose what is important to them with a individuals they have invited to be part of the process. They choose the who, what, why and where of reaching their goals.





# The Full Life Model™

- Connections
- Fun & Talents
- Wellness
- Getting Around
- Community Engagement
- Earning My Way
- Lifelong Learning
- My Place



# Developing a Support Plan

- Types of Support
- Paid
- Enabling Technology
- Natural Networks
- Community Resources
- Individual Plan
- Vision and Criteria
- Evidence & Research



## My Housing Vision

Write a description, draw a picture or make a collage of photos of what living on your own looks like. This can include, but is not limited to location, roommates, house, apartment, etc. This begins the process of defining for you and your loved one your vision of what your housing solution includes.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



## Skill Development Checklist

Every individual is unique and has their own abilities. Assisting individuals to (strive to optimize) live their fullest, most independent life (independence in all aspects of their life) is central to protecting a person's human and civil rights.

Communication Skills & Relationship Skills	
Communicates personal information – name, address, phone number, gender, etc	<input type="checkbox"/>
Communicates wants and needs, and personal emotional states	<input type="checkbox"/>
Communicates assertively when needed	<input type="checkbox"/>
Identifies and communicates own disability	<input type="checkbox"/>
Initiates interactions with peers	<input type="checkbox"/>
Makes and keeps friendships	<input type="checkbox"/>
Identifies and demonstrates appropriate coping skills when needed	<input type="checkbox"/>
Engages in appropriate conversations	<input type="checkbox"/>
Is respectful toward others and their environment	<input type="checkbox"/>
Safely and appropriately calls/texts/emails friends	<input type="checkbox"/>
Personal Hygiene & Activities of Daily Living	
Cares for personal toileting needs	<input type="checkbox"/>
Demonstrates good bathing/showering	<input type="checkbox"/>
Demonstrates good dental care	<input type="checkbox"/>



## Supports Coordination and Your Housing Vision

Your Supports Coordinator plays a key role in developing your housing model. Transitioning from a family home or any living situation to independent living requires honest and open dialogue with your Support Coordinator in order to determine how much and what type of support is needed to promote success. Included in one's process should be a calendar that promotes momentum and follow-through, which should definitely allow for monthly meetings with your Supports Coordinator to track ones' progress and to update them on any modifications to the vision.

Review the items below to make sure you are on track:

- Are you familiar with Supports Coordination? Learn more by viewing the **Supports Coordination** document located on the SAIL website under Roadmap & Resources.
- You went through the Oakland County Access Center to determine your eligibility and options for services: (248) 464-6363
- You were given the option to have a SIS assessment; an assessment tool developed by the American Association on Intellectual and



## Ready to Launch

Now that you completed your "Are you Ready" worksheet and your loved one's "Skill Development" worksheet, you are ready to start creating a housing options for your

PARTICIPANT		
ACTIVITY	Questions to Answer?	ACTION
<input type="checkbox"/> FIRST STEPS: CHARTING YOUR COURSE AND PREPARING TO SAIL <input type="checkbox"/> SAIL Membership <input type="checkbox"/> Are You Ready to get started? <input type="checkbox"/> Housing Vision	Are you a SAIL member? Did you fill out the online SAIL membership form...  This checklist is adapted from the transition to Adulthood ARC checklist? <a href="https://www.thearcoakland.org/wp-content/uploads/Age-18-list-PROFILES-MAY-2019-Ver-4.pdf">https://www.thearcoakland.org/wp-content/uploads/Age-18-list-PROFILES-MAY-2019-Ver-4.pdf</a> <a href="https://www.thecenterforcharting.org/wp-content/uploads/2019/10/Using18Checklist.docx.pdf">https://www.thecenterforcharting.org/wp-content/uploads/2019/10/Using18Checklist.docx.pdf</a>	<a href="https://sailhousingolutions.org/register/">https://sailhousingolutions.org/register/</a>  See Roadmap & Resources <b>Really Check - Are You Ready</b> Document See Roadmap & Resources <b>My Housing Vision</b> Document  See Roadmap & Resources <b>Preparing to SAIL Checklist: Government Benefits, Legal Measures, Financial Matters</b> Document
<input type="checkbox"/> Complete the Preparing to SAIL Checklist: Government Benefits, Legal Measures, Financial Matters  <input type="checkbox"/> Community Partners Research/Interviews/Engagement	What community organizations will be supporting your loved ones? Do you need to contact them to set up a meeting to collect information on the organization? ex...	

