



# Annual Report 2023 – 2024





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# About Imagine More

Imagine More is a family-led capacity-building Canberra-based organisation that supports people with disability, their families, and associated allies to create and act on a vision of participating and contributing through valued roles in the community.

At Imagine More, we firmly believe that individuals with disability have much to contribute and can play significant roles in our community, both socially and economically. We aim to empower people with disability and their families through capacity-building activities, fostering better life outcomes for everyone involved.

## Our vision and purpose

Our vision is a community where everyone is included, valued, and contributing in meaningful roles.

We are dedicated to achieving this goal by empowering 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.

## The values that guide our work

- Family
- Inclusion
- Imagination
- Courage
- Confidence
- Perseverance
- Connection
- Celebrating success
- Self-direction and agency
- Supported decision making

## The work we do

- Promote family leadership
- Mentor individuals and families
- Regular peer group meetings on many topics
- Develop helpful resources designed to help families support their family members with disability to access the Good Things in Life, including
  - In-person and online workshops
  - Conferences with local, national, and international speakers
  - Videos, podcasts, fact sheets, and checklists

## The outcomes we hope people with disability and their families will achieve

- Access to lifelong learning
- Family and friends
- Meaningful work
- A sense of belonging
- Valued participation
- Good health
- A home of my own
- Intimacy
- A means to communicate
- Financial security
- Contribution to the community
- Hope

**These are the Good Things in Life.**



# About this report

This Annual Report summarises our work and financial results for 2023-24. It reflects on our 2020-24 Strategic Plan and reveals our plans for 2024-28.

The team and Board of Imagine More Ltd are pleased to share this report, which shows how we help people with developmental disability, their families, and support networks to enjoy a good life with access to community, friendships, family, education, home, and work.





We developed our new strategic plan for 2024-28



We survived a funding scare!



Our School to Work project funding was extended through to June 2025



Our My Home My Way project funding was extended through to June 2025



We have a brilliant team of 7!



We ran four projects in 2023-24



We held a two-day conference with over 30 speakers, including people with disability

241

241 people attended our conference and provided overwhelmingly positive feedback



We ran six monthly peer groups on various topics



We held a family leadership weekend attended by 19 families



We continued to mentor families via 'kitchen table conversations'



We added a password-protected Members' Hub to our website

# A message from the Chair



This year, we have found ourselves transitioning from our 2020-2024 Strategic Plan to a new plan covering the next four years. It's been a time of reflection and forward-thinking.

The Board is pleased with the outcome of our previous strategic plan for 2020-2024. Our ongoing adherence to the Social Role Valorisation (SRV) framework helped us continue to imagine a community where everyone is included, valued, and contributing in meaningful roles.

To assist us in crafting our 2024-28 Strategic Plan, the Board consulted widely through our Executive Director. The ensuing positive feedback strengthened our resolve to continue using the SRV framework. It also honed our focus into four themes that help people with disability live a good life:



a life with purpose and meaning



a great start in the younger years



a job and career, and



a home.

Providing learning, understanding, and leadership development about what a good life looks like for people with disability—and offering capacity-building opportunities for them, their families, and close support—would not be possible without a dedicated team that understands the complexities of this work. Our team has grown in confidence and strengthened its leadership within the organisation and the wider community. We continue to invest in our staff, 87.5% of whom have a disability themselves or are family members of someone with a disability. I sincerely thank all our staff and volunteers for their hard work in helping Imagine More create many positive outcomes, experiences, and learning opportunities over the past year.



This year, the Board began reviewing our constitution. Imagine More will adopt the template constitution developed by the Australian Charities and Not-for-profits Commission. We aim to have our new constitution in place by the end of 2024.

The Board has continued last year's work of reviewing Imagine More's policies and procedures. External advisors and feedback from our staff have assisted this work.

Our organisation has always been funded through government grants. In the first half of 2024, as most of our projects were nearing completion and the changes to the NDIS were underway, it wasn't clear whether we would be funded beyond 30 June. We welcomed the news - only received in June - that funding for many projects had been extended until the end of June 2025.

Our expected revenue for 2024-25 is slightly less than 2023-24, and we remain conscious of fiduciary obligations, including those to people with disability, families, our staff and closely affiliated organisations.

The Board is excited about 2024-25 and the years to come. We look forward to building on the considerable success of many people with disability and their families over the last few years by raising expectations, creating socially valued roles and, building relationships, connections and community.



Adrienne Gault

Chairperson



# Executive Director's report



This year, we continued our work supporting families in seeking out the good things in life for their family members with disability. As always, we've seen individuals with disability make great progress towards their goals in so many domains, especially inclusive education, employment, home, and community.

