



Blairlogie Living and Learning Strategic Plan 2016 – 2021

“Preparing ourselves for the NDIS”

Blairlogie Living & Learning is preparing for the biggest social reform in 40 years – the National Disability Insurance Scheme (NDIS). The NDIS introduces an operating environment that is significantly different from that in which we have been operating since our inception in 1987.

As part of preparing for the NDIS Blairlogie recognised the critical role strategic planning process plays. Having a detailed plan that articulates where Blairlogie wants to be and the principals and philosophies that will underpin our decision making processes as we transition to the NDIS is an important part of ensuring our organisation thrives in the future.

This plan has been developed by members of the Blairlogie Board and leadership team, with extensive input, from staff, support workers and parents/guardians via a questionnaire and workshops. The Board and CEO were committed to maximise the process of engagement in the development of the Strategic Plan. Involving a wide range of stakeholders not only provided information and views that strengthened the plan, but also broadened the understanding of the challenges facing Blairlogie as it plans for the future.

Blairlogie is excited to share this strategic plan with you and we hope it gives a clear picture of where we will be focusing our energies in the coming years.

Carol Pollard
President

Carolyn Carr
Chief Executive Officer

Our Organisation

Blairlogie Living & Learning is a non-profit community organisation that has been supporting people with a disability since 1987. We provide supports to people living in the Local Government Areas of:

- *Casey*
- *Frankston*
- *Mornington Peninsula*
- *Monash*
- *Kingston*
- *Knox*
- *Cardinia*
- *Glen Eira*
- *White Horse*

The organisation was born from the hard work and dedication of a small group of parents who wanted their children to be “part of an outdoor facility, where people could work with their hands and get exercise daily.” This group of parents worked tirelessly to establish Blairlogie and to create a facility that their children would go to upon completion of their formal education.

Since 1987 Blairlogie has continued to evolve. The growth of the organisation, both in numbers of people supported and services offered has always been in direct response to unmet need of people with a disability and their families/carers.

In 1987 Blairlogie, a registered Day Training Centre, opened its doors to 18 clients from its site in Baxter. In 2016 Blairlogie is a multi-faceted organisation providing individual and group supports to more than 150 people to enhance opportunities for learning, growth and community participation. We have established new services in the areas of respite, vacation care and in home services to meet the needs of individuals and families/carers that were unable to be met by other services.

Blairlogie is based in South Cranbourne, on a six acre property that produces a peaceful and inspiring place to work and learn. We support people to participate in a range of activities, experiences and opportunities in the areas of Sport and Recreation, community participation, performing arts, multimedia, woodwork, ceramics, computers, gardening and grounds maintenance, living skills, cooking and music.

Blairlogie recognises and appreciates the power of partnerships. We actively seek out like minded partners, those that share our vision, and want to play a role in creating thriving communities. Communities in which diversity is celebrated and embraced and people with a disability are recognised for the valuable social and economic contributions they make.

Blairlogie actively seeks opportunities to expand its services when a need is identified. Over the last five years Blairlogie has launched several new services –

- *Facility based respite*
- *Community based respite*
- *Extended service hours to 6pm on weeknights*
- *Vacation care services*
- *Weekend social groups*
- *Supported holiday opportunities*

Each of these new services has been established because individuals, families/carers and community members have approached Blairlogie and highlighted an existing gap in services available. Blairlogie has then set about sourcing funding and establishing these new services.

Blairlogie is Governed by a Board of Management comprising of parents and carers of people with a disability as well as business and community leaders.

The Leadership team of the organisation has significant experience, skills and knowledge in the disability sector and represent a passion and a dedication that is a unique feature of Blairlogie.

Here are some testimonials from families and carers of people supported by Blairlogie

“Our children have been able to stay, grow and develop as they got older”

“We liked the openness of Blairlogie – there was a warm feeling compared to other providers”

“Open, friendly and approachable”

“Great facilities”

“My son loved it – he chose Blairlogie”; “She picked Blairlogie – she loves it”

“Felt that goodwill started at the top – great leadership”

Our Vision

Blairlogie is the preeminent community based provider of holistic quality support and services to people living with a disability.

Our Mission

Our purpose is to enhance each person's opportunities for learning, growth and community participation. We are equally committed to advocating for our clients and their support networks.

Our Values

Openness and Integrity

We pride ourselves on being honest, reliable and professional in our dealings with each other and with all our stakeholders

We will:

- be honest about what we can and cannot do or deliver;
- follow through on what we commit to do;
- not compromise our commitment to meet the needs of each individual;
- value all contributions regardless of their size;

Respect for All

We pride ourselves on our energy, sense of community, passion and acceptance of each individual

We will:

- respect diversity and foster inclusion;
- value each individual and their needs;
- demonstrate cultural sensitivity and flexibility;
- respect client choice;
- value the right of every individual to grow and learn.

Communication and Engagement

We are committed to effectively engage with our stakeholders to ensure we understand their needs and where we can, meet those needs.

We will:

- respect and value the importance of our community;
- create and strengthen our ties with the communities within which we work;
- listen to and actively engage with our stakeholders;
- actively seek partnerships with like-minded organisations and community groups.

Our Values (continued)

Continuous Improvement & Leadership

We pride ourselves on our quality leadership and on continuously improving Blairlogie for the benefit of our stakeholders.

We will:

- commit to developing our knowledge and skills;
- continually seek better solutions and ways of doing things;
- reflect and learn from what we do;
- work on the principle that leadership can and should be shown by all in the organisation;
- celebrate our successes.

Our Key Strategic Areas

Strategic Area

Aspirational Statement

Providing Appropriate Infrastructure and Facilities	<i>We are planning for and providing the infrastructure and facilities to maximise the positive outcomes for our clients</i>
Developing Partnerships	<i>We are developing a range of partnerships with 'like- minded' organisations to improve the viability of Blairlogie and increase the range of opportunities for our clients</i>
Building Financial Sustainability	<i>We are planning for the implementation of the NDIS and ensuring Blairlogie's financial viability during the transition and beyond</i>
Providing Best Practice Support and Services	<i>We are constantly reviewing our support and services and implementing improvements to better meet the needs of our clients and their networks</i>
Building a Highly Capable Organisation	<i>We develop and support our staff and provide an optimal organisational structure to ensure they are best equipped to improve the lives of our clients</i>
Strengthening Communications and Engagement	<i>We continuously review and improve our communications and engagement processes to strengthen the links across Blairlogie and our community</i>