

AN ANNOTATED BIBLIOGRAPHY
On
INDIVIDUALIZED FUNDING & SERVICE BROKERAGE

prepared by The Roeher Institute with Brian Salisbury

<u>Author</u>	<u>Publication</u>	<u>Annotated Comments</u>
	<i>"Forging a Partnership: Individualizing Funding and Increasing Choices for People with Developmental Disabilities in Dane County, DRAFT"</i> , October, 1998 (document available via the Internet: http://www.bccpd.bc.ca/if/discdocs/discdoc1.html)	This proposal outlines how Dane County, Wisconsin is changing the " . . . organizing principal for how money flows within our system to include a process in which each individual has the option of creating a plan to obtain the support they require within an individual budget based upon their needs." (18 pages)
Author unknown	<i>"Enter the honest broker"</i> , New Statesman & Society, September 15, 1989	This paper explores some of the critical differences between the case management and brokerage roles (2 pages)
Author unknown	<i>"Will Direct Payments Bill pave the way for care Revolution?"</i> , Care Plan, December, 1995, Vol. 2, No. 2	Brief paper considers the potential impact of the Direct Payments Bill on service delivery in the United Kingdom (2 pages)
Author unknown	<i>"A Unique Project: Choice and Opportunity - giving greater say to individuals with an intellectual disability"</i> , <i>Abilities</i> , spring, 1997	This brief paper outlines the main elements of the Choice and Opportunity Project in Prince Edward Island which is utilizing a demand based framework to increase decision making for people with disabilities (2 pages)
Author unknown	<i>"Choice and Opportunity"</i> , <i>Abilities</i> , Fall, 1997	An update on the PEI project, written 10 months after the first article appeared in the spring of 1997 in the same journal (2 pages)
Bach, Michael	<i>"Giving choices to people with mental disabilities"</i> , <i>Perception</i> , Vol. 15, No. 3, 1991	This paper discusses some of the many policy challenges associated with implementing "service brokerage" and "individualized funding" in Canada (4 pages)
Bach, Michael	<i>"Securing Self-Determination: Building the Agenda in Canada"</i> , TASH Newsletter, June/July, 1998	Articles considers what needs to take place on both a practice and policy level to secure self determination and citizenship for people with disabilities (3 pages)
Banks, Penny and Kerr, Vickie	<i>"The Choice Model of Case Management: Standards for Quality"</i> , Choice - the Case Management Service, c/o Finchley Memorial Hospital, Granville Road, North Finchley, United Kingdom (circa 1989)	Paper describes a consumer driven case management model, with a focus on worker roles, the service's operating charter, and process issues (8 pages)
BC Rehab & Greater Vancouver Home Support Society	<i>"Enhanced Consumer Participation Model: Skill Development Manual for Consumers of Home Support Services"</i> , BC Rehab & Greater Vancouver Home Support Society, 1990	A training manual that includes 5 modules intended to empower consumers to act as effective employers (52 pages plus appendices)

BCCPD	" <i>Report on the Individualized Funding Conference</i> ", sponsored by the Individualized Funding Project of the British Columbia Coalition of People with Disabilities and held in Vancouver, BC, June 8-9, 1997 (available via: http://www.bccpd.bc.ca/if/ifconf.html)	The proceedings from this 2 day conference, attended by major stakeholders, examined such topics as: consumer perspectives; the Choices in Support for Independent Living Program; Microboards; international examples of individualized funding; the challenges facing individualized funding and how it can fit within developing trends within social services
Bleasdale, Michael & Crumpton, Brendan & Hardaker, Ken & Tomlinson, John	" <i>The New Millennium and Empowerment of People with Intellectual Disability</i> ", Interaction, Volume 9, Issue 4, 1996	Paper argues that the debate around the merits of individualized funding and service brokerage cannot take place without a renewed discussion of such concepts as a Bill of Rights which also have the potential to improve the lives of all people (8 pages)
Bolduc, Mario	" <i>Individualized Funding: A summary of the Quebec Experience</i> ", document prepared under the auspices of the Assessment - Rehabilitation and Long Term Services Planning and Evaluation Branch, Quebec Department of Health and Social Services, 1988	This government paper explains the background and functioning of various programs using different forms of "direct funding" for a range of recipients in the province of Quebec (9 pages)
Brandon, David	" <i>Direct Power: a handbook on service brokerage</i> ", Tao Publications, United Kingdom, 1991	A practical handbook based on the brokerage model developed in the late 1970's by the Woodlands Parents Group. The brokerage planning process is discussed in detail (32 pages)
Brandon, David	" <i>Service Brokerage</i> ", Nursing times, November 8, Vol. 85, No. 45, 1989	A Brief description of the Canadian brokerage model as developed by the Woodlands Parents Group, written for a professional British nursing audience (1 page)
Brandon, David	" <i>What is Direct Payment?</i> ", Breakthrough, Volume 2, Number 2, 1998	Direct payments defined for the United Kingdom context (2 pages)
Brandon, David & Towe, Noel.	" <i>Free to choose: An Introduction to Service Brokerage</i> ", Good Impressions Publishing LTD., London England, 1989	First UK monograph to examine the Canadian service brokerage model and consider its applicability to Britain (40 pages)
Brandon, David (Editor)	<i>Money for Change</i> , Anglia Polytechnic University, Cambridge, England, 1994	Edited monograph that includes 8 chapters with diverse perspectives on individualized funding and service brokerage (52 pages)
Brandon, Tobi	" <i>Would you be a service broker? - a future job for the all-rounders with a yearning for independence</i> ", Care Plan, March, 1995	A comprehensive article that describes how the direct funding/brokerage model could work in Britain; includes a job description for brokers (4 pages)
Callahan, Michael & Mank, David	" <i>Choice and Control of Employment for People with Disabilities: A White Paper</i> ", RWJF Self Determination for Persons with Disabilities National Program Office, Institute on Disability, University of New Hampshire, July, 1998	This paper explores the various issues that need to be addressed to enable people with disabilities to secure employment opportunities; includes an analysis of how individualized funding can play a role in this (20 pages)
Canadian Ministers of Social Services	" <i>In Unison: A Canadian Approach to Disability Issues</i> ", This document is available for download via http://socialunion.gc.ca/pwd/unison/preamble_e.html	This document sets out a blueprint for promoting the integration of persons with disabilities in Canada.

