

# THE HAPPENING

November/December 2014

## COLE GLULICK – CREATING A LIFE OF HIS OWN

Two and a half years ago Cole Glulick moved to Royal Oak, from Clare Michigan to be closer to his grandparents. Tragically, Cole lost his parents in a car accident in 2004. At 18 years old, Cole was a nervous, young man with dreams and goals of living independently and creating his own life. Today, Cole is doing just that!



Cole hooked up with CLS/OC once in town, and through his Self-Determination arrangement and the Person-Centered Planning process, Cole identified his goals as attaining independent housing and socializing more to meet new people. With the assistance of his Independent Supports Coordinator (ISC), Cole has succeeded at both of his goals.



Cole has been living successfully in his own apartment for quite some time now. Last year he qualified for a Section 8 voucher, which makes his housing much more affordable. Through his Self-Determination arrangement, Cole hires his own direct staff to assist him two days a week with chores that he is unable to complete on his own. He

has also enlisted some natural community supports. Cole has built a strong friendship with his neighbor, who also assists him with transportation when necessary. This natural support has been a big help toward Cole reaching his goal of meeting more people and expanding his circle of friends.

To further his goals of getting out into the community to create a life of his own, Cole began attending acting classes at a studio in Ferndale. He is starting his fourth class and, Cole is now learning stand-up comedy. He is

making friends and car pools to evening classes with one of his classmates.

Cole knew that an important piece of independence is earning an income. He told his ISC "I want to work and earn money." So he began working with Excel Supported Employment a year ago to assist him with the skills needed for to obtain a job in the community. Cole volunteers at Yad Ezra in Berkley, with the assistance of a job coach. His job duties include bagging lunches for seniors, and sometimes working the food counter. Cole has made great strides, continues to work hard, and never gives up on his goal of paid community employment. He says, "I want to do a great job."

Even though Cole is nervous about this new endeavor, he decided it would be a good idea to further his education and has started classes this fall at Oakland Community College. He says, "I want to be able to tell my life story so others can learn from it; and I want to help others".

When Cole isn't busy with acting classes, volunteering, and classes at OCC, he enjoys spending time with his friends and having Sunday dinner with his grandparents. He also has lunch once a week with his grandfather. Cole also looks forward to traveling back up north by bus to visit his family there.

Cole is friendly and personable young man who has been a great success in reaching his goals. Recently he was honored with a "My Life" Achievement Award from OCCMHA

acknowledging his great success of striving for independence and creating a life of his own. Congratulations Cole! You are an inspiration.



## QUOTE OF THE MONTH

*"It is important to make someone happy, and it's important to start with yourself."*

- PowerPlug!

## CONGRATULATIONS EMILY MONROE AND DESHAUN JONES!!

Emily Monroe and DeShaun Jones were also honored, along with Cole Glulick, as Oakland County Community Mental Health Authority Achievement Award Winners.

**Emily Monroe** has a soft, quiet voice, but a strong determination and big plans for her future.



Emily quickly began pursuing her dreams for the future after completing her education at the Rochester Community Schools' Transition program. Emily enjoys being active in her community and is currently involved in a book

club, a local choir, bowling league, swimming, a Weight Watchers group, and Michigan Partners for Freedom.

She also volunteers at Oakland University's Lowry Center where she cares for young children. Emily is also an entrepreneur. Her first business is Sweetness by Emily. She bakes and sells healthy treats, such as breads, cookies, muffins, etc. Her second business is The Photography Chick. She started doing still photo shoots for Community Media Network TV programs and slowly expanded her photograph gigs to rallies, parties, graduations, conferences, etc.

We applaud Emily for her successes. Congratulations on your OCCMHA Achievement Award.

**DeShaun Jones** is handsome, warm, friendly, and has a great smile. You would never know the sadness this young man has experienced in his life. DeShaun tragically lost his mother at a young age; then he and his twin brother were separated when they entered the foster care system. They both eventually became Oakland County court wards. They lived separately with several foster families until they were reunited at the age of 17, when they were both placed in a residential facility in Detroit.



In 2009 DeShaun and his brother contacted CLS/OC and have successfully lived in their own apartment with supports through Self-Determination for five years now. DeShaun has begun sharing his story and experiences. He partnered with his former foster care agency, and is now a positive influence on the kids they work with. Through his volunteer work he gives kids hope for their future. He reaches out to foster kids, school kids, and college students, sharing his life experiences and offering inspiration. He now has his own business as a public speaker and has spoken at several venues including Social Work classes at Oakland University.

