

PATHWAYS ABILITIES SOCIETY

POLICY: SERVICES

Applies to: All Personnel, Volunteers and Persons Served

Services are driven by the belief that people with diverse abilities are entitled to the same rights and opportunities as all citizens. Opportunities at times are adapted to accommodate the differing abilities of each person.

Core services are funded by Community Living BC (CLBC). Additional funding is provided by various British Columbia ministries and or corporations, fees, contracts, sales, donations and granting from various other stakeholders. Our main referral source is CLBC.

The Services policy is reviewed and approved by the Board of Directors annually in the month of October.

Activity Service Purpose

Provide opportunities for individuals to develop skills and abilities that promote self-esteem and independence through productive meaningful activities in recreation, leisure, retirement, volunteerism, employment and skill development.

Services are provided on an individual or group basis and specifically develop knowledge and skills in communications, personal and civic responsibility, safety, self-help, life skills, health, wellness, volunteerism, employment, recreation, leisure, socialization and community participation.

Activity Services are offered between 8:30 am and 3:30 pm Monday through Friday at 123 Franklyn Road and 2476 Main Street (West Kelowna) and/or in community. Individuals may choose, depending on the availability of service space, to attend half days, full days, every day, or only certain days and/or certain times. Activity Service employment supports maybe provided outside of regular service hours.

Funding for this service is provided by CLBC, through various grants and privately. There may be costs associated with specific activities that are paid by individuals choosing to attend. There may be a fee charged as outlined in the Pathways Abilities Society Entrance, Transfer, Increase and Discontinuation of Service policy and procedure for attendees not specifically referred to Pathways Abilities Society for service.

Integrated Career Opportunities (ICO) Purpose

Provide opportunities for paid work by providing employment supports to find, secure and maintain employment.

Services offer assessments, education, planning, skill development, support, on-site training, job coaching, development of natural supports, monitoring, follow up and the retention required to find and maintain employment.

Days and hours are dependent on the employment support needs of the person and/or employer. Office hours are 8:00 am to 3:30 pm Monday through Friday. The main office is located at 1216 St. Paul Street.

Funding for this service is provided through CLBC and through various grants and privately.

Social Ventures

Provide employment opportunities for individuals who have barriers to employment and/or require a work experience or Discovery observation. Pathways Abilities Society contracts with community employers. Individuals work under the supervision and support of Pathways Abilities Society for either part of or their entire shift or require on-going periodic monitoring.

Services are provided typically in a group and offer employment, assessments, education, planning, skill development, support, on-site training, job coaching, development of natural supports, monitoring and follow up. The service supports individuals who require supervision for health and safety reasons and/or require supervision for issues that may jeopardize the health and safety of others in the work environment or who may not be able to complete all tasks and require a staff to carryout vital roles in order that the work can be completed.

Days and hours are dependent on the contract. Office hours are 8:00 am to 3:30 pm, Monday through Friday. The main office is located at 1216 St. Paul Street.

Funding for this service is provided through CLBC, contracts and privately.

Individualized Funding (IF) Service Purpose

Provide services that are directed by the person with direct funding, their family and/or support network.

Times and days of service are directed by each IF contract.

Funding sources vary.

Residential and Home Share Services Purpose

Provide a safe, respectful, healthy and supportive service to assist individuals to live interdependently and/or receive residential support in a manner that reflects their lifestyle choices.

Services help individuals develop knowledge and skills in communications, personal and civic responsibility, safety, self-help, domestic, health, wellness, hygiene, recreation, leisure, socialization, life skills and community participation.

Services also assist individuals to maintain connections with family members by arranging visits, phone calls, involvement with medical and other professional appointments and annual gatherings. Families play a vital role in the residences through personal interactions and support of staff.

Supports and services hours are provided as outlined in each contract which is typically when the person or persons are home. This service is offered in private homes as well as agency owned location(s).

Funding for this service is provided through CLBC and privately.

Social Recreation Service Purpose

Provide community based evening and weekend social recreation opportunities to individuals to assist them in developing friendships.

Social recreation activities are scheduled on a monthly calendar sent to participating individuals on the 20th of the month preceding the activities. Days, times and activities vary from month-to-month. The Social Recreation services are offered directly in community venues. Participants can choose up to five activities each month; participation in additional activities may be allowed if space available. Participants who miss three scheduled events, without notification, could be removed from the distribution list. After six months of inactivity, participants will be contacted to determine if they want to continue to be on the distribution list.

Funding for this service is provided by CLBC and through various grants. Any costs associated with specific activities are paid by individuals choosing to attend.

Travel Club Purpose

Provide opportunities for individuals to travel; to rest, relax and have experiences outside their own community.

A travel club plan is developed annually. Dates, duration of events and trips vary from year-to-year.

Funding for staff for this service is provided by Pathways Abilities Society. Travel participants pay their own travel expenses and the travel of their supports.

Definitions and information for reference:

Citizenship: The Citizenship Act, which is the current national legislation in force in Canada, came into effect on February 15, 1977. It defines "citizen" as "a Canadian citizen" and provides that both native-born and naturalized citizens are equally entitled to all the rights, powers and privileges and subject to all the obligations, duties and liabilities of a citizen, which are governed by numerous provincial and federal laws and the Constitution Act. In all provinces and in the federal jurisdiction, citizens of the age of majority are guaranteed political rights including the right to vote and run for office.

Productive meaningful activities: Enables a person to participate in his/her community. Mutually benefits others. Enhances self worth. Improves health and wellness. Provides social interaction enabling the person to develop relationships. Enables a person to learn. Assists a person to become self-sufficient. Outcome: The person is included in and contributes to community.

Employment: Support to assist individuals in securing and maintaining employment. The type of support offered is dependent on the needs of the individual. Support may

include assessment through Pathways Abilities Society Discovery process, job marketing, job development, job carving and customization, development of natural supports, assistance in obtaining formal training and certification required for employment, job coaching, employer support, follow-up and job retention. Outcome: The person becomes a member of an employer's workforce and is given the same opportunities as other employees while receiving all the benefits of paid employment.

Effective/Revision Date

Board Approval

Date Approved

May 30, 2005
 March 27, 2006
 June 18, 2007
 July 21, 2008
 May 11, 2009
 January 24, 2011
 September 12, 2011
 April 23, 2012
 October 22, 2012
 December 21, 2012
 October 24, 2013
 October 23, 2014
 March 26, 2015
 September 14, 2015
 September 19, 2016
 September 18, 2017
 October 19, 2017
 October 13, 2018

May 30, 2005
 March 27, 2006
 June 18, 2007
 July 21, 2008
 May 11, 2009
 January 24, 2011
 September 12, 2011
 April 23, 2012
 October 22, 2012
 December 21, 2012
 October 24, 2013
 October 23, 2014
 March 26, 2015
 September 14, 2015
 September 19, 2016
 September 18, 2017
 October 19, 2017
 October 13, 2018