Clutterbuck, Peter	<i>"Service Brokerage and Individualized Funding: A Concept Paper (Draft) for the Discussion of The Task Force on Service Brokerage and Individualized Funding"</i> , unpublished paper, May, 1988	This paper was based on the proceedings of the first Canadian symposium held in Ottawa in 1987 on Service Brokerage and Individualized Funding and attempted to distill areas of agreement and pose further policy questions that would inform the development of a coherent model and policy framework (15 pages)
Coalition of Provincial Organizations of the Handicapped	<i>"COPOH's Preliminary Position on Fiscal Arrangements Affecting Disabled Canadians"</i> , Coalition of Provincial Organizations of the Handicapped, Winnipeg, Manitoba, September, 1987	Comprehensive analysis of fiscal arrangements affecting disabled Canadians, written with a view to bringing programs and policies into line with the current realities and needs of people with disabilities
Collins, Dan & Salisbury, Brian	<i>"Is Individualized funding About to Come Full Circle in BC?"</i> , Common Sense, Issue 3, December, 1999 (unabridged version available via Brian Salisbury at bsalisbury@home.com)	Paper explores the status of a proposal to implement individualized funding in the province of BC and comments on the community development process now unfolding (6 pages)
Community Brokerage Services' Society	<i>"Towards Empowerment: A Glimpse of the Future - The Story of Individualized Funding and Autonomous Service Brokerage in British Columbia"</i> , 1995 (copies available from the Family Link Society of BC - contact Jackie Maniago c/o 604-420-3072)	Personal stories written by individuals whose family members participated in the individualized funding/service brokerage pilot project in BC from 1990-1996 (35 pages)
Community Brokerage Services' Society	<i>"The Community Brokerage Services' Society: Manual of Organizational Policies and Procedures"</i> , Community Brokerage Services' Society, Revised April, 1995 (copies are available from Brian Salisbury in Microsoft Word 6.0 format via email: bsalisbury@home.com)	Detailed manual sets out the forms, processes etc. employed by the CBSS brokerage agency during the 5 year pilot project
Community Family Link Society of BC	<i>"Proposal submitted to: The Minister of Social Services and Housing Re: the Implementation of a Community Brokerage Service Agency"</i> , July 14, 1988	A proposal outlining the elements and costs associated with establishing a brokerage agency (8 pages)
Community Living Society (CLS)	<i>"Restoring Decision-Making to People with Disabilities: The Role of Individualized Funding and Service Brokerage"</i> , CLS, October 4, 1988	A position paper developed by the CLS to articulate its ongoing efforts and commitment to implement individualized funding and service brokerage, albeit within a traditional agency context (4 pages)
Community Services Consulting Ltd.	<i>"Review of Individualized Funding"</i> , Community Services Consulting Ltd., 9357-98A Street, Edmonton, Alberta, September, 1992	This report presents the findings of the evaluation of Alberta's experience of individualized funding for a adults with a mental disability (136 pages)
Concepts of Independence	<i>"The Consumer Directed Personal Assistance Program Guide"</i> , 120 Wall Street, Suite 1010, New York, New York, 1995	This personal assistance guide is intended to facilitate consumer participation in the Concepts for Independence INC. program in New York. Issues covered include personal responsibilities, liability, recruitment, payroll, hiring, training and supervising staff, etc. (47 pages)

Conroy, James W. and Yuskas, Anita	<i>"Independent Evaluation of the Monadnock self Determination Project"</i> , the Center for Outcome Analysis, Ardmore, PA, 19003 (jconroy@aol.com), December, 1996	The evaluation of various positive outcomes for people with disabilities who participated in this RWJF sponsored self determination project in New Hampshire (34 pages)
Crawford, Cameron	<i>"Story of the Woodlands Parents' Group: Personal and Organizational Perspectives"</i> , unpublished paper, August 15, 1983	This paper details the story and contribution of this parents' group which is credited with the first comprehensive conceptualization of individualized funding and service brokerage in British Columbia in 1976 (31 pages)
Cullen, the Honorable Dr. Michael	<i>"A New Deal for People with Disabilities"</i> , Intellectual Handicap Review, Volume 28, No. 3, September, 1990	Text of a speech that Dr. Cullen, Minister of Social Welfare, gave to the New Zealand Community Services Union Conference held in Wellington on August 10, 1990 in which direct funding played a central role. (3 pages)
Department of Health (United Kingdom)	<i>"A Guide to Receiving Direct Payments"</i> , a Department of Health Publication, available free via the Internet at http://www.open.gov.uk/doh/directp.htm	A practical guide that addresses many issues of interest to consumers such as how to receive direct payments, becoming an employer, contracting with someone who is self employed, contracting with an agency, etc. (68 pages)
Dickey, Jo; Crawford, Cameron & McClughan, Glen	<i>"Leaving the Bridge: The Journey into Citizenship by Persons with Disabilities"</i> , unpublished paper, February, 1989	This paper (which also served as the text for a 1989 keynote speech made by Jo Dickey in Australia) examines individualized funding and brokerage from the perspective of two mechanisms that have the capacity to secure citizenship rights for labeled people, as well as facilitate broader social change (13 pages)
Dowson, Steve	<i>"Means to Control: A review of the service brokerage model in community care"</i> , Values Into Action, London, England, 1995	This report explores the service brokerage model, and its relevance to the development of UK services, which hand over control to the people who use the services. (35 pages)
Dowson, Steve	<i>"Moving to the Dance or Service Culture and Community Care"</i> , Values Into Action, London, England, 1991	An interesting look at some important aspects of the current and problematic service culture in the United Kingdom (42 pages)
Dowson, Steve	<i>"Who Does What? The process of enabling people with learning difficulties to achieve what they need and want"</i> , Values Into Action, London, England, 1990 (revised 1999)	This booklet offers an analysis of the way in which the various roles involved in planning, funding, and organizing personal supports need to be separated in order to avoid conflicts of interest. This is a fundamental framework, which can be used to assess both existing and proposed systems for funding and service delivery.
Dowson, Steve	<i>"Going Beyond Griffiths: A re-assessment of community care"</i> , Values Into Action, London, England, October, 1989	An overview of the policies and structures, post Griffiths, that are needed to promote the development of organizations that will provide flexible and accountable services to people with disabilities (17 pages)
Edmonton Region Social Services	<i>"Towards a New Vision: Individualized Services for Citizens with Disabilities"</i> , Edmonton Region Social Services, September, 1987	A document that outlines how a government department proposes to move towards a demand driven framework, which includes flexible funding arrangements, for identifying and meeting individual needs (14 pages)