Because of societal barriers, this progress requires a lot of determination, so it's been wonderful to see how the hard work done by individuals and families is paying off. Our team loves hearing success stories from families connected with us, and there have been many this year.

While it's been a year of many successes, the rushed changes to the NDIS have significantly impacted our sector.

At the end of 2023-24, uncertainty surrounded our funding, which was extremely concerning. Many capacity-building organisations across Australia were similarly affected. For a while, it seemed that families might lose access to organisations that offer essential guidance, education, and peer support for navigating the changes to the NDIS and setting goals to seek out the good things in life.

We were heartened to see that individuals and families responded by strongly advocating for the ongoing presence of capacity-building organisations. Their voices were heard; we learned at the eleventh hour that the government will fund Imagine More until June 2025. We thank all those who spoke up; we greatly appreciated their grassroots advocacy.

Imagine More has been blessed with the longevity of our dedicated staff and volunteers. I am grateful for their enthusiasm and willingness to develop their skills, knowledge and experiences in their respective roles. Because of this constant sharpening of the saw, our team can better support families in seeking out valued roles for their family members with disability.



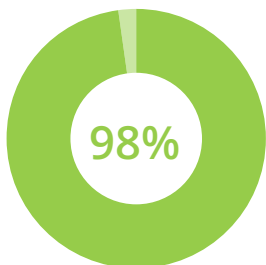
## Typical Pathways Initiative

Since its inception in February 2020, our Typical Pathways Initiative has directly connected with over 1,100 people with disability and over 7,000 family members through our project activities. During this time, we have seen over 65,000 visitors to our website, including 55,000 Australian and 10,000 Canberran visitors. There has been a pleasing uptake of our podcast, with over 1,500 downloads recorded since we commenced producing episodes in late 2022.

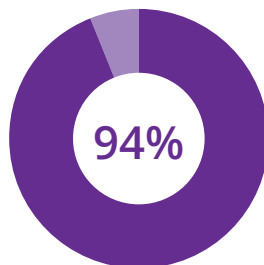
Many enduring resources have been created this year. Some were developed for a unique purpose; others were derived from our conferences, workshops, and peer groups. These resources include full video replays or snippets, learning courses, podcasts, workshop templates, booklets, and flyers.

Through our work over the years, we have seen the power of storytelling. Watching families develop the confidence and skills to share their stories in peer groups, webinars, and conferences has been wonderful. Their generosity benefits other families, helping them to see what is possible. I believe this strong family leadership, which we support through the Typical Pathways Initiative, will be a legacy of our work.

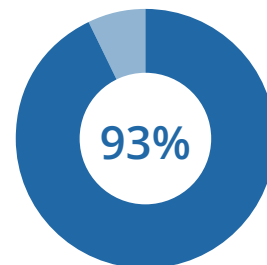
Families have seen improved outcomes thanks to the events we have held through the Typical Pathways Initiative.



98% of attendees reported our activities as being helpful



94% of participants felt more confident



93% acknowledged they have more skills and knowledge.

The most important outcomes of this project to date include:

### 1. Increased skills and knowledge about how to build a good life for a person with disability.

Many families experienced a significant shift in mindset, realising that an ordinary life was possible for their loved ones.



“I have learnt so much from the group and really been supported by the facilitators and the other participants on the inclusive education journey”.

### 2. Increased motivation and confidence to help people take action.



“Confidence to keep trying when things don’t go to plan.”  
“We have been given the tools to proceed with action now.”

### 3. People taking action to meet the goals of a person with disability.



“The greatest benefit has been hearing the stories and journeys of others. It has given me new ideas and helped me have constructive conversations with my daughter, who is keen to have her own home.”





## Customised Employment works!

### Milly

**Business owner, Made by Miss Milly Handcrafted home ornaments**

Milly's family noticed her love of colour and design. They hired a coach to teach her sewing skills to make and sell scrunchies and home decorations.



## Employment

The Department of Social Services has extended the School to Work program, jointly run with Resourcing Inclusive Communities (An initiative of Family Advocacy, NSW) and Community Resource Unit (CRU, QLD), until June 2025. Initially focused on employment for students with intellectual disability, the program evolved in 2023–24 to leverage a growing community interest in Customised Employment.

Throughout 2023–24, we hosted various webinars and workshops exploring key elements of Customised Employment, including Discovery, job development, and creating visual resumes. A diverse audience attended these sessions, including 38 people with disability, 205 family members, and 185 professionals.

