



Our Vision: A community where everyone is included, valued and contributing in meaningful roles.

Our Mission: To empower individuals, families and the community to become inspired, motivated and capable of ensuring people with disability hold valued social roles, develop meaningful relationships and live typical lives in their communities.

What we want to see for individuals with disability and their families

- Raised expectations of what can be possible in the lives of people with disability
- Meaningful roles that help people attain the good things of life: being a friend, school student, team member, employee, business owner, home maker, lifelong learner
- Increased motivation and confidence to strive for a typical and valued life for people with disability
- Broader networks leading to healthy interconnectedness that we all rely on in order to thrive
- Leadership in their own lives and in their community

Our values, and how we work

- **Imagination:** We believe in the value of developing a clear and optimistic vision, being open to and seeking opportunities, having high expectations, and being positive and hopeful about the future.
- **Courage and Resilience:** We believe in the importance of pushing boundaries rather than accepting the status quo. We encourage individuals and families to take measured risks, step outside comfort zones and develop strategies when others are not able to see the possibilities and opportunities.
- **Inclusion:** Inclusion is found when there is a focus on the unique gifts, strengths and increasing competence of a person. Inclusion is realised when a person is supported to participate and contribute in regular and typical communities in our society.

We promote inclusive practices that are not confused by models where people are segregated from community or congregated with other people with disability.

We call for the creation of welcoming environments where people are committed to identifying how everyone can contribute in meaningful roles.

- **Confidence:** We promote building the confidence of individuals, families, services and the community to take the steps required to fulfil an individual's vision for a good life in their community.
- **Connection:** We recognise the power of connection, the strength of building networks and investing in a wide variety of relationships. It is typical to rely on freely-given relationships in our lives. We encourage individuals and families to reach out for and nurture freely given relationships rather than rely solely on paid supports, as freely-given relationships tend to be longer lasting and can broaden a persons' social capital.
- **Self-direction and agency:** We encourage individuals and families to maintain control of their lives and not be subject to passive supports. We encourage people with disability and their families to be the authors of their own lives.
- **Supported decision making:** We recognise that we all need support in making decisions and people with disability are no different. However some people may need a deeper level of support to understand choices and consequences of decisions and have agency in their own lives.
- **Celebrating the success:** We recognise the importance of reflecting and celebrating successes, no matter how small, in working towards the vision that is made up of the good things in life.

OUR STRATEGIC OBJECTIVES

1. **A community in which people with disabilities and their families are confident and empowered to build supports, networks needed to live a valued and included life.**

We will do this by:

- Linking people with disabilities, their families and supporters with information, resources and expertise on issues of importance, in formats and at times, that are most relevant for them
- Working with families to build their capacity on a one-on-one basis as well as in group settings;
- Facilitating inter family connections, and where possible supporting self-sustaining user led and peer networks that are intentional, purposeful and action oriented around themes that are identified by the community.
- Developing strong family leadership with a clear understanding of the conflict of interest between what is in the best interest for families as opposed to the family member with disability.

We know we have been successful when:

- There is an increase in the number of individuals and families engaging with our organisation, and more families have built networks and connections with others as a result of this engagement;
- There are a number of user led / peer support networks operating;
- More individuals with disabilities express they have socially valued roles and positive freely given relationships.

2. **A community which welcomes and values the participation and contribution of people with disabilities in social and economic life.**

We will do this by:

- Creating a connection between the lived experience of accessing supports and the people who are designing systems and support programs
- Working to identify practical ways in which we can create more inclusive education, health, employment systems
- Working with institutions, services and organisations to respond to the needs of the individuals and families we are working with;
- Working to build the knowledge and imagination of business, community and political leaders about the potential contribution of people with disabilities to the life of our community;
- Progress the community's understanding of the steps we need to undertake to create an inclusive community.

We know we have been successful when:

- We have a network of schools, businesses, community organisations and others that are working with us and creating opportunities for people with disabilities to be welcomed and included;
- We have seen changes to the way that the NDIA, ACT Government and others envisage the supports they provide, and enable individuals and families to mobilise resources creatively; and
- We see a wide range of programs and initiatives that are working to include people with disabilities in the economic and social life of our community.

3. **A community where people with disability, and their families and supporters are able to be leaders in their own lives, their families and their communities**

We will do this by:

- Nurturing the leadership potential of the individuals and families we are working with through family leadership initiatives;
- Creating more opportunities for people with disabilities and their families to be contributing the progress of Imagine More;
- Identifying and supporting opportunities for individuals and families to be leading in their own lives as well as the broader community.

We know we have been successful when:

- There is a pool of leaders that we can draw on in our work and to nurture future generations of leaders;
- Our community leaders are recognised in the broader community by undertaking leadership roles and being acknowledged for their contribution in the community.

4. **An organisation that is professional, sustainable and embedded in the community it works with.**

We will do this by:

- Working to secure a stable and diverse financial basis, that includes stable funding to support core operations of the organisation;
- Securing a permanent office to provide a base for the organisation's operation;
- Develop a set of core outcomes, a methodology to measure these and robust data collection processes to report on them;
- Investing in governance and staffing of the organisation, to grow the pool of paid staff and governance volunteers involved in the organisation

We know we have been successful when:

- We have secured multi-year funding for the core work of the organisation;
- We have a permanent office
- There is an evaluation framework that is utilised across the organisation