



Cooinda Terang Inc – Strategic Plan 2025–2028

Vision

A builder of a socially inclusive community where people of all abilities are engaged and valued.

Our Purpose

To deliver high-quality, person-centred supports for people with an intellectual disability, enabling choice, control, participation and meaningful lives within the community.

Strategic Pillars

- Participant & family feedback informs decisions
 - Quality and safeguarding
 - Supported and skilled workforce
 - Innovation and continuous improvement
 - Clear communication aligned to vision and values
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Key Strategies & Priorities (2025–2028)

1. Building a Better Future for People of All Abilities

Focus: Core disability supports and participant outcomes

- Strengthen core services for people with intellectual disability
- Develop new programs aligned to participant goals
- Embed an Active Support culture across all services
- Refer participants with non-core needs (e.g. mental health, ABI) to appropriate specialist services

Success Measures:

Quarterly performance reviews, participant and carer surveys, dashboard reporting

2. Developing People and Culture

Focus: A capable, supported and sustainable workforce

- Build workforce capability through training (Active Support, leadership, practice development)
- Review organisational and management structure, including Team Leaders, finance and administration roles
- Strengthen recruitment, retention and workforce planning

Success Measures:

Board-approved workforce plan and budget; improved workforce stability and capability

3. Assets and Systems to Support Growth and Change

Focus: Infrastructure, compliance and sustainability

- Develop a Property Master Plan, including redevelopment of residential properties to SDA standards
- Prepare for proposed separation of SDA and SIL supports
- Implement a staged Farm and Recycling growth and maintenance plan
- Review transport assets, office space utilisation and client management systems

Success Measures:

Board-approved plans, improved asset utilisation, integrated systems, financial sustainability

Governance & Reporting

- Regular staff reporting aligned to strategic priorities
 - Dashboard reporting on workforce, participants, safety and financial performance
 - Ongoing Board oversight and ethical decision-making aligned to vision
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Timeframe: February 2025 – November 2028

Accountability: Board, CEO, Executive and Management Team