

Building a Bridge to Self Employment for People with Disabilities: Findings and Final Report on the Community Asset Mapping Workshops

prepared by:

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The Community Planning Lab

prosperous connections - people and place

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SEDI

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Acknowledgements

I would like to acknowledge Mr. Bob Wilson for his work in managing this project and in building a great team of community partners. Mr. Wilson's reputation and trust in the field speaks volumes of both his own credibility and the integrity of his organization. I would also like to thank the community leaders in hosting the local workshops – your efforts to coordinate these meetings not only made my work easier, but created a comfortable environment where participants could actively engage in a creative discourse. Ella, Jan, Kay, Sherrill, Susan, Rosalind, Lori, Joni, and Jennifer – I learned a lot from you all, and your clients, about the significance and realities of the disability sector and the role self employment can make in improving the lives of those facing barriers. I enjoyed working on this project immensely.

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Background and Introduction

The Office of Learning Technologies (OLT), a program of Human Resources and Skills Development Canada, approved a grant application from SEDI (the Social and Enterprise Development Innovations) to develop new tools to fill gaps in self-employment support services for people with disabilities. Approved in early 2005, this thirty-six month project set out to work with five communities in three provinces to develop and test online self-employment resources and e-learning opportunities for people with disabilities who are interested in self-employment, and organizations that serve them. In short, the project would build new “Community Learning Networks” among business development organizations and disability organizations in these five communities to increase access to self-employment for persons with disabilities. The five community partners in this project are:

1. Richmond Disability Resource Centre, Richmond, BC
2. Glen Crombie Centre (Disability Resource Centre), Sudbury, ON
3. PARO Centre for Women’s Enterprise, Thunder Bay, ON
4. School of Continuing Education, Dalhousie University, Halifax, ON
5. Canadian Society for Social Development and the Kootenay Career Development Society, Nelson, BC

This project incorporates the methodologies of community asset mapping as a launching point to network individuals and organizations and to create an initial broad inventory of skills, resources and issues in these communities. The formal objectives in using this tool is to identify and map community assets related to self-employment services for people with disabilities in each of the 5 communities and determine gaps that could be addressed with online services and resources.

David Carruthers of the Community Planning Lab (PlanLab) was hired as a facilitator to work with the local community partners in hosting a one day community mapping workshop in each of the 5 communities. This report is a summary of these workshops, with a discussion of findings and specific recommendations that should be considered during the next phase of the project. In addition, this report includes a variety of appendices that document some of the inventories made during the workshops, including: a list of workshop participants (Appendix A); transcription notes of key issues identified during the workshops (Appendix B); the initial inventory of service providers, agencies and civic organizations (Appendix C); a list of connectors, peers and local champions (Appendix D).

The original hard-copy maps that were created during the workshops have been returned to each community. Both the original and digital copies of these maps are to be considered the ownership and intellectual property of these communities.

Methods

Asset mapping is the process of identifying and connecting the resources or assets within a community. The term was formalized with the publication by John McKnight and John Kretzmann (1993) titled, *Building Communities from the Inside Out: A Path Toward Finding and Mobilizing a Community's Assets*. McKnight and Kretzmann take an approach to community development that asks a community to look internally to resolve, through an understanding of its strengths, its own problems at hand. In short, through understanding the assets of individuals, organizations, institutions, and environment, a community can rely on its own strengths to overcome problems, moving away from a model that is expert driven and externally derived.

The Office of Learning Technologies adopted asset mapping as a main tool in building learning networks. In their 2003 publication, *Community Learning Asset Mapping – a guidebook for community learning networks*, OLT states that “community mapping is a type of inventory that starts by identifying and locating what already exists...the assets mapped are the learning assets and opportunities in your community”. This guidebook suggests that the final product can take many forms, ranging from maps to databases, catalogues of reports, inventories and lists.

The challenge for SEDI in working with its five community partners was how to introduce the tools of asset mapping, and at the same time, actually conduct asset mapping, all within a one-day on-site workshop. Here, the workshops had to be general enough to provide a good overview and impart an understanding of the fundamentals of asset mapping, yet detailed enough leave the workshops with an initial inventory of issues, gaps and local assets. As the content provider and facilitator of these workshops, PlanLab developed a workshop agenda that incorporated both a detailed overview of community asset mapping for a morning session, and a hands-on asset mapping exercise in the afternoon.