Because many families have begun to see the transformative potential of Customised Employment, we prepared for a rise in families and individuals seeking 1:1 mentorship opportunities. Simultaneously, the growing interest from professionals and businesses in this framework prompted the School to Work project collaboration to partner with Marc Gold & Associates to provide certified training. We also developed a comprehensive training course for families and job developers throughout 2024-25.

## Home

Imagine More continued its collaboration with the National Alliance of Capacity Building Organisations (NACBO) to support projects focused on helping people with disability plan for a home of their own. Through workshops, stories, podcasts, and videos, we provided valuable information and developed resources to assist individuals in creating their own pathways to living in a home unique to their desires and needs.

We also contributed to resources that help people navigate Individualised Living arrangements and developed stories, articles, and podcasts for the My Home My Way website. These resources offer practical guidance and inspiration to individuals and families exploring personalised housing solutions.

While the My Home, My Design project concluded at the end of 2023–24, we recognised the significance of Imagine More's work in this area. Key elements of this work have since been incorporated into the Typical Pathways Initiative. Meanwhile, the My Home My Way project will continue to receive funding and support until 2025, ensuring ongoing opportunities for families and individuals to benefit from these resources.

## Our future

In April, our Board worked with the Imagine More Staff and the community to create a strategic plan for the next four years. Mary Sayers facilitated this process. The input of people with disability, their families and close supports, and our organisational allies was greatly appreciated.

We have continued supporting and contributing to local and national policy development and systems change. We've also collaborated with the Australian Collective for Inclusive Education, the ACT Disability Education Reference group, the NDIS review, and ACT disability strategy forums, and have been involved in co-design workshops for reimagining employment and housing conversations.

As a result, we have uncovered opportunities to transform community expectations and understanding of people with disability.

As you'll see from our 2024-2028 Strategic Plan, awareness of these opportunities has clarified our future direction.

I can't wait to see what the next four years will bring.



Jan Kruger

Executive Director





# Our strategic plan

## A reflection on our 2020-20240 strategic plan

The 2020-24 Strategic Plan was developed when COVID-19 was barely a thing, and Imagine More was still a small operation working from two desks at WOTSO and a kitchen table. Thanks to our planning, we have developed without compromising on our core values by concentrating on helping people with disability, with the support of their families, access the good things of life in community, friendships, family, education, home, and work.

## Since 2019, we have contributed to developing



**A community in which people with disability and their families are confident and empowered to build the support and networks needed to live a valued and included life**

People with disability and their families have

- engaged with Imagine More through social media, informal contacts, peer groups, webinars, workshops, and conferences.
- transformed their learning into action and built peer connections using the Social Role Valorisation framework.
- supported our work by providing feedback about our events and advocacy with funders.





### **A community that welcomes and values the participation and contribution of people with disability in social and economic life.**

We have cultivated a community and network of schools, professionals, businesses, community organisations and others who have:

- participated in our training workshops and conferences alongside people with disability and their families,
- sought our influence regarding policy development,
- valued our participation and influence as a member of the National Alliance of Capacity Building Organisation,
- welcomed the contribution we make to helping people with disability and their families have higher expectations and creatively mobilise their resources,
- helped change mindsets by creating opportunities for and raising the expectations of people with disability



### **A community where people with disability, their families, and supporters can be leaders in their own lives, their families, and their communities**

A group of leaders has developed from our activities. We have

- Held annual Family Leadership weekends
- Provided access to the insights and experiences of local, national, and international family leaders
- Provided opportunities for family leaders to share their stories. This sharing raises societal expectations of people with disability and motivates families to move confidently towards their goals.
- Provided opportunities for family leaders to contribute to workshops about Social Role Valorisation.
- Recognised the many forms of leadership and helped our Family Leaders recognise leadership in themselves.



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

- We have established a permanent office at WOTSO Dickson.
- We have stable staffing levels, growing from two part-time staff in 2019 to seven team members in 2024.
- Our staff reports a high level of satisfaction with their work.
- We have continued the development of policies and procedures in close consultation with our team.
- We have established relationships with partnering organisations, including NACBO (National Alliance Capacity Building Organisations), the ACT Education Directorate, local schools, businesses, and international leaders in disability and Social Role Valorisation.
- We have improved our communications through a CRM (Infoodle).



# Our strategic plan for 2024-2028

In early 2024, Imagine More engaged a consultant, Mary Sayers, to help flesh out our strategic direction over 2024-28. Mary has a long record spanning strategic social policy development, advocacy, research, and representation in government and the not-for-profit sector. Mary's work as a consultant, CEO of Children and Young People with Disability, her leadership of the Victorian Council of Social Service, and her roles on various Boards have seen her involvement in designing numerous strategic plans. Her values align beautifully with our own.

