



# Annual Report 2021 – 2022





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# Snapshot 2021-22



1604  
event  
registrations



34  
workshops  
and webinars  
consisting of 84  
sessions.



825  
A two-day online  
conference with  
825 registrations

## Website



14,814  
website  
visitors  
from across  
the globe



9370  
website  
visitors from  
Australia



2,211  
website  
visitors from  
Canberra.



New for IM:

- Our first podcast
- Launched online self-directed workshop modules



36  
peer group  
meetings with  
150 registrations

Employee



Friend and Housemate



Gym Member



Homeowner



School Student



Skier



# Who we are

## Our Vision

A community where everyone is included, valued and contributing in meaningful roles.

### Achieved by

Empowering individuals, families and the community to become inspired, motivated and capable of ensuring people with autism and intellectual disability hold valued social roles; develop meaningful relationships, and; live typical lives in their communities.

# Our Values



## Family:

We believe that families will put the best interests of the person with disability first when seeking opportunities. When families hold high expectations for what their family member with disability can achieve, they know what to aim for even though they may not know how to get there. We acknowledge, promote and celebrate the role families play in imagining, encouraging, persevering, including, supporting and celebrating the lives of people with a disability.



## Imagination:

We believe in the importance of holding a clear and optimistic vision for a good life, being open to and seeking opportunities, having high expectations, and being positive and hopeful about the future.

We ignite people's imagination by sharing stories of what is possible for people with disability.



## Courage, Confidence and Perseverance:

To push boundaries for positive change for people with disability takes courage, confidence and perseverance. We promote the theory and implementation of Social Role Valorisation (SRV) - and use SRV's principles to develop the courage, confidence and perseverance of individuals, families, services, and the community to plan and take steps required to fulfil an individual's vision for a good life in their community.



## Inclusion:

Inclusion is realised when a person is welcomed and supported to participate and contribute regularly and frequently in typical communities in our society. We promote inclusive practices that are not confused with models where people are segregated from the community or congregated with other people with disability.



### Connection:

We recognise the importance of freely given relationships, the intimacy of connection, and the strength of building and investing in a wide variety of friendships, relationships and neighbours. We believe freely given relationships tend to be more enduring and broaden a person's social capital. Individuals and families are encouraged to reach out for and nurture freely given relationships.



### Celebrating the success:

We recognise the importance of reflecting on, sharing and celebrating successes, no matter how small, in working towards a vision of the good things in life.



### Self-direction and agency:

We believe people with disability, and their families, can and should be authors of their own lives. We encourage people to always be in the driver's seat in directing their life goals and in how this is supported.



### Supported decision making:

We all need support in making decisions, and people with disability are no different. However, some people may need a deeper level of support to understand the choices and consequences of decisions and have agency in their own lives. We propose people with disabilities are supported in making decisions with consideration given to the community's perception of a positive image and value.



## Strategic Objectives

- 1 A community where people with disability and their families are empowered to build the support and networks needed to live a valued and included life.
- 2 A community that welcomes the genuine participation and valued contribution of people with disability in social and economic life.
- 3 A community where people with disability, and their families, are leaders by example in attaining the good things in life.
- 4 An organisation that is professional, sustainable and embedded in the community it works with.

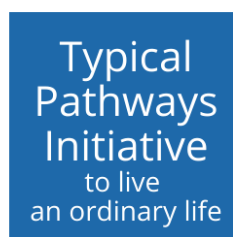


# Projects and Grants

Imagine More's core work is funded by an Individual Capacity Building grant that supports the belief that all people with disability can get the good things of life.

## Typical Pathways Initiative

**Start date:** February 2020 | **Completion date:** July 2023  
(Since extended to June 2024)



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

Unlike other projects, this is run solely by Imagine More and is aimed at strengthening the skills of families to support family members with intellectual disabilities to achieve typical life goals so they can take action in their own lives.

This project also provides resources for building the capacity of Imagine More as an organisation, allowing us to reach a broader audience and positively impact more families.

We will achieve this through the following:

- Facilitated peer group meetings
- Individual consultations for peer group members on a regular or occasional basis
- Five workshops each year
- Resource development - podcasts, booklets, digital stories
- Conferences (theme and location to be confirmed in 2021)
- Family leadership events
- A workshop series: Making the Most of Your Funding
- Supporting and developing
  - the Board of Directors and their responsibilities
  - internal and external policies and procedures
  - workplace relations
  - organisational sustainability and strategic direction

## School To Work

**Start date:** April 2020 | **Completion date:** June 2023  
(Since extended to June 2024)

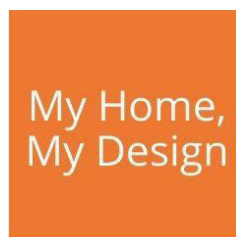


Funded through Family Advocacy (NSW) by the Department of Social Services - Economic Participation Grant under Information, Linkages and Capacity Building funding. This is a consortium project led by Resourcing Inclusive Communities/Family Advocacy (NSW) in partnership with Imagine More and Community Resource Unit (QLD)

School to Work aims to inspire, increase confidence and motivate students with disability to seek and find meaningful employment with the help and support of their families. This will be achieved through the delivery of a series of webinars and workshops, two conferences, and the development of resources.