The afternoon session departed from the formal asset mapping methods as described by McKnight and Kretzmann. Instead of starting with interviews, surveys and a community engagement process to record local assets, an issues identification session was initiated to record key considerations for the broader SEDI project. Once these issues were recorded, an inventory of organizations and programs supporting self-employment for persons with disabilities was created by the group. For Thunder Bay, Halifax and the Nelson workshops, this list was broadened to include individuals who are perceived to be the key connectors and peers within the self-employment/disability service sector. These inventories served as the basis for the hands-on mapping session during the afternoon session, where participants created their own map showcasing key service providers in their geographic area.

Blank basemaps were created for each workshop by scanning and editing MapArt road maps. These maps were edited in Photoshop and then enlarged and plotted in black-and-white on a large-format plotter. These edited basemap templates are available in digital format. Workshop participants used scissors, glue sticks, markers and printed text-boxes to customize each map. A set of common icons were prepared as symbology for recording the location of service providers. Final maps and photographs of each event are available in digital format.

Flip charts recording key issues were transcribed for each workshop and summaries were distributed to each group by e-mail. These summaries can be found in **Appendix B**. At the end of each workshop, participants were asked to complete a workshop evaluation form.

It is important to note the contributions made to this project by Dr. Doug Aberley. Dr. Aberley assisted in the design and facilitation of the pilot workshop in Richmond and provided strategic guidance and feedback throughout the duration of the project. PlanLab set out ten goals for each community mapping workshop. They were:

1. The gathering of a diverse group of community practitioners.
2. A good introduction to - and understanding of - community mapping.
3. Initial identification of issues and opportunities by participants.
4. Opportunity for the group to test the tool of community mapping by mapping the self-employment/disability story of their region.
5. Initial inventory of services and assets in the region.
6. Initial identification of gaps and challenges.
7. Creation of a forum or a working group for future engagement on these issues.
8. Identification of local champions.
9. Provide good feedback to the participants.
10. Identification of next-steps, opportunities and common themes.

The next section presents some of the outcomes and findings from the workshops.

Findings

The following is a list of seven common themes that surfaced during the five workshops. These themes are generally common to all communities and should be taken into consideration by the focus groups when moving forward into the next phase of the project.

1. If this project is going to be successful, it needs to connect more with the users or the clients, not just the service providers.

In just about all of the communities, we had at least one person with disabilities who really helped to keep the discussion grounded. The project could benefit from hearing more from disability clients. I would say that of the 120 participants in these workshops, there were probably only a dozen (or less) individuals with disabilities who were self-employed. Of these, I don't think anyone had a successful long-term business in place. I realize that, for many, being disabled is a private issue. And for many, business can be a private issue as well. Based on this, you will obviously not be able to connect with this community in a public workshop format. What format will the focus groups use? I also challenge each community focus group to reach out and include these people in your core groups. It will likely influence the success of the project.

2. Fragmentation. Every community noted that service delivery is fragmented, compartmentalized and operates in silos.

This issue surfaced in all communities, associated with a fairly high level of frustration on behalf of the service providers. This emphasizes the need for the focus groups to come together, share information, help reduce duplication and coordinate the filling of gaps. The focus groups need to think about how to stay connected with the wider community, to share information, and keep tight feedback loops in place as they move forward in their work.

3. Funding is a key issue, both in terms of not-enough (always), but the conditions attached to the grants (too prescriptive), its duration (never long-term), and targets set to evaluate success (externally derived metrics).

Also included here is the over-reliance on government funding, with a lack of local determination on priorities and allocation. Focus group needs to think about the long-term stability of their programs and the nature of the grants being made to local entrepreneurs. If new resources are created, how will it be sustained over the long-term (ie. 5-10 years)? Clearly this is an area of more discussion and consideration.