In developing our new Strategic Plan, Mary sought feedback from families of people with disability, critical friends, and other stakeholders who are invested in our work. She also spent a day with our staff and Board to hone the plan using their unique insights into the operations of Imagine More.

The Board ratified our Strategic Plan in mid-2024, and we are excited about what this will bring for people with disability and their families.

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## Our strategic focus areas

A life with purpose and meaning



**Our objectives**

- Helping families create and implement a vision for a valued and included life for their family members with disability.
- Investing in family leadership to build confidence and help others learn and grow.

**How this will impact families and people with disability involved in our work**

- Families have created and are implementing a vision for a good life for their family members with disability.
- Families are investing time to develop a rich network of relationships around their family members.
- People with disability hold valued social roles.

A great start in the younger years




**Our objectives**

- Reaching and working with families when their children are young.
- Influencing services and systems to create inclusive early years and school education with smooth transitions across childhood and adolescence.

**How this will impact families and people with disability involved in our work**

- Families learn early about valued roles and included lives.
- Families are discerning consumers, and choose services aligned to their visions of a good life.
- All students are educated in authentically inclusive settings in local schools.
- Young people with disability have the same typical experiences as other young people.

A job and career



**Our objectives**

- Helping families when their children are young to imagine and pursue valued jobs and careers.
- Skilling families to support their family members through the transition from school to work while seeking opportunities for learning, customising employment, and creating micro-enterprises.

**How this will impact families and people with disability involved in our work**

- Families have high expectations for jobs and careers for their family members.
- Families have the knowledge and resources to support their family members into employment.
- People with disability are well-supported in meaningful and valued jobs.

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Imagine More  
Strategic Plan  
2024-2028

A home of their own



**Our objectives**


- Helping families support their family members to take ordinary pathways to a home of their own rather than seeking a disability-based group home.
- Equipping families with knowledge and skills to realise their vision for home and confidently navigate services and systems.

**How this will impact families and people with disability involved in our work**

- Families have a clear vision of home life and can support their family members to thrive in their own homes.
- People with disability are following the typical pathway of moving out of home, such as renting with friends and acquaintances, saving for their own homes, and creating a place to relax, unwind, and be themselves.

How will we do it



**Work with and through families to create impact and community change by:**

- Providing targeted resources, training, and information
- Providing one-on-one, group, and peer support.
- Helping families imagine the future by connecting them to each other, those who have gone before them, other experts and leaders, and stories of possibility.
- Walking alongside families on their journey as they implement and evolve their individual visions for a good life.
- Promoting lifelong growth and learning, support for decision-making, and empowerment for people with disability.
- Remaining independent of service provision, so we can continue working with families to build and implement a vision for a typical life for people with disability.
- Ensuring we have access to sustainable funding.

**Collaborate and partner to create change by:**

- Lending our voice to other organisations to continue influencing systems, professionals, and families so that people with disability can genuinely experience inclusive lives in the regular community through education, employment, home, recreation, and friendship.
- Continuing to partner with the National Alliance of Capacity Building Organisations (NACBO) and other aligned organisations to strengthen our capacity-building work.

Pages 6 and 7 from Imagine More's Strategic Plan for 2024-28

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# Our work

## Our team

Our team is small - just seven people, mostly part-timers. It seems so few when you consider the number and quality of events we hold and the resources we create every year.

Our team shares our belief that all people with disability can live meaningful lives embedded in their communities. This vision shines brightly through their work.

We're so proud of the commitment and determination each team member has shown this year, especially during the months when our funding was uncertain. As the NDIS landscape changes, they've had to become extremely good at adapting and absorbing new information quickly. We are fortunate that each person has a can-do attitude and embraces any challenge we encounter.

Because we value our staff so greatly, it's important that we create a welcoming and supportive workplace environment. Many of our staff work from home at least one day each week. We encourage and support team members to attend courses to hone their knowledge and connect with others in this sector.

We are thankful to have found a group of talented people who work so well together, supporting people with disability and their families to pursue the good things in life.

# What we do

Across our four projects, we achieved much in 2023-34.

## Workshops and webinars

Workshops and webinars continued to be the main platforms through which we connected with people with disability, their families and other close support, and the broader community, including teachers and health professionals, government representatives, and businesses.

This year's workshop and webinar topics included home, education, employment, individual living options, and supported decision-making. They often featured expert guest presenters and real-life success stories.

Attendees generally spoke highly of our workshops, emphasising how much they appreciated their practical and empowering nature and engaging format.

For example, workshop participants who attended workshops about Customised Employment told us they appreciated learning actionable steps like creating Discovery profiles and visual resumes. Families and professionals commended the hands-on approach and our encouragement to adopt high expectations for individuals with disability in the workplace.



