

Guide to Services



 **Community Inclusion**  **Employment**
 **Home Living**  **Behaviour Consultation**

Opening doors to a world of *posAbilities* • *Believe* • *Empower* • *Inspire*

Our Philosophy and Values

posAbilities is committed to building and participating in a community where all persons are welcomed and where all members are valued for who they are and for the contributions they make. This is the vision of an inclusive community—a place characterized by diversity, hospitality, belonging and respect.

Persons with developmental disabilities have historically been excluded from our society and segregated into institutions. This has weakened our communities because it has deprived us of the richness of their perspectives and abilities. It has also deprived us of the beauty of their friendship. Inclusion creates a better, stronger and safer community.

We are also committed to persons with disabilities having and exercising the same rights to self-determination as other citizens. To be self-determining means that one has control over one's life and future—and this includes the right to make decisions about where one lives and how one lives. This is essential to self-esteem, meaning and hope. This is essential to quality of life.

Our services are guided by a set of core values that describe how we work with persons served, families, community partners and each other. They are a part of all that we do, and a reminder of the "heart" that is in our work. A strong set of values ensures that our organization can continue to evolve with the changing needs of our persons-served.

Person-Centred	• We are person-centred in our thinking and our actions. • We are teachers and coaches, fostering learning, growth, independence.
Inclusion	• We believe communities are richer when everyone is included and given a chance to make a contribution. • We believe a full life includes exercising rights, fulfilling responsibilities, making choices and experiencing mistakes and successes.
Diversity	• We celebrate the diversity of people and cultures and encourage greater cultural connections.
Learning	• We have the courage to question beliefs, to speak up, take risks and challenge the status quo. • We believe in continuous learning, sharing and collaboration.
Excellence and Innovation	• We expect the best from ourselves and celebrate the best in others. • We act ethically and with integrity in all that we do. • We see possibilities, not limitations.

Overview

At *posAbilities*, we assist children, youth and adults with developmental disabilities to lead meaningful and healthy lives. We work with families and community partners to deliver a full range of individualized services in a variety of settings. Our agency supports individuals throughout their life span.

Our **Community Inclusion** services provide many opportunities for teaching the skills that are essential to daily living. Persons served learn about health and safety, how to gain access to community services, money management, nutrition, problem-solving, relationship-building and more. We also have social and recreational opportunities that include the arts, theatre and film production.

We offer two **Employment** options: *posAbilities* Employment Service and employment within our social enterprises. Our employment service assists individuals to prepare for, secure and maintain competitive employment. Our social enterprises were created to remove barriers to employment and offer a more flexible approach to work. The enterprises offer home and garden maintenance, recycling and other related services.

Our **Home Living** options are diverse, and designed to support individuals of all ages, who have varying levels of independence and support needs. Options range from 24 hour care homes, through to lightly staffed homes and home sharing. We also support people who are living independently in the community.

In 2001, Laurel House joined our agency, adding a long history of successfully supporting persons with autism and other developmental disabilities to our team. Through **Laurel Behaviour Support Services**, we provide behaviour consultation and training to individuals and families throughout the Lower Mainland and other communities in British Columbia.

Community Inclusion

Our programs and services include:
Life skills training
Social and recreational day programs

Learning Life Skills

Participants are supported to develop skills that will assist them to gain more independence at home and in the community. The life skills support service is time-limited, and based on specific goals that are created to meet the individual's abilities and needs. Life skills teaching can involve direct one to one teaching or group classes and workshops. Support hours can be scheduled for weekdays, weekends or evenings.

Skills instruction and support includes the following:

- Developing and Building Healthy Relationships
- Health and Safety
- Nutrition
- Money Management
- Education and Career Exploration
- Community Awareness
- Transportation
- Social Skills
- Communication and Telephone Skills
- Emergency Preparedness
- Sexual Health Education

Exploring Social and Recreational Day Programs

We offer a wide range of social, recreational and learning opportunities to individuals in one to one, or group settings. Participants are encouraged to pursue their interests and try out different program options. In addition to the variety that this approach offers, the person served has the opportunity to meet new people and to expand his or her social circle.