We applaud DeShaun for making a difference. Congratulations on your OCCMHA Achievement Award.

## CLS/OC 10<sup>TH</sup> ANNIVERSARY

October 1, 2014 marked the ten year anniversary of Community Living Services' work in Oakland County. On behalf of all of our staff, we would like to thank the Oakland County Community Mental Health Authority for the opportunity to meet and serve so many wonderful people in the Oakland County region!



## EVENING WITH FRIENDS

With nearly 700 people in attendance, the Annual Evening with Friends event was a fun and exciting night for all. Many enjoyed visiting with friends and colleagues, a great dinner, and the best part of the evening, the awards presentations. Congratulations to all of the award winners! The Oakland County honorees are noted below.



**Tyler Laviolette**, a 21 year old young man who took something he enjoyed doing and turned it into a successful business. After completing high school and then attending Michigan Career and Technical Institute and graduating from the retail management program, Tyler was having a hard time finding a job. So, with the

assistance of his support circle, an idea was hatched.

Tyler has always enjoyed taking returnable cans and bottles back to the grocery store, a task that so many of us dread and put off until the bottles and cans are piling up, thus **Tyler's Bottle Service** was created. Tyler's Bottle Service will pick up your returnables, take them to the store, and for every bottle/can returned he gives the customer 5 cents and he keeps 5 cents as his fee for this service. His business began with posting fliers in his neighborhood and then he later created a Facebook page and email address. Through his Facebook page, he connects with customers and promotes his business. When Tyler meets with customers he will snap a photo and thank them on Facebook. Since the inception of Tyler's Bottle Service in August of 2013, business has boomed!

Tyler is a friendly, always smiling, happy, and pleasant guy and we are very pleased that he was honored with the Alice Saules Advocacy Award. His actions and accomplishments have inspired so many people within our community. Congratulations Tyler!

**Lavita Law** has come tremendously far over the last year to reinvent her life and create a sense of community out of literally nothing.

Over the last year she has identified stable housing, volunteered with Everybody's Garden, joined her local YMCA, and she is currently in school, and she is involved at Affirmations in Ferndale, where she frequently participates in open mic night activities. She also reports being in a happy and stable romantic relationship.

Lavita enjoys poetry, song writing and singing rap. She has aspirations to share her personal journey with others as she develops her personal story. She is currently working with a peer mentor to help her find her voice. She has accomplished all of these feats with a new found sense of independence and personal discovery!

Ann Marie Young, CLS/OC Self-Determination Coordinator, says "I have had the absolute joy of watching Lavita not only blossom, but thrive with the spirit of an ultimate survivor! Despite the numerous challenges she has faced, she has remained dedicated towards achieving her independence with her head held high and spirit strong. Words cannot express how absolutely proud I am of her and all that she has accomplished in such a short period of time!" Congratulations, Lavita!



Sandra Edwards, Lavita Law, and Ann Marie Young

**Nadine** spent 40 years in institutions before coming to CLS for supports. As a person who is nonverbal and autistic, it was tough for her to communicate with others. Her mother, Ruth, always looked out for her daughter and wanted the best for her. Still, life in the institution left a traumatic and negative impact on Nadine. Since her mother linked her with CLS and Life Center in November of 2011, Nadine has made strides as a person and a member of her community. She has been able to self-direct her services through a Self-Determination model of support as well as being able to move into her own apartment. The team that was selected to work with Nadine from Life Center received Gentle Teaching training to add tools to their support. In the beginning, Nadine was very suspicious and traumatized from her previous experiences, however, the senior staff that began working with her was so incredibly dedicated and determined to make things better for Nadine. She reestablished Nadine's routine, and incorporated community access, time with mom, going to church, and a completely new healthy menu that remedied most of her health issues. Nadine began to feel safe and relaxed in her home at last. The staff was then better able to understand Nadine, and her needs through the expressions that Nadine uses to communicate. Nadine began to join staff meetings, and no longer seemed anxious about having multiple team members in her home at one time. Today, Nadine continues to do great. Through ongoing support of her staff and proper medical care, Nadine has been able to cut the amount of medications she needs down to half; she no longer needs the support of wearing oxygen; and she is more balanced on her feet such that she no longer needs to wear a gait belt. She has also enjoyed journeying out into her community more, such as attending a Walk a Mile in My Shoes Rally in Lansing and she even took an overnight vacation to Frankenmuth. Nadine is an inspiration to us all! Congratulations!