## My Home, My Design

**Start date:** November 2019 | **Completion date:** November 2022  
(Since extended to June 2024)



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)

The project will develop an online portal containing resources about Home. The project will also produce new podcasts, videos, high-quality booklets, and workshops.

## My Home, My Design: Making Individualised Living Options Real

**Start date:** November 2020 | **Completion date:** December 2022  
(Since extended to June 2024)



Funded through Valued Lives (WA) by the Department of Social Services - Community Inclusion Capacity Development program. This project builds on the NACBO project: My Home, My Design.

This project 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.

# The Board



## A Message from the Chair

As we wrap up 2021-22, Imagine More commences its 10th year of contribution to our community in the Canberra region and beyond. What an exciting time to present the Annual Report!

### Our organisation

Imagine More Ltd is a company limited by Guarantee and a registered charity with income tax exemption and Deductible Gift Recipient status. It operates with a Constitution and is governed by the Directors who provide guidance and support to the Executive Director. The Executive Director undertakes the day-to-day responsibilities and decisions, ensuring the Objects of the Constitution, vision, mission, and the Board's objectives are achieved. All the Directors are parents of young people with disability.

The Board has met regularly this year, with six general meetings being held in person and online to

- support the Executive Director in her role
- ensure the vision is adhered to, and
- oversee the future direction and sustainability of Imagine More.

The primary role of the Board general meetings is to consider

- the financial position of the company, including expenditure and receipts
- administrative matters
- strategic and systemic matters
- risks correspondence to the Board
- complaints
- outcomes of programs and contracts entered into
- initiatives, grants and opportunities that we might engage with.

This year the Board has invested time and resources to establish effective and robust governance processes to keep pace with the growing complexity of Imagine More's activities. I want to thank Paul Kruger for his considerable work ensuring that our governance, budget management, and financial reporting systems can handle this increased complexity. Paul has built strong relationships with consultants who provide the specialist advice needed to evolve and grow.

## Our work in 2021-22

Whilst the 2021-22 year was challenging, we were very pleased with our achievements. Individuals, families, and those who support them had many opportunities to develop and deepen their understanding of what it takes to achieve authentic inclusion.

Once again, the ongoing presence of COVID often made it difficult to gather in person. Our small team, led by Executive Director Jan Kruger, found creative ways to bring people together in many different ways.

Imagine More has increasingly become a thought leader for inclusion, locally, nationally and beyond Australia. We've noticed that we're not just reaching individuals with disability and their families. Organisations, professionals, and others who support people with disability frequently register for our events. We are grateful for the overwhelmingly positive feedback from far and wide. Yet, the ACT region remains our primary focus. We continue to be committed to engaging with people from Canberra.

We are unwavering in our recognition of the critical importance of family leadership. People with disability, their families, and natural supporters (rather than service providers) remain the fundamental driving force in bringing about good life outcomes. This approach is still unique in the disability landscape, even after nearly 10 years of the NDIS. Our Executive Director, Jan Kruger, is instrumental in maintaining this focus.

Jan has also forged strong relationships with leaders in the field of inclusion, including Milton Tyree and Janet Klees. This collaboration has increased the depth of our capacity-building work.



Imagine More has increasingly become a thought leader for inclusion, locally, nationally and beyond Australia. We've noticed that we're not just reaching individuals with disability and their families. Organisations, professionals, and others who support people with disability frequently register for our events.

I acknowledge with gratitude our ongoing collaboration with the National Alliance of Capacity Building Organisations (NACBO). This connection allows us to work at a scale and depth that we may not have achieved on our own.

I would also like to thank the staff who have supported us in the last year: Fiona, Erosha, Anne, Jacki, Gayle, and Deb. They are instrumental to the success of Imagine More's objectives. They help us to

- build the confidence, knowledge, and leadership skills of the people with disability and families we connect with
- provide the guidance that allows individuals and families to take action towards securing the good things of life (employment, freely-given relationships, financial security, genuine contribution and inclusion in their community and a home in the true sense of the word).

I'm very proud of the work of Imagine More and feel privileged to be the Chair of its Board of Directors. I look forward to seeing our work develop through the coming year and celebrating our 10th anniversary in June 2023.





## The Board

### Adrienne Gault (Chair)

Adrienne trained initially as an architect. When her son Carl was diagnosed with autism in 2001, her personal and professional interests shifted. She sought to understand how best to help him.

Attending the Belonging Matters conference in 2013, with the support of Imagine More, was a pivotal moment for her. She heard stories of people with a disability attaining fulfilling lives, rich in relationships and valued roles. This expanded her understanding of what could be possible for Carl.

