



Down Syndrome &
Intellectual Disability
Queensland

Celebrating 50 Years



Strategic Plan

2026 - 2029

Integrity, Inclusion, Passion

CHAIRPERSONS REPORT

As we look toward the 2026-2029 strategic planning period, our organisation stands at a pivotal moment. Like many in the not-for-profit sector, we are navigating significant uncertainty arising from ongoing budgetary pressures, workforce challenges, and changes within the National Disability Insurance Scheme (NDIS). These factors require us to be both adaptable and purposeful as we continue to support the communities we serve.

While the environment around us is changing, our commitment to our mission remains unwavering. This Strategic Plan provides a clear roadmap for the future, grounded in the voices and experiences of the people at the heart of our work.

Over the next three years, we will focus on four key priorities: elevating lived experience to influence meaningful change; strengthening identity, connection and inclusion; delivering accessible, high-quality services aligned with community needs; and creating a resilient, future-ready organisation.

These priorities reflect our belief that genuine impact is achieved when people with lived experience help shape the decisions that affect their lives. They also recognise the importance of building organisational strength and sustainability in an increasingly complex environment.

On behalf of the Board, I thank our community, staff, volunteers, partners and supporters for their ongoing dedication. Together, we will meet these challenges and continue creating positive change for the future.

TIM GILLESPIE
CHAIRPERSON
DOWN SYNDROME & INTELLECTUAL
DISABILITY QUEENSLAND



MESSAGE FROM THE CEO

At DSIDQ, we believe every person with intellectual disability deserves to be valued, included and empowered to live a life of choice and opportunity.

As Queensland's peak body for intellectual disability, we have an important role in advocating for meaningful change, strengthening community connections and delivering quality services that respond to the needs of people with intellectual disability, their families and carers.

This Strategic Plan sets our direction for 2026–2029. It reflects the voices of our community, our staff and our Board, and provides a clear framework to guide our decisions, strengthen our impact and ensure our organisation remains sustainable into the future.

Through our five strategic pillars: Advocacy, Community, Services, Collaboration and Sustainability, we will continue to build an inclusive Queensland where people with intellectual disability are respected, heard and supported to thrive.

Together, we look forward to delivering meaningful outcomes for our community over the next three years.

A handwritten signature in black ink that reads "SBone". The letters are cursive and fluid, with the "S" and "B" being particularly prominent.

SARAH BONE
CHIEF EXECUTIVE OFFICER
DOWN SYNDROME & INTELLECTUAL
DISABILITY QUEENSLAND



ABOUT US

DSIDQ is Queensland's peak body for intellectual disability.

We advocate for the rights of people with intellectual disability, provide information and support, build community connections, deliver education and capacity-building programs, and work alongside government, service providers and community organisations to create a more inclusive Queensland.

Our work is guided by lived experience and a commitment to ensuring people with intellectual disability, their families and carers have opportunities to participate fully in their communities.

OUR VISION

A Queensland where people with Down syndrome and intellectual disability, and their families and carers, are included and valued in their communities..

OUR PURPOSE

As Queensland's peak body for intellectual disability, we lead with inclusion and act with integrity and passion. We advocate for the rights of people with Down syndrome and intellectual disability, facilitate opportunities for connection, and deliver supports that meet community needs.

OUR VALUES

INTEGRITY

We are honest, transparent and accountable in everything we do. We act ethically, communicate openly and build trust through our actions.

INCLUSION

We believe every person belongs. We value diversity, respect different perspectives and work together to create opportunities where everyone can participate and thrive.

PASSION

We are committed to creating positive change. We lead with courage, enthusiasm and determination to improve the lives of people with intellectual disability and their families.

OUR STRATEGIC FRAMEWORK

ADVOCACY

ELEVATING LIVED EXPERIENCE TO INFLUENCE MEANINGFUL CHANGE.

COMMUNITY

STRENGTHENING IDENTITY, CONNECTION AND INCLUSION.

SERVICES

DELIVERING ACCESSIBLE, HIGH-QUALITY SERVICES ALIGNED WITH COMMUNITY NEEDS.

COLLABORATION

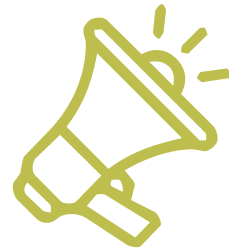
BUILDING PARTNERSHIPS THAT INCREASE OUR IMPACT.

SUSTAINABILITY

CREATING A RESILIENT AND FUTURE-READY ORGANISATION.



STRATEGIC PRIORITY ONE – ADVOCACY



OUR GOAL

Elevate lived experience to influence meaningful change.

WHY IT MATTERS

People with intellectual disability, families and carers should have every opportunity to influence the decisions that affect their lives. We will continue to strengthen our advocacy efforts to ensure lived experience informs policy, reform and service delivery.

STRATEGIC OBJECTIVES



Increase visibility and understanding of issues affecting people with intellectual disability.



Ensure lived experience informs policy, reform and decision-making.



Empower people, families and carers with the confidence and skills to advocate.

WHAT SUCCESS LOOKS LIKE



Stronger representation.



Greater influence in policy and reform.



Empowered voices across Queensland.

STRATEGIC PRIORITY TWO – COMMUNITY



OUR GOAL

Strengthen identity, connection and inclusion.

