



NorthStar Services
Community Membership
One Page profiles... The Basics

We have already created One Page profiles for the individuals we support.

Now we must think more consciously and creatively about how to support each person to be a valued community member. Developing a One Page Profile for Community Membership will help us focus our thinking.

1. Start with a Blank Plan Template with the following three sections:

- + What is Important to _____
- + What Do We Need to Know and Do to Support _____
- + Great Things About _____

2. Think about the individual's community and the people they like to be with and places they like to go.

- a. What truly matters to them in their community? What are their favorite places to go?
- b. What is important to them in their community life that would help others understand them better?
- c. What are they hoping to accomplish in their community?
- d. What are their routines and rituals that work in the community?
- e. Are there things about them that if others knew, they would understand or support them better?
- f. Include these things in "What's Most important to me in my community"
- g. Put enough detail that someone who does not know them could understand and act on what you are sharing.

Tip: Utilize Person Centered Thinking Tools Such As Important To/Important For, What Works, Doesn't Work, Make Sense/Doesn't Make Sense In All Areas.

3. Think about what others need to know about the individual in order to support them well in the community

- a. What is helpful? What is not?
- b. What can people do to make their time together more fun? What should they avoid?
- c. Are there places where an individual has a need for specific supports, but has not asked for in the past? How has this been demonstrated?
- d. Do they have specific "buttons" that get pushed that could be avoided or handled differently if people had more information?
- e. What kinds of things have happened on a bad day in the community, what was learned about how to support the person differently or better?
- f. What kinds of things have happened on a good day in the community, what was learned about how to support more good experiences and more good days?

- g. Do they have a specific weakness or area that others could help them address? (Give them permission and direction!)
- h. Include these things in “What we need to know and do to support ____ to same as Important for”
- i. Put enough detail that someone who does not know the person could understand and act on what you are sharing.

Tip: Utilize Person Centered Thinking Tool Such As Important To/Important For, What Works, Doesn't Work, Make Sense/Doesn't Make Sense In All Areas.

Tip: No one person is perfect, and we all end up having to explain ourselves at some point. This section of the profile helps people to understand the individual's needs, their boundaries and what others can do to support successful community membership.

4. Now review their positive reputation from their One Page Profile and ask others about the Great Things about the person.

- a. What qualities do you see in them that you'd like others to recognize?
- b. What talents or gifts does each individual have that could be shared with members of the community: community members, coworkers, peers, supervisors, friends, family members
- c. How do people who know them and love them describe them to others?
- d. Write down all of these great things in “What people like and admire about ____ or Great Things About _____”
- e. Keep these short and descriptive
- f. Remember do not add labeling or stigmatizing information. What would you say about a friend?

Tip: Utilize Person Centered Thinking Tool Such As Important To/Important For, What Works, Doesn't Work, Make Sense/Doesn't Make Sense In All Areas.

Tip: Sometimes our reputations precede us, or we get known for a splinter skill or achievement (or not so positive quality) This section gives people a glimpse at the bigger picture of who the person is. It's the qualities that people who know and love us see that we want others to look for evidence of.

5. Now take all of the collected information and if you have not already done so organize it into a One Page Profile for Community Membership. Make sure to include:

- ◆ What does the person want people to know? To do? To not do?
- ◆ What kind of supports work for them? Don't work for them?
- ◆ Use quotations to indicate individuals' actual words.

6. Focus on personal or community triumphs and struggles. How can we use this plan to move them forward positively? How can we use this plan to support individuals to have valued community life? How can we keep the plans updated as people and purposes change?

5. Add pictures! Artwork! Embellish, Support the person to make it theirs.....



Uses of One Page Community Membership Profiles within NSS

- **Short/sweet, easy to digest instruction/information for training new staff who need quick, easy to access information on how to support people in the community successfully.**
- **As a foundation for positive, productive, community building & participation.**
- **Help us think about good staff matching for community building and participation.**
- **To allow support staff to fully understand Northstar's goal of supporting each individual to have the community of their choice.**
- **To assist the individuals in expressing their expectations and goals in regards to actively participating in their community on their terms**
- **To identify what is working in regards to community participation in the lives of the individuals we support**
- **Expand on one page plans to include community building information for continued progress of positive, proactive, behavioral support plans that encompass supporting individuals to have a valued community life**
- **A place to continue evaluation when an individual is experiencing behavior difficulties. (Are we being respectful with the information in profile?)**
- **Share with new Specialists who will be supporting the individuals (behaviorist, day program, service coordinator)**
- **Use as a team building activity or to remind team members when there are issues.**
- **As a way to get to know each other when there is a new team member. Share the plans for people on the team, then invite the new person to develop a profile and share it back.**
- **Share with family for use with physicians, social workers, neighbors or other family members**
- **Bring to IPP meeting to update and capture additional important information**