

## Greystanes Disability Services Strategic Plan

*Greystanes Disability Services Strategic Plan was written in collaboration with the Advisory Committee, Board of Directors, Team Leaders, Support staff and the Executive Management Team. The work of Greystanes Disability Services is made possible through the commitment and collaboration of this community.*

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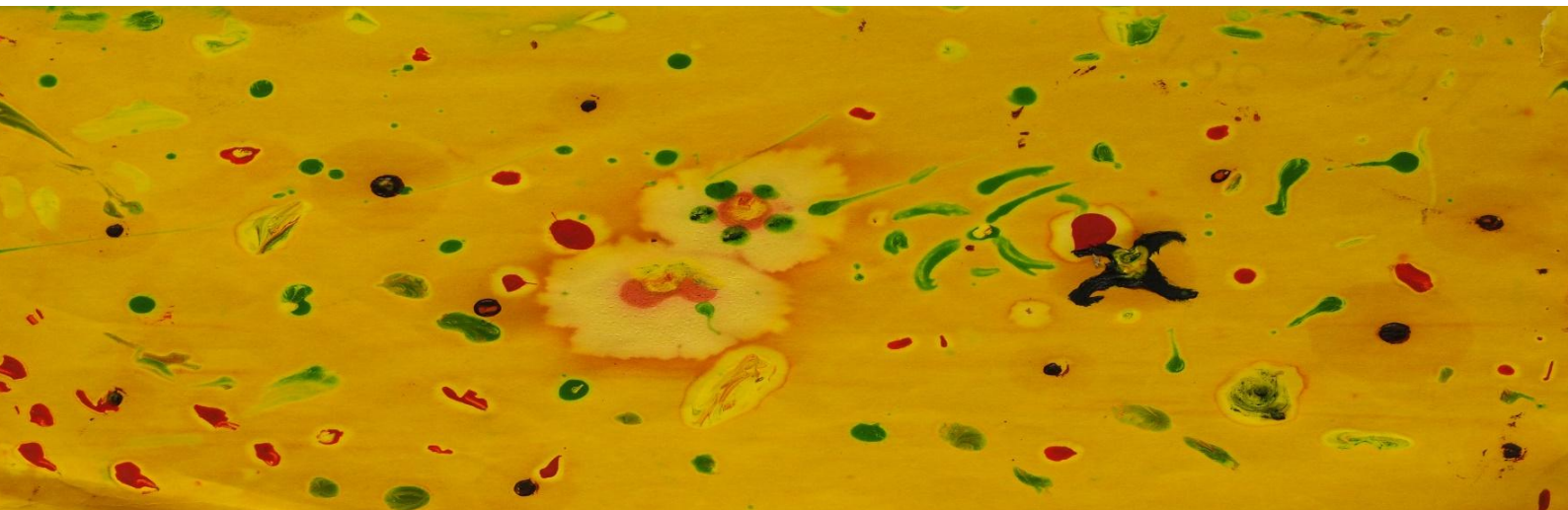
*January 2025*

### Executive Summary

Greystanes Disability Services (GDS) is a small disability service provider that has supported people with disability for over 60 years within the Blue Mountains and Nepean regions of NSW Australia.

As a for-purpose non-profit registered charitable organisation, the focus is on supporting people with complex and significant disability support needs. We are committed to delivering human rights-based, person-centred services.

This strategic plan outlines our strategic priorities for the next 3 years, emphasising sustainable growth, innovation in service delivery, and targeted advocacy to secure housing, health care, and community support for people with disabilities.



Artwork by Stuart Jackson

## Our Purpose

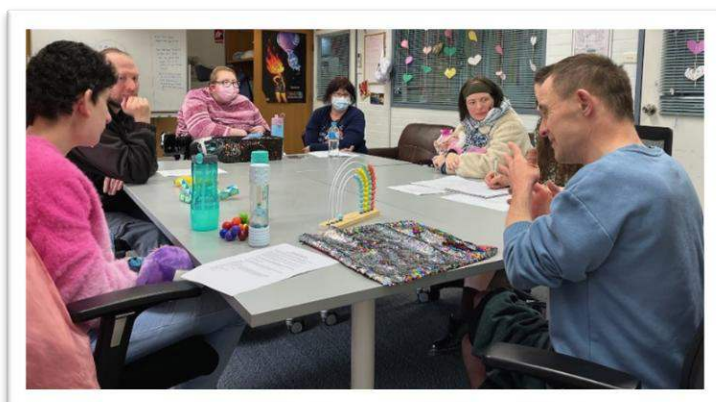
*To actively support people with disability.*

## Vision

*We envision an equitable society where all people can participate fully with dignity and opportunity.*

## Mission

*To provide individualised support services that uphold the rights of people with disability. Promoting inclusion, dignity, and advocacy to support each person to live a good life.*



*1<sup>st</sup> Meeting of Disability Advisory Committee*

## Strategic Priorities:

### 1. Meeting Individual Support Needs Across Various Settings

Our service approach is built on providing flexible, personalised support to meet everyone's needs across multiple settings. We aim to support people in their homes, specialised accommodation services, and community-based activities, ensuring participants can live a good life.

#### Action Plan:

- Expand our home-based support services to ensure participants receive the assistance they need to live independently within the community.
- Strengthen partnerships with Specialist Disability Accommodation (SDA) providers to offer quality, person-centred housing options.
- Enhance our community participation and centre-based programs, offering a diverse range of activities that support skill development, social engagement, and well-being.
- Prioritise the completion of the Therapy Spa, replace the Liberty Swing and modernise the Grose Street site, creating a community centre that benefits the broader Blue Mountains community for therapy, recreation and a meeting place.

