Slide 1

COMMUNITY REBUILDERS
- Rebuilding Hope, Ending Homelessness, Creating Community!
- Founded in 1993
- Scattered Site Rental Units
- PSH: Shelter + Care, HOPWA, TBRA, LOFT, HEROES
- Transitional Housing
- Housing First: Rapid Re-housing
- Prevention
- Community Housing Resource Specialist Coordination

Slide 2

OUR JOURNEY
- Vision to End Homelessness: adopted
- Local stagnation
- Employees motivated by the vision desire contract changes: Supportive service reduced, leasing assistance increased
- Homeless Connect
- From “Crazy Talk” to results: Data and Consumer stories

Slide 3

“Crazy Making” becomes Evidence
RAPID RE-HOUSING
- 100% of leasing recipients that exited the program obtained safe and permanent housing of their choice; 88% maintained permanent housing for at least 6 months. 77% maintained safe and permanent housing for 12 months or more.
- 49% of participants that entered the program without income, had employment at exit. 79% had increased income.
- 100% recipients of leasing assistance report improved quality of life and housing stability at exit date.
Motivation Builds

- Centralized intake expands
- Community Coordinated Case Management and strengths model are developed
- Housing Resource Specialist Model is adopted
- Prevention Services substantial expansion
Rubber hits the road for the first time and many service providers revolt.

PAIN AND PRESSURE

- Shelter Reduction Round Table
- Systems Barriers Round Table
- Funding provided if you say you agree
- Tell us what we want to hear
  - “This train is leaving, get on or get left behind.”
- Tell us your resources and your funding
  - “where’s your money?”
- “CR did it, why can’t you?”

Lesson Learned from our Service Delivery Model

START FROM THE HEART!

Pain and pressure don’t work to promote change.

INSPIRATION PROMOTES CHANGE!
Slide 7

COMPETING FORCES

GOOD INTENTIONS AND LOGIC
- Vision to End Homelessness
- Outcome Data
- Consumer stories
- Choice
- Use of private rental market
- Cost effectiveness
- Centralized intake used to target resources to those most in need
- Housing First

NON-RATIONAL FACTORS
- HABITS
- ATTITUDES
- BELIEFS
- VESTED INTERESTS
- FEAR

Slide 8

WELL ENTRENCHED DEFENDERS

Slide 9

NETWORKING AND SOLIDARITY...
FRIEND OR FOE
- Who is unified and mutually supportive
- Who are your like minded allies for change

Not all networking and solidarity is helpful!
Slide 10

What’s the dominate view and can it be changed?
- Is there underlying will and values that will overcome resistance to the changes
- Has the dominate community view changed?
- Has there been enough community and constituency education?
- When the dominate community view changes so will your system

Slide 11

IDENTIFY YOUR LEADERS
- Who carries the torch- make sure it is broad and diverse
- Always be looking to add to your leadership pool
  ▫ Service providers
  ▫ Political stakeholders
  ▫ Consumers
  ▫ State agency leaders
  ▫ Business leaders

Slide 12

SUSTAINABLE CHANGE
- Think and act outside of the confines of your own agency- Strive for Collective Impact.
- Thankless and taxing to work alone, success has been punishing and discouraging at times.
  Identify early who you will rely on for respect, appreciation and validation of your work?
- There may be lots of time when you need someone to give you renewed resolve to persevere and endure.
PARADIGM SHIFT
BEHAVIOR IS SHAPED BY THE RESOURCES AVAILABLE TO PEOPLE. (Davidson and Rapp 1976)

Attention is not on specialized programs, training, or living programs to compensate for deficits. A STRENGTHS APPROACH FOCUSES ATTENTION ON THE NECESSARY RESOURCES THAT WILL ALLOW PERSONS TO LIVE IN THEIR ENVIRONMENT OF CHOICE.

PRINCIPLE 1
EVERY INDIVIDUAL, FAMILY, GROUP, AND COMMUNITY HAS STRENGTHS AND ASSETS

Strengths might include what people have learned about themselves from coping with difficult situations; their personal qualities or traits, like a sense of humor or an artistic ability; their knowledge about the world around them that comes from both life education and life experience; talents people have; and cultural or personal stories that provide strength and guidance (Saleebey, 1997).

PRINCIPLE 2
TRAUMA, ABUSE, ILLNESS, AND STRUGGLE MAY BE INJURIOUS, BUT THEY MAY ALSO BE SOURCES OF CHALLENGE AND OPPORTUNITY.

DWELLING ON CONSUMERS’ PASTS AND HARDSHIPS PROMOTES “AN IMAGE OF THEMSELVES AS HELPLESS IN THE PAST, WHICH BECOMES THE BASIS FOR FAULT-FINDING AND CONTINUED HELPLESSNESS IN THE PRESENT.” (WOLIN AND WOLIN 1993)
PRINCIPLE 3

ASSUME THAT YOU DO NOT KNOW THE
UPPER LIMITS OF THE CAPACITY TO GROW
AND CHANGE AND TAKE ASPIRATIONS
SERIOUSLY.

"Believe it can be done. When you believe
something can be done, really believe, your mind
will find the ways to do it. Believing a solution
paves the way to solution." David Joseph
Schwartz

PRINCIPLE 4

WE BEST SERVE CONSUMERS BY
COLLABORATING WITH THEM.

A HELPER MAY BE DEFINED AS A
COLLABORATOR OR CONSULTANT: AN
INDIVIDUAL CLEARLY PRESUMED TO HAVE
SOME TOOLS AT THE READY BECAUSE OF
SPECIALIZED TRAINING OR EXPERIENCE, BUT
DEFINITELY NOT THE ONLY ONE WITH
SPECIALIZED INFORMATION. YOUR
CONSUMER IS THE EXPERT AND KNOWS THE
MOST ABOUT COPING WITH HIS OR HER
SITUATION. (Saleebey, 1997)

Principle 5

EVERY ENVIRONMENT IS FULL OF
RESOURCES.

"In every environment there are individuals,
associations, groups and institutions who have
something to give, something that others may
desperately need: knowledge, resources, talents,
or simply time and place" (Saleebey, 1997)
Slide 22

QUICK STARTS FROM THE HEART

• WHAT WILL YOU DO TO MAKE SURE YOU ARE SEEING PEOPLE AS PRIORITIES NOT PROBLEMS
• WHAT WILL YOU DO TO BE WELCOMING?
• HOW ARE YOU HOPE INSPIRING?
• HOW ARE YOU ENGAGED IN PARTNERSHIP

Slide 23

QUESTIONS AND ANSWERS