111/1/22

SAIL READY TO LAUNCH

SAIL COPYRIGHT 2022



## Preparing to SAIL: Benefits/Financial/Legal Check Sheet

By using the following guide, you can take the incremental steps to move forward on launching your loved one to an inter-dependent housing model. If you look at the entire process, you might become overwhelmed. But by taking it slow, and getting work done at your and your loved ones' pace, you will ultimately make huge strides. You may have additional personal financial or legal matters that may alter or add to this list so make it your own to develop your housing solution.

<a href="https://thearcoakland.org/wp-content/uploads/Age-18-list-PROFILES-MAY-2019-Ver-4.pdf">https://thearcoakland.org/wp-content/uploads/Age-18-list-PROFILES-MAY-2019-Ver-4.pdf</a>	
Government Benefits	
IEP transition plan updated to include independent living	<input type="checkbox"/>
Michigan Driver's license or State ID	<input type="checkbox"/>
SSI or SSDI	<input type="checkbox"/>
Mecaid and/or Medicare	<input type="checkbox"/>

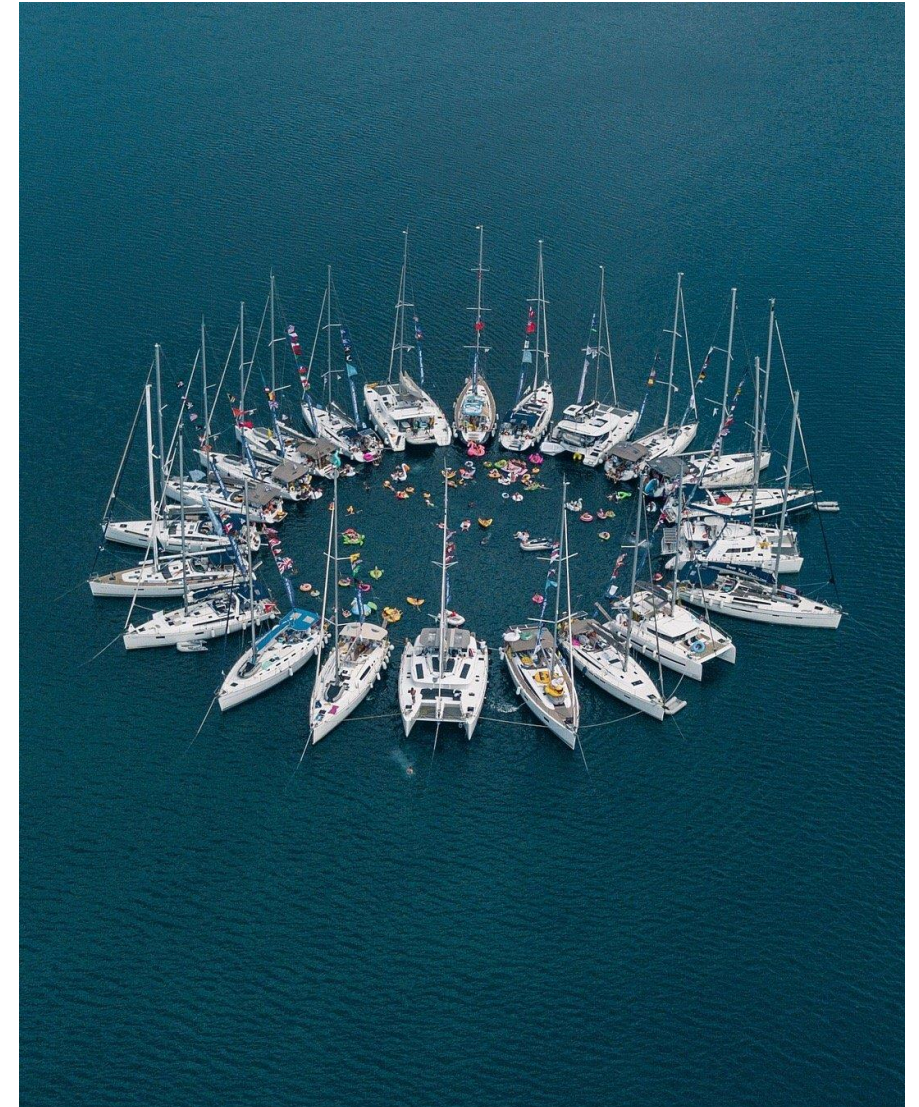


# Interdependent Circles of support



David Wethrow of the Star Raft Project describes the importance of a circle of support within a Sailing Raft-up.

