

Theory of Change



Our Approach

BACI will increase ***being, becoming*** and ***belonging*** through advocacy, community development and service delivery.

The impact we seek will be achieved through:

- 🌀 3 Focus Areas: Advocacy, Community Development and Service Delivery
- 🌀 3 Change Themes: Being, Becoming and Belonging.



Change Themes

Quality of Life indicators:

Being:

Home, Health and Safety, Communication, Positive Social Atmosphere, Access to Services and Resources and Staff Support – helpful supports that look after our being.

Becoming:

Employment, Community, Personal Growth, Child Development and the Association – ways that support people becoming contributing, active citizens and visible and valuable members of society.

Belonging:

The array of Relationships, Diversity, Accessibility and Inclusion that provide meaning and connection to others including family, friends and loved ones as well as meaningful opportunities for expressing and receiving love and affection – acknowledging our desire for reciprocal bonds that confirm we belong.

BEING

Increasing...
emotional well-being
physical well-being
material well-being

BECOMING

Increasing...
independence
personal development
self-determination

BELONGING

Increasing...
social participation
interpersonal relations
social inclusion
rights

Intended Impact Canvas

Strategic Actions



Theory of Change



Intended Impact

Children and people with disability will live a good life.



A society that includes all people

And in a little more detail...

Strategic Themes



And in a little more detail...

Strategic Themes 2016-2020

- 1. Person Centred Practice:** BACI is committed to developing and delivering services that are relevant and meaningful to each adult we serve. *People being at the centre of their own planning and decision-making is at the heart of true person-centred thinking, planning, and doing. A deep understanding of an individual's personal expectations for services – and ultimately, a good life – are fundamental to the start of good service provision.* Beyond planning, BACI must be as flexible as possible in order to respond to the diverse and ever changing support needs of the individuals it serves. Thus, once support needs, choices, and expectations are identified in the various planning processes, the Association shall be prepared and required to adjust or reorganize services, to the extent that it is capable, in order to best accommodate them.
- 2. Child and Family Centred Practice:** *Family-centred values and practices are at the heart of our work. BACI honours and responds to the unique gifts and needs of each child as well as the rights and wisdom of their families.* BACI strives to support and strengthen families' abilities to nurture and enhance their child's development and overall well being. Services will be developed, offered, and measured consistent with this practice.
- 3. Healthy, Appreciated, and Well-Connected Workforce:** *BACI's employees play a valuable and critical role in the success of BACI's services, goals, mission, and vision.* We will seek to foster an environment of mutual respect, appreciation, and collaboration. Employees have opportunities to connect, learn, and grow and strive to perform to the best of their capabilities. Our practices around human resource management and particularly our dedication and expertise in the areas of staff training and professional development continue to be a key commitment.
- 4. Prosperity:** *Prosperity is about being strong, abundant, and thriving – moving beyond the status quo.* Typically, prosperity is thought of as economic status and wealth. Instead, *BACI's agenda of prosperity wants to build financial strength but also generate 'wealth' in areas like: collaboration, assets (both tangible and intangible), partnerships, investments, presence, technology, communication, housing, and community development.* This applies to the individuals and families we serve as well as the Association and community as a whole.
- 5. Diversity:** BACI believes *disability is a part of diversity.* **BACI is committed to practices that respect and advance diversity both within our own organization and throughout our community.** Our ability to serve a diverse population well is linked directly to the diversity of our Staff, Leadership Team, and Board of Directors. Our vision of a community where everyone belongs includes a focus and celebration of the uniqueness of each citizen.
- 6. Inclusion:** BACI's vision is, *"A Society That Includes All People."* Therefore, BACI is committed to building a community where everyone *feels* and *is* included. We will do so by working with our partners, advocating for the rights of people with disabilities, community development, and providing services that support those we serve to enjoy their rights and meet their responsibilities as full citizens.
- 7. Partnerships:** Relationships are a definite strength and asset for BACI. *Our most important partners are the families of the people we serve. They are our allies in advocacy, service provision and community development. They help us to know and honour the children and adults we serve. The Association also prides itself on working with professionals, groups, and community friends in a collaborative and reciprocated manner.* BACI will work with current and new partners in innovative ways to achieve shared goals, ventures and, learning. The Association must enroll its community partners to the Association's goals, mission, and vision.

