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# Developmental Services Worker Cooperative Development Project

COMING TOGETHER  
MAY 5, 2018

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10 MINUTE PRESENTATION + 5 MINUTE QUESTION & ANSWER SESSION

# Project Leadership Team

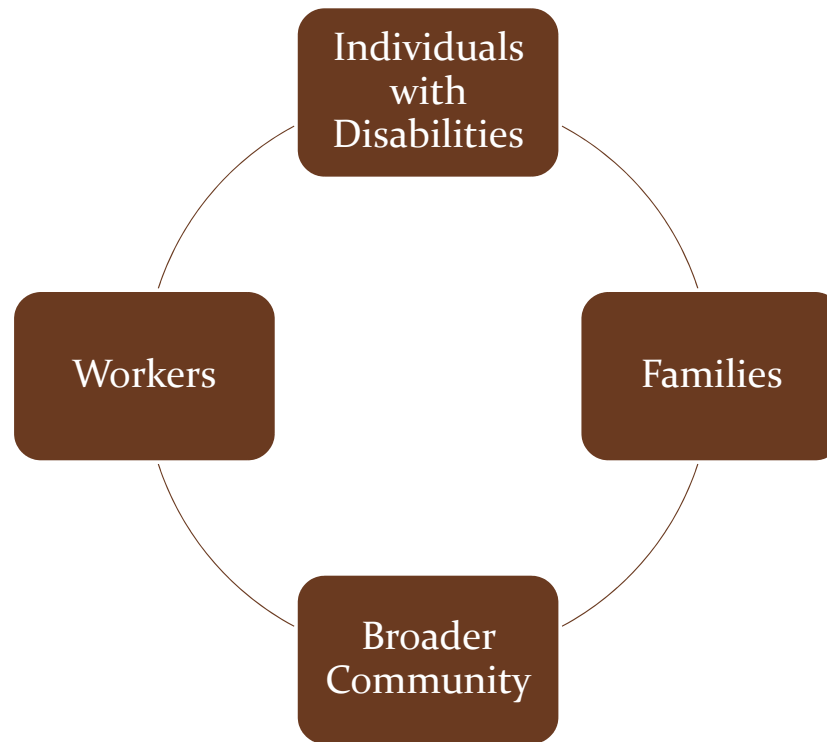
Name	Affiliation
Bojin, Minda	Parent, Disability Advocacy Network of Eastern Ontario (DANEO)
Borbey-Schwartz, Anne	Developmental Services Ontario Eastern Region (DSOER)
Donegan, Joe	Citizen Advocacy
Grayson, Chris	Community Living Upper Ottawa Valley
Kingstone, Julie	LiveWorkPlay
Murray, Lisa	Homegrown Connections
Nelson, Hugh	Y's Owl Maclure Co-op Centre, Health Care Co-operative Federation of Canada
Rogal-Black, Laura	Algonquin College

## What is a Cooperative?

*A co-operative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly owned and democratically-controlled enterprise.*

- International Co-operative Alliance

## Interrelation of Community Members' Needs



## Cooperative Values

Cooperatives are based on the following values:

- Self-help
- Responsibility
- Democracy
- Equality
- Equity
- Solidarity

Members of cooperatives tend to value:

- Honesty
- Openness
- Social Responsibility
- Caring for Others

- Canadian Worker Co-operative Federation

# Cooperative Principles

Cooperatives are guided by the following principles:

- Voluntary and Open Membership
- Democratic Member Control
- Member Economic Participation
- Autonomy and Independence
- Education, Training and Information
- Cooperation among Cooperatives
- Concern for Community

- Canadian Worker Co-operative Federation



## DSWorker Cooperative Development Project Goals

- Build community capacity to create alternatives to existing MCSS-funded services.
- Investigate whether worker co-operatives represent a viable strategy for improving the developmental services system in Ontario.
- Conduct a business feasibility study regarding the creation of worker co-operatives that would provide developmental services in the National Capital Region.
- Develop training materials about cooperatives for workers who are interested in building community capacity to welcome adults with developmental disabilities into all aspects of community life.
- Provide training and foster collaborations among service providers to facilitate the development of comprehensive business plans for worker co-operatives.
- Describe the potential for expansion and replication of the project.

## Project Timeline and Process

### 2016

- Establishment of Leadership Team
- Project Launch and Visioning Session
- Information Gathering
- Feasibility Study

### 2017

- Completion of Feasibility Study
- Selection of Workers
- Cooperative Business Development Support Provided to Workers

### 2018

- Completion of HTF Project
- Incorporation of Developmental Services Worker Co-operative
- Planned Launch of DSW Co-operative: June 3, 2018



# Developmental Services Worker Co-operative



Compassion. Gratitude. Pride.

# Developmental Services Worker Co-operative



## Services

Community Participation  
Activities of Daily Living  
Caregiver Respite  
Person-Directed Planning

## Options

3.5 hours, 1:1 or 1:2  
7 hours, 1:1 or 1:2  
overnight  
1 hour

# Developmental Services Worker Co-operative Advantages

## Worker

- Freedom to Offer Creative Services
- Meaningful Connections with Clients
- Standard Employment Benefits
- Professional Development
- Billing and Accounting by Co-op
- Flexible Schedule
- Competitive Wages and Profit Sharing
- Democratic Control of Co-op

## Client

- Individualized Direct Support Services
- Meaningful Connections with Workers
- Reliable, Qualified Workers
- Back Up for Vacation and Sick Days
- Co-op is Employer
- Flexible Schedule
- Cost-Effectiveness
- Opportunity to Provide Feedback

## Contact Information

- Developmental Services Worker Cooperative Development Project  
Minda Bojin, Julie Kingstone, Laura Rogal-Black  
Contact Laura: [rogall@algonquincollege.com](mailto:rogall@algonquincollege.com)
- Developmental Services Worker Co-operative  
Claire Maxwell, Lisa Murray, Dawn Tait, Liz van Kooy  
Contact the DSW Co-op: [dswcoop@gmail.com](mailto:dswcoop@gmail.com)