'Highly recommended, great resources, something that was missing in our journey through life.'



'Enabling people who live with a disability to be empowered with their supports/ family to live a meaningful and fulfilled existence that embracing their goals, self-dignity and as a loved and valued member of their family, community, and society.'

## Conference

Our two-day conference, held in May 2024, was inspired by a previous workshop about safeguarding the future of people with intellectual disability. The conference asked our audience to consider the question, "What will my child's life be like when I'm no longer around?"

To help everyone tease out the answers, we invited more than 30 speakers to share their insights, experiences, and expertise. Five speakers were people with disability, and fifteen were family or close supports.

Together, the 241 attendees explored the practical knowledge needed to navigate the legal jungle - such as wills and trusts - as well as the less tangible but just as important concepts around building a good life. Our speakers spoke about the power of having a clear vision, home, meaningful employment, enduring friendships, interests to explore, and the support to make decisions, large and small.



Feedback about the conference was overwhelmingly positive. People who attended found it 'fantastic', 'invigorating', and 'informative'. People found the conference to be a wonderful opportunity to network and not feel 'alone'. It was 'inspiring to take action', inspired hope', and helped people to 'dream big'. 'It was an opportunity to think differently and to engage with others who understand your journey'.



“An excellent opportunity to discover pathways to a secure future for someone with disability. And to open your imagination to what is possible for your person with a disability.”

The conference was recorded and will be used to develop video and audio resources that we'll make available in 2024-25.



## Peer Groups

In 2023-24, we experienced continued demand from our community to continue running four peer groups from the previous year. The topics covered were

1. inclusive education
2. self-management of the NDIS
3. making the most of your funding, and
4. customised employment.

In addition, we responded to interest by creating two new groups

1. Safeguarding the Future, and
2. a group interested in continuing their understanding of Social Role Valorisation.



Participants told us they really appreciated the community-oriented and empowering atmosphere these groups provided. Attendees valued the opportunity to

- connect with others facing similar challenges
- exchange insights
- celebrate successes, and
- hear from and ask questions of guest speakers.

The groups offered a safe space for discussing ideas, brainstorming solutions, and providing mutual support. Some of our peer group members joined forces and contributed to government consultations and roundtable discussions, ensuring various government agencies heard the voices of families.

We also found it beneficial to run some peer support sessions after selected workshops. These were designed to assist attendees to put what they had learned into action.



'The session was excellent. Everyone had an opportunity to share and contribute. There is nowhere else I can have this kind of peer support. I really value it very highly.'



'Confidence to keep trying when things don't go to plan'



'I'm not alone! There are other families whose lives are complex, too. This peer group has been a safe and encouraging place to learn how to move forward.'



Something it's given me is a bit of confidence to say, "I heard about someone who..." and I feel more confident with more peer examples and stories up my sleeve.

## Individual mentoring

Imagine More has always created space for individual conversations and mentoring. Chatting over a cup of tea and trying to understand how to best access the good things in life for a person with a disability motivated us to start this organisation.

In 2023-24, we intentionally sought opportunities to mentor interested family members. Most conversations centred around pursuing an inclusive education, Customised Employment, and living in a home of one's own. We expect these one-to-one sessions to continue in 2024-25.

Feedback about our mentoring is positive, with many participants enjoying our personalised and supportive approach. Our mentors are praised for listening and asking questions, helping mentees clarify goals and build confidence. People tell us they feel more empowered to make informed decisions.



## Promote leadership

Since our inception, we have promoted the concept that each of us leads in our own communities. Using the Social Role Valorisation framework, we encourage people with disability, their families, and their close networks to recognise the small and large changes they achieve in their lives and how they are part of the road to their vision of a good life.

This year, we promoted and fostered leadership by encouraging people to share their stories in our peer groups, workshops, webinars, and conference. We share stories as we know this is how other families can see what is possible.

People attending our workshops told us

- “It is inspirational and provides useful tips for customised employment in terms of what to think about, what to put in place, how to approach things etc.”
- “Great insight into the concern of every parent of someone with disability about succession planning, with practical approaches in building the safeguards necessary.”
- “Incredible story of how a vision for a good and typical life can be achieved. Very moving and so powerful.”

In March 2024, we held a family leadership weekend. Nineteen like-minded family members came together in Jindabyne to explore family leadership with a focus on employment.

- “A wonderful, relaxed opportunity to delve into important aspects of customised employment with like-minded people.”
- “This has been a very enlightening and empowering weekend.”
- “Fun, interactive, thought-provoking and informative.”
- “A brilliant opportunity to refocus on helping our family member with a disability move closer towards enjoying all the good things in life.”