4. Barriers.

Not surprising, as being disabled is synonymous with a limitation in ability to do something in a physical or mental capacity. But I heard this over-and-over again, that there are real barriers that need to be overcome in the pursuit of self-employment, such as those relating to transportation, access to public facilities, flexibility in training programs, and the specific barriers relating to the unique needs of the individual in the pursuit of self-employment (hardware, software, capital, etc.). The focus groups need to identify key barriers, and work on plans to help overcome them.

5. Peers, leaders and mentors.

Existing and new leaders need to be supported and incubated in this sector. Focus should be on supporting new leadership that includes people with disabilities who can represent themselves, not just those working within a service agency. A common theme that surfaced was the need to support networking with peers, and the networking with the clients, service providers and larger community. General lack of one-on-one time, and forums to support networking. Relates to fragmentation, but the focus here is on individuals who are both the voice and mentors for this sector. The focus group needs to think about how to incubate and support new leaders, build connections and to facilitate networking between these people.

6. A lot of work has already been done – a lot of services already exists.

I was actually quite surprised and delighted to see so many service providers working at the broadly defined nexus of self-employment services for persons with disabilities. Great people; lots of resources. Focus groups need to challenge themselves on how to build on this, not to duplicate it.

7. Geography – the punishment of the isolated, urban vs. rural distribution of services and networks.

I heard a lot about how services are focused in the urban centres (although there was a slight revelation to this in Halifax). It seems very little is known about where people with disabilities live, and how their place of residence line up with services and networks. Of interest, 72% of Canadian rural communities don't have broadband internet services. And among the households in the lowest income group, only 25% had a member who used the Internet from home (Stats Can, 2002). However, this proportion had increased five times from only 5% in 1997. The focus groups need to challenge themselves to reach out beyond the urban centres and connect with more isolated communities, individuals and users. I don't believe that the internet can be relied on as a sole medium to achieve this.

The focus groups in each community should meet and discuss these issues. In addition, the lead organization in each community should commit to communicate regularly with workshop participants (ie. those who agreed to this on the evaluation forms) regarding the project status and updates.

Appendix A - Workshop Participants

Richmond

1. Ella Huang, Richmond Disability Resource Centre
2. Jane O'Conner, CMHA
3. Frances Clark, EWD
4. Sandy Lindstrom, EWD
5. John Duggan, HRCC – Brunaby
6. Elizabeth Murdoch, HRCC – Vancouver
7. Grete Rasmussen, HRSDC
8. Joyce Chocholacek, HRSDC
9. Kim Renwick, Kwantlen College
10. Vince Miele, Neil Squire Foundation
11. Monica Mak, SENI
12. Gary Bizzo, SUCCESS
13. Ann Bangah, TRIUMPH Vocational Services
14. Bernd Gruehage, TRIUMPH Vocational Services

Sudbury

1. Tammy Clement, Canadian Hearing Society
2. Wanda Berrette, Canadian Hearing Society
3. Nicole King, Canadian Mental Health Assoc.
4. Rachel Leblanc, Canadian Mental Health Assoc.
5. Alan Giles, CIBC
6. Christopher Hogge, CNIB
7. Jan Oldfield, CNIB
8. Denise Bellehumor, College Boreal
9. Marie-Eve Landry, College Boreal
10. Barbara Pontes, GCC
11. Pamela Morel, GCC
12. Sherrill McCall, GCC
13. Susan Alcorn Mackay, GCC
14. Martha Cunningham Closs, GEODE
15. Angela McLeod (student), Gezhtoojig Employment and Training
16. Jason Peltier, Gezhtoojig Employment and Training
17. Sherry Moreau, Gezhtoojig Employment and Training
18. Dan Lebrun, ICAN
19. Dan Welch, ICAN
20. Malia Dube, ILRC
21. Sue Ferguson, Job Connect
22. Barbara Polowich, Learning Disabilities Association of Sudbury
23. Ron Lessard, Learning Disabilities Association of Sudbury
24. Jean-Martin Bouchard, NOARC
25. Kimberley Glibbery, NOARC
26. Rachel Flamand, Nokiwin Employment Services
27. Suzanne Laberge, Northeastern Ontario RBC
28. Mandy Gauthier, Northern Vocational Services
29. Caroline MacDonald, Ontario Disability Support Program
30. Janine Roy, Ontario March of Dimes

