

## **Starting with Community Ties**

Wendy lives in her own apartment and lives a life of everyday freedoms like the rest of us. Wendy and her mom formed a circle of support before she moved out on her own. Through the person centered planning process, Wendy and her circle developed an individual budget. The process helped the team figure out what was needed, what resources were available and how public and other supports could be used to support Wendy in her new place.

Wendy and her mom then chose a Fiscal Intermediary to handle the individual budget. This was the most important tool of self-determination for Wendy. She and her family have long time ties to the community and already had in mind who they would hire for support. Wendy also wanted supports that would work in partnership with her, someone that truly worked for her and her wants. Wendy's staff include longtime friends of the family, siblings of friends Wendy has with disabilities, and acquaintances from her church (who have since become friends). Wendy's mom Sally also that suggests when hiring your own staff that you ask "professionals" in the field and your support circle if they know of anyone looking for work. And last but not least, be honest and forthright about the rate of pay and number of hours available so people know what the job/partnership has to offer them.