Since then, she has continued to learn about the art of building good lives for people with a disability.

Adrienne has been a Director of Imagine More since 2017. She has worked with other charitable organisations in the Canberra region as a volunteer or member of their Governance group.

## Jan Kruger

Jan is the Executive Director of Imagine More. She has a Bachelor's degree in Community Education and training in Social Role Valorisation (SRV). Jan has been a strong advocate for people to live valued and inclusive lives for many years.

In 2013, Jan co-founded Imagine More in the ACT to strengthen family leadership and advocacy for people with a disability to hold valued social roles, develop meaningful relationships and live typical lives in their communities.

Jan passionately believes that people with disability can

- experience an inclusive education,
- find meaningful employment
- live in a place they call home, and
- find real friendships.

Jan believes in the power of sharing stories and using a roles-based approach to creating a good life. Through Imagine More, she aims to provide hope and a clear way forward to help families and the community imagine what is possible for people with disability.

## Paul Kruger

Paul Kruger is a founding Director of Imagine More and works part-time as its Finance and Business Manager. He has experience as a financial controller, farmer, teacher, university lecturer, director, company secretary and board member of many community and business organisations.

Paul learned much from Family Advocacy in NSW about how to help his son access the good things in life. He found their work was transformational and recognised the need for a similar organisation's presence in Canberra. Along with Jan Kruger and Jacki Kearslake, Paul co-founded Imagine More in 2013. He did much to establish the organisation's structure in its early years.





# Executive Director's Report

Throughout 2021-2022, Imagine More continued to work with families committed to ensuring that the people with disability in their lives are fully included in the community. When people take up valued roles, and their contributions are recognised, the community's expectations of that person are raised. Others can see what is possible in the life of a person with a disability and what real inclusion looks like.

Our work is informed by our strategic plan objectives, currently in the second year of implementation. Our approach is steeped in Social Role Valorisation. We use tried-and-tested solutions that provide hope and positive ideas for people with disability to get the good things in life. We invest in families to get the best outcomes for people with disability.

During 2021-22, we took a multi-layered approach to our work by

- offering people an opportunity to hear and see (showcasing) what is possible in the lives of people with disability
- raising expectations
- providing hope, and
- instilling confidence for people to take action in their own lives.

All but two of this year's events were held online to lessen the chance of people contracting COVID.

We delivered information and stories of what is possible through

- webinars
- peer support groups
- individual consultations
- workshops
- online resources
- digital stories
- family leadership events, and
- an online two-day conference.

We also dipped our toes into podcasting!



# Our Activities

## Peer Groups and Consultations

Our peer groups remain a powerful way to keep people connected. Each group is topic-based and allows members to share with and learn from each other.

Throughout the year, we ran six peer groups: a total of 36 meetings with 150 participants. We invited guest speakers to share information and stories with each peer group. Our guests included people with disability and their families, specialists on particular topics, and job mentors. The presentations often led to interesting follow-up discussions and families implementing new ideas.

In order to take further action or simply test ideas, many people who are part of our peer groups consulted with Imagine More staff. This happened mostly online. We hope to get back to more face-to-face consultations in the future.

The themes of the peer groups were

- Inclusive Education
- Remote Learning during the COVID lockdown
- Customised Employment
- Maintaining Employment
- Job Support and
- Imagining Home.

In addition, two autonomous groups are now meeting regularly.



'I really appreciate the warmth and encouragement shown by the Imagine More peer facilitators because it inspires all of the peer group members to really get involved and share their stories and ideas. From my perspective, it is the sharing that makes the groups particularly successful because we learn so much from each other'

*Quote from a peer group participant*

# Workshops

We held 12 workshops over the year, all online due to the COVID pandemic. These workshops were on various topics, with 603 registrations. Some workshop topics explored included:

## Inclusive education

Achieving an inclusive education for a child with disability seems to be more difficult due to insidious congregation creep dressed up as inclusion. Therefore we developed a self-directed online workshop to support families in advocating for their children to be genuinely included physically, academically and socially.

## Customised employment

We designed webinars and workshops that

- showed families how customised employment can support their family members to gain meaningful paid work
- help families imagine, discover and find work for their school-aged students with disability
- encourage families and educators to think about employment from the early high-school years.

## A place to call home

This online workshop explores what must be considered when planning for a family member to move into a place of their own. This includes

- crafting a vision for what home means for the person
- addressing any fears or barriers
- getting the support right, and
- building neighbourhood connections.



## Building a context for relationships - Jan Kruger and Janet Klees presenting

We all need (and want) relationships, but many people with disability aren't well-supported to develop them. In this workshop, Janet Klees from Canada explained how to create opportunities for relationships to flourish.



"So many gems of valuable information!!!"

(Inclusive Education online module) "thank you! such amazing content delivered in a bite-sized digestible way. The facilitators were amazing and supportive."