*“The sail boats all anchor and then (through Invitations) tie themselves together one boat, one person at a time creating more stability. As more join the circle gets bigger, and one can walk from one yacht to another. In the middle the water is calmed allowing members to jump in and swim safely”.*



# Creating the Circle

1. First identify your loved one's gifts, talents, strengths and interests and tell everyone!
2. Follow the thread of the Gift
3. Look for connections, companionship, and contributions
4. Find the sweet places where their gifts may find life.
5. Share their story, it only takes one to get started!



*Each of us are “Anchored” in relationships, workplaces, learning spaces, community groups, and other good places where everyone knows our name. By Identifying gifts, talents and strengths you can find others outside your “Boat” to invite for connection, companionship and contribution.*



**Asset mapping** is a process that empowers groups of people sharing a passion or goal to create a change in their community for the betterment of themselves and others.



**Stages of Asset Mapping**



**Individual asset mapping;** Identifying your gifts, talents, and interests.



**Associational mapping-** the group identifies local resources and groups or memberships that are helpful.



**Community mapping-** What organizations are in your area that can we engage to help achieve our goal.



## Associations

Animal Care Groups  
Anti Crime Groups  
Block Clubs  
Business Organizations  
Charitable Groups  
Civic Events Groups  
Cultural Groups  
Disability/Special Needs Groups  
Education Groups  
Elderly Groups  
Environmental Groups  
Family Support Groups  
Health Advocacy and Fitness  
Heritage Groups  
Hobby and Collectors Groups  
Men's Groups  
Mentoring Groups  
Mutual Support Groups  
Neighborhood Groups  
Political Organizations  
Recreation Groups  
Religious Groups  
Service Clubs  
Social Groups  
Union Groups  
Veteran's Groups  
Women's Groups  
Youth Groups

## Institutions

Schools  
Universities  
Community Colleges  
Police Departments  
Hospitals  
Libraries  
Social Service Agencies  
Non Profits  
Museums  
Fire Departments  
Media  
Foundations



## Individuals

Gifts, Skills, Capacities, Knowledge and Traits of:

Youth  
Older Adults  
Artists  
Welfare Recipients  
People with Disabilities  
Students  
Parents  
Entrepreneurs  
Activists  
Veterans  
Ex-offenders

## Physical Space

Gardens  
Parks  
Playgrounds  
Parking lots  
Bike Paths  
Walking Paths  
Forest / Forest Preserves  
Picnic areas  
Campsites  
Fishing spots  
Duck ponds  
Zoos  
Wildlife center  
Natural Habitats - coastal, marine, amphibian  
Bird Watching Sites  
Star Gazing Sites  
Housing  
Vacant Land & Buildings  
Transit stops and facilities  
Streets

## Local Economy

For-Profit Businesses  
Consumer Expenditures  
Merchants  
Chamber of Commerce  
Business Associations  
Banks  
Credit Unions  
Foundations  
Institutional - purchasing power and personnel  
Barter and Exchange  
CDCs  
Corporations & branches



## Solutions may be just one question away.....

*"All of us thrive when our gifts are recognized and brought to life".*



*"Would you help us think through and find a solution to a challenge we are facing?"*





# *So how far have we sailed?*

#1

*Our Loved One is the owner of this vessel!*

#2

*They have a skipper at the Helm*



#3

*You have drawn out your Map*



#4

*The PCP team has Chartered the Course*



#5

*The crew will leverage the resources of the SAIL website to Navigate the Waters...*

*Lastly, we will ask ourselves...who will oversee our Direct Services?*

# SAILing Lesson – January 11, 2023

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Adjourn

# COMPARISON OF STAFFING MODELS FOR IDD HOUSING

1

## Service Provider + Staffing Agency = Group Home

- Home, roommates, and direct support staff are all managed by the staffing agency
- Staffing agency manages virtually all aspects:
  - Hiring and certifying qualifications & training of staff (\*)
  - Fiscal Intermediary (FMS) – payroll, timesheets, billing Medicaid ...
  - Onboarding support staff
- Staffing agency is responsible for home maintenance

2

## Self Created Model using Staffing Agency

- Parents own or rent home
- Parents decide on roommates
- Staffing agency manages virtually all aspects:
  - Hiring and certifying qualifications & training of staff
  - Fiscal Intermediary (FMS) – payroll, timesheets, billing Medicaid ...
  - Onboarding of support staff
- Staffing agency is **not** responsible for home maintenance