Family Link Management Team	<i>"A Discussion Paper Outlining the Roles of the Community Living Agent"</i> , June, 1995	This brief paper outlines the roles to be adopted by the community living agent, the staff person designated by the Community Brokerage Service Society to work with people with disabilities served specifically by the Community Living Society - For information, the CBSS was an organization that was developed when the CLS decided to divest itself of brokerage planning supports (7 pages)
Feinberg, Lynn Friss & Whitlatch, Carol, J.	<i>"Family Caregivers and Consumer Choice: Options for In-Home Respite (Final Report)"</i> , Family Caregiver Alliance, San Francisco, CA, December, 1996 (info@caregiver.org)	This one-year study examined the in-home respite experiences of family caregivers served by California's Caregiver Resource Centers. The study explored reasons caregivers use different modes of in-home respite, the characteristics of these caregivers, their satisfaction with services and quality of care, and the related utilization and cost issues of providing in-home respite care for family caregivers (13 pages)
Ferguson, Philip M; Ferguson, Diane; Blumberg, Richard E. and Ferguson, Ian	<i>"Negotiating Adulthood: Kitchen Table Conversations about Supported Living"</i> , (in Human Services, Towards Partnerships & Support, Patricia O'Brien & Ray Murray, The Dunmore Press Ltd., 1997	This chapter examines the role that support brokerage played in helping a family and their son to plan for supported community living (11 pages)
Flanagan, Susan A.	<i>"Maximizing Consumer-Direction Through the use of Intermediary Service Organizations"</i> , A presentation made to the New Hampshire Department of Health and Human Services' Regional Service System Staff, July, 1997	An overview of employer related tasks and the role that various types of ISO's can play to assist people with disabilities to effectively use and manage their funding (8 pages)
Flanagan, Susan A. & Green, Pamela S.	<i>"Consumer-Directed Personal Assistance Services: Key Operational Issues for State CD-PAS Programs Using Intermediary Service Organizations"</i> , A report prepared for the US Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation, Division of Aging and Long-Term Care, October 24, 1997	This study was intended to identify best practices for implementing consumer directed PAS programs through the use of 6 major types of intermediary service organizations. Twenty-three programs in eleven US states were examined in the study (70 pages)
Gordon, Christine	<i>"Framework for Individualized Funding and Autonomous Planning"</i> , British Columbia Coalition of People with Disabilities, 1996 (unpublished paper)	Paper written from a community development perspective that explores how to move individualized funding and independent planning forth on the policy agenda (8 pages)
Grant, Francis and Associates	<i>"Program Evaluation: Calgary Community Living Society"</i> , Grant, Francis and Associates, November, 1989	An evaluation of the Calgary Community Living Society's implementation of individualized funding and service brokerage (39 pages)
Hall, Lesley (Attendant Care Coalition)	<i>"Individualized Funding – Presentation to Recreating Communities"</i> , (Paper is available for download from http://members.home.net/bsalisbury/document.htm)	Paper examines key principles of individualized funding and service brokerage and comments on international developments, as well as the relevance of these concepts to Australian context. (9 pages)