(School to Work) "Really well presented with great practical examples. I went away feeling more positive about my son's future!"

*Quotes from workshop participants*



# Family Leadership

## Sharing stories

We continue to invest in family leadership by inviting people with disability and families to craft and share their stories. These stories are then shared in peer groups, workshops, conferences, and leadership events. Stories are essential in supporting people to imagine more for their family members with disability.

We would like to thank Ayesha Inoon, Gina Wilson-Burns, Jodie Reid, Sethmi Lekamarachchi, Chloe Reid, Jack Kruger, and Wendy Strove for generously sharing their stories to help others believe in what is possible.

## Family leadership events

We held two family leadership events in support of inclusive education.

First, we sponsored a small group of families to attend the online **Illume Inclusive Education Conference** in July. The group came together in person to watch the online conference. This provided a more supportive experience than if each person watched online from home.

The second leadership event brought Canberran families together to share their inclusive education experiences. This information was collated and subsequently shared with the ACT Disability Strategy and the National Disability Strategy.

## Crafting good lives

Social Role Valorisation theory (SRV) has continued to be a framework we draw from to guide all our work. It's a powerful framework that families and professionals benefit from knowing. That's why we run an annual **Towards a Better Life** workshop, a foundational introduction to the theory.

This year, we hosted Towards a Better Life online with the **Australian Social Role Valorisation Association**. Instead of the usual two-day in-person format, the workshop took place over four online sessions - one each week. The workshop was well attended by family members and supporters of people with developmental disabilities. While we all prefer to learn together in person, the clever adaptation to online delivery still provided attendees with opportunities to meet and interact with others.



# Conference

In October 2021, we held an online conference called **Get that Good Life!** It attracted 825 registrations with very high Livestream attendance.

The conference was full of stories illustrating what is possible for people with disability. Social Role Valorisation was regularly referenced throughout the conference as being one of the most helpful frameworks drawn on by families and professionals.

Young people with disability introduced each speaker. Many also presented their own stories. We heard about lifelong learning, inclusive education, customised employment, relationships, and home.

Our keynote speakers included

- **Milton Tyree**, who spoke about customised employment. We learned how this approach gives people with intellectual disabilities a far greater chance of finding meaningful employment than traditional work placements.
- **Janet Klees**, who shared how we can all be the bridge to relationships. She also explained how to build a powerhouse team to support relationships to grow.
- **Sarah Humphries**, who helped educators and families demystify Universal Design for Learning. Her presentations were filled with practical ideas.
- **Annette Bush**, who provided a parent's perspective on the importance of a vision for a full and meaningful life. She told us how her vision for her son Jacob led to him living his best life.

We thank the insightful presenters who contributed to such a powerful and robust conference. I want to acknowledge the speakers in the order of the conference presentations:

Laura Esplin, Jessie Ward, Gus Reichelt, Max Grinsell-Jones, Sethmi Lekamarachchi, Charlie Herbert, Kate McGinnity, Anna Nikolay, Sharon Hammer, Lisa Ladson, Tim Bavinton, Erosha Bakmiwewa, Julia Shumaker, Jack Kruger, Sue Robertson, Tia and Gina Semi, Ben Prior, John Armstrong, Shelley Moore, Chloe and Jodie Reid, Tom and Helen Neale, Hugh Mackay, Fiona McIntosh, Genna Ward, Anne Keep, Annie Lee, Kathryn Lee, and Jane Sherwin.

I would also like to thank our staff who made this conference a success - Jacki, Anne, Erosha, Fiona, Gayle and Paul.



Skier



Homeowner



Employee



School student



Friend and housemate

Canberra locals who spoke at our  
Conference



“Inspiring presentations from families and professionals on a range of topics related to living a good life. Great stories and useful strategies. Presented by people who really care about giving everyone the opportunity to create a good life.”

“Every teacher should attend this conference. It was so uplifting and there were so many strategies and resources for supporting differentiated learning and developing ILP’s. It was so engaging, the participants and presenters were so passionate about their achievements and their work. I was dreading sitting in front of a screen for so many hours for two days straight but the time flew, the presentations were totally engaging, the stories were so uplifting and I have come away at the end just wanting more and talking non stop about the stories and strategies to my family. Thank you!”

“An exceptional job and the best conference I have participated in over 20 years of education.”

*Quotes from conference attendees*

# Making the most of your funding series

This interactive workshop series is part of our leadership development initiative. It helps families re-imagine potential opportunities for their family members with disability. The **Durham Association for Family Resources and Support**, based in Canada, generously shared this workshop model with Imagine More. We have adapted its content to the Australian context.

The series brings together a small group of families for six two-hour sessions over 12 weeks. They explore in-depth the following topics:

- Crafting a vision
- The power of positive introductions
- Building a context for relationships
- Planning good days
- Establishing the right support, and
- Reimagining funding.