Our programs are based on the following educational modules:

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|---|---------------------------------------|
| • Rights and Responsibilities | • Crafts |
| • Developing and Building Healthy Relationships | • Multicultural Celebrations |
| • Personal Safety | • Volunteering |
| • Community Kitchen/Cooking | • Exercise Classes and Outdoor Sports |
| • Music/Karaoke Café | • Social Events and Dances |
| • Arts, Theatre and Video Production | • Day-Trips and Camping |

In the spotlight: Stage Door Theatre Troupe

The Stage Door Theatre Troupe provides an opportunity for creative individuals to express their artistic gifts. The program offers camaraderie, skill building and training in theatre arts, stagecraft, and video production. Participants also gain insight into their own talent and capacity. The troupe is a cohesive force that conceptualizes, writes, produces and performs its own productions. Stage Door regularly participates in the Vancouver Fringe Festival and is a Jessie Award winner.



Employment

posAbilities Employment Service

posAbilities Employment Service assists individuals to prepare for, secure and maintain competitive employment. Our staff is experienced at successfully matching the skills and interests of each individual with the employment needs of the employer. This ensures a successful partnership for both parties. Once employment begins, we can provide on-site support for the employer and the individual. A job coach is available to assist with training needs to ensure job requirements are met. posAbilities will maintain contact with both parties and be available for further support if needed..



Laurel Behaviour Support Services

Early Intensive Behaviour Intervention, *up to age 6*

Behaviour support for school-aged children, *ages 6-18*

Behaviour support for adults, *ages 19 and over*

Triple P® Positive Parenting Program and other family services

Laurel Behaviour Support Services [LBSS] provides professional behaviour consultation and training services to children, youth and adults with an Autism Spectrum Disorder, or other developmental disabilities. Consultants have expertise in the application of Applied Behaviour Analysis (ABA). ABA is an evidence-based treatment approach that is proven successful in teaching new behaviours and reducing problem behaviours. Together with families, we strive to increase a person's independence across a variety of settings - home, school and community.

We use ABA teaching strategies to help fill in the developmental gaps that exist for a person in the areas of:

- academics
- communication
- social skills/play skills
- motor/sensory functioning
- independence/life skills



Our support plans are tailored to the individual and situated within the context of that person's unique family values, culture and lifestyle. We offer families a wide variety of resources including: education and training, coordination with other professionals and social/networking opportunities for all family members. Where possible, we provide service in the preferred language of families.

In addition to supporting children, we have recently extended our services to adults with developmental disabilities. Our assessment and teaching approach is equally valuable to adult learners who are continuing to work on skill-building (social skills, communication skills, etc.) or are presenting socially challenging behaviours. The service is similarly based on the principles of ABA.

LBSS provides evidence-based behavioural services to improve the quality of life for all the people we serve. To this end, we focus on people and not their labels. We uphold the highest ethical standards including our adherence to the Behaviour Analyst Certification Board's, Guidelines for Responsible Conduct, and the Association for Behaviour Analysis International's, The Right to Effective Behavioral Treatment.

Family Support

Our Family Support Service is available at no charge, to assist families with life planning for the family unit. This includes providing information and education on a variety of disability related topics, advocacy support and the development of self-sustaining support networks.

Staffed residential homes

Semi-independent living support

Supported Living Network

Home sharing and respite

We offer a variety of residential options to meet the unique needs of each child, youth or adult supported by our agency. Arrangements may be short-term, or long-term. They may also accommodate those individuals with developmental disabilities who have medical or behaviour support needs.

All of our residential services focus on inclusion. Persons served receive assistance and coaching in the areas of health and safety, community access, money management, nutrition, problem solving, relationship building and other aspects of daily living.

Staffed Residential Homes

Care is provided 24 hours a day in our fully staffed residential homes. This level of service is designed to meet the unique support needs of the individuals who live in the home.

Semi-Independent Living Support

Lightly staffed homes are available for persons who desire more independence and/or are working toward independent living. Support focuses on developing independent living skills and building upon existing strengths.





