



2025-2030

# STRATEGIC PLAN

# WHO WE ARE

Community Living North Perth (CLNP) partners with people with developmental disabilities to shape lives of their choosing—through innovative, person-directed supports that reflect each person's goals, strengths, and circumstances.

We envision communities where people with developmental disabilities live their own idea of a full, inclusive, and valued life. Guided by our core values of respect, inclusion, empowerment, innovation, integrity, and sustainability, we are shaping a future of lasting person-centred impact.

At CLNP, we are building a future where everyone belongs, every voice is valued, and every person has the opportunity to live a life of purpose, dignity, and connection.

## VISION

People with developmental disabilities thriving in communities where they feel included, valued, and empowered.

## MISSION

We partner with people with developmental disabilities to build a life of their choosing through innovative, person-centred supports that reflect their goals.

## VALUES

Respect & Self-Determination  
Inclusion & Belonging  
Empowerment & Growth  
Innovation & Adaptability  
Integrity & Accountability  
Sustainability & Stewardship



## STRATEGIC PRIORITY 1: EMPOWERED PEOPLE, EXPANDED REACH & STRONG PARTNERSHIPS

*We will support people to live meaningful lives by expanding services, strengthening partnerships, and fostering inclusion.*

### BY 2030, WE WILL HAVE ACHIEVED:

People with developmental disabilities more connected to their communities and achieving their personal goals with reduced reliance on formal supports, including:

- Reduced waitlists through innovative, person-directed service models.
- Completed the Bring Us Home project and launched the next phase of inclusive housing.
- Expanded services to underserved rural areas and populations.
- Improved access to employment, transportation, housing, and recreation through collaborative partnerships.
- Increased use of assistive technologies that promote independence and autonomy.
- Enhanced person-directed planning and digital outcome tracking across all services.
- Strengthened transitions across life stages through integrated planning with health, and education sectors.
- Established coordinated transition pathways for youth moving from children's services to adult developmental services, ensuring continuity of supports and reducing service gaps.
- Increased visibility and presence in the community as a trusted partner in inclusion, with growth in community awareness, engagement, and willingness to collaborate.



## STRATEGIC PRIORITY 2: WORKFORCE CAPACITY & ORGANIZATIONAL EXCELLENCE

*We will build a thriving, values-driven workforce and strong internal systems that support quality and innovation.*

### BY 2030, WE WILL HAVE ACHIEVED:

A resilient, skilled, and values-driven workforce supported by modern systems that drive quality, innovation, and performance, including:

- Optimal staffing capacity with a skilled, diverse, and engaged workforce.
- Robust leadership development and succession planning to ensure continuity and growth.
- Increased recruitment and retention through partnerships, mentorship, and an inclusive workplace culture.
- Reputation as an employer of choice across the region and sector.
- Seamless digital systems that improve communication, scheduling, reporting, and decision-making.
- A culture of continuous improvement, learning, and Just Culture embedded at every level.
- Established performance measurement systems that demonstrate consistent improvements in service quality, organizational effectiveness, and accountability.
- Measurable improvements in staff wellness, satisfaction, and development.



## STRATEGIC PRIORITY 3: FINANCIAL DIVERSITY AND SUSTAINABILITY

*We will secure long-term sustainability through innovation, diversified funding, and strong community investment.*

### BY 2030, WE WILL HAVE ACHIEVED:

CLNP is positioned as a financially stable, innovative, and forward-thinking organization, prepared for future challenges and opportunities, including:

- Diversified funding streams, including private pay, grants, donor contributions, and social enterprise revenue.
- A professional and effective fundraising program with strong donor engagement and stewardship.
- A sustainable business model that enables growth and reduces reliance on core government funding.
- Successful, mission-aligned social enterprises that provide employment and visibility for people with developmental disabilities.
- New partnerships and shared service models that improve efficiency and increase impact.