Strategic Actions

Focus areas

Strategic actions

Advocacy

Person Centered Practice

We will listen closely and endeavour to honour the choices (explicit and implied) of the people we serve and when appropriate their families, including choosing where and with whom they live.

The people we serve grow and change as they get older and so do the roles they hold in community, at work, with their families and friends. We will make sure that the support we offer honours and celebrates their growth (skills, knowledge, and self awareness), helps them continue to grow and helps them to embrace their new and evolving roles.

Child & Family Centred Practice

We will listen closely and endeavour to honour the choices (explicit and implied) of the children and families served. We will strive to enhance families' abilities to support and nurture their child's overall development and well-being.

Healthy, Appreciated, and Well-Connected Workforce

We recognize that the staff role is evolving beyond quality care giving. BACI will work to strengthen the evolving roles of staff by providing access to appropriate training and supervision.

Prosperity

We will advocate with a spirit of abundance; we won't just identify problems, we will work to find solutions.

We will continue to design systems to ensure the operation of BACI continues to strive, improve and meet desired outcomes.

Diversity & Inclusion

We will hold ourselves and others in the community to account around inclusion and diversity. When we come up lacking we will put plans in place to improve. When others come up lacking we will help them to improve. When we and others come up shining we will celebrate!

Service Delivery

Person Centered Practice

We will develop a service strategy for 'growing up and growing old' to better our supports around those we serve transitioning through various stages of their life.

BACI will ensure that personal planning approaches and processes are designed to capture the true wishes, expectations, curiosities and needs of each person and then set a service response accordingly.

Child & Family Centred Practice

BACI does not currently offer a wide array of support options to children and youth between the ages of 3 and 19. This is seen as gap that once filled will serve people well. BACI will endeavour to develop an array of support options for this segment of people

Healthy, Appreciated, and Well-Connected Workforce

An aging work force creates a dilemma. How can we honour both the changing needs of our staff, and the changing needs of those we serve – when the needs don't necessarily line up? BACI will dedicate itself to develop an Aging Strategy that addresses this dilemma.

Prosperity

Providing good service to people at home has a lot to do with the home itself. Factors like affordability, location, room- mates, all influence the likely hood of support being successful. BACI will endeavour to ensure that where people live and who they live with provides a solid foundation for the delivery of other supports.

The people we serve are looking for more than a roof over their head, three square meals, a job, friends, and support. They want to broaden their horizons through travel and experiencing new cultures. They are deepening their interest in the arts and sport and literature. They want to express their citizenship through volunteering, joining causes and speaking up. They want to deepen their spirituality by worshipping with others. We need to evolve our support options to meet the evolving needs of the people we support.

BACI is a 'learning organization' and as such we are in constant pursuit of improvement. BACI will incorporate a developmental evaluation approach into our service delivery practices.

Diversity & Inclusion

BACI's services will continue to support the people we serve to be socially and economically included in their community through providing employment and community connection supports.

Partnerships

BACI's increased focus on building partnerships should continue and reinforce the importance of collaboration vs. competition as well as the importance of sharing wisdom, experience and resource. Partnerships, with both 'the usual and unusual suspects' will help to sustain and grow BACI's service delivery options.

We will ensure that the families of the adults BACI serves will have the opportunity to collaborate on the design, delivery and evaluation of services with their family member and BACI.

Community Development

Person Centered Practice

BACI will continue to support people to experience community in ways that are meaningful to them – and at the same time raise staff's understanding that supporting people to be in community, is a 'community building strategy', one that should be intentionally honed.

Healthy, Appreciated, and Well-Connected Workforce

BACI believes staff can (and do) work in evolved roles as community builders and community connectors, as well as providers of quality care. We will focus on staff capacity building in this area.

Prosperity

BACI believes that a community is stronger, richer, and more dynamic when it is inclusive, not just when we talk about. We will build this community by supporting the people we serve to:

- Create homes that are sanctuary.
- Excel and feel valued and fulfilled at work
- Contribute through volunteering
- Grow through experience and education

Diversity & Inclusion

While seeking inclusion, and calling for diversity BACI will be inclusive and diverse in all practices and endeavours in community...where we buy, where we live, where we play, how we brand ourselves etc.

BACI will seek out and celebrate bright spots of diversity and inclusion in our community.

Partnerships

The families of the adults and children served through BACI are our valued partners in building inclusive community. We will strategically engage and leverage these partnerships to propel all our community building efforts.