31. Leslie Dickson, Ontario March of Dimes
32. Stephanie Bushey, Ontario March of Dimes
33. Anna Frattini, Regional Business Centre
34. Rachel Proulx, Self-employed
35. Cheryl Charlebois, Social Service Division
36. Nicole McMillan, Social Service Division
37. Suzanne Laforest, Social Service Division
38. Jo-Anne Desgrosseilliers, Sudbury Vocational Resource Centre
39. Margaret Flett, YMCA
40. Susan Kite, YMCA

Thunder Bay

1. Sherry Prieston, Proprietor, Sherry's Mobile Hairstyling
2. Susan Ward, Coordinator, Women Independently Living with Disabilities
3. Carol Cooper, Proprietor, Compass Webworks
4. Pat Seed, Proprietor, Access to Information & Professional Services
5. Susan Renaud, Proprietor, Diverse Embellishments
6. Fernanda Sweitzer, Proprietor, Esthetic Solutions
7. Georgia Canal, Coordinator, Independent Living Resource Centre
8. Jack Cleverdon, Employment Counselor, YES Employment Services
9. Doug Dowhos, Regional Manager, Ontario March of Dimes (AM - now in new organization)
10. Sean Andrew-Colter, Project Manager, Ontario March of Dimes (PM)
11. Lori Wychopen, Business Development Trainer, PARO Centre for Women's Enterprise
12. Joni Sharkey, Administrator, PARO Centre for Women's Enterprise

Halifax

1. Karen Brothers, EDN – Entrepreneurs with Disabilities Network
2. Steffan Croucher, Halifax Regional CAP Association
3. Tonya Darlington, EDN – Entrepreneurs with Disabilities Network
4. Barbara Hart, EDN – Entrepreneurs with Disabilities Network
5. Claire Henry
6. Mary Ann Jones
7. Margaret Matthews, Lunenburg / Queens Action Council for People with Disabilities
8. Carolyn Milbury, Digby Disabilities Partnership Committee
9. Percy Paris, College of Continuing Education, Dalhousie University
10. Marc C. Porter, Consumer Initiative Centre
11. Chris Rafuse
12. Loch Rafuse
13. Susan Roper, The Empowerment Connection
14. Irene Skehan

Nelson

1. Alan McCuaig, CNIB - Canadian Institute for the Blind
2. Ann Jensen, HRSDC
3. Barb Williams, Community Futures Development Canada
4. Beth Hargreaves, Kootenay Career Development Society
5. Bill Duggan, Sunshine Bay Enterprises
6. Blair Dandreaoff, SD #8 Kootenay Regional Correspondance School
7. Brandon Hughes, HRSDC - Rural Secretariat
8. Carmen Harrison, Community Futures Development Canada
9. Christya Anderson, Community Futures Development Canada
10. Darlene Cockerill, Ashland Training Centre
11. Deanne Monroe, Basin Business Advovates Program - CBT
12. Deb Kozak, Nelson & District Community Resource Society / Chamber of Commerce
13. Derek Murphy, Slocan Valley Economic Development Commission
14. Diane White, Interior Health-Nelson Mental Health & Addictions / Therapeutic
1. Volunteer Program
15. Gaylene Labreche, Ministry of Human Resources
16. Gord McAdams, Nelson City Counsellor
17. Heather Myers, Interior Health-Nelson Mental Health - Clubhouse
18. Helen Stanley, Art Craft Canada.com
19. Hugh Grant, KES - Kootenay Employment Services (Creston)
20. Jan Wright, Kootenay Career Development Society
21. Jennifer Cliff-Marks, Columbia Basin Allaince for Literacy
22. Jenny Hide, CMHA - Achieve
23. Jerry Sookero, Ministry of Human Resources
24. Joanne Harris, Columbia Basin Allaince for Literacy
25. Julia Delany, Nelson & District Youth Employment Resource Ct.
26. Kathy Holmes, Ashland Training Centre
27. Kay Ryan, Canadian Society for Social Development
28. Kendall McPherson, HRSDC - Programs
29. Laura White, Kootenay School of the Arts
30. Lena Horswill, Nelson Community Services Centre
31. Lisa Erven, Nelson & District Youth Employment Resource Ct.
32. Lonnie Facchina, West Kootenay Chapter-MS Society of Canada
33. Nancy Macek, Interior Health
34. Robin Higgins, Selkirk College
35. Roselyn Grady, Selkirk College
36. Sandra Boscariol, LV. Roger Senior Secondary - SD. #8
37. Sharlene Patterson, Columbia Basin Allaince for Literacy
38. Shelia Adcock, Career Development Services - Trail
39. Terri MacDonald, Perception Research
40. V. Kalesnikoff, Selkirk College