Supported Living Network

Regular visits are made available to persons living in their own apartments or suites in the community so that they can receive assistance in maintaining and enhancing their independence. Support includes assistance with meals, shopping, budgeting, medications, appointments and relationship-building.

Shared Living and Respite

We developed **Shared Living** in 1997 to increase choices to persons served by offering alternatives to traditional models of residential support. In the shared living model, a person with a disability lives with a family, couple or roommate in the community. This offers richer opportunities for developing natural relationships and social circles. It also increases the likelihood of having a more genuine and meaningful experience of community life. Caregivers also benefit from the experience of sharing their lives with a person with a developmental disability. Shared Living is available to children and adults.

Who are the Caregivers?

The caregivers with whom we contract reflect the diversity that exists within our communities. They come from a range of ethnic and cultural backgrounds and they represent a variety of family and living structures. Most family caregivers have prior experience and/or training related to supporting persons with disabilities. Most importantly, they all share a commitment to inclusive community living—a commitment that begins within their very homes. Caregivers are matched with individuals based on a range of factors including the individual's needs and the caregiver's skills, shared social and cultural values, location, and successful interpersonal interactions.

Training for Caregivers

Our training for caregivers includes:

- Mandt System Training
(relationship based approach to successful outcomes)
- Report Writing and Documentation
- Medication Administration
- Specialized Support Skills

Respite Service

Our respite program provides temporary relief for the primary caregivers, including contracted care providers, so that they can take a break from time to time, or as needed should an illness or emergency arise. Respite may be as short as a 24 hour period, but can also be for longer periods of time. We place individuals with screened respite care providers who share interests and activities with persons served, and who are willing to provide short-term support.

If you are interested in becoming a caregiver with us, please contact our head office. Initial documents will be distributed. Once the completed application is received, a series of interviews, assessments and background checks will take place to determine suitability.



Where are posAbilities services located?

Our community inclusion, employment, residential and behaviour support services are provided throughout the Lower Mainland. Behaviour consultation is also offered on the Sunshine Coast, in the Fraser Valley, Greater Victoria Area, Salmon Arm and other local communities.

Contact us for more information about the services offered in your community.

How can I get services from posAbilities?

1. Please contact your regional office of the Ministry of Children and Family Development (MCFD) and/or Community Living BC (CLBC) to see if you are eligible for funding. Service and contact information is available on the following web-sites:

Adult Community Living: www.communitylivingbc.ca

Children with Special Needs: www.mcf.gov.bc.ca/spec_needs

You may also call Enquiry BC to be connected to any provincial ministry or government agency.

In Victoria call: 250 387-6121

In Vancouver call: 604 660-2421

Elsewhere in B.C. call: 1 800 663-7867

Outside B.C. call: 604 660-2421

E-mail address: enquiryBC@gov.bc.ca

2. Ask your social worker/facilitator for information and options regarding our programs.
3. You may use private funds for our services.

There is no charge for our government funded services.

How do I contact posAbilities?

If you would like more information about any of our programs or services, contact us.

Phone: (604) 299-4001

Fax: (604) 299-0329

Address: Suite 240 - 4664 Lougheed Highway, Burnaby, BC, V5C 5T5

Email: info@posAbilities.ca

Website: www.posAbilities.ca



Program & Service Locator Map

Vancouver, North Shore, Sunshine Coast

Behaviour Support

Behaviour consultation for individuals of all ages.

Community Inclusion

Children's Life Skills
Group Recreation and Social Activities
Arts, Theatre and Video Production
Children's Day Camp Programs

posAbilities Employment Service

Home Living

Shared Living
Semi-Independent Residences
Fully-staffed Residences
Supported Living Network

Burnaby, New Westminister, Tri-Cities Area, Maple Ridge

Behaviour Support

Behaviour consultation for individuals of all ages.

