

Community Living Association Inc

POLICY AND PROCEDURES

SERVICE PURPOSE, PHILOSOPHY AND OUTCOMES

HISTORY

The Community Living Program was established in 1987 and initially developed under the auspice of the Commonwealth Rehabilitation Service.

In 1989 a group of constituents, parents and others, previously known as Friends of C.L.P incorporated as the Community Living Program Inc. And the formal auspice for the Program moved from Rehabilitation Services to the new body.

In 1994 the Community Living Program Inc. changed its name to Community Living Association Inc. The Community Living Program remained the name of one of the programs managed by C.L.A. Inc.

In 2023, CLA amended the constitution to refer to all people receiving services from CLA as constituents.

MISSION STATEMENT

Building Inclusive Communities Where All People Are Valued

OBJECTIVES

Community Living Association (Inc.) has the following formal objects:

1. The objects of the Association are to:
 - a. assist Constituents to determine and achieve what is important to them.
 - b. assist Constituents (as individuals and in community) to stand up for themselves, individually and collectively in the community and to have their say in representing their interests, issues and needs to all sectors of the community and government.
 - c. assist Constituents to improve the social and economic conditions of their lives, for example: income, transport, sporting, recreational, artistic, community involvement etc.
 - d. assist Constituents to develop a safe and secure daily life in the community.
 - e. assist Constituents to develop their family, friend, partner, neighbours and community relationships and connections.
 - f. assist Constituents to achieve a state of good, healthy psychological and physical wellbeing.

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- g. assist Constituents to achieve a sense of personal potency and value, personal meaning and direction, and to speak up about things that are important to them, become aware of their strengths and use them to let others know about the things they find difficult and unfair.
- h. assist Constituents to use their time meaningfully and achieve a sense of meaningful use of time for example, employment, studying, volunteering, community service etc.
- i. collaborate with other organisations to achieve the Association's objectives.
- j. document and record the Association's work and endeavours, including meeting minutes and information about groups to inform others, and workshops and research on issues which affect the lives of Constituents.
- k. identify and initiate creative responses to the needs and issues of Constituents and identify the best ways to support Constituents.
- l. contribute to the relief of poverty, sickness and other misfortune and to the promotion of the wellbeing of individuals, groups or communities who are disadvantaged and vulnerable either socially, physically, intellectually or emotionally (**social welfare**).
- m. undertake any other benevolent work or purpose.
- n. promote, establish carry out and support and to assist in promoting, establishing, carrying out and supporting any social welfare programme designed to contribute to the alleviation of poverty, sickness or other misfortune including those undertaken by Statutory Authorities, voluntary Welfare Organisations and other community groups.
- o. assist community members build better communities through the inclusion of people with learning difficulties.
- p. assist families in their commitment to family members with a learning difficulty.
- q. support young people and their families where those young people are at risk of homelessness, or early school leaving or other social disadvantages that could lead to poverty, sickness or other misfortune.
- r. support young people in the care of child safety and engage with the Department of Child Safety and other supports to enable their transition from care.
- s. support parents (with different abilities) be the parents that they wish to be and
- t. support people who are excluded from the workforce, develop skills and confidence to engage in paid and / or voluntary work.

CLA Inc will seek to carry out its objectives in ways that are:

- ✓ Respectful, kind and encourage one's own control.
- ✓ Flexible, innovative and responsive, leading and giving hope
- ✓ Diverse, fun and address the whole self.
- ✓ Written down and shared with others.
- ✓ Well-resourced and heading toward self-sufficiency.
- ✓ Co-operative and collaborative and value all opinions
- ✓ Seek feedback and question deficiencies.
- ✓ Challenge society and change it, acting politically.
- ✓ Stable, keeping core values and vitality.

CLA PRACTICE PRINCIPLES

Community Living Association engages in developmental practice, seeking people's empowerment through building relationship capacity, resource capacity, knowledge capacity and decision-making capacity.

1. Value the importance of relationships
 - CLA Inc. recognises the centrality of relationships to people's quality of life.
2. Welcome people to join in relationships that are based on trust & respect.
 - Work for relationships that affirm each other's humanity.
 - All people are of equal value.
3. Build & support mutual & healthy relationships.
 - Honour existing connections and support re-connection and new connectedness.
 - Always look to join on common agendas
 - Challenge exploitation
4. Acknowledge, respect & believe in the capacity & potential of people to build their lives. and community
5. Expect people's unique contribution.
 - Expect that each should give as well as receive.
6. Nurture people's right to make decisions about their own life's journey & experiences while accepting people's responsibility to each other
7. Create safety so people can engage in honest dialogue to deal with hard issues.
8. Challenge beliefs and practices that limit people's lives.
9. Gather, share and hold information respectfully.
10. Practice gentleness
11. Celebrate!

ORGANISATIONAL PRACTICE FRAMEWORK

12 April 2021

v CLA commits to developmental practice -

- Developmental practice seeks to empower people to address issues and needs and achieve positive change.
- Developmental practice focuses on four elements, the building of which enhances capacity to achieve change.