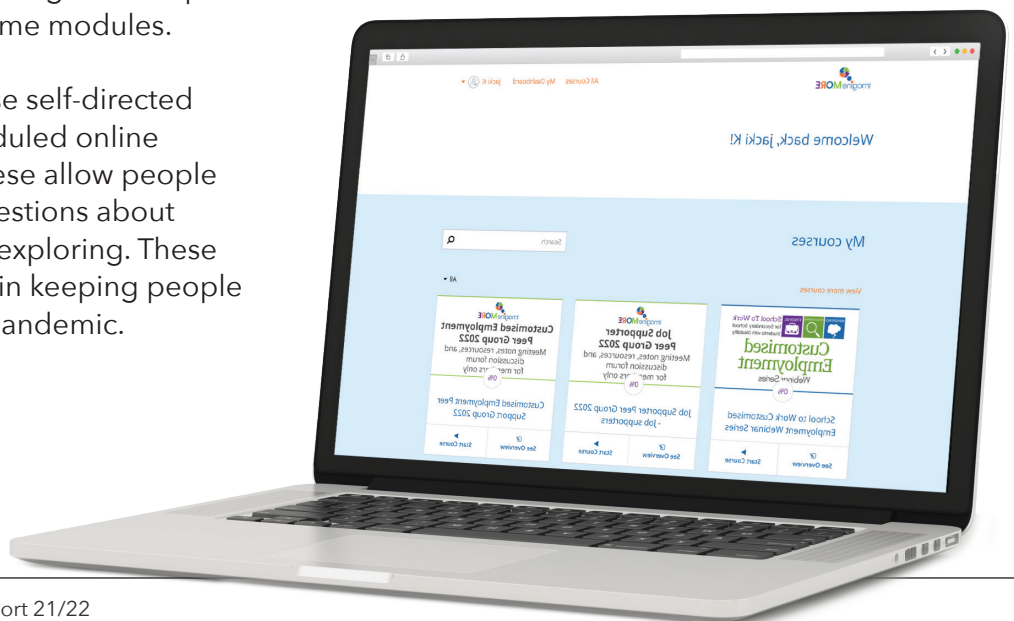
## Resource development

### Online Self-Guided workshops

Increasingly, working parents struggle to attend events with a set date, regardless of whether the events are in-person or online. We've discovered that many busy people appreciate having access to replays of our workshops and webinars. This allows them to watch (or rewatch) the material at a convenient time and at a pace that works for them.

This year we decided to host our replays in an online education platform, Thinkific. Thinkific makes sharing additional resources such as supplementary videos, website links, and downloads easy. We've also edited long workshops into shorter, easier-to-consume modules.

Alongside some of these self-directed workshops, we've scheduled online discussion sessions. These allow people opportunities to ask questions about the information they're exploring. These were especially helpful in keeping people connected during the pandemic.







## Digital Stories

Sharing stories is a key strategy to support people to imagine more for their family members' lives. This year, we developed two new digital stories on Home as part of our work with the **National Alliance of Capacity Building Organisations** project - **My Home My Way**. These stories included

- **The Housesitter** - sharing insights on how a young person became a housesitter in preparing to move out of the family home, and
- **What Home means to me** - capturing the wisdom of nine people with disability as they discuss their plans for and experiences of home

## Podcasts

Podcasts are a convenient way to learn on the go. 2021-22 was our first opportunity to explore this medium ourselves. We hope our podcasts will

- make it easier for families and allies to access information
- help these stories reach a broader audience.

We first created a single podcast episode as part of the **My Home My Way** project. Titled **'Busting the Myths'**, this episode featured Sheree Henley sharing the story of her son, Isaac, living in a home of his own despite his complex support needs.

Our second podcast project was more ambitious. We've begun converting the video presentations of the **Get That Good Life!** conference into podcast episodes. These will be released in July 2022.

We hope to continue to grow our Podcast stories in the future.

The image displays two promotional graphics for podcasts. The left graphic is for 'Busting the Myths', featuring a dark blue header with a microphone icon and the text 'PODCAST 02'. Below this, the title 'Busting the Myths' is written in a large, bold font, followed by the subtitle 'Complex support needs are no barrier to a typical home life!'. A circular portrait of Sheree Henley, a woman with short brown hair wearing a red top, is positioned to the right. A purple banner at the bottom of the portrait contains her name 'Sheree Henley'. Above the portrait is a small icon of a house with the text 'My Home My Way'. The right graphic is for 'Get That Good Life! 2021 CONFERENCE REPLAY'. It features a central circular logo with a microphone icon surrounded by various colorful icons representing different aspects of life and support. Below the logo, the title 'Get That Good Life!' is written in a large, bold font, followed by '2021 CONFERENCE REPLAY' in a smaller font. At the bottom of the graphic is the 'Imagine MORE' logo, which includes a small globe icon.



## Staff

We are immensely proud of the Imagine More team, and the enthusiasm and contribution each of our staff members bring to our work.