Hall, Lesley (Attendant Care Coalition)	<i>"Individualized Funding: A new approach to support services for people living with HIV/AIDS"</i> , Presentation to the Country AIDS Network Futures Conference, June, 1999, (Paper is available for download from http://members.home.net/bsalisbury/document.htm)	Examines the potential impact of IF on the lives of people with HIV/AIDS. (11 pages)
Harkins, Dennis	<i>"Servant-Leadership, Self-Determination and Services to People with Developmental Disabilities"</i> , unpublished paper, September, 1999 (this paper can be downloaded from http://members.home.net/bsalisbury/miscellaneous.htm)	This paper is intended to invite a dialogue with others about the profound implications of Robert Greenleaf's concept of Servant-Leadership for human services, and particularly for the manner in which publicly funded services are provided to people with developmental disabilities.
Harkins, Dennis & Rossiter, Dan	<i>"Individualized Funding in a Wisconsin County"</i> , August, 1999 (in press in Community Living, the quarterly journal of the BC Association for Community Living; the full version can be downloaded from http://members.home.net/bsalisbury/brokerage.htm)	This brief paper examines Dane county's (Wisconsin) current efforts develop a process to offer the option of individualized funding to everyone with a developmental disability who receives support and services.
Harkins, Dennis	<i>"The Obligations of Being A Support Broker"</i> , unpublished paper, June 25, 1998	Comprehensive overview of the roles and obligations of being a support broker (3 pages)
Health and Welfare Canada/ Secretary of State	<i>"I am Who I Should Be Already: A Report on the Proceedings of the National Symposium on Brokerage/ Individualized Funding"</i> , November, 1987 (Ottawa)	This report describes the results of the first national symposium on brokerage and individualized funding in which over 100 key stakeholders from across Canada shared their developing perspectives (49 pages)
Holman, Andrew	<i>"Key Issues for Local Authority Implementation of Direct Payments"</i> , unpublished paper, circa 1997	This paper provides a detailed overview of critical issues facing local authorities that are endeavoring to implement direct payments in the United Kingdom. Included also is an extensive reference list (16 pages)
Holman, Andrew & Collins, Jean	<i>"Funding Freedom 2000 - People With Learning Difficulties Using Direct Payments"</i> , Values Into Action, London, England, 1999	This comprehensive book describes how people with learning difficulties can be supported to access and use Direct Payments, and how potential problems and pitfalls can be circumvented. (108 pages)
Holman, Andrew & Collins, Jean	<i>"Funding Freedom: Direct Payments for People with Learning Difficulties"</i> , Values Into Action, London, England, 1997	This book looks at the reactions of Local Authorities, and others, to the Community Care (Direct Payments) Act and discusses how the lessons and experiences of indirect schemes and of service brokerage can be used to benefit people with learning difficulties. Includes a comprehensive reference list. (85 pages)
Irish, Hazel	<i>"Direct Payments"</i> , Breakthrough, Volume 2, Number 2, 1998	A mental health survivor living in an isolated village in England discusses the impact that direct payments have had on her life (6 pages)

Jackson, Elaine	<i>"Service Brokerage and Results Based Accountability: An Overview of Developments in North America"</i> , A Report prepared on behalf of the Protection and Care Branch, Ministry for Youth and Community Services, State Government of Victoria, Australia, February, 1997	This report is based on an extensive visit by the author to the US and Canada and explores alternative approaches to service provision (with a focus on the service brokerage model) in the context of increasing demands for services, fiscal restraint and government's changing role in the delivery of social policy outcomes (32 pages)
Jervis, Margaret	<i>"A La Care Service"</i> , Social Work Today, July 26, 1990	Paper examines the role of the broker as an alternative way to provide real choices in the delivery of services (3 pages)
Johnson, Beverly	<i>"More Than Good Intentions: Analysis of System Change in Ohio Necessary for Self-Determination"</i> , Prepared for Removing the Mask, Ohio Association of County Boards of Mental Retardation/Developmental Disabilities, 73 East Wilson Bridge Road, Suite B-1, Worthington, Ohio, April, 1998	Comprehensive analysis of the various public policy issues that affect person centered planning and self determination in Ohio (70 pages)
Keefe, Janice M. & Fancey, Pamela J	<i>"Financial Compensation versus Community Supports: An Analysis of the Effects on Caregivers and Care Receivers - Final Report"</i> , Department of Gerontology, Mount Saint Vincent University, Halifax, Nova Scotia, Prepared for Health Canada, March 31, 1998	The goal of the report was to synthesize research and evidence of the effects of financial compensation on caregivers and care receivers as compared to other community supports in order to better understand its potential as a policy option for supporting informal carers. Provincial and international perspectives are addressed. (106 pages plus extensive appendices and references)
Leavitt, Barbara	<i>"I'm so proud . . . of me! Stories of Changes, Challenges and Choices in Thunder Bay"</i> , published by the Lakehead Social Planning Council, 125 S. Syndicate Ave., Thunder Bay, Ontario, 1997	Personal stories from the Choices Project in Thunder Bay which utilized individualized funding and service brokerage (99 pages)
Linz, Mary H., McAnally, Patricia & Wieck, Colleen (Editors)	<i>"Case Management: Historical, Current and Future Perspectives"</i> , Brookline Books, Cambridge, MA, 1989	Text that endeavors to integrate information on case management practice and procedures (168 pages)
Longley, Neil	<i>"Saskatchewan Individualized Funding and Brokerage Project (Choices for Empowerment) - A Cost-Benefit Analysis - Final Report"</i> , September 12, 1996	This paper presents a cost/benefit analysis of individualized funding for the Choices for Empowerment Project in the province of Saskatchewan. Various scenarios are presented (28 pages)
Louisiana Office for Citizens with Developmental Disabilities	<i>"The Journey Begins: Stories of Self Determination from Louisiana"</i> , Louisiana Office for Citizens with Developmental Disabilities, June, 1998	Personal stories from the Louisiana self determination project (28 pages)
MacKinnon, Kelly	<i>"Individualized Funding Service Brokerage Pilot"</i> , Research, Evaluation and Statistics Branch; Policy, Planning and Research Division, Ministry of Social Services, October, 1995	This evaluation of the BC pilot project identifies both the strengths and weaknesses of this innovative individualized funding/service brokerage pilot that operated between 1991-96 in British Columbia (54 pages)

