



Anowah Community Living Ltd.

Strategic Plan 2025-2030

Who we are

- Family-founded in 1967
- Not for profit based in South-West Sydney with rural-style property
- Providing
 - Supported Independent Living
 - Community Participation
 - Support Coordination
- Supporting adults and people with complex needs, ensuring personalised care and support

What Makes Us Different

- We create “forever homes” with family connection and security for clients
- A commitment to continuity, dignity, and choice for people with disability
- Holistic and respectful support embedded in UNCRPD principles, NDIS standards, and trauma-informed approaches
- Rural-style settings with low-stimulus environments that promote wellbeing and comfort

Our guiding principles



Purpose

Empowering adults with disability to live with dignity, choice and belonging – every day, for life

Values

- **Ethical.** We do what's right - always. Our decisions are grounded in integrity, fairness, and respect. We honour our legacy by holding ourselves to the highest standards, even when no one is watching.
- **Passionate.** We believe in what we do. Supporting people with disability and their families isn't just our job - it's our purpose. We bring heart, commitment and energy to everything we do, every day.
- **People First.** We put people at the centre. We treat everyone with dignity, compassion, and respect. Our relationships are built on trust, and we recognise the value and contribution of every individual - staff, families, and the people we support.
- **Individualised.** We walk alongside, not ahead. We support people to live life their way. Our work is grounded in person-centred practice - listening, learning, and adapting so each person has real choice and control.
- **Collaborative & Creative.** We make it work, together. We find new ways to overcome barriers and deliver outcomes. With collaboration and a practical mindset, we turn challenges into opportunities and ideas into action.

Strategic objectives



Empowering adults with disability to live with dignity, choice and belonging every day, for life

People led, purpose driven support (Service provision)

Deliver personalised high-quality support grounded in dignity and choice

Foster a connected, inclusive community where everyone feels they belong

Expand our client base and protect continuity of care for long-term clients

Operate with purpose and accountability (Governance and Operations)

Deliver on performance goals while meeting all regulatory expectations

Strengthen governance and embed quality at every level
Prioritise safety and wellbeing in everything we do

Strengthen our long-term impact by investing in sustainable service options and partnerships

Build Impact that lasts (Resource Management)

Ensure properties and systems meet contemporary accessibility and compliance standards

Promote a greener environment by ensuring asset upgrades reduce carbon footprint

Ensure financial viability to sustain a healthy organisation.

Strategic enablers



Empowering adults with disability to live with dignity, choice and belonging every day, for life

People led, purpose driven support (Service Provision)

Skilled and passionate teams with strong local knowledge, diverse backgrounds and a shared commitment to inclusion

Listening deeply to the voices and experiences of the people we support

Engagement with leading edge researchers and practitioners using values, data and evidence-informed practice to drive quality service provision

Operate with purpose and accountability (Governance and Operations)

Embedding a strong quality and compliance framework that supports ethical practice and accountability

Embedding robust performance goals for the organisation with a focus on a safety aware culture.

Building on our reputation, relationships and understanding of the local community and market

Building Impact that Lasts (Resource Management)

Using our resources wisely to upskill staff, strengthen capacity and test new ideas that benefit our community

Skilled and committed leadership focusing on quality, growth and responsible investment strategies.

Functional use of technology to lower risk, improve efficiency and enhance Organisational actions.