3

## Self Directed Services (Employer of Record)

- Parents own or rent home
- Parents decide on roommates
- **Parents must recruit, hire, onboard and manage direct support staff**
- Parents must certify qualification and training of staff
- FMS or Fiscal Intermediary is required
  - Hiring and certifying qualifications & training of staff
  - Fiscal Intermediary (FMS) – payroll, timesheets, billing Medicaid ...
- Staffing agency is **not** responsible for home maintenance
- Parents must handle emergencies and staffing vacancies

FMS – Financial Management Services

(\*) – MI Medicaid provider qualifications

# Assemble Your Crew – Support Models

## SAIL Housing Guide & Resources



SAIL website >> Housing Guide & Resources ... **Assemble Your Crew**



- Guides & Implementation for Managing Direct Care Workers
- Sample Employer of Record agreement



- Sources for finding Direct Care Workers
- Sample text for recruiting; advertisement; email to sphere



- Interview questions; Sample roommate schedules
- Parents Perspective



- Sample Job Description for Direct Care Workers
- Financial Management Service – Fiscal Intermediary





# Assemble Your Crew – Support Models

## Where to find Direct Care Support Workers



### Your Sphere of Support

family, friends, former teachers, para pros,  
Supports Coordinator, former support staff

### Social Media

Facebook  
Online posting web sites like Indeed, Disability Scoop or Craig's List  
Vocational schools; nursing and social work programs

### Advertisement

Care.com  
Bulletin boards at grocery store, restaurants, apartment buildings, churches, libraries, local recreational facilities, laundromats, clinics

### Recruitment Sites

Michigan Works! Offices ([www.michworks.org](http://www.michworks.org)); Job service offices, employment, and temporary agencies

Circle of Support





# Assemble Your Crew – Partner Families

## Expanding Your Circle of Support



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# SAILing Lesson – January 11, 2023

## Breakout Session



### SAILing Lesson #3 – Assemble Your Crew Breakout Session

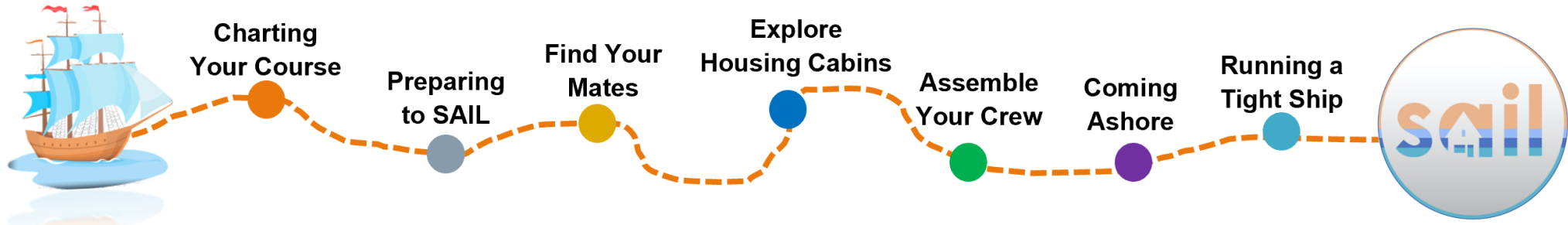


Name	
Email	

#### Questions:

- Using the SAILing Roadmap milestones, where do you currently see yourself?
- Is your goal to find a Housing Solution for your loved one in 2023?
- Try to rank the following in order of your highest needs (#1 being the highest need)
  - Finding a Partner Family or Roommates \_\_\_\_\_
  - Finding a home \_\_\_\_\_
  - Finding direct care support staff for my adult child to live independently \_\_\_\_\_
  - Other – please specify \_\_\_\_\_
- Are you more likely to utilize a **Staffing Agency** or the **Direct Hire | Employer of Record** model?
  - What are some of the reasons behind your choice for #4?

# SAILing Lessons for the Year



**1** Sept. 14, 2022 **Understanding the Needs of the Individual**

- Person Centered Planning | Individualized Plan of Service | Supports Intensity Scale

**2** Nov. 09, 2022 **Finances and Cash Flow**

- Supplemental Security Income | Social Security Disability Income | FAP

**3** Jan. 11, 2023 **Assemble Your Crew**

- Employer of Record | Staffing Agency | Direct Care Giver | Types of Support

**4** March 08, 2023 **Finding Your Mates and Housing Cabins**

- Common Housing Vision | Compatibility | House Guidelines

**5** May 10, 2023 **Coming Ashore and Running a Tight Ship**

- Managing the Home | Guardianship | Meetings with Partner Families



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Wrap Up & Adjourn



# THANK YOU!

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[SAILHOUSINGSOLUTIONS.ORG](http://SAILHOUSINGSOLUTIONS.ORG)