Maclean, Heather	<i>"A Challenge to Social Policy: The Rights of the Individuals or Due Process and Equality"</i> , paper prepared as partial requirement for SOWK 693, Canadian Social Policy and the disabled, University of Calgary, circa 1990	This paper states a rationale for movement from due process and equality to individualization of support based on need (31 pages)
Magalajlic, Reima Ana	<i>"The Silent Treatment"</i> , Openmind, No. 99, Sept/Oct, 1999	This brief paper explores why direct payments are not more widely used by people with mental health needs in the United Kingdom (5 pages)
Magalajlic, Reima Ana, Bryant, Marie & Brandon, David & Given, David	<i>"Direct Payments in mental health - a research report"</i> , Breakthrough, Volume 2, Number 2, 1998	This study reports on the positive outcomes for mental health consumers who are in receipt of direct payments in Tower Hamlets in England (11 pages)
Marlett, Nancy J. (Editor)	<i>"Independent Service Brokerage: Achieving Consumer Control Through Direct Payment"</i> , A Dinsdale publication, The Walter Dinsdale Center for the Empowering of Canadians with Disabilities, #619 - 839 5Avenue, Calgary, Alberta, 1988	This report chronicles one organization's (Calgary Association for Independent Living) efforts to empower people with disabilities through the use of direct funding and brokerage (68 pages)
Marrone, Joe & Hoff, David & Helm, David	<i>"Person-Centered Planning for the Millennium: We're Old Enough to Remember When PCP was a Drug"</i> , article is available by contacting Joe Marrone at JM61947@AOL.COM	This article: reviews the core values that form the basis for successful person-centered planning; addresses key system and skill problems; and suggests solutions. The conclusion reached is that consistent attention must be devoted to values throughout the process; that shifts in power relationships must occur, and that more emphasis needs to be paid to specific individual characteristics of the focus person (22pages).
McClughan, Glenn & Salter, Lynn	<i>"There when you need them"</i> , Entourage, Winter, 1988, volume 3, Number 1	A description of service brokerage as practiced by the Vancouver Community Living Society, the community agency created by the Woodlands parents Group (7 pages)
McKenney, Brian	<i>"Service Brokerage - The New Zealand Experience"</i> , unpublished paper, circa 1988	The author, who coordinated a pilot project in the late 1980's, examines the impact and operation of a service brokerage scheme in Palmerston North (8 pages)
Monadnock Developmental Services, Inc.	<i>Whatever It Takes: Stories of Self Determination From the Monadnock Region"</i> , Monadnock Developmental Services, Inc., 640 Marlboro Street, Route 1, Keene, NH, 03431, 1997	Various personal stories from the RWJF sponsored self determination project in New Hampshire (16 pages)
Morris, J	<i>"The Shape of Things to Come?: User-led services"</i> , National Institute for Social Work, London, England, 1994	
National Union Research	<i>"The Hard Truth About Individualized Funding"</i> , May 1998 (To obtain this paper you can visit http://nupge.ca or email national@nupge.ca)	A highly critical view of IF from the National Union Perspective, suggesting that IF is being promoted by governments in the context of downloading, dismantling and deregulating the current supply side service delivery paradigm (14 pages)

National Union Research	<i>"Legal Analysis of Individualized Funding: The Gray and Stanford Case in Newfoundland"</i> , December, 1998 (To obtain this paper you can visit http://nupge.ca or email national@nupge.ca)	The National Union Research's summary of how the Gray and Stanford case was decided at the Labour Relations Board, as well as at the Newfoundland Supreme Court, and what the implications are for unionized workers (11 pages)
National Union Research	<i>"Individualized Funding: Destruction of Our Social Services Support System"</i> , National Union Research, February, 1977 (To obtain this paper you can visit http://nupge.ca or email national@nupge.ca)	Commentary of the negative impact that implementation of individualized funding would have on the fabric of current social services, written from the perspective of the national public sector unions (5 pages)
Nerney, Tom	<i>"The Poverty of Human Services: An Introduction"</i> , RWJF Self Determination for Persons with Disabilities National Program Office, Institute on Disability, University of New Hampshire, July, 1998	This paper critiques the current structure and operation of human services, arguing that people with disabilities must gain a greater control over fiscal resources and planning and decision making processes to become empowered and achieve quality of life (14 pages)
Nerney, Tom & Shumway, Don	<i>"Beyond Managed Care: Self Determination for People with Disabilities"</i> , published by the RWJ Foundation First edition, September, 1996 (available via http://www.self-determination.org),	Monograph examines the potential role of individualized budgets and self determination in the US context of managed care (20 pages)
Ney, Heather & Sone, Ophira	<i>"Five Star Successes - Service Brokerage . . . a few stories that show how Canadians are working together to make life better for disabled Canadians"</i> , Rehabilitation Digest, Volume 18, Number 4, Winter, 1988	Brief article that describes both the beginnings and core elements of service brokerage in Canada (2 pages)
O'Brien, John	<i>"Community Engagement: A Necessary Condition of Self-Determination and IndividualFunding"</i> , 1999 (Paper is available for download via http://members.home.net/tsalisbury/)	This paper explores in detail the long-term process of culture change (leading to opportunities for contribution by people with disabilities) through community engagement, which is seen as a necessary condition for both self-determination and IF (19 pages)
O'Brien, John	<i>"Implementing Self-Determination Initiatives: Some Notes on Complex Change"</i> , Responsive Systems Associates, 58 Willowbrook Drive, Lithonia, Georgia, 1999	This paper discusses critical issues associated with the implementation of the Robert Wood Johnson Foundation supported self determination initiatives underway in 38 US states, many of which utilize variations of direct funding and independent planning - sometimes referred to as support brokerage (40 pages)
O'Brien, John	<i>"Anticipated Power Shifts and Conflicts of Interest"</i> , unpublished paper, June 29, 1998. This paper is available via the Internet at: http://www.bccpd.bc.ca/if/discuss.html	This article summarises a discussion held with various people involved in Wisconsin's RWJ Foundation Self-Determination Project in Dane Country. The article explores critical implementation-related issues that occur when moving from a traditional supply-side approach to a more demand-based system (16 pages).