Community Inclusion

Children's Life Skills
Children's Day Camp Programs
Group Recreation and Social Activities

posAbilities Employment Service

Home Living

Shared Living
Ridgeview Heights - Affordable Housing
Semi-Independent Residences
Staffed Residences
Supported Living Network

Surrey, Delta, Richmond

Behaviour Support

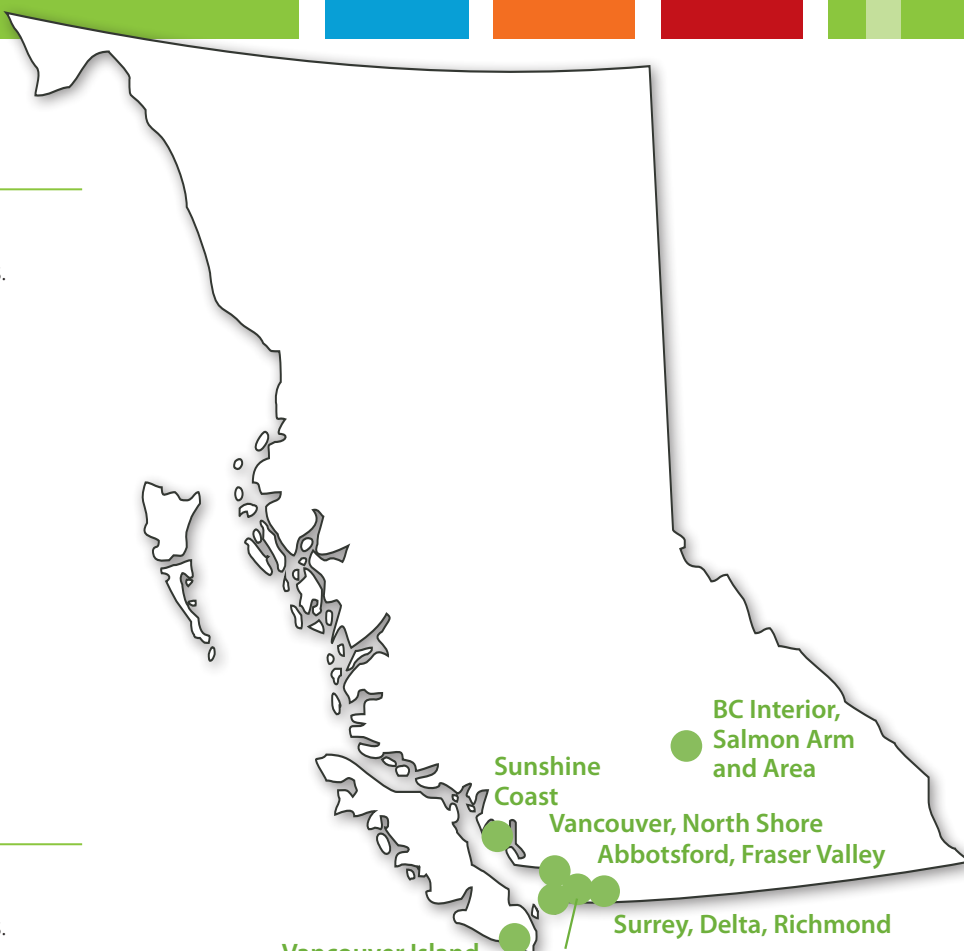
Behaviour consultation for individuals of all ages.

Community Inclusion

Children and Adult Life Skills
Children's Day Camp Programs

Home Living

Shared Living
Supported Living Network



BC Interior, Salmon Arm and Area

Sunshine Coast

Vancouver, North Shore
Abbotsford, Fraser Valley

Surrey, Delta, Richmond

Burnaby, New Westminister,
Tri-Cities Area, Maple Ridge

Vancouver Island,
Greater Victoria Area

Abbotsford, Fraser Valley

Behaviour Support

Behaviour consultation for individuals of all ages.

Vancouver Island, Greater Victoria Area, BC Interior, Salmon Arm and Area

Behaviour Support

Behaviour consultation for children ages 6-18 and adults ages 19 and over.

Other Services:

Emergency Respite and Assessment

Teaching home for intense and challenging behaviours.

posAbilities is a CARF Accredited Organization.
Ask what our CARF accreditation means to you.



Visit www.carf.org for more information.

**Head Office: Suite 240, 4664 Lougheed Highway
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www.posAbilities.ca