## Online resources

We have been developing and sharing resources on our website and through platforms like YouTube for many years. This year, we have added more than 70 new resources to our online library.

These include real-life stories of possibility shared by family leaders and presentations and associated resources from experts who share ideas and strategies for seeking a good life for people with intellectual disability.

These resources include:

1. Presentations from our Get That Good Life! Conference (held in 2021)
2. Presentations from our Opening Opportunities conference (held in 2023)
3. Many presentations by Peer Group guest speakers
4. Recordings of webinars held throughout the year
5. Comprehensive resource pages on topics including Customised Employment and The Early Years.

As in the previous year, we also used an external platform called Thinkific to house some self-guided online workshops and peer group portals. In June 2024, we decided to investigate ways to house our self-guided workshops on our own website. By developing a Members' Hub, we hope to make it easier to locate and enjoy our resources.

## Customised Employment works!



### Jack

**Administrative Assistant, Unilodge**

Jack's employer was open to analysing their workplace needs in line with Jack's interest in collecting and delivering mail. They customised a role that matched Jack's interests, strengths, and conditions for success and benefitted the workplace.



### Daisy

**Trainee Vet Nurse**

Daisy was offered customised work experience while doing distance education. This allowed her to discover what she wanted to do in a job, apply her learning to real-life situations, and gradually take on more responsibilities. The supportive environment enabled her to succeed and grow.

# Our funded projects



## Typical Pathways Initiative

**Start date: February 2020 - extended until June 2025.**

Funded by the Department of Social Services - Individual Capacity Building grant under Information, Linkages and Capacity Building funding.

Through this project, we aim to strengthen the skills of families to support family members with intellectual disability in achieving typical life goals so they can take action in their own lives.

This project is the core of our work and is centred around the Social Role Valorisation (SRV) framework. As part of this project, we also build the capacity of Imagine More as an organisation, allowing us to reach a broader audience and positively impact more families.



## School to Work project

**Start date: April 2020 - extended until June 2025**

Funded through Resourcing Inclusive Communities (An initiative of Family Advocacy, NSW) by the Department of Social Services - Economic Participation Grant under Information, Linkages and Capacity Building funding.

This is a consortium project led by Resourcing Inclusive Communities (An initiative of Family Advocacy, NSW) in partnership with Imagine More and Community Resource Unit (QLD)

School to Work aims to inspire, increase the confidence of, and motivate students with disability to seek and find meaningful employment with the help and support of their families. We have used the Discovery process and Customised Employment as our frameworks to support students and families in thinking about and finding employment that suits their interests.





## My Home, My Way

**Start date: November 2019 - extended until June 2025**

Funded through Belonging Matters (Vic) by the Department of Social Services - Community Inclusion Capacity Development program: Information, Linkages and Capacity Building.

This project is a collaboration with other members of the National Alliance of Capacity Building Organisations (NACBO)

Within this project, NACBO developed an online portal containing resources about Home. The themes for this resource include

- first steps
- exploring community
- housing options
- support options and
- putting it all together.

A highlight of our contribution is our videos, which share stories of Canberra residents looking to move out of their family homes or who have already done so.

Other resources on the website include new podcasts, videos, high-quality booklets, and workshops.



## My Home, My Design: Making Individualised Living Arrangements real

**Start date: November 2020 | Completion date: June 2024**

Funded through Valued Lives (WA) by the Department of Social Services - Community Inclusion Capacity Development program.

This project built on the NACBO project: My Home, My Design. It aims to deepen people's knowledge about Independent Living Options to assist individuals in developing their own plans for creating a home of their own.

Our ongoing work in this project includes one-to-one consultations, peer groups, webinars, and workshops.

# Collaborations



## NACBO

Imagine More has been a member of the National Alliance of Capacity Building Organisations (NACBO) for eight years. NACBO is a group of like-minded and values-driven organisations that share a vision of social inclusion and leadership of people with disability and their families informed by Social Role Valorisation, personalisation, and inclusion.

NACBO has several consortium projects on home and employment. Working together has strengthened our knowledge and increased the number of stories we can share with local audiences.

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## ASRVA

The Australian Social Role Valorisation (SRV) Association continues to strengthen the teaching and learning of SRV. ASRVA safeguards SRV theory and invests in leadership. We continue to be a strong supporter of their work.

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## ACIE

Imagine More is working closely with the Australian Coalition for Inclusive Education (ACIE) to progress genuine inclusive education across Australia.