Olivieri, Ralph	<i>"Service brokerage: an emerging trend in the Welfare Sector"</i> , a thesis submitted as part of a Master of Policy and Administration, School of Social Sciences, Flinders University, South Australia, March, 1990	This MA thesis traces the historical roots and implementation of individualized funding and service brokerage. Various international "models" are explored (74 pages)
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Rannelli, Pam	<i>"Brokerage Review and Research Project"</i> , unpublished paper, circa 1989	The author explored various models of service brokerage operating in Calgary, Alberta (36 pages)
Rioux, Marcia \$ Crawford, cam	<i>"Choices: New Methods of Responding to the Individual with a Handicap"</i> , Community Living Society, Vancouver, 1982	The first comprehensive text to articulate both the elements and the process of the service brokerage model as developed by the Woodlands Parents Group and implemented by the Community Living Society (119 pages)
Rioux, Marcia H. & Crawford, Cam	<i>"Poverty and Disability: Towards a New Framework For Community Mental Health"</i> , Canadian Journal of Community Mental Health, Vol. 9, No. 2, 1990	
Rioux, Marcia H., Ph.D. & Crawford, Cam	<i>"The Canadian Disability Resource Program: Offsetting Costs of Disability and Assuring Access to Disability-Related Supports (A Proposal for Reform)"</i> , Roeher Institute, North York, Ontario, 1994	"The Canadian disability Resource Program draws on the best elements from the left and the right and outlines a proposal that is economically feasible and effectively meets people's disability-related needs . . . this program would support people to get off welfare and into the labor market" (59 pages)
Robert Wood Johnson Foundation	<i>"Common Sense"</i> , quarterly journal published by the RWJ Foundation (available via http://www.self-determination.org)	This publication presents implementation related issues and personal stories associated with the US self determination projects
Roeher Institute	<i>"Evaluation of the Choices Project: Final Report"</i> , Roeher Institute, North York, Ontario, April 1997	This final report evaluates a demonstration initiative in Thunder Bay, Ontario which utilized individualized funding and service brokerage to achieve self determination, community inclusion, supportive relationships and participation for people with intellectual disabilities (48 pages)
Roeher Institute	<i>"A Literature Review of Individualized Funding: Self-Managed Attendant services in Ontario: Direct Funding Pilot Project"</i> , Center for Independent Living in Toronto, Inc., 1997	This literature review explores individualized funding resources from both a cross disability and international perspective (88 pages)
Roeher Institute	<i>"Final Evaluation Report: Self-Managed Attendant Services in Ontario: Direct Funding Pilot Project"</i> , Center for Independent Living in Toronto, Inc., March 1997	This report is an evaluation of the Self-Managed Attendant Services Direct Funding Pilot Project in Ontario in which 102 individuals were provided with direct funding to hire and manage attendant services (139 pages)
Roeher Institute	<i>"Direct Dollars: A Study of Individualized Funding in Canada, Roeher Institute"</i> , North York, Ontario, 1993	This text examines the potential impact of individualized funding on consumers, service providers and social service agencies, while also looking at current funding arrangements and their relation to individualized funding. Various models of direct funding are discussed (130 pages)

Roeher Institute	<i>The Power to Choose: An Examination of Service Brokerage and Individualized Funding as Implemented by the Community Living Society</i> , Roeher Institute, North York, Ontario, Canada, 1991	Detailed analysis of the Community Living Society's implementation of service brokerage. The issue of the model's applicability to other health and social service sectors is examined (184 pages)
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Salisbury Brian	<i>"Towards Dignity and Self Determination"</i> , <u>Transition</u> , December 1993/January, 1994	An examination of the personal qualities, practice skills and knowledge base required by service brokers to work successfully on behalf of people with disabilities (3 pages)
Salisbury, Brian	<i>"Response to Individualized Funding"</i> , <u>Transition</u> , December 1993/January 1994	Author poses a number of questions which, it is argued, must be addressed if individualized funding and service brokerage are to be coherently implemented so as to ultimately empower people with disabilities (3 pages)
Salisbury, Brian	<i>"Moving Beyond Disability"</i> , Keynote remarks made at the 2cd annual Robert Wood Johnson Foundation Self Determination Conference in Minneapolis, Minnesota, July 9-11, 1998 (full text available from Brian Salisbury at bsalisbury@home.com)	Remarks reference international developments and argue that individualized funding and service brokerage must be developed within a policy framework whose ultimate goal is to ensure citizenship and therefore de-construct "disability" (17 pages)
Salisbury, Brian	<i>"Individualized Funding and Autonomous Planning: A Position Paper Exploring Critical Implementation Issues"</i> , Prepared for the Individualized Funding Project Reference Group of the British Columbia Coalition of People with Disabilities, November, 1996	Paper examines critical implementation issues vis-à-vis government, public sector unions, service providers and the employer association in British Columbia (20 pages)
Salisbury, Brian	<i>"An Overview of Community/Independent Living Support Programs for Persons with Disabilities in Developing Commonwealth Countries"</i> , A Report Prepared for Health & Welfare Canada, Social Service Programs Branch, Coordination and Policy Division, March, 1990	This report is based on interviews with delegates who attended the Commonwealth Association for Mental Handicap and Developmental Disabilities' first pan-Commonwealth Conference on a "Global Strategy for Prevention of Mental Handicaps in Developing Countries, held in New Delhi, India, February 5-9, 1990 (33 pages)
Salisbury, Brian	<i>"Provision of Personal Planning Supports to Individuals Served by the Community Living Society: An Issues Paper Exploring the Respective Roles of the Community Brokerage Service Society and the Ministry of Social Services"</i> , prepared on behalf of the Community Brokerage Service Society, March, 1993	Paper sets out the respective roles that service brokers and social workers should play in relation to the Community Brokerage Service Society's service planning role for people with disabilities served by the Community Living Society (20 pages)
Salisbury, Brian	<i>"An Agenda of Ownership in the Name of Caring"</i> , Community Living, Vol. 3, No. 3, January	This paper, which considers the potential role of individualized funding and brokerage in the United Kingdom following the release of the Griffiths' White Paper, concludes that there is a long way to go before consumers can exert control over their lives and bring about real empowerment (2 pages)
Salisbury, Brian	<i>"The Current Status and Potential Impact of Individualized Funding and Service Brokerage in the United Kingdom"</i> , prepared for the Community Living Society, May, 1989	The findings of the report are based on an extensive visit by Jo Dickey and Brian Salisbury to the United Kingdom in 1989 (24 pages)

