



Heroes With Ability



Flying Forward: 2022-2025 Strategic Plan



Heroes With Ability

A message from our founders...

When we started Heroes with Ability three years ago, we did it with one thing in mind, to give people living with disability, the opportunity to play sport. We thought that we could teach new skills, lessons and experiences to people who have never been given the chance. Three years later, we have been taught by these heroes, more than we could ever teach them.

Each day, we have learnt from these heroes.

We have learnt resilience.

We have learnt teamwork.

We have learnt the power of inclusion.

We could never have imagined the growth that we have experienced in just three years. However, this growth has just further fuelled our desire to provide more opportunities for people living with disability. Our Flying Forward strategy details how we will strive to provide more opportunities and meet more heroes.

Marco Quintao and George Tonna
Founders of Heroes with Ability





Heroes With Ability

Vision

To remove society's barriers for people with disability so they can reach their full potential.



Mission

To provide interactive and stimulating events and programs that focus on both mental and physical health and wellbeing. We concentrate on strengthening social skills through designing programs focusing inclusion of people with disabilities/varying abilities.



Heroes With Ability

Values

As we strive towards our mission, we do so with our values at the forefront of everything that we do.



Fun

We love what we do and want everyone involved with the program to laugh, smile and enjoy.



Respect

We respect every participant, carer, teacher, partner and parent and continual strive for inclusion.



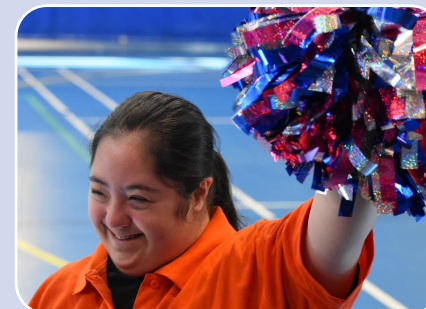
Growth

We strive to continually grow and learn and take pride in seeing growth and development in participants.



Humble

We recognise and remember our beginnings and who we are at heart. We always come back to our Vision as our priority.



Authentic

We never lose sight of WHY we do what we do. We passionately care for the participants and the difference that we can make.



Heroes With Ability

Why We Exist



People with disability are 6 times as likely to assess their health as poor or fair.



Only 23-25% of people with a disability participate in physical exercise.



People with disability and are four times as likely to experience a high level of psychological stress.



75% of people with a disability want to play more sport.



72% of people with disability are overweight.



1 in 3 people with a disability have avoided situations because of their disability in the past 12 months.



Only 24% of people with disability experience very good or excellent health, compared to 65% without a disability.



Strategic Priorities



Embedding inclusive participation in schools



Providing opportunities for people with disability to participate in sport in the community



Advocating for inclusion of people with disability



Providing employment opportunities for people with disability



Strategic Priority 1:

Embedding inclusive participation in schools



How we will achieve this:

Delivering our Schools Sports Program in schools, who work with children with disabilities.

This program is targeted at both special education schools and state-based education schools who have cohorts of students living with disability.

Over the course of one term, this program is delivered for one hour per week, generally to a class of approximately 30 students. The program focusses on functional movement and exercise and promote fun, inclusion, teamwork, communication & fitness.

Flying Forward Goals:

- Expand the Schools Sports Program by increasing number of participating schools in existing regions by at least 10% each year.
- Increase reach by introducing the program in at least one new state or territory by 2025.



Strategic Priority 2:

Providing opportunities for people with disability to participate in sport in the community



How we will achieve this:

Our Community Sports Program is delivered to groups of individuals who are living with disability. The programs are delivered for one hour per week for 10 weeks and consist of a range of physical movement activities, leading to a focus on a particular sport chosen by the group.

Our “Come and Try” Community events provide an inclusive setting for individuals living with disability to participate in a range of sport-based activities. The purpose of these events are to increase the participation of the individuals in physical activity and also provide an environment to experience the skills and activities that are expanded on in the 10 week sports programs. These days include a range of sports on offer.

Flying Forward Goals:

- Develop long term (3 years+) major partnership with disability service provider to provide sports programs to their clients.
- Grow number of “Come and Try” Days and Holiday School Clinics to at least one per month by 2025.



Strategic Priority 3:

Advocating for
inclusion of people
with disability



How we will achieve this:

Our Ambassadors Program enables us to reach further audiences, promote inclusion and create role models for participants.

Our Game Day Bay provides a safe and welcoming environment for people living with disability to experience live sport.

Our signature event is held on International Day for People with Disability Day and promotes inclusive behaviours, whilst celebrating the contribution of people with disability.

Flying Forward Goals:

- Grow the program to have at least 20 ambassadors by 2025.
- Diversify Ambassadors Program to include ambassadors from at least three sports and at least 5 ambassadors who live with a disability.
- Develop a comprehensive communications campaign that reaches over 1m people with the key message of inclusion for people with disability.



Strategic Priority 4:

Providing employment opportunities for people with disability



How we will achieve this:

As our programs continue to grow, we will provide employment (both paid and volunteer) opportunities for people living with disability.

As part of this employment, we will ensure that there is training and further career opportunities for people living with disability, both with Heroes with Ability and our partners.

Flying Forward Goals:

- Employ at least 5 people with disability as paid employees by 2025.
- Employ at least 20 people with disability as volunteers by 2025.
- Develop a career transition program for participants of our schools and community programs that will see at least one participant employed by Heroes with Ability per year.

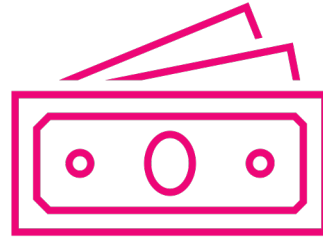


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Partnerships

We will develop partnerships with businesses, community groups, councils to work together towards shared goals.



Diverse & Sustainable Funding

We will grow and diversity our funding to include corporate partnerships, philanthropy and government funding.



Lived Experience

We will ensure that people living with disability have an active role in the organisation and we will continue to respond to community need.

Flying towards our Mission



Heroes With Ability

Plan on a page

Vision: To remove society's barriers for people with disability so they can reach their full potential.

**Mission: To provide interactive and stimulating events and programs that focus on both mental and physical health and wellbeing.
We concentrate on strengthening social skills through designing programs focusing inclusion of people with disabilities/varying abilities.**

Embedding inclusive participation in schools

Providing opportunities for people with disability to participate in sport in the community

Providing employment opportunities for people with disability

Advocating for inclusion of people with disability

Partnerships

Diverse and Sustainable Funding

Lived Experience



Heroes With Ability

The final word from one of our participants...

"I could see the difference in what a few months of this wonderful program can make. She was coming out of her shell, made many friends and was supporting and encouraging everybody. She had the best day ever and I had never seen her so happy!"

I was extremely emotional because I was so happy for her that she could now enjoy something that she had always loved and wanted.

This program is more than just a program. It has become a part of her life and I'm so happy she has been included in it.

Thank you so very much from the bottom of my heart."

Yvonne Huynh
Sister of Heroes with Ability Participant Pauline