## MICHIGAN DEVELOPMENTAL DISABILITY NETWORK RELEASES REPORT ON EMPLOYMENT FOR INDIVIDUALS WITH DISABILITIES



The Developmental Disabilities Network (DDN) - comprised of Michigan Protection & Advocacy Service, Inc. (MPAS), the Developmental Disabilities Institute at Wayne State University, and the Developmental Disabilities (DD) Council - released their Employment First report at a press conference on September 22<sup>nd</sup> in Lansing at the Capitol building. The details of the report center around the vast under-representation of individuals with disabilities, particularly those with intellectual and developmental

disabilities, in the Michigan workforce. The report also outlines the use of sub-minimum wage and the prevalence of segregated work environments. DDN's aim with the report is to educate policy makers about this ever important issue and to hopefully provoke meaningful policy.

In the press release, Elmer L. Cerano, Executive Director of MPAS said, "This report uses data never before collected to paint an accurate picture of the actual state of employment for individuals with disabilities in Michigan. While so much effort is going into assisting our state in its economic recovery, Michigan must be more aggressive in including what is the country's single largest untapped workforce. People with disabilities in Michigan have

marketable skills and a documented strong desire to work. The fact that we have over 8,000 of our citizens being placed in segregated work environments making an average \$2.75 per hour is simply unacceptable. The workers deserve better and we must do better."

The data collected for this report was obtained from various sources including the U.S. Department of Labor, Wage, and Hour Division through Freedom of Information Act requests. Some of the findings in the report include:

- 60 percent of individuals with disabilities in Michigan want a job in their community; however, only 17 percent of them have one;
- There are over 70 non-profit Community Rehabilitation Programs operating sheltered workshops (located in 39 Michigan counties) paying their workers with disabilities significantly less than minimum wage;
- These sheltered workshops account for over 8,000 individuals with disabilities being compensated an average wage of \$2.75/hour;
- 69 percent of individuals with developmental disabilities who are "working" and served by Community Mental Health Services Programs in Michigan are doing so in segregated, non-competitive employment settings.

The Developmental Disabilities Network report calls for the State of Michigan to enact Employment First legislation and/or executive orders aimed at increasing opportunities for people with disabilities to establish and maintain competitive, integrated employment.

To read the press release and the Employment First in Michigan report visit MPAS' website at [www.mpas.org](http://www.mpas.org), select newsroom.

## MICHIGAN DCH DIRECTOR, JIM HAVEMAN STEPS DOWN



On August 28, 2014, Gov. Snyder announced that he has accepted the resignation of Michigan Department of Community Health (MDCH), Director, Jim Haveman, effective September 12, 2014. Haveman decided to step down from his job after experiencing mild stroke on Memorial Day.

Gov. Snyder said in a press release, "Director Haveman's leadership has been instrumental as we've navigated an ambitious health and wellness agenda that has led to inclusive, bipartisan support to implement a number of key health initiatives that are making a real difference in Michiganders' lives."

He will be replaced by the department's deputy director, Nick Lyon, who has been with DCH since 2003. He served as deputy director of the DCH Operations Administration from 2010 to 2011 and as deputy director of the Health Policy and Regulation Administration from 2003 to 2008. Before working at DCH he was the director of the state office of budget development and finance officer for the state Attorney General.



# WHAT DOES THE CMH DATA TELL US ABOUT SELF-DETERMINATION IN MICHIGAN

By Michigan Partners for Freedom



Recently, the Center for Urban Studies at Wayne State University reviewed the Michigan Department of Community Health's (MDCH) data on use of Fiscal Intermediary Services. The data analysis looked specifically at services delivered to individuals with intellectual and developmental disabilities (I/DD) who receive community mental health services. The Center for Urban Studies prepared this information as part of its grant project with the Michigan Developmental Disabilities Council (MDDC). The Center for Urban Studies is evaluating the MDDC's current five year grant funded activities with the Administration for Intellectual and Developmental Disabilities (AIDD).

A fiscal intermediary is a community mental health service that an individual with disabilities can choose to help self-direct one's services and supports. Fiscal Intermediary services honor the Self-Determination principle of Authority. The principle of authority says an individual with a disability controls a certain sum of dollars in order to purchase one's community mental health services and supports. The person with disabilities directs the fiscal intermediary to make payments of services and supports he/she chooses to purchase. A fiscal intermediary can only pay for services that are authorized by the local Community Mental Health (CMH) which are included in one's plan of service. The fiscal intermediary is also responsible for reporting the payments to the local CMH. The CMH tracks this information so it knows how local community mental health dollars are used and reports this information to the MDCH.