WHY IT MATTERS

Strong communities create opportunities for people with intellectual disability and their families to connect, learn and participate. We will continue to build awareness, strengthen relationships and increase community engagement across Queensland.

STRATEGIC OBJECTIVES



Gather community insights to inform programs and advocacy.



Build awareness and understanding across Queensland.



Strengthen DSIDQ's profile as Queensland's peak body.



Promote a One DSIDQ approach across all services.

WHAT SUCCESS LOOKS LIKE



Engaged community.



Recognised leadership.



Connected and unified services.

STRATEGIC PRIORITY THREE - SERVICES



OUR GOAL

Deliver accessible, high-quality services aligned with community needs.

WHY IT MATTERS

Our services should continue to evolve alongside the needs of our community. We are committed to delivering quality programs that are informed by lived experience and supported by sustainable funding.

STRATEGIC OBJECTIVES



Align services with community need.



Expand accessible in-person and online programs.



Continuously improve services through feedback and evaluation.



Secure sustainable funding to support growth.

WHAT SUCCESS LOOKS LIKE



Increased community participation.



Increased access to quality programs and services.



Strong participant and stakeholder satisfaction.



Sustainable, community-led service growth.

STRATEGIC PRIORITY FOUR – COLLABORATION



OUR GOAL

Build values-driven partnerships that increase reach and impact.

WHY IT MATTERS

Working together strengthens our collective voice and creates greater opportunities for people with intellectual disability. We will continue building partnerships that support advocacy, innovation and service delivery.

STRATEGIC OBJECTIVES



Strengthen collaboration across the disability sector.



Build strong stakeholder relationships.



Expand strategic partnerships.



Increase collective impact.

WHAT SUCCESS LOOKS LIKE



Stronger partnerships.



Increased reach.



Greater sector influence.

STRATEGIC PRIORITY FIVE – SUSTAINABILITY



OUR GOAL

Create a resilient and future-ready organisation.

WHY IT MATTERS

A strong organisation is essential to delivering lasting impact. We will continue to strengthen our governance, workforce capability, financial sustainability and organisational systems.

STRATEGIC OBJECTIVES



Strengthen governance and organisational capability.



Improve systems and operational efficiency.



Diversify revenue and funding opportunities.



Invest in workforce capability and innovation.

WHAT SUCCESS LOOKS LIKE



Financial sustainability.

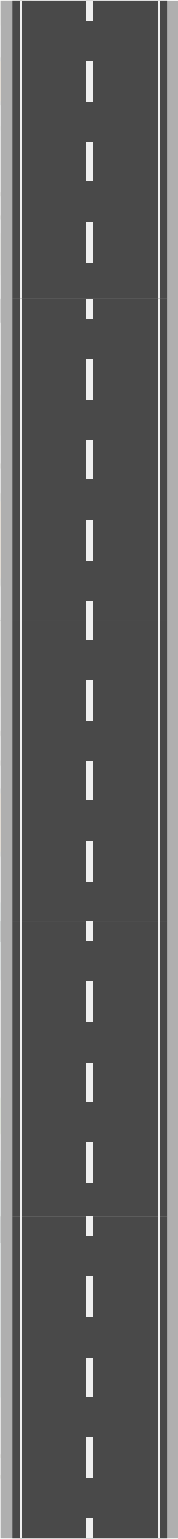


Organisational resilience.



Sustainable growth.

THREE-YEAR ROADMAP



BUILD **2026/7**

- Increase community engagement
- Active governance and compliance
- Align services with community need
- Build strategic partnerships

STRENGTHEN **2027/8**

- Expand services and partnerships
- Grow advocacy and influence
- Diversify funding
- Strengthen organisational capability

LEAD **2028/9**

- Demonstrate sector leadership
- Increase statewide impact
- Achieve sustainable growth
- Invest in innovation

MEASURING OUR SUCCESS

Progress against the Strategic Plan will be monitored through:

- ✓ Advocacy and policy influence.
- ✓ Community engagement and participation.
- ✓ Program and service outcomes.
- ✓ Stakeholder satisfaction.
- ✓ Organisational sustainability.
- ✓ Financial performance.
- ✓ Workforce capability.
- ✓ Growth in partnerships and funding opportunities.

Progress will be reported to the Board through quarterly strategic reporting and reviewed annually.

PRIORITY ACTIONS 2026–2027

During the first year of this Strategic Plan, DSIDQ will focus on:



Strengthen strategic governance and compliance.



Act on insights from community consultation.



Elevate DSIDQ's visibility, profile and community presence.



Set the foundations for future growth.



Strengthen organisational culture and embed a One DSIDQ approach.



Strengthen financial sustainability through improved cost allocation and operational efficiency.



Pursue new funding opportunities and deepen stakeholder engagement through strategic partnerships.



Respond proactively to advocacy opportunities and peak body representation.

DELIVERING THE STRATEGY

This Strategic Plan will be implemented through annual team operational plans and individual performance plans.

Progress will be monitored through quarterly Board reporting, annual KPI reviews and ongoing community feedback to ensure the strategy remains responsive, measurable and aligned with community needs.

Every member of the organisation has a role to play in delivering this strategy and contributing to our shared vision of an inclusive Queensland.