We were excited to endorse ACIE's 10-year Roadmap for Inclusive Education in Australia (<https://acie.org.au/acie-roadmap/>). We have encouraged the ACT Minister for Education to include this roadmap in the development of the ACT Inclusive Education Strategy.

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## Global Leadership Exchange

(formerly known as the International Initiative for Disability Leadership)

Imagine More continues to be involved in the International Initiative for Disability Leadership in collaboration with Plumtree, McKenzie Centre (based in New Zealand), CRU, and Family Advocacy as part of the International Initiative for Disability Leadership.

Every 18 months, we have participated in and hosted organisational exchanges on family leadership and employment. Jan was involved in co-hosting the first online exchange, which took place in October 2022 and was focused on family leadership.



## Rights and Inclusion Australia

Rights and Inclusion Australia's **Opening the Door** project focuses on the rights of people with disability to housing options. This work dovetails well with our focus on getting the support right when living in a home of your own.

We attend regular meetings with Rights and Inclusion Australia to advocate for the reduction and removal of barriers to housing.

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## Disability Education Reference Group

Imagine More maintains representation on the ACT's Disability Education Reference Group by attending regular meetings where we promote the importance of inclusive education.

The ACT Education Directorate recently quoted the UNCRPD definition of inclusion on its website. We are encouraged by this endorsement of the definition and continue to champion the inclusion of the ACIE Roadmap for Inclusive Education to be embedded in the ACT Inclusive Education Strategy.



## Marc Gold & Associate

We have continued to enjoy working with **Milton Tyree**, an associate of **Marc Gold & Associates** based in the USA.

Milton has generously shared his deep understanding of Customised Employment and how it can be used alongside Social Role Valorisation theory. We have seen that this powerful combination leads to the best employment outcomes for people with disability.

Unfortunately, very few employment services in Australia use an authentic Customised Employment approach. This has encouraged us to deepen our understanding of Marc Gold & Associates' Customised Employment approach and how it can be used in a family-led context.

This year, several families and job supporters attended a Job Supporter Peer Group, which Milton co-facilitated with Imagine More. While this Peer Group has ended, we'll continue to share the nuts and bolts of Customised Employment with families through future webinars and workshops.



## Community Living Project (CLP)

## Community Living Project

We partnered with the Community Living Project to create a shared family leadership initiative in South Australia. This collaboration culminated in the **Family Leadership Weekend**, which brought together families from all states and territories to learn, share experiences, and build connections.

We invited **Janet Klees** and **Selena Blake** from the Durham Association for Family Resources and Support in Toronto, Canada to lead this event. They delivered insightful sessions on key topics, including **supported decision-making**, **imagining home**, and **family leadership**, providing valuable knowledge and inspiration to participants.



# Treasurer's report

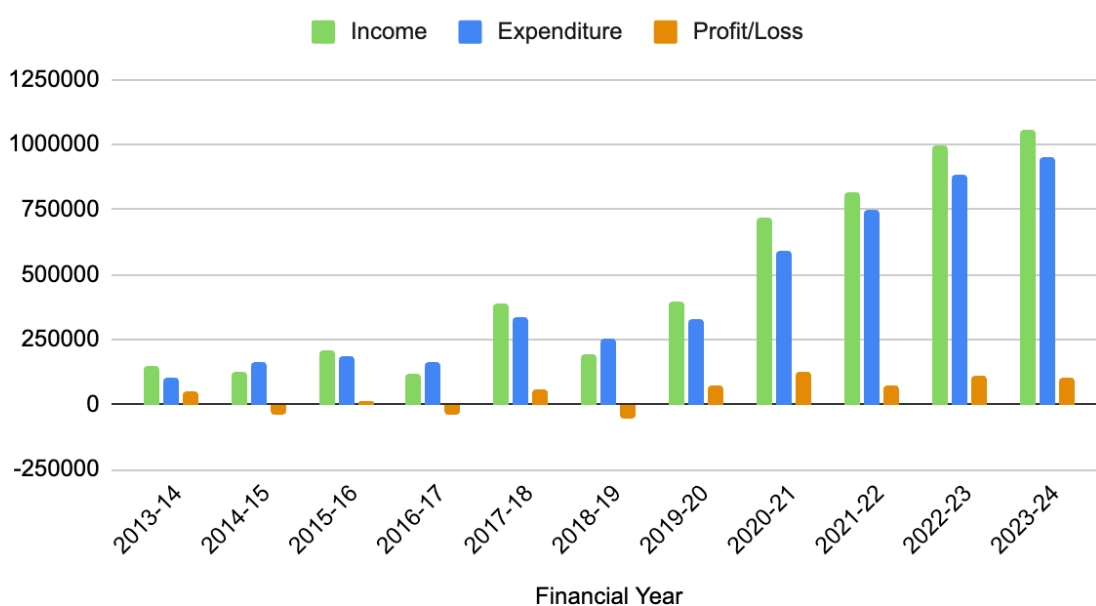
## Financial performance

Imagine More ended the 2023–24 financial year in a strong financial position, achieving an audited profit of \$100,196. As of 30 June 2024, the organisation's equity stood at \$464,774.