Building Relationships	Building Resources	Building Knowledge	Building Decision Making
<p>Relationships are central to our humanness and to the achievement of our human potential. CLA seeks to work with people and their relationships rather than people as solitary individuals.</p> <p>Service relationships have strengths but also limitations. CLA seeks to build relationships with service users that are based on kindness and respect but also seeks to support peoples' relationships with other services and beyond service relationships to freely given relationships.</p> <p>Existing relationships are important. CLA will seek to support, affirm, re-affirm and re-establish existing relationships. CLA will support the building of new understandings in existing relationships and new possibilities (e.g. the resolution of conflict or creation of a circle of support for a person with a disability).</p>	<p>People often require resources to change their situation. CLA commits to assisting people to build access to resources.</p> <p>Resources can be internal, unused or underutilised. CLA learns from practice approaches such as Mutualism, Strengths Based Practice and Asset Based Community Development which emphasise encouraging people to discover their gifts, talents, resources and use them for change. CLA also continually reflects on whether it is underutilising its resources and the talents of its staff. This is one reason we encourage staff to use as many aspects of themselves in the work as possible.</p> <p>Within human services there is a tendency to see people as needy rather than resourceful and to treat them as passive recipients. CLA practice emphasises focusing on people's gifts and also an expectation</p>	<p>Knowledge becomes available to people in different ways. CLA will attempt to enable people to develop knowledge in the most effective ways.</p> <p>Some knowledge is technical e.g. how to run a meeting, write a letter, write a constitution, make a cake, do a budget etc. CLA will support all its participants to gain technical knowledge they need or a means of access to those who can share it with them.</p> <p>Some knowledge comes from story, case study and example. CLA will support all its participants to learn from the stories of others and to share their own stories.</p> <p>Some knowledge comes from what is important and from people's experiences. CLA will support people to develop knowledge around what is important to them and to assist them use their experiences to shape their future (the Frierian Principle).</p>	<p>Active participation in decision making about the things that make up our lives is central to our sense of autonomy, self-efficacy and wellbeing. CLA will support the development of individual and group sense of autonomy through supporting peoples' ability to make decisions about their lives.</p> <p>People may need support to articulate and act on what they want. CLA will attempt to provide people with the support they need to articulate and act on what they want.</p> <p>There are limits to personal autonomy where it impacts negatively on an individual or on others. CLA will challenge people's decisions where they impact negatively on the person or on others.</p> <p>People may have difficulty in articulating what they want or even may articulate decisions that are not what they want. CLA will attempt to</p>

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Building Relationships	Building Resources	Building Knowledge	Building Decision Making
<p>Exploitation can exist in relationships. CLA will challenge exploitation in relationships to support the development of non-exploitative relationships.</p> <p>New relationships offer new possibilities. CLA supports the building of new relationships; these may be one-to-one relationships e.g. with a neighbour, a new friend or the development of collectives of people to pursue common agendas.</p> <p>People coming together in relationships to pursue a common agenda is a powerful tool for change. CLA will support the coming together of people to pursue common agendas.</p> <p>CLA recognizes the impact of trauma on people; impacts that they may not be conscious of and which can lead to ongoing challenges for them and the people around them. Our knowledge base in relation to trauma requires knowledge of trauma informed practice, which includes supporting people to gain knowledge of their trauma and how it impacts on them.</p>	<p>that people will ‘contribute’ to their own and others’ journeys of change.</p> <p>Even while focusing on supporting people to use what they have we emphasise that Inequity and Inequality are social realities. Realities which will need to be addressed by redistribution. CLA will work with people to access the resources that society makes available to address Inequity and Inequality.</p> <p>People coming together to share resources or agitate for the redistribution of resources is a powerful tool. CLA will support people to come together to share what they have and to pursue the redistribution of resources.</p>	<p>When private knowing becomes public knowing, when the private concern of one is articulated as the public issue of many, when people say this not only affects me but us, then this is a key developmental moment. CLA will support the articulation of such moments.</p> <p>There is personal knowledge that people wish to keep private. CLA will honour confidentiality but will talk to people about the usefulness of sharing their story with existing or potential relationships for purpose of support and change.</p> <p>Some knowledge comes from conscious reflection. CLA will support all its participants to consciously reflect.</p> <p>Participants in CLA include people with an intellectual disability, young people at risk, recently arrived migrants and refugees. CLA knowledge base includes the knowledge that people from these backgrounds are likely to have experienced trauma, discrimination and structural social disadvantage.</p> <p>CLA also recognizes the importance of knowledge on structural disadvantage</p>	<p>practice ‘deep listening’ to be truthful to peoples’ real expressions.</p> <p>Where people collectively decide to address a particular issue, this is an important example of developed capacity. CLA will support people to develop collective decision-making structures and processes.</p> <p>People’s decision-making structures may be independent of CLA or in collaboration with CLA. CLA will support groups to develop independent structures (e.g. IYHG) but also to operate as “peoples’ groups” under CLA’s umbrella.</p> <p>Group decision making will be enhanced through simple processes such as agendas, minutes and effective facilitation. CLA will support the development of group processes such as agendas, minutes and effective facilitation.</p> <p>In situations of chaos, control which may limit personal decision making may be necessary. However, control is inherently anti-developmental and as soon as possible needs to be replaced by more participatory processes.</p>

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Building Relationships	Building Resources	Building Knowledge	Building Decision Making
		and supporting those experiencing structural disadvantage to understand and advocate with and for them.	

- CLA also recognises the need for ongoing reflection on ‘developmental practice’ to balance inherent social systems bias towards service responses.

- Please note that while CLA commits to pursuing developmental practice that CLA also recognized that service responses will be necessary and needed and that there can be continuums in developmental practice.

- CLA acknowledges the assistance of the thought of Concetta Benn, Tony Kelly, and Ingrid Burkett in developing this analysis of developmental practice.

Version Control		
Date	Changes	Status
03-01-2023	Policy created	Approved
2023	Annual review at Strategic Planning	Reviewed
2024	Reviewed	Approved
05-02-2025	Amended to include: <i>In 2023, CLA amended the constitution to refer to all people receiving services from CLA as constituents; and to align the Objectives with those defined in the CLA constitution.</i>	Approved
11.02.2026	Update of mission statement and organisational structure	Approved at Committee Meeting
Feb.2026	Reviewed – no changes	Approved by Management Committee via flying minute 03.03.2026
Feb 2027	Next review date	

Community Living Association Inc - Organisational Structure