Salisbury, Brian	<i>"A Response to the Draft Ministry of Social Services' Discussion Paper entitled Refocusing SPMH Service Delivery for Social Workers"</i> , November 2, 1994, unpublished paper (available from Brian Salisbury at bsalisbury@home.com)	This paper argues strongly against placing planning and purchasing decision making authority in the hands of social workers in the province of British Columbia (7 pages)
Salisbury, Brian	<i>"A Report on the Status of Individualized Funding and Service Brokerage in Australia"</i>	This report, carried out under the auspices of the Roeher Institute, is based on a trip by the author to Australia in 1990 and provides a status report particularly as this relates to the area of intellectual disability. Forums were held with stakeholders in regions from 4 states (18 pages)
Salisbury, Brian	<i>"Where do we go from here?"</i> Fifth chapter from the book, <i>Money for Change</i> , Edited by David Brandon, Anglia Polytechnic University, 1994	An analysis of the key issues that need to be considered if the individualized funding / brokerage paradigm is to be embraced by a broad spectrum of disability groups (10 pages)
Salisbury, Brian	<i>Illusion or revolution? The International Context for Individualized Funding"</i> , Remarks made by Brian Salisbury at the Conference on Individualized Funding held in Vancouver on June 8 & 9, 1997 (remarks available from Brian Salisbury via email at bsalisbury@home.com)	Remarks examined international developments vis-à-vis individualized funding and service brokerage (full text 39 pages)
Salisbury, Brian, Dickey, Mrs. R. H. (Jo) & Crawford, Cam	<i>"Service Brokerage: Individual Empowerment and Social Service Accountability"</i> , Roeher Institute, North York, Ontario, 1987	Monograph that outlines the individualized funding / service brokerage model as developed by the Woodlands Parents Group. Brokerage roles and process issues are discussed in detail (32 pages)
Saskatchewan Seniors Mechanism	<i>"Saskatchewan Individualized funding and Brokerage Project (Choices for Empowerment) PROPOSAL"</i> , Saskatchewan Seniors Mechanism, 112-2001 Cornwall Street, Regina, Saskatchewan, September, 1996	Original proposal to implement individualized funding and service brokerage that went to the Saskatchewan government (53 pages)
Shields, Craig V.	<i>"A Brief History of Brokerage"</i> , March 1988 (unpublished paper can be downloaded from http://www.independentliving.org/ToolsforPower/Tools27.html)	Brief paper examines the roots of brokerage and individualized funding by families in BC in the mid 1970's.
Shields, Craig V.	<i>"Report On; Service brokerage for Persons with Disabilities in the Province of Ontario"</i> , report prepared by Human Services Consultants, for the Services for Disabled Persons Branch, MCSS, March 28, 1988	The paper was prepared with a view to possibly adapting the concept of service brokerage to the Ontario context (66 pages)

Shumway, Donald L.	<i>"Freedom, Support, Authority and Responsibility: The Robert Wood Johnson Foundation National Program on Self-Determination"</i> , Focus on Autism and Other Developmental Disabilities, Volume 14, Number 1, Spring, 1999	This article provides an overview of various program initiatives sponsored through RWJF's National Program Office on Self-Determination. "This Office . . ." is facilitating change through the support of "learning community" grants to self-advocacy organizations, to Arc, and to others (e.g. University Affiliated Programs). Multiyear implementation grants have been made to 29 states, and a longitudinal evaluation is underway."
South Vancouver Island Resource Center for Independent Living & University of Victoria	<i>"Project Inter-Seed: Learning from the Health Care Experiences of People with Disabilities"</i> , February 10, 1999, for further information on this project and to obtain a copy of the report, call 250-381-4125	This report is based on interviews and observations of both recipients of health care services (who use individualized funding) and support providers within the Capital Region in BC. The researchers conclude that individualized funding programs are essential health services that need to be made more widely available (6 pages).
Stainton, Dr. Tim	<i>"Money is Power! Direct Funding and Learning Disabilities"</i> , Community Living, April, 1996	A brief paper that explores some of the issues surrounding direct payments and people with learning difficulties in the United Kingdom
Stainton, Dr. Tim.	"Rights Based Social Policy: The Role of Consumers, Brokers and Individualized Funding", in <i>Social Work Administrative Practice in Health Care Settings</i> . Edited by P. Taylor and J. Devereux. Toronto: Canadian Scholars Press, 1991	
Stainton, Tim	<i>"Autonomy and Social Policy: Rights, Mental Handicap and Community Care"</i> , Avebury, United Kingdom, 1994.	Published Ph.D. thesis that explores autonomy and the role of the state in extending citizenship rights and opportunities for people with disabilities, in part through mechanisms like individualized funding
Stainton, Tim & Salisbury, Brian	<i>Individualized Funding: The International Perspective"</i> , Bulletin, Community Living Advocacy Project, Issue 4, May 1997	An update on developments around the world using individualized funding (2 pages)
STAR, Victoria (Advocacy Organization)	<i>"Private vs. Public Responsibility - the implications of individualized funding schemes"</i> , STAR Victoria, Melbourne, Australia	This advocacy group critiques individualized funding, arguing that the real issues are justice, equity and government responsibility - not a simplistic change in the way inadequate resources are allocated and outdated inflexible service arrangements are rewarded for maintaining the status quo (2 pages)
Steering Committee for the Review of Commonwealth & State Service Provision	<i>"Offering Direct Consumer Funding and Choice in WA Disability Services" - Chapter 4 in Implementing Reforms in Government Services 1998 Case Studies</i> , material available by contacting Eddie Bartnik, Director, Local Area Coordination, Disability Services Commission, Western Australia at eddieb@omen.net.au	This case study gives an overview of this government department's efforts to utilize individualized funding as a policy option to enhance decision making for people with disabilities and their families, and describes the associated activities of the local area coordinators who are responsible for implementation (26 pages).

