

STRATEGIC PLAN 2020-2025

ACT DOWN SYNDROME
ASSOCIATION INC



Office 24, Building 1
Pearce Community Centre
Collet Place, Pearce ACT 2607

Vision

ACT Down Syndrome Association (ACTDSA) leads the way in building an inclusive community for people with Down syndrome and intellectual disabilities.

Mission

ACTDSA works with individuals and families through lifelong engagement to enable them to reach their full potential as active and contributing members of the wider community.

ACTDSA collaborates and builds relationships with business, government and community organisations to create better outcomes for all of society.

Core Values

Core Value	Description
Inclusive	We aim to help build an inclusive community where everyone can thrive.
Honesty/Integrity	Honesty and Integrity are core values of our staff and volunteers and key drivers in everything we do.
Ethics	Ethical interactions with our community are the foundations on which the ACT Down Syndrome Association has been built.

DRAFT VERSION 1
 JULY 2019

Strategic Priorities

Based on the SWOT Analysis, we have set six Strategic Priorities:

Strategic Priorities		
Building an inclusive community	Building Capacity	Financial growth and security
ACTDSA will help build an inclusive community for people with Down syndrome and intellectual disabilities.	ACTDSA will build capacity for people with intellectual disabilities and their networks through information linkages support and connections.	ACTDSA will increase organisational funding through grants, donations and corporate sponsorship
Raising Profile	Governance and organisational structure	Community Education
ACTDSA will raise its profile within the ACT community through promotional activities, Facebook and website, e-news and face to face events.	ACTDSA is committed to ongoing improvement and evaluation of governance and organisational structure.	ACTDSA is committed to providing up to date, relevant, ethical and balanced information to the community via online sources, workshops, peer to peer arrangements and in group settings.

Business/Strategic Objectives

ACTDSA's overall vision for the future is to lead the way in building an inclusive community for people for Down syndrome and intellectual disabilities. This will be achieved through the following strategic and business objectives:

Objective: Building capacity			
Intended Result: ACTDSA will build capacity for people with intellectual disabilities and their networks. These functions to be carried out by ACTDSA staff.			
Measures			
Continue to provide information, referrals and linkages to the community.			
Create new and build on existing inclusive social groups for individuals with intellectual disabilities and their networks. This includes assisting mainstream social groups/activities to adapt to become more inclusive.			
Create new and build on existing capacity building groups/activities for people with intellectual disabilities and their networks. This includes assisting mainstream groups/activities to adapt to become more inclusive.			
Continue to build/create employment networks for people with intellectual disabilities.			
Continue to build/create education networks for people with intellectual disabilities.			
Build ongoing relationships with NDIS stakeholders (NDIS service providers and Local Area Coordinators)			
Build ongoing relationships with local Government.			

Objective: Financial growth and security			
Intended Result: Increased organisational funding and overall financial stability.			
Measures	Target	Responsible	Date
Increase funding through ACT ILC grants	\$100,000	BM (and DSA)	December 2020
Increase funding through corporate sponsorship (3 x \$15,000 per year corporate sponsors)	\$45,000	BM and Committee	December 2020
Identify new funding opportunities	\$50,000	BM	December 2021
Increase community donations and fundraising	\$80,000	BM	December 2021
Increase staffing levels to 2.5 FTE	2.5FTE	BM	December 2021

Objective: Raising profile			
Intended Result: ACTDSA will raise its profile within the ACT and surrounding community.			
Measures	Target	Responsible	Date
Attending mainstream and disability expos and public events	3—5 expos and public events per year	BM/CRC	Ongoing
Sending e-news to members and other interested parties	1 e-news per month	CRC	Ongoing
Meeting with Government	4 meetings per year	President, BM	Ongoing
Published articles (online and in print)	2-5 per year	BM	Ongoing
Contribution to the 'Voice' and subsequent distribution to the community.	Every issue (4 per year)	BM, CRC, Committee	Ongoing

Objective: Governance and organisational structure			
Intended Result: Improvement of ACTDSA's governance and updating of organisational structure			
Measures	Target	Responsible	Date
Strategic Plan 2020-2025	Completion	BM	Jan 2020
Evaluation of all organisational policies. Missing policies identified	Completion	BM	March 2020
Identified policies drafted	Completion	Committee	December 2020
Ongoing training for Committee and staff	As required	President, BM	ongoing

Objective: Community Education			
Intended Result: ACTDSA is committed to providing up to date relevant information to the community.			
Measures	Target	Responsible	Date
Workshops for professionals	2 per year	BM, CRC	Ongoing
Workshops for families	2 per year	BM, CRC	Ongoing
Workshops for individuals with intellectual disabilities			