

# ***Fairholme Disability Support Group Inc.***

## **Strategic Plan 2007/08**



### **MISSION [Purpose]**

To enrich the lives of people with disabilities, families and carers.

### **VISION [View of the future]**

The Group aspires to achieve a lasting and positive impact for people with disabilities, families and carers by contributing to the public good.

### **VALUES**

The Group is committed to:

- People with disabilities having the inherent right as other members of society to realise their individual capacities for the whole of self wellbeing and quality of life;
- Establishing and maintaining high ethical and corporate governance standards that reflects integrity, openness, fairness and accountability;
- Valuing and acknowledging the advice, opinions and contributions of individuals, families, carers and organisations;
- Maintaining strength gained by unity and focus; and
- Continuous disclosure on a timely basis.

### **KEY FOCUS AREAS**

The Group is committed to:

- Safeguarding rights through strong advocacy and consultation;
- Promoting equality by way of inclusion to enable individual needs to be met;
- Continuous improvement through consultation, needs assessment, implementation and review;
- Building on achievements in particular continue the development and sustainability of strong partnerships;
- Maintaining a unified sense of purpose, capacity and flexibility to respond effectively to change or needs;
- Promoting innovation and creative solutions to enhance the quality of life for people with disabilities, families and carers;
- Advancing knowledge and influencing change; and
- Providing sound financial and physical resource management.

### **KEY RESULT AREAS**

The Group has identified the following key result areas and translated them into outcome objectives, success factors and targets.

- Corporate Governance
- Quality of Life
- Advocacy and Awareness
- Accommodation
- Legislation and Policy;
- Financial; and
- Membership.

# KEY RESULT AREAS

Key Result Area	Planned Results	Strategies
<b>1. Corporate Governance</b>	<p>Establish a set of stewardship principles and practices. Maintain clear planning and direction. Provide appropriate &amp; timely information.</p> <p>Undertake sound financial and physical resource management.</p> <p>Ensure adequate operational and financial controls are in place.</p> <p>Act lawfully and exercise good management practices and principles.</p> <p>Undertake yearly operational and financial Audits.</p> <p>Maintain a unified sense of purpose, capacity and flexibility to respond effectively to change or needs.</p>	<p>Have accepted at the Annual General meeting. Undertake and review planning each year. Members receive minutes and associated material of meetings as minimum 4 weeks before a general meeting. Yearly budgets are prepared and reported upon at each meeting. Utilise recognised operational and financial tools; and have operational &amp; financial functions audited annually. The Group legislative compliant and receives a clear audit report. Appoint auditor with appropriate audit qualification/skills. Ensure that the Management Committee have the appropriate knowledge skills and competencies to fulfil their responsibilities</p>
<b>2. Quality of Life</b>	<p>Establish strong partnerships.</p> <p>Assist with the building and utilisation of a sustainable Volunteers base.</p> <p>Promote innovation and creative solutions.</p>	<p>The established partnerships are sustainable and continually build on achievements. Seek the co-operation of existing Volunteer organisations and members to provide support as and when required Research and consult to achieve optimum outcomes</p>
<b>3. Advocacy and Awareness</b>	<p>Ensure that people with disabilities, families &amp; carers rights and needs are fulfilled to the highest practicable level. Ensure equality by way of inclusion to enable individual needs to be met;</p> <p>Continuous improvement through consultation, needs assessment, implementation and review.</p> <p>Influence change.</p>	<p>Be pro-active and ensure that networks are established maintained and effective. Continually promote inclusion in particular through partnerships. Maintain constant listening and monitoring processes as well as strong, open and receptive relationships. Continually monitor proposed and existing legislative and policy change and undertake appropriate action.</p>
<b>4. Accommodation</b>	<p>Supported –</p> <ul style="list-style-type: none"> <li>Existing - Ensure that a high standards are maintained</li> <li>New - Ensure as far as practicable that any new or replacement homes are built to universal standard &amp; are properly fitted out.</li> </ul> <p>Self-funded/managed - Monitor options. Staffing – Ensure as far as practicable stability and adequacy is maintained</p>	<p>Ensure where appropriate the Group is consulted and that people with disability, families and carers are aware that the Group will support/advocate/influence to achieve the best possible outcomes. Monitor and action where appropriate.</p>

## Key Result Area

## Planned Results

## Strategies

### 5. **Legislation and Policy**

Monitor proposed legislative &/or policy change.

Establish &/or participate in forums etc to enable views be explored/expressed.  
Submit formal comment - verbal &/or written.

### 6. **Financial**

To meet all approved funding request.

To maximise grant applications.

Ensure that the Group has sufficient funds to meet approved requests.  
Monitor grant funders and where appropriate submit application

### 7. **Membership**

Maximise *Ordinary & Associate* membership.

Promote by the use of various strategies to increase membership as a minimum by 100% within the next 12 months.