The organisation's audited financial reports complement this annual report and are available on the [ACNC](#) website.

Below is a summary of Imagine More's financial performance since our establishment in 2013.

### Income, Expenditure and Profit



Imagine More has strengthened its financial position over time to support the sustainability of our work. As a not-for-profit organisation, we are guided by the principle of not accumulating excessive funds, focusing instead on reinvesting in the work we do best, assisting people to get the good things of life.

The Board has strategically ensured that our financial reserves are sufficient to cover operations for more than six months, providing adequate security in the event of an unexpected funding loss. This approach balances financial prudence with our commitment to delivering meaningful impact. It also ensures our staff has increased job security in an uncertain economic climate.

# Revenue and expenditure

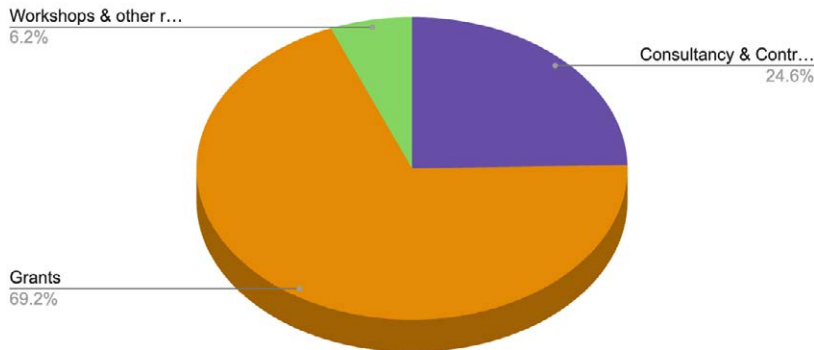
In 2023–24, our revenue came from various sources, with the largest portion generated through the Typical Pathways Initiative grant, funded by the Department of Social Services under the Information, Linkages and Capacity Building (ILC) Program. This grant-supported work was initially scheduled for completion by 30 June 2024. However, an extension has been approved for the 2024–25 year. We plan to transition and replace this work and its funding under the Foundational Support Funding for the 2025–2028 period.

Additional revenue sources included:

- Contracts, often in collaboration with the National Alliance of Capacity Building Organisations (NACBO)
- Consultancy services
- Sponsorships and registration fees from our 2024 Conference on Safeguarding the Future
- Workshop registrations
- Investments in liquid assets.

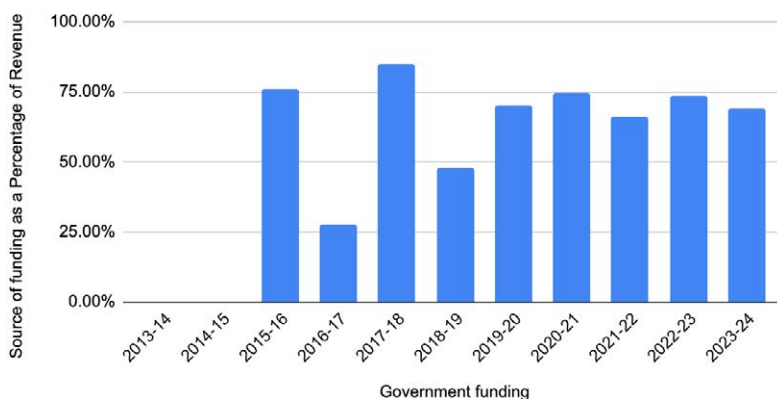
These diverse income streams reflect our proactive approach to securing financial sustainability and supporting our work.

## Revenue Source



## Government Funding

As a Percentage of Total Revenue



## Future challenges

As a relatively young organisation with minimal ongoing infrastructure costs, Imagine More can remain agile in an ever-changing environment. This adaptability is crucial as funding sources evolve and uncertainties persist.

The National Disability Insurance Scheme has provided the sector with valuable resources to invest strategically in capacity-building organisations like ours. However, beyond mid-2025, the funding landscape remains unclear.

Despite this uncertainty, we are well-positioned to navigate future challenges and continue making a meaningful impact. Our resilience, strategic approach, and commitment to empowering individuals have prepared us to thrive in the years ahead.





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