### 2. Modernising Grose Street as a Legacy Project

The Grose Street site is a place of meaning and legacy, and its renovation will ensure it remains a hub for people with disabilities and the broader community. The project will include a new therapy spa, liberty swing and sensory garden. Upgrades to make the facility modernised and accessible, ensuring it meets the standards of care and quality for the years to come.

#### Action Plan:

- Design and implement renovations that enhance accessibility, functionality, and comfort for participants and staff.
- Seek Government and private financial support in the way of grants fundraising and donations to assist with the upgrade of the community centre.
- Incorporate new therapeutic services, such as a therapy spa, that align with our mission of holistic, person-centred care.
- Dedicate this modernisation as a legacy project, honouring the founders of Greystanes and their vision of a charity committed to improving the lives of people with disabilities.

### 3. Advocacy for Inclusion in Health Care Services

Ensuring that people with disabilities receive equitable and appropriate health care is a major focus of our advocacy efforts. We will advocate for systemic changes that make healthcare services more inclusive and better equipped to meet the complex health needs of people with disabilities.

#### Action Plan:

- Advocate for better integration of disability support services within the health care system, ensuring that complex health needs such as enteral feeding, stoma care, and epilepsy management are prioritised in hospital and community settings.
- Participate in research and training partnerships with Universities to increase quality healthcare outcomes for people with disability.
- Work with health care providers to develop training programs that ensure medical staff understand and can meet the specific needs of people with disabilities.
- Collaborate with government agencies and disability advocacy groups to push for policy changes that improve access to high-quality health care for people with complex support needs.

### 4. Advocacy for Government Investment in Community Services

We will advocate for increased government funding and investment in disability services, focusing on the need for sustainable funding that covers the true cost of delivering high-quality, person-centred support. Our goal is to ensure that community services are resourced to “pay what it takes” to provide the services people with disabilities deserve.

#### Action Plan:

- Participate in advocacy campaigns to engage with government representatives, stakeholders, and the public to highlight the need for increased funding for disability services.
- Partner with disability service providers and advocacy groups to create a unified voice advocating for fair funding that reflects the real costs of providing high-quality, complex care.
- Participate on committees with other for-purpose community organisations.
- Support people with disability with self-advocacy and participation through membership on committees.

## 5. Investment in Education and Workforce Development

A qualified, dedicated, and stable workforce is essential to the success of our organisation. We will invest in education and training opportunities to ensure our staff are well equipped with the skills and knowledge required to meet the complex needs of the people we support.

### Action Plan:

- Partner with local educational institutions and training organisations to secure a workforce of qualified support workers and leaders in the disability sector.
- Provide ongoing professional development and upskilling opportunities for current staff, focusing on specialised areas such as health care support, person-centred active support, and leadership.
- Advocate for government and private sector investment in workforce development, ensuring that the disability sector attracts and retains highly qualified staff.

## Innovating Service Delivery to Meet Changing Needs:

We are committed to innovating how GDS provide services to ensure that our support remains responsive to the changing needs of the people we support. This includes adopting new technologies, developing flexible service models, and continuously evaluating our practices to ensure the highest quality supports are provided.

### Action Plan:

- Explore and implement new technologies that enhance participants' independence, communication, and mobility.
- Develop flexible service models that can be tailored to individual needs, from home-based care to community participation and centre-based activities.
- Regularly review and adapt GDS services taking feedback from participants, families, and staff when given, ensuring we remain at the forefront of disability service innovation.



## Building Sustainable Partnerships

To ensure the long-term sustainability of our services, we will continue to build strategic partnerships with SDA providers, community organisations, and philanthropic supporters. These partnerships will help us secure the resources needed to expand our services and reach more people with complex support needs.

### Action Plan:

- Formalise partnerships with SDA providers to ensure participants can access quality housing that meets their needs and preferences.
- Seek grants and philanthropic support to fund innovation in service delivery and infrastructure development, including the Grose Street Community Centre.
- Collaborate with other disability service providers to share best practices and resources, creating a stronger, more resilient support network for people with disabilities.
- Work in collaboration with Government housing bodies to advocate for quality and affordable social housing

## Financial Sustainability and Growth

### 1. Securing Grants and Funding

To fund Greystanes Disability Services' mission and ensure the highest quality of service delivery, GDS will actively pursue grants, government funding, and philanthropic partnerships. This approach will enable us to expand our services while maintaining financial stability.

### Action Plan:

- Identify key grants and funding opportunities that support our work in disability services, housing, and community services.
- Develop a targeted philanthropic strategy to attract donations and corporate partnerships that align with our vision of inclusion and empowerment.
- Explore additional service models, including private fee-for-service offerings, to complement NDIS funding.

## 2. Diversifying Revenue Streams

Our revenue streams will be diversified to ensure long-term sustainability, with income from SDA housing partnerships, community-based services, and fee-for-service models.

### Action Plan:

- Expand support services to include tailored care packages for residents in SDA housing.
- Explore additional revenue opportunities through private fee-for-service offerings.
- Reinvest profits into expanding housing and service options, ensuring ongoing growth and sustainability.

## Conclusion

This Strategic Plan outlines Greystanes Disability Services' commitment to building inclusive, rights-based services that empower people with disabilities to live with dignity, independence, and full community participation. By prioritising partnerships, service innovation, advocacy, and workforce development, we will ensure that our services continue to meet the evolving needs of individuals with complex support requirements. Our vision for the future is one where every person with a disability can access the support, housing, and opportunities they need to live a good life.

