

# Questions & Answers (Q&As)

## Strategic Plan 2025 - 2030

### How is Endeavour Foundation's Strategic Plan 2025 – 2030 different to previous plans?

In our purpose to *make possibilities a reality*, our Strategic Plan 2025 – 2030 prioritises the human aspect of our work and measures success by the impact we have on those we support.

It prioritises five key outcomes that are important to the people we support - feeling safe, being healthy, empowered to make decisions, included in their community and having a paid job that is right for them.

Our strategic plan is designed to adapt as we learn and grow. It is flexible, allowing us to adjust our efforts to focus on meaningful and tangible impacts in the lives of those we support.

### Why do we need a new strategic approach?

Our Strategic Plan 2025 – 2030 prioritises the human aspect of our work and measures success by our impact on those we support.

Our strategic plan is designed to adapt as we learn and grow. It is flexible, allowing us to adjust our efforts to focus on meaningful and tangible impacts in the lives of those we support.

### How is the impact on people we support measured?

We will know we have made a difference when we see positive improvements in the five outcomes. We will ask all people we support how they feel so we can measure this.

### Why is the term "more" used in our outcome statements?

We use the term "more" in our outcome statements to provide a sense of direction, particularly when making definitive, meaningful, and tangible improvements in the lives of those we support.

Currently, we do not measure these outcomes. In the first year, we will ask the people how they feel about each outcome to establish a baseline measure. This will enable us to understand their current situation better and identify areas for improvement. Our aim is to make positive improvements. After the first year, we will provide specific numbers to quantify the changes we are making, ensuring our efforts are measurable and transparent.

Our Strategic Plan 2025 – 2030 is designed to adapt as we learn and grow. It is flexible, allowing us to adjust our efforts to focus on meaningful and tangible impacts in the lives of those we support. This adaptability ensures that we can respond effectively to the needs of our community and continuously improve our support strategies.

### **What about other areas not explicitly mentioned in the strategic plan?**

Our Strategic Plan 2025 – 2030 is inspired by the unwavering courage of our founding families who fought for the rights of their children with disability over 70 years ago. This commitment remains at the heart of our identity, focusing on the outcomes that matter most to people with disability and their families.

Although nearly all of Endeavour Foundation aligns with the strategic plan, we have specific plans for areas not explicitly mentioned, such as Community Solutions, BRACE, lotteries, and fundraising.

### **What about other stakeholders not explicitly mentioned in the strategic plan?**

We have specific plans for areas not explicitly mentioned as our collaborative efforts aim to shape a brighter future for all stakeholders - including apprentices, trainees and supporters - which ensures our collective success.

### **What potential risks or challenges are we anticipating, and how will they be mitigated?**

Risks such as regulatory changes and shifts in funding will always challenge our sector. We mitigate these by continuously monitoring and reporting against key performance indicators, such as client growth and retention rates. This helps us to track progress and proactively manage any emerging challenges.

### **What opportunities for growth or innovation does the strategic plan allow?**

Our Strategic Plan 2025 – 2030 is designed to adapt as we learn and grow. Its flexibility allows us to adjust our efforts to focus on meaningful and tangible impacts in the lives of those we support.

The plan includes key inputs necessary for delivering positive outcomes for the people we support. One of these critical inputs is sustainable growth. To achieve this, we have developed a detailed growth strategy that outlines our approach to ensuring long-term sustainability and effectiveness.

## **OUR PEOPLE**

### **Why are "Our people" under input?**

We firmly believe that our people are our most valuable asset. As part of #TeamPossible, having the right people brings our strategic plan to life.

Your role, skills, efforts and ideas all contribute to our collective success, enabling us to achieve far-reaching impacts beyond what we could accomplish individually.

### **How does #TeamPossible contribute to our strategic plan?**

Our people are critical to successfully deliver the new strategic plan. Every role, effort, and idea from #TeamPossible contributes to our collective success. We are united by our values - One, Care, Imaginative and Passion – they guide how we work together to improve the lives of the people we support.

### **What is Endeavour Foundation's commitment to the growth and development of #TeamPossible?**

We are dedicated to supporting the growth and development of #TeamPossible. Our people are our most valuable asset we have and we understand that having the right capability, engagement and tools is essential to contribute effectively to our strategic plan.

We are committed to providing you with the necessary resources, training, and development opportunities.

### **How does our team contribute to the strategic plan?**

Our Senior Leaders are responsible for implementing the plan each year. A team's annual action plans are aligned with the strategies and outcomes identified in our Strategic Plan 2025 – 2030.

Although nearly all of Endeavour Foundation aligns with the strategic plan, we have specific plans for areas not explicitly mentioned, such as Community Solutions, BRACE, lotteries, and fundraising.

### **How can I contribute to the strategic plan?**

You are crucial in realising the positive impact we can have on the lives of the people we support, as your skills, ideas, and dedication are essential to bringing our strategy to life. No matter what role you are in, you can contribute to improving the lives of people we support.

Our values of One, Care, Imaginative and Passion guide how we work together to improve the lives of the people we support.

### **How are resources allocated to support the strategic plan?**

Resources will be allocated annually through the annual action planning stage.

## **FEEDBACK AND ACCOUNTABILITY**

### **How is feedback gathered and the plan adjusted if needed?**

We use various methods like regularly inviting feedback, conducting employee surveys and regular reporting methods.

The strategic plan is reviewed and realigned every September to ensure it remains effective and relevant.

### **How is accountability and transparency ensured?**

We have clear accountability structures and provide regular updates to key stakeholders on our progress towards our outcomes.

Each June, the Executive Leadership Team reviews and approves all the strategic projects and action plans for the coming year. Our Senior Leaders are responsible for leading their teams and implementing the plans.

### **Will we be updated about whether the strategic plan is being achieved?**

We will know we have made a difference when we see positive improvements in the five outcomes. We will ask all people we support how they feel so we can measure this.

We report our outcomes annually in the Annual Report, which is available to all stakeholders.