Anne Keep, Debra Hogg, Erosha Bakmiwewa, Fiona McIntosh, Jacki Kearslake, and Paul Kruger: thank you for the commitment you show every day through

- your sharing of information
- being a sounding board to many
- advocating systemically and
- being such wonderful people to work with.

I would also like to thank the Board of Directors and all those external to Imagine More who continue to support us over the years.

# Collaborations



Imagine More has been a member of the [National Alliance of Capacity Building Organisations \(NACBO\)](#) for seven 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. Social Role Valorisation, personalisation, and inclusion inform this shared vision.

NACBO has a number of consortium projects on Home and employment. Working together has strengthened our knowledge and the variety of stories we can share.

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We strongly support the work of the Australian Social Role Valorisation Association, as they

- strengthen the teaching and learning of SRV in Australia
  - safeguard the theory and
  - invest in leadership.
- 



We work closely with the [Australian Coalition for Inclusive Education \(ACIE\)](#) to progress genuine inclusive education across Australia.

Imagine More has endorsed the **Roadmap for Inclusive Education** in Australia: a document that steps out what needs to be done to realise authentic inclusion within 10 years. We have encouraged the ACT Minister for Education to include this roadmap within the development of the ACT Inclusive Education Strategy.



We continue to be involved in the **International Initiative for Disability Leadership** by hosting or participating in organisational exchanges on family leadership and employment. The exchanges are held every 18 months. Jan has been involved in co-hosting the first online exchange to take place in October 2022 with a focus on Family leadership. We collaborated with Plumtree, McKenzie Centre (based in New Zealand), Community Resource Unit (CRU) and Family Advocacy as part of the International Initiative for Disability Leadership.

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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 for people with disability who are living in their own home.

We meet regularly with Rights and Inclusion Australia to advocate for barriers to housing to be reduced and removed.

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## Disability Education Reference Group

We continue to be part of the **Disability Education Reference Group**, attending regular meetings where we promote the importance of inclusive education.

Recently the ACT Education Directorate has quoted the UNCRPD definition of inclusion on their 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.



Employment is a crucial topic of exploration for many people with disability and their families. To ensure we deliver best-practice information about employment, we've worked closely with **Milton Tyree** from **Marc Gold & Associates (MG&A)** in the USA this year.

Milton's skillset is unique. Not only does he have a deep understanding of customised employment, but he also is well-versed in Social Role Valorisation theory. We believe this combination guides workplaces towards the best employment outcomes for people with disability.

With Milton's guidance, we have deepened our understanding of Customised Employment and how it can be utilised in a family-led context. Family leadership is currently crucial because very few disability employment services are using this highly-successful approach.

Milton has also been co-facilitating our **Job Support Peer Group**. The role of Job Supporter (also called 'Job Coach' or 'Workplace Mentor') is relatively new in this country. This group of Job Supporters and the families who employ them have already benefitted greatly from Milton's wisdom and experience.

We look forward to delivering more webinars and workshops about customised employment in future years.



# Financial Performance

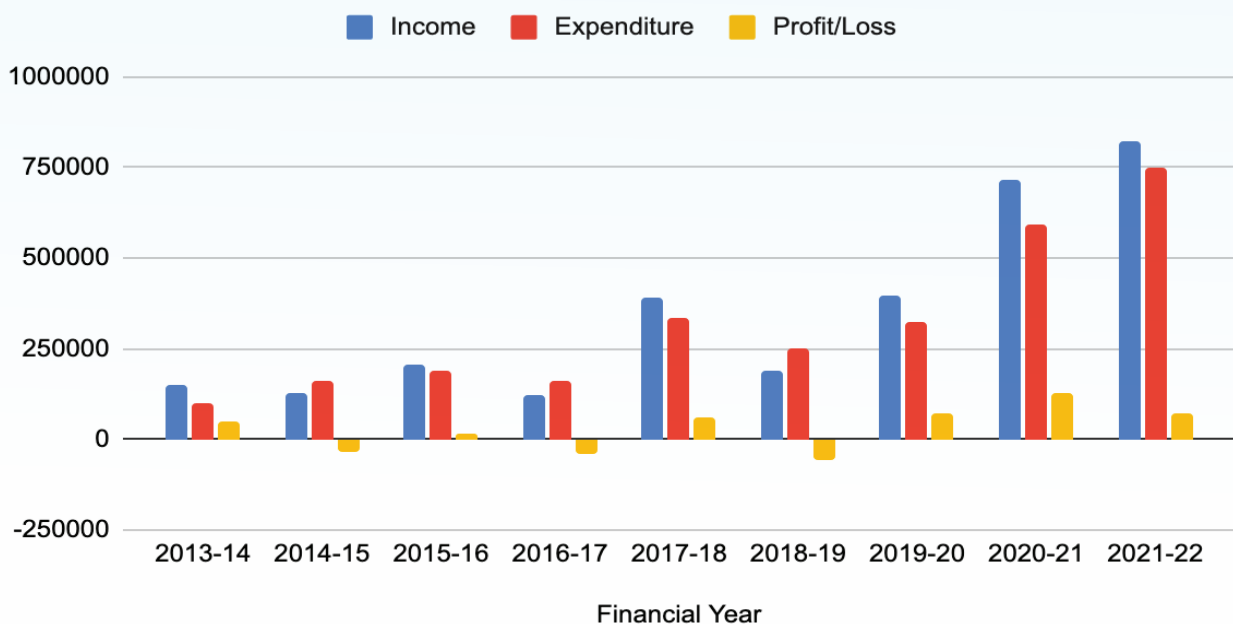
Imagine More ended 2021-22 in a positive financial position, with an audited profit of \$72,985 generated by 30 June 2022. The equity of the organisation was \$255,220 on 30 June 2022.