I/DD individuals who received CMH services use a fiscal intermediary to manage payments for their community mental health supports. The data also shows that some local CMHs are really struggling to encourage the use of the fiscal intermediary. From 2010-2013, eight CMHs reported less than 1% of individuals served used a fiscal intermediary. The data is an indicator on the progress of Self-Determination in Michigan. This information needs to be considered along with other factors, most importantly details that describe a good quality of life such as valuable relationships, reliable supports, community membership, employment, and affordable housing. These are details that are important to all citizens.

So why is it important to look at this data? This data can inform people with disabilities who receive community mental health services about the experience of their local CMH in working with fiscal intermediaries. For CMHs, it helps these agencies understand how many of the people they support are directing their supports with the help of a fiscal intermediary. For Michigan Partners for Freedom, it assists MPF to know which communities are struggling to advance Self-Determination and where MPF can be of assistance.



If you are interested in seeing the Center for Urban Studies data visit the MPF website: [http://www.mifreedom.org/imagesCenter for Urban Studies Presentation on FI data SD Strategy Group.pdf](http://www.mifreedom.org/imagesCenter%20for%20Urban%20Studies%20Presentation%20on%20FI%20data%20SD%20Strategy%20Group.pdf)

## OAKLAND COUNTY LEADS THE STATE IN SELF-DETERMINATION

The research noted above, completed by the Center for Urban Studies, shows that Oakland County is an innovative leader related to the progressive model of Self-Determination. This data reflects the percentage of people with developmental disabilities who use fiscal intermediary supports to self-direct their services (based on service encounter data reporting from each region in the state). The state wide average is 16% utilization of the Fiscal Intermediary service - this 16% average was also reported in the most recent National Core Indicator data generated by the state. If you look at the graphs and data in the report, you will see that Oakland County is a clear leader with over 52% of people served using Fiscal Intermediary supports, and these numbers have only grown more since this data was reported. We are VERY proud to work in a county that is so committed to providing community based supports that promote personal empowerment and Self-Determination.



## BUDGET UPDATE

As reported in previous newsletter articles, the Oakland County Community Mental Health Authority (OCCMHA) received significant funding cuts from the state after a “rebasings” methodology of rates state-wide was completed. This rebasing resulted in a formula that cut \$14 million in funding to OCCMHA beginning in October, 2013. OCCMHA used their reserves to delay the implementation of the budget cuts until October 1<sup>st</sup> of this year to allow more time for planning. In accordance with the direction we received from OCCMHA, CLS/OC focused on increasing consistency and efficiency in all areas of our operation, including internal staff reductions and the establishment of consistent rate setting for our provider network. We took a critical look at how all services are being provided, and how those services were being reimbursed. The goal was to create the same reimbursement rates, per service to each provider, while also looking at staffing ratios and the outcome of the services being purchased. In addition the reduction in Medicaid funding, OCCMHA has also experienced a dramatic reduction in General Funding dollars. This meant mental health funded services for people who are not Medicaid eligible were discontinued.

Over half of the people we serve directly hire their staff as an Employer of Record (with no Administrative or overhead costs), so we could not do a flat 6% cut across all services as it would have directly affected the pay of staff making approx. \$11 per hour. Therefore, rate reductions were applied for CLS, Respite, Skill Building, and Supported Employment service providers (agencies). The implementation of these budget reductions has no doubt been very hard and stressful for everyone involved, and unfortunately there are uncertainties as to whether there will be further “rebasings” implemented by the state that will effect Oakland County. Please continue to check the OCCMHA website ([www.occmha.org](http://www.occmha.org)) for the most current budget information.

As always, if anyone has input or ideas related to any potential area of efficiencies within CLS/OC or our network of providers, please send an email to [clsoaklandnewsletter@gmail.com](mailto:clsoaklandnewsletter@gmail.com). We are welcoming input from any and all of our stakeholders.

## Free Workshop... Innovative Strategies in Community Based Employment



Tuesday, December 9, 2014  
10am – 3pm

Resource & Crisis Center  
1200 N. Telegraph Rd. Bldg. 32E  
Pontiac, MI 48341

Join Corey Smith, Senior Consultant  
Griffin-Hammis Associates, LLC

### Learn how to:

- Investigate employment readiness through the discovery process and gain employment.
- Develop individual employment outcomes for future high school graduates.
- Effectively work with partners in traditional and non-traditional settings to improve employment outcomes.
- Maximize economic and social capital at the individual, family, and agency level.