Appendix B - Transcription Notes from Workshops

Richmond, British Columbia - May 18, 2005

Issues, Assets and Maps

Data and statistics not representative of on-the-ground status, condition and trends.
Need to be clear of who is responsible for identifying issues: users or service providers?
Will have different issues identified for each.

Need to address the suitability of the individual to take-up self-employment. Not suitable for everyone, disabled or not. Individuals need to have a propensity for business – something that is difficult to train or mentor.

Need to look at informal support networks, not just formal service providers. This includes, including family, friends, coaching, mentors, etc.

When thinking about support in journey towards self-employment, it's good to think of the progression of business development and what activities / resources are needed at each stage of development. Could map and inventory each stage. Although progression is non-linear and is different for each individual, the main stages for business development might look like this:

- (a) dream / idea / vision
- (b) research and discussion
- (c) counseling / assessment
- (d) skills, training, mentoring
- (e) business plan and capital / financing
- (f) launch business
- (g) mentoring and coaching

Shouldn't necessarily differentiate between disabled and non-disabled services for business support. BUT need to recognize specific barriers and issues of access, perceptions, etc. Could focus on taking action to reduce these barriers.

Qualitative assessments by the users or consumers are important – what works, what's of value, what could be improved?

How and who sets the benchmarks to evaluate services? The users should be more engaged in this.

"I never felt like a person with disabilities; I felt like an entrepreneur (Sandy)."

Volunteerism – a great place to start to mentor new skills. Where can / does this occur?

Sudbury, Ontario - May 26, 2005
Issues, Assets and Maps

Need to know what's out there in terms of support programs, with description of services.

Accessibility issues – disability specific.

Transportation – how to get to the program, training, etc. Need to look at where people live, where the services are provided and how they are connected. Face-time and networking is important.

Funding limitations.

Need to inventory existing and potential employers who hire people with disabilities. Need to recognize the volunteer sector, all the people who are formally or informally working to support people with disabilities.

Qualitative maps by users or clients, evaluating the accessibility and quality of services. Need to pair the demand for services with availability. A proper needs-assessment is required to identify needs and gaps.

Qualifications and eligibility to enroll in training programs – some individuals may fall through the cracks and the cracks can be quite large.

Quantitative maps or inventories needed to look at how many users or clients, and what are their needs, distribution, change over time, etc.

Need to look at the service sector, number of care providers, trainers, and turn-over. Pair this to the quantitative inventories and needs assessment.

Need to chart a “how to” pathway or route to self-employment from a user or client perspective.

Recreation is an important part of self-employment, places to re-charge, rest and reflect. Need to recognize how people network and connect with peers – where does this happen? How often? With whom?

Need to make asset map digital.

United Way maintains a directory of services / agencies.

Need to know the specifics of programs, beyond just inventories.

Lack of services for outlying areas – services are very centralized in Sudbury.

Thunder Bay - June 21, 2005 Issues, Assets and Maps

Guidelines for funding too stringent, with a lack of committed long-term funding. One-to-one support is critical, yet often overlooked. Time constraints on sessions, timelines for support are too narrow or lacking flexibility.

Disability income is taken off of business revenue. Access to pension may become an issue as well. Disability support payments also change with marital status.

Hardware / software expenses for self-employed can be very high – no one addressing this.

Training for self-employment is limited and very narrow in focus.

On-line tools are OK as long as you are: (1) literate; (2) disciplined; and (3) don't have a learning or mental disability.