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

The following information provides a summary of the organisation's financial performance over time.

Imagine More has been able to improve its financial position over time whilst at the same time being mindful that as a not-for-profit organisation, there is an underlying philosophy of not accumulating funds. While the organisation posted a deficit in 2018-19, it generated a small profit in the following years.

## INCOME, EXPENDITURE AND PROFIT



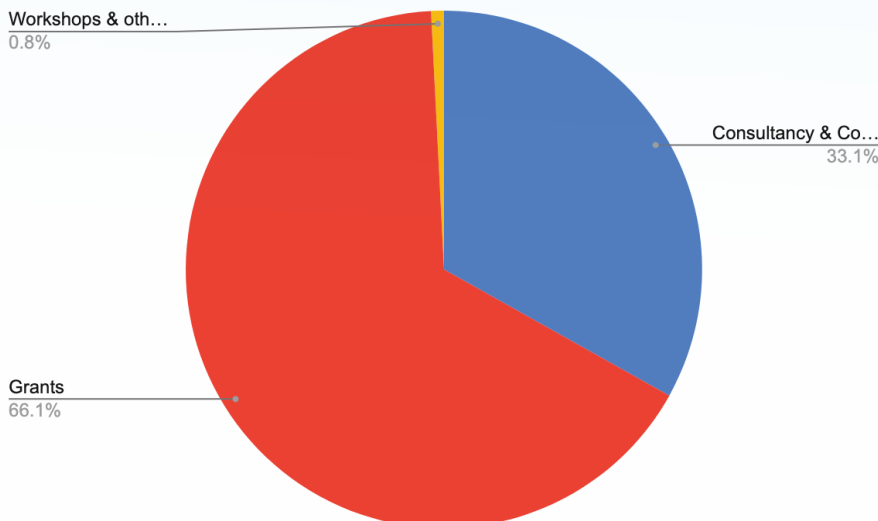
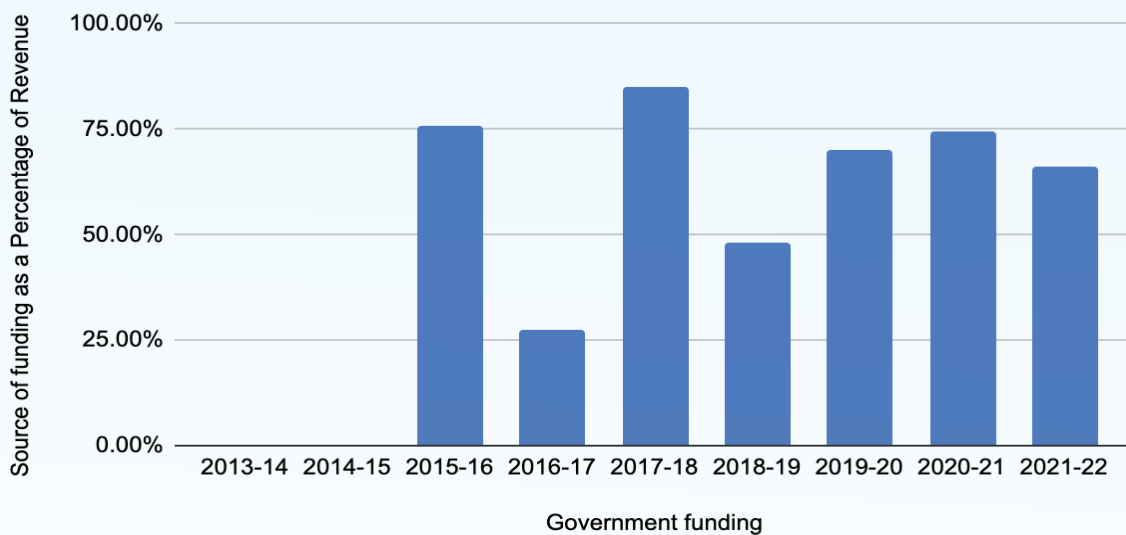
## Revenue and Expenditure

In 2021-22 revenue was derived from a range of sources. The largest proportion was generated through the Typical Pathways Initiative grant funded by the Department of Social Services as part of the Information, Linkages and Capacity Building Program. Other sources included

- three contracts gained by Imagine More in previous years with partners in the National Alliance of Capacity Building Organisations
- consultancy work, and
- workshop registrations.

