



Beyond Dreams Foundation Ltd 5-Year Strategic Plan (2026–2031)

Empowering individuals with disabilities and their families to live lives of dignity, independence, and full inclusion.

Beyond Dreams Foundation Ltd

5-Year Strategic Plan (2026–2031)



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Empowering individuals with disabilities and their families to live lives of dignity, independence, and full inclusion.

1. Vision

A world where every person with a disability is empowered, included, and supported to achieve a life beyond their dreams.

2. Mission

Beyond Dreams Foundation Ltd empowers individuals with disabilities and their families by providing essential resources, innovative programs, and holistic support. We foster independence, strengthen families, and champion inclusion across all facets of life.

3. Core Values

- **Dignity & Respect** – Upholding the inherent worth of every individual
- **Accessibility** – Removing barriers and creating pathways
- **Collaboration** – Working with families, communities, and service partners
- **Innovation** – Embracing creative, adaptive, and forward-thinking solutions
- **Integrity** – Acting with transparency, ethics, and accountability

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4. Strategic Goals (2026–2031)

Goal 1: Foster Independence Through Skills, Technology, and Support

Objectives (5-year timeframe):

- Launch programs that strengthen daily living, communication, and employment skills.
- Provide adaptive technology access and training to 50 participants.
- Grow a network of allied health and training partners across Victoria and Western Australia.

Flagship Program #1: Independence Pathways Initiative (IPI)

A multi-stream support program for personal growth, education, and employment readiness.

Key Components:

- **Life Skills Academy**
Workshops on cooking, budgeting, problem-solving, travel training, personal safety, and communication.
Delivered online and onsite.
- **Tech for Independence Hub**
Training in assistive technologies (AAC devices, mobility tech, smart home systems).
Partnerships with tech providers for discounted or subsidised devices.
- **Employment Readiness & Micro-Entrepreneurship Program**
Resume building, interview practice, job trials, workplace social skills.
Support for participants wanting to start small businesses or micro-enterprises.

5-Year Targets:

- Support 200+ participants with independence and skill-building training.
- Place 90+ individuals into supported employment, mainstream employment, or micro-business ventures.

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Goal 2: Strengthen Families and Carers Through Holistic Support

Objectives (5-year timeframe):

- Expand respite, mental health, and peer support services.
- Build strong networks for caregivers to reduce burnout and isolation.
- Create programs for families navigating NDIS, education, and transitions.

Flagship Program #2: Family Resilience & Wellbeing Program (FRWP)

A comprehensive support framework designed for parents, siblings, guardians, and caregivers.

Key Components:

- **Respite Care Expansion**
Flexible short-term and emergency respite services.
Community-based and in-home respite options.
- **Family & Carer Counselling**
Trauma-informed counselling services delivered by qualified clinicians.
Support groups for parents of newly diagnosed children and families navigating NDIS challenges.
- **Peer-to-Peer Family Network**
Monthly meet-ups, online forums, family camps and workshops.
Sibling support groups focusing on emotional wellbeing and identity.
- **NDIS Navigation & Advocacy Support**
Plan reviews, goal setting, documentation support, and specialist referrals.

5-Year Targets:

- Support 100+ families with respite, counselling, and peer networks.
- Reduce caregiver stress scores by 20% (monitored through wellbeing assessments).
- Deliver 60+ family workshops across 5 years.

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Goal 3: Champion Inclusion and Universal Accessibility

Objectives (5-year timeframe):

- Advocate for inclusive communities and environments nationwide.
- Partner with councils, schools, workplaces, and businesses to implement access improvements.
- Create opportunities for people with disabilities to be leaders and educators in their own communities.

Flagship Program #3: Inclusion for All Community Impact Project (IACIP)

A national initiative promoting community inclusion, accessibility, and disability awareness.

Key Components:

- **Inclusive Community Grants Program**
Micro-grants for schools, sporting clubs, and community groups to upgrade accessibility (ramps, hearing loops, sensory spaces, inclusive playgrounds).
- **Access Ambassador Training**
Paid leadership training for people with disabilities to become educators, trainers, and public speakers.
Ambassadors deliver workshops to schools, businesses, and local governments.
- **Inclusive Events & Public Awareness Campaigns**
Annual "Beyond Inclusion Summit" bringing together stakeholders and advocates.
Media, social campaigns, and accessibility audits.

5-Year Targets:

- Fund 20+ community accessibility upgrades.
- Train and empower 20 Access Ambassadors.
- Reach 1,000+ community members through workshops, campaigns, and events.

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5. Organisational Growth & Development Goals

Goal 4: Strengthen Organisational Capacity

Key Actions:

- Recruit qualified staff across support services, program management, marketing, and fundraising.
- Build multidisciplinary partnerships (OTs, psychologists, educators, disability advocates).
- Invest in technology systems for case management, CRM, and participant outcomes tracking.

5-Year Targets:

- Grow team from startup phase to 25+ staff and contractors.
- Establish operations in both Victoria, with satellite presence in NSW, Queensland and South Australia
- Achieve high NDIS compliance and quality certification standards.

Goal 5: Financial Sustainability & Fundraising Expansion

Key Actions:

- Diversify revenue streams through grants, philanthropy, corporate partnerships, and fundraising events.
- Establish a donor program and community fundraising platform.
- Develop social enterprise activities linked to the Independence Pathways Initiative.

5-Year Targets:

- Achieve \$3–5M annual operating budget by Year 5.
- Build a \$1M reserve fund for long-term stability.
- Secure 20+ recurring corporate and philanthropic partners.

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Goal 6: Evidence-Based Impact & Continuous Improvement

Key Actions:

- Implement outcomes measurement frameworks.
- Conduct annual participant, family, and partner satisfaction surveys.
- Publish an annual Social Impact Report.

5-Year Targets:

- Demonstrate measurable improvements in independence, wellbeing, and inclusion outcomes.
- Achieve 90%+ satisfaction rates from families and participants.
- Establish the Foundation as a recognised leader in disability empowerment and community inclusion.

6. Implementation Timeline (Summary)

Years 1–2 (Foundation Phase)

Launch Independence Pathways & Family Resilience programs
Begin Inclusion for All pilot projects
Build partnerships with councils, schools, allied health providers
Begin fundraising and grant development

Years 3–4 (Growth Phase)

Expand services statewide
Increase technology and employment programs
Hold first large-scale Inclusion Summit
Launch community grants program

Year 5 (Impact & Sustainability Phase)

Achieve multi-state operations
Publish major 5-year Social Impact Report
Secure long-term funding mechanisms
Scale successful pilot programs nationally

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7. Measuring Success (Key Indicators)

- Number of individuals supported across programs
- Levels of independence, employment, and skills gained
- Carer wellbeing ratings and family support engagement
- Accessibility upgrades completed
- Community awareness impact metrics
- Organisational financial stability
- Stakeholder satisfaction and testimonials

Conclusion

This 5-Year Strategic Plan positions Beyond Dreams Foundation Ltd as a powerful force for change—strengthening independence, building resilient families, and creating inclusive communities across Australia. By implementing these innovative, mission-driven programs, the Foundation will transform barriers into pathways and help thousands of people live lives that truly go beyond their dreams.

“Our mission is not merely to provide support, but to unlock the inherent power and dignity in every individual, proving that inclusion is the path to a life truly beyond dreams.”

Theo Kiosses, Chairman

— Beyond Dreams Foundation Ltd