

Thumbs Up Charitable Trust



Our Vision

A full and fulfilling life for every individual

Our Mission

Enable adults with intellectual disabilities to actively engage in the full life of their community, through participation, contribution, and meaningful and respectful relationships with others.

Our Values

Community of families: The Trust is a community of families. Our strength is achieved through the commitment of families to work together, to contribute and to take ownership and responsibility for the direction and quality of the service.


Responsiveness: We actively listen and respond with respect and understanding to those with whom we interact. We are open and adaptable to meet changing needs and circumstances.

Individual Focus: We aim to build a good life for each individual, through understanding and responding to every person's qualities, interests and abilities.


Ongoing growth and development: We strive for continual learning, increased knowledge and overcoming of limitations—for service users, staff, and trustees.

Honour: We act with integrity, respect and fairness.

Financially sustainable and adequately resourced: We provide a financially secure and stable future for Thumbs Up through effective financial management.



Dreams
bursting into
reality!



Thumbs Up to a
good life for every
person!

Strategic Priorities

- 1. Every individual will lead a good life in which they grow in their life experiences, develop new skills, and learn ways to cope in a positive way with their personal challenges. The strengths, interests and challenges of every individual are understood and form the basis for the individual service provided to him or her.**

Key Indicators

- Every individual will have a portfolio containing key information about them, based on observation and input from the individual, family members, staff, and any other appropriate people. Staff will be familiar with the information in portfolios and know well the individuals with whom they work.
- Every individual will have a detailed, individual personal plan and personal programme, which are accessible, implemented, reviewed and amended regularly. These will be developed collaboratively by the individual, family and staff. They will reflect the interests of the individual and incorporate opportunities to develop new interests. They will include goals which will be achieved and, if appropriate, positive behaviour management strategies.
- Every day individuals will enjoy a range of recreational, educational, social, creative, cultural and vocational activities, be challenged and stimulated, learn and grow in their understanding and skills.

- 2. Every individual is an active, engaged member of their community, with relationships and links with members of the wider community. Every individual contributes to their community through the performance of valued roles.**

Key Indicators

- Every individual is connected with supportive natural networks and has mutual relationships with others in their community.
- Every individual has a range of tasks/roles to perform at Thumbs Up, and is a contributing member of the service.
- Every individual has a range of tasks/roles to perform outside of Thumbs Up in their local community. Roles match the interests and skills of the individual and facilitate the formation of relationships with others.

Strategic Priorities

- 3. The uniqueness of every individual and his or her family is respected, and the service is flexible and adaptable to meet individual circumstances. Individuals and families feel empowered to make choices and decisions about the service being delivered to them, and have a sense of ownership of the service.**

Key Indicators

- Individuals will be given choices as to what they do and with whom, in the development of their plans and programme and on a daily basis. A range of communication methods are used to support individuals to express their wishes.
- Families will be active participants in the development of individual personal plans and programmes for their sons and daughters, and in the development of the service as a whole. Families will be well informed and their input welcomed and responded to.

- 4. The service has the resources necessary to support every individual attending to lead a good life, and the service is sustainable with a secure future.**

Key Indicators

- Staff work together as a team in a safe environment where they feel valued. They are fun, passionate, competent and well trained.
- The service has the material and equipment it needs. The facility is safe, comfortable, well maintained and meets the service's needs
- The Board works effectively and constructively, and has the knowledge and skills to provide leadership for the organisation.
- Families of individuals attending the service are committed members of the Trust, and actively support the vision, mission, values and strategic priorities.
- Funding is sufficient and sustainable, meeting the costs of a service which achieves the Trust's mission, and the vision of a full and fulfilling life for every individual.

Potential opportunities and challenges ahead

Family owned service

Thumbs Up Trust, which has a membership of twenty-two families, employs a manager to deliver the Thumbs Up Service. It is through the commitment of Thumbs Up's families for their sons and daughters to have the best quality of life possible that Thumbs Up has become a well resourced and functioning service. Having a small personal service is conducive to the fostering of a sense of community, shared responsibility, and taking ownership for ensuring the service is a success.

Thumbs Up Trust champions the primary right of the disabled person and their family to make the important decisions which most effect them. Board members are all parents of the adults attending Thumbs Up, elected by the members of the Trust and accountable to them.

This structure provides strength to the organisation, but there are also potential challenges. As the Board is currently only drawn from the parents of service users, there is a limited number of people (and skill sets) available. For the future, the Trust will need to consider strategies for sustaining strong governance accountable to families, which may include enlisting younger family members (e.g. sisters and brothers) onto the Board, and/or enlisting some non-family Board members who bring particular desired skills.

For various reasons, individuals will leave the service, and families will leave the Trust in the years ahead. The Trust will need to ensure that the families who replace them are committed and actively support the vision, mission and values of the Trust and Service.

Funding

In addition to the financial support of families, the Trust receives direct funding from MSD and ACC, and through successful grant applications from other organisations.

Although the Trust currently has a diversity of income sources, none are guaranteed long term, and there are also fluctuations from year to year. The Trust is building a six months operational reserve to deal with any sudden significant decrease, and closely monitors its cash flow and any environmental factors that could impact on its finances.

The Trust owns the land and building in which its service is based mortgage free, which provides some security for the future.

Currently in NZ the funding of disability services is undergoing major changes, particularly with the introduction a few years ago of individualised funding, along with the move to integrate funding and give more control to disabled people and their families.

These changes lead to potential opportunities and challenges. The Trust will remain open to new ways of working and new forms of providing a service to its members.