The Federal Government has rewarded the potency of Imagine More's work by significantly increasing our funding in 2021-22.

### SOURCE OF FUNDING AS A PERCENTAGE OF REVENUE Vs GOVERNMENT FUNDING

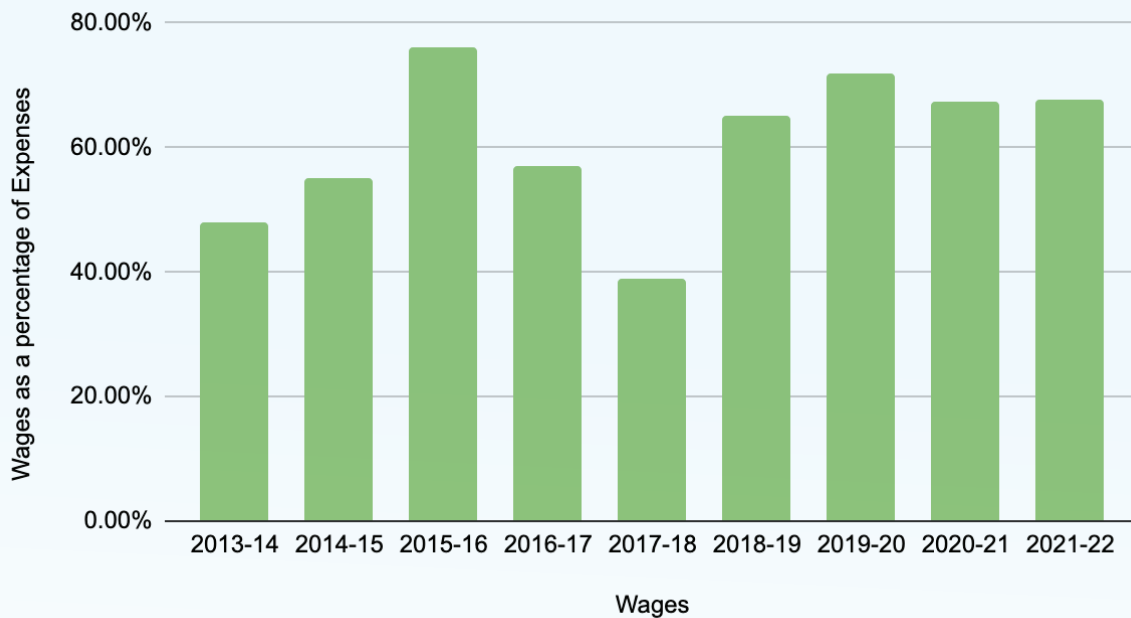




As a not-for-profit organisation valuing intimate interaction with communities we work alongside, Imagine More continues to devote a significant expenditure on employee costs as revenue and expenditure increase. To support our outreach to the Canberra community, we have increased our investment in governance and organisational support for employees in proportion to the increased revenue collected.

## WAGES AS A PERCENTAGE OF EXPENSES Vs WAGES

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## Future Challenges

As a relatively young organisation with few ongoing infrastructure costs, Imagine More can be agile in a changeable environment. This is vital when funding sources are evolving, and there is high funding uncertainty. With the introduction of the National Disability Insurance Scheme, capacity-building organisations in the sector have recently been injected with funds. However, beyond mid-2024, it remains to be seen whether this investment will continue.

A vital element of our existing strategic plan will be to invest in developing a stable and sustainable organisational structure. Some key priorities include:

- Working to secure a stable and diverse financial basis that includes ongoing funding to support core operations of the organisation
- Developing a robust succession plan to carry the vision and mission of Imagine More with integrity
- Developing a set of core outcomes, a methodology to measure these, and robust data collection processes to report on them
- Investing in governance and staffing of the organisation to grow the pool of paid staff and governance volunteers involved in the organisation.

# Thank you

Imagine More is grateful for the support of the community of individuals with disability and their families who have engaged with the organisation. We also recognise the significant support from aligned organisations throughout the year.

These include

- National Alliance for Capacity Building Organisations (NACBO)
  - Belonging Matters (VIC)
  - CRU (QLD)
  - Family Advocacy (NSW)
  - Imagine More (ACT)
  - JFA Purple Orange (SA)
  - Valued Lives (WA)
- Advocacy for Inclusion
- ACTCOSS
- All Means All
- Australian Coalition for Inclusive Education
- Down Syndrome ACT
- National Disability Insurance Agency
- Office for Disability, ACT Government
- Rights and Inclusion Australia





Imagine More Ltd  
ABN 70 164 220 204  
490 Northbourne Avenue, Dickson ACT 2602

[imaginemore.org.au](http://imaginemore.org.au)