Peer support is very important, often overlooked.

Transportation is a very important issue in Thunder Bay and a real barrier to starting a business. For example, need to book para-transit 2 weeks in advance. It can take over 1.5 hours to take a bus across the city. If you don't work regular schedules, it can be too expensive to try to connect with services.

Lack of access to start-up capital.

Halifax, Nova Scotia - June 24, 2005
Issues, Assets and Maps

Services not equitably distributed between urban and rural districts – too centralized in Halifax. Should investigate, looking at services per capita, funding, users, etc. Getting to Halifax is an issue. For many, this is imperative – there is only one rehabilitation centre.

Housing is an issue – should inventory where people stay when they're in town, where they live, affordability issues, accessibility and transit issues, etc.

Where do people with disabilities live? Simple question; quite an important answer. The sector is fragmented. No one-group has all the knowledge or links. Lots of duplication, divided by jurisdictions, competitive and divided into silos (education, community services and health).

Reliance on federal funding, with a lack of long-term funding and funding stability. Trickle-down effect – money may not be hitting the streets or affecting those who need it. Transportation: cost, efficiency, access, routes and time, number of vehicles, funding, users, schedule. Important issue, worthy of future study.

Need to look at accessibility of public facilities in relation to ALL disabilities, recording both the positive and the negative features of each. The Disabled Persons Commission could be a venue to park this study, with political legs.

Nelson, British Columbia – June 29, 2005
Issues, Assets and Maps

Scheduling is a problem for people with disabilities, requiring flexibility at workplace and with training programs. On-line training can accommodate flexibility.
Transportation is an issue, getting to work, training, meeting with peers, etc.
Accommodation of specific needs in training / education – more is needed to support the requirements of the individual.

Public awareness and education still an issue, as is discrimination.

Issue of “Golden Handcuffs” – difficult to get off assistance, especially around self-employment.

Access to start-up capital is a problem when the individual is on assistance or doesn't have any assets.

Toxicity issues – map out no-go zones, although individuals may have their own requirements of where they can and can't go.

Need to invest in building local leaders and champions in the disability community – many of the leaders are not disabled.

Non-visible disabilities are not adequately addressed – focus still too much on wheelchairs.

Need to identify appropriate businesses that have or can create supportive workplaces.
Scale issues – do you look at the needs of the individual, community or region?
To be classified as “disabled”, you need a formal psycho-educational assessment, which can cost \$1,200.

Fragmentation within the both the support and service sector AND within the community of those with disabilities.

There is no one-stop service provider who coordinates all the resources required along the path towards self-employment.

Poor integration of services – quite fragmented and compartmentalized.
Service sector is in silos. Self-employment providers may act as a connector to bring people together.

Competition and duplication in the service sector.

Over-dependency on government for funding creates a problem of local determination where agenda is set by external agencies.

Funding needs to cover the real costs of participating in training / employment programs, including the costs for specialized hardware and software.

Lack of peer interaction, compounded by the lack of venues or facilities to network between people with disabilities.

Assets – need to look more at individuals and their networks to succeed (family, friends, peers, mentors, etc.), not just service providers. The SEDI / OLT program needs to change its focus to accommodate this.

Rural issues compound disability issues. Isolation, fragmentation, reduction in services, accessibility, etc.

Self-employment funding is usually tied to targets – flexibility is needed.

Appendix C – Service Providers, Agencies and Civic Organizations

Richmond and Lower Mainland

ALDA
BC Centre for Ability
BCIT
BCPA
Canadian Mental Health
Association
Capilano College
CNIB
Coast Capital
Connectra
Douglas College
IAM CARES
Kwantlan College
Langara College
Libraries
Neil Squire
Richmond Disability Resource Centre
SFU
Small Business Centre
SRS
SUCCESS
THEO, BC
TRIUMPH
TRIUMPH (BIM)
UBC
WIDHH

Sudbury Region

BDC
Cambrian College
Canada Pension Plan
CHS
CIBC
CMHA
CNIB
College Boreal
Employment Support (ODSP)
FedNor
Gezhtootjig Employment and
Training
HRSDC
ICAN
ILRC
Job Connect
Learning Initiatives