The Maryland Self Determination Initiative	<i>"I Didn't Know That Was Possible . . ."</i> published by the Maryland Self Determination Initiative, 1998	Personal Stories from the RWJ Foundation sponsored Maryland self determination project
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The Norah Fry Research Center	<i>"Service Brokerage"</i> , Norah Fry Research Center, 32 Tyndall's Park Bristol, United Kingdom (circa 1989)	Short paper describes a service brokerage scheme operating in Bristol, England (6 pages)
Tilly, Jane	<i>"Consumer-Directed Long-Term Care: Participants' Experiences in Five Countries"</i> , report is available by contacting Jane Tilley, Senior Research Associate, Urban Institute, Washington, DC at jtilly@ui.urban.org	This report outlines the evolution of consumer-directed programs in the US and their availability in the US and abroad; reviews six studies of consumer-directed programs in Austria, Germany, France, the Netherlands and the US; examines how participants perceive choice, control and quality of care, as well as the quantity of services purchased. Policy implications vis-à-vis long-term care are also explored (22 pages).
Torjman, Sherri	<i>"Income Insecurity: The Disability Income System in Canada"</i> . Roeher Institute, North York, Ontario, 1988	A comprehensive text that describes and analyzes disability income programs in Canada (144 pages)
Torjman, Sherri	<i>"Civil Society: Reclaiming our Humanity"</i> , March 1997 (paper can be downloaded from the Caledon Institute of Social Policy at http://www.caledoninst.org/full72.htm)	Given the lack of consensus on what a civil society is, this paper seeks to contribute to the debate by operationalizing the concept of civil society. It includes - but moves beyond - a general vision statement. The paper sets out the goals that a civil society seeks to achieve. It also proposes three key routes to achieve these goals.
Torjman, Sherri	<i>"Dollars for Services: a.k.a. Individualized Funding"</i> , published by the Caledon Institute and available at http://www.caledoninst.org/full68.htm	An article that explores the strengths and weaknesses of individualized funding. Concludes that IF can never replace a solid, publicly funded infrastructure of personal supports (6 pages)
Torjman, Sherri	<i>"Individualized Funding In Relation to the Canada Assistance Plan"</i> , in <i>The Power To Choose</i> , published by the Roeher Institute. North York, Ontario, 1991.	This technical appendix examined whether or not individualized funding can be implemented within that period's existing financial arrangements (24 pages)
Values Into Action	<i>"Choice and Control"</i> , Values Into Action, London, England (1998)	This discussion paper aims to provoke and expand a debate about supported decision-making and representation in the lives of people with learning difficulties. The current legal context is explained, legal and practical dilemmas are discussed, and a new system of representative decision-making is proposed.
Values Into Action	<i>"A Sample Trust Deed"</i> , Values Into Action, London, England (1995)	User controlled trusts may be a useful way for people with learning difficulties to set themselves up in independent living, purchase their own services, or employ support workers
Values Into Action	<i>"Direct Payments Leaflet and Audiotape"</i> , produced by Values Into Action, London, England (1995)	An 8-page leaflet and 14-minute audiotape making Direct Payments easier to understand.

Values Into Action	<i>"Means to Control"</i> - Video (produced by Values Into Action, London, England (1995)	A video that aims to present the issues from the report by Steve Dowson Means to Control, in a more accessible format. Includes animated diagrams and subtitles. (PAL format only)
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Vermont Agency of Human Services (Dept. of Developmental and Mental Health Services)	<i>"Just Do It - Creating an Environment that Enables Self-Directed Services"</i> , A Proposal for Funding for Self Determination for Persons with Developmental Disabilities submitted to the Robert Wood Johnson Foundation National Program, July, 1996	A comprehensive project proposal that identifies project goals and activities for the State of Vermont (30 pages)
Williams, Allan	<i>"Service brokerage: Present Models, and Questions for the Future"</i> , unpublished paper, circa 1990	This paper is a critical survey of service brokerage models and seeks to address future developmental issues associated with these models (22 pages)
Wolfensberger, Wolf	<i>"Service Brokerage Sanity and Insanity"</i> , Training Institute Publication Series, Vol. 10, No. 2, August, 1990	Wolfensberger aggressively critiques the service brokerage model, arguing that this approach " . . . is a poorly conceived, poorly described, but euphorically promoted scheme that we would put into the category of administrative-fiscal enabling mechanisms, as well as into the craze category." (4 pages)
Woodlands Parents Group	<i>"Development of a Comprehensive Community-Based System of Service as an Alternative to Woodlands"</i> , Presentation to the Minister of Human resources by the Woodlands Parents Group, February, 1977	Appears to be the first comprehensive proposal to implement individualized funding and service brokerage made to government in British Columbia in 1977
Zarb, G. and Nadash, Pamela	<i>"Cashing in on Independence"</i> , A report available from the British Council of Organizations of Disabled People (BCODP), date not known	This report is an in-depth study of the quality and cost-effectiveness of direct payments as compared with services delivered through the local authority. The work was commissioned by the BCOBP in order to obtain evidence to be used in campaigning for a change in legislation that would allow local authorities to make direct payments in lieu of services.

Resources Available on the World Wide Web

Individualized Funding Coalition of Ontario	http://www.lefca.com/ifco/
Individualized Funding Project - British Columbia Coalition of People with Disabilities	http://www.bccpd.bc.ca/if/index.html
International Email Discussion Group on Individualized Funding	directfunding@home.com
Community Living Society	http://www.cls-bc.org/funding.htm
Robert Wood Johnson Foundation	http://www.self-determination.org
Individualized Funding Home Page	http://members.home.net/tsalisbury
Seattle 2000 Declaration on Self-Determination & Individualized Funding	http://members.home.net/directfunding