### Who Should Attend:

- People receiving public mental health services
- Employment Specialists
- Family, friends, & network service providers

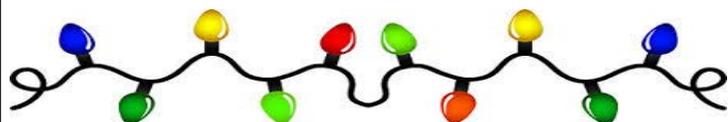
Lunch will be provided

Please RSVP by Thursday  
December 4<sup>th</sup>.

To register: email [registerme@occmha.org](mailto:registerme@occmha.org)

4 Social Worker CEU's offered

# HOLIDAY LIGHTS

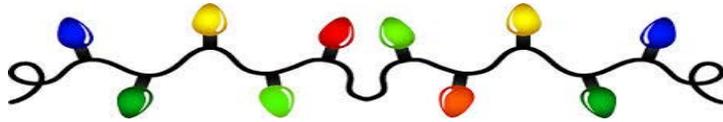


**Walled Lake** - Tree lighting ceremony on December 1, 2014, at the Walled Lake City Complex (1499 E. West Maple Rd). Live reindeer, free tree ornament, hot chocolate, and cookies.

**Clawson** - Christmas Tree Lighting on December 1, 2014, at Memorial Park at Blair Memorial Library (416 N Main St Clawson, Michigan 48017). Caroling, tree lighting, hot chocolate and cookies.

**Novi** - Light Up the Night Novi on December 5, 2014, 6p-9p, at the Novi Civic Center (45175 West Ten Mile), Tree Lighting at 6:15pm, train rides, magic shows at the Novi Public Library, marshmallow roasting, live reindeer, ice sculptures, free refreshments. This is a free event.

**Berkley** - Berkley Holiday Lights Parade on December 6, 2014, at 1pm in Downtown Berkley. Event includes a full day of fun activities including, horse-drawn carriage rides, petting zoo, vintage trolley rides, parade, and tree lighting ceremony. Tree lighting takes place at 5:30p.



**Auburn Hills** Holiday Tree Lighting Ceremony on December 6, 2014 at 6pm, at MOMS Memorial (Auburn Rd at Squirrel Road). Tree lighting events include wagon rides through Downtown Auburn Hills, s'mores, crafts, keepsake photos & more! All events are free.

**Farmington** - Light Up the Grand Holiday Lighted Parade on December 6, 2014 at 6pm in Downtown Farmington -- The parade will march across Grand River Ave. through the heart of Downtown Farmington. Parade floats or walkers must incorporate lights into their entries.

**Lake Orion** - Orion Lighted Parade on December 6, 2014 at 6p in Downtown Lake Orion. The parade boasts over 75 entries each year, from various organizations.

**Clarkston** - Holiday Lights Night on December 13, 2014 at 6pm, Depot Park (Depot Road in Downtown Clarkston). Enjoy Downtown Clarkston with a Holiday Lights Parade and tree lighting ceremony. Enjoy thousands of lights, s'more and a nice cup of hot chocolate. This is a free event.

**Happy Holidays**  
**COMMUNITY Living SERVICES**  
**Oakland County Division**  
642 E. Nine Mile Road  
Ferndale, MI 48220  
Phone: 248-547-2668  
Fax: 248-547-3052

**THE NEXT CAC MEETING**  
**Monday, January 26, 2015**  
2:00-4:00pm  
at the CLS/OC office  
642 E. Nine Mile  
in Ferndale  
**Everyone is Welcome!**

## NOTICE OF CLS/OC HOLIDAY HOURS

The CLS/OC office will be closed on the following days:

### Thanksgiving Holiday

Thursday - November 27, 2014

Friday - November 28, 2014

### Christmas Holiday

Wednesday, December 24, 2014

Thursday, December 25, 2014

### New Year's Holiday

Wednesday, December 31, 2014

Thursday, January 1, 2015

In the event of an emergency, you can contact our Emergency On-Call System at 734-238-7246. There is a link to our on-call system on our office voice mail as well. This service is available between the hours of 4:30pm and 8:00am on regular business days, and 24 hours a day on weekends and holidays. All other days we will maintain regular business hours of 8:00am to 4:30pm.