Nickel Basin Development
Corporation
NOHFC
Nokiiwin Business Employment
Services
Northern Vocational Services
OMOD
Ontario Works
Regional Business Centre
Stepping Stone
SVRC
United Way
Waubetek Business Development Corp

Thunder Bay and Region

BDO Dunwoody
City of Thunder Bay – Entrepreneurship Centre
Enlink Computers
ILRC
Lakehead Social Planning Council
Lakehead University
March of Dimes
Metis Association
Northern Women's Business
Network
ODSP
PACE
PARO
Passport to Prosperity
Superior & Northern Lights Credit Union
Superior Consulting
Thunder Bay Community
Mentorship Program
Thunder Bay Ventures
WILD
YES
YTB (Young Entrepreneurs, Thunder Bay)

Halifax Region and Nova Scotia

ACOA
Affirmative Industry Association
APT Training
BBI (Black Business Initiative)
Canada-Nova Scotia Business Service Centre
CBDC (Canadian Business Development Corporation)
CEED
Centre for Women in Business
Consumer Initiative Centre
Dalhousie College of Continuing Education
Department of Community Services

DIAL
EDN (Entrepreneurs with Disabilities Network)
Healthy Minds Cooperative
Nova Scotia Rehabilitation
Open for Business
Self-Employment Benefits Program (HRSDC)
St. Mary's University
Team Work Cooperative

Nelson and Kootenay Region

Ashland Training Centre
Ashland Training Centre – JobShop
Basin Business Advocates Program
BC Paraplegic Association
Canadian Mental Health Association
Canadian Society for Social Development
Career Development Services
Career Development Services
Chamber of Commerce
Circle of Habondia
City of Trail
CNIB
Columbia Basin Alliance for Literacy
Columbia Basin Business Advocate
Community Futures
Connected Communities
Earth and Sky Fabric Design
HRSDC
Interior Health Authority
KCDS
Kootenay Career Development Society
Kootenay Employment Services
Kootenays Savings Credit Union
L.V. Rogers
Local 480 Union
MHR
Nelson and District Credit Union
Nelson Mental Health and Addictions
Nelson Youth Centre
Osprey Foundation
Selkirk College
Sunshine Bay Enterprise
Sustainable Employment Network Inc
Theo, B.C.
Trail Association for Community Living
United Way
W.E. Graham Community School
West Kootenay Brain Injury Association

Appendix D - Connectors, Peers and Champions

Thunder Bay and Region

Jack Cleverdon
Pat Seed
Doug Dowhos
Margaret Dimillo
Don Upton (PACE)
Paul Wolfe
Bill McKirdy
Royden Potvin
Rosalind Lockyer

Halifax Region and Nova Scotia

Donald Mullens
Percy Paris
Brian Tapper
Ron Wheeler
Nevel Smith, Community Services
Tony Jackson, HRSDC
Karen Brothers, EDN
Stephen Ayer, Healthy Minds Coop.
Mark Porter, CIC
Jennifer Hann, Continuing Education
JP Galipault, Empowerment Connect
Norm Greenburgh
Mary-Anne Jones, Disabled Individuals Alliance

Nelson and Kootenay Region

Jeanette Johnston, HRSDC
Jan Wright, Kootenay Career Development Society
Jenny Hide, Canadian Mental Health Association – Achieve Program
Jane Hillary, Canadian Mental Health Association – Achieve Program
Sheila Adcock, Career Development Services, Trail
Terry McLeod, Sustainable Employment Network Inc.
Kay Ryan, Canadian Society for Social Development
Deb Kozak, Career Development Services, Nelson
Bill Duggan, Sunshine Bay Entreprise
Jennifer Cowan, Cowan Office Supplies
Jerry Sookero, MHR
Gaylene Labreche, MHR
Pauline Daniels, KCDS
Beth Hargreaves, KCDS
Diane White, Nelson Mental Health and Addictions
Kelly Grice, CNIB
Norene Mitchell, Connected Communities
Hugh Grant, Kootenay Employment Services
Ray Brock, Selkirk College