



CHOSEN  
Family

# Chosen Family Strategic Plan

FOR 2024-2027



# Acknowledgment of Country

In the spirit of Reconciliation, Chosen Family acknowledges Aboriginal and Torres Islander people as this country's Traditional Owners and Custodians and their connection to land, water, and community. We pay our respects to them, their cultures and customs, and to the Elders, both past and present. Aboriginal and Torres Islander now and forever. We recognise the strength and resilience of Aboriginal people. Chosen Family is committed to cultivating inclusive environments for all. We celebrate, value, and include people of all backgrounds, genders, sexualities, cultures, bodies and abilities.

# Vision, Mission, and Values

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## Vision:

Dismantling technologies, systems, and moral frameworks of oppression.

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## Mission:

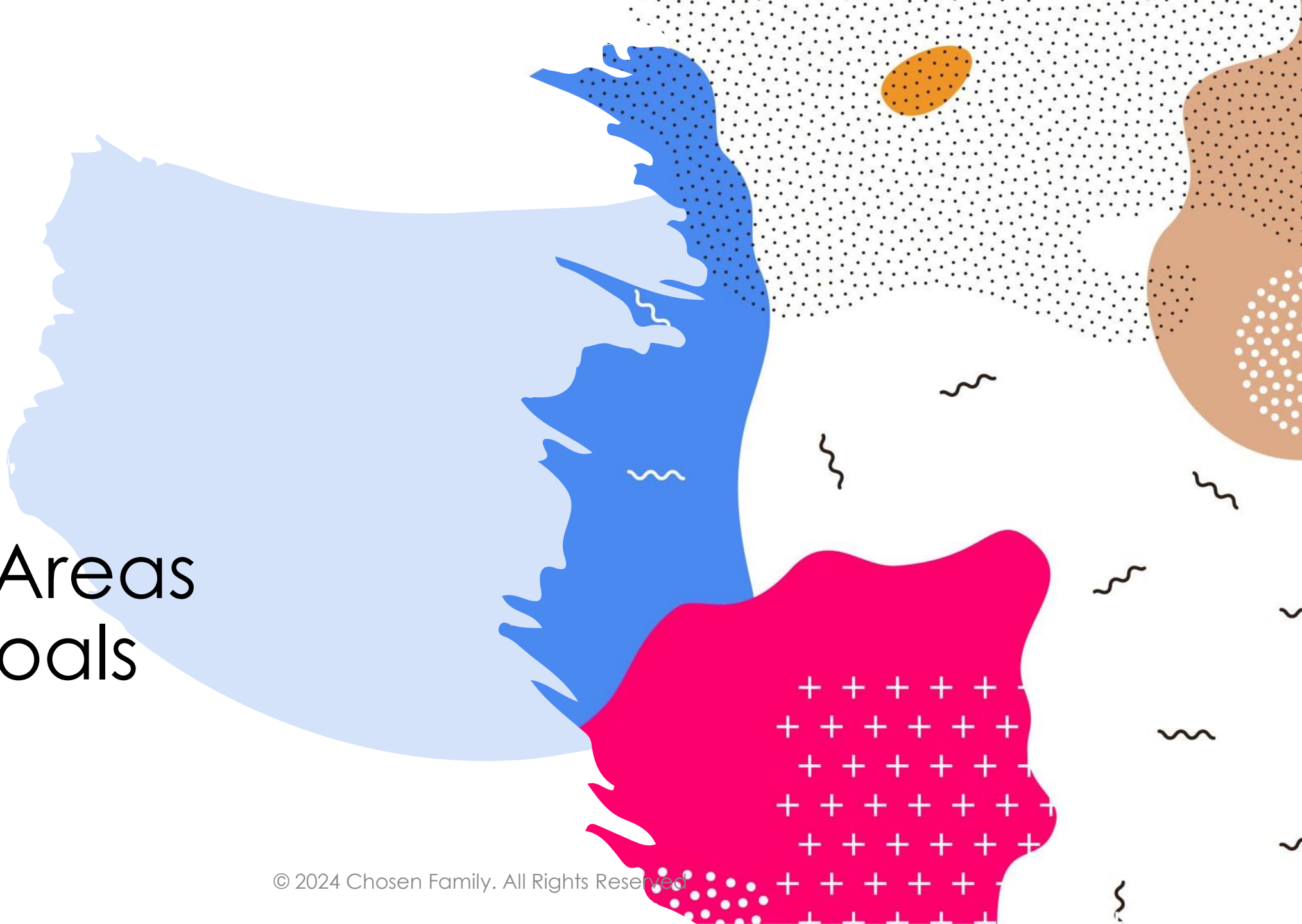
Replenishing imagination, co-designing the future, disrupting the disability sector with true family and community values. Provides refreshing disability and psychosocial services to all participants.

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## Values:

Equity, Belonging, Tenderness.

# Focus Areas and Goals



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Create a division providing LGBTQIA+ services.

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Increase awareness through networks and training.

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Develop an inclusive ecosystem attracting lived experience workers.

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Deliver joyful core and respite services.

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Raise spiritual awareness and equity.

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Provide inclusive education on disability, sexual health, LGBTQIA+, and spiritual practices.

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Support young LGBTQIA+ individuals in fostering healthy relationships.

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Co-design services with the community.

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# Organisational Background

## The Inception of Chosen Family:

Chosen Family emerged from the need for caretakers within the LGBTQIA+ community during the AIDS epidemic. Many individuals, disowned by their families, found support in Chosen Family, becoming their "chosen family".

## Relationship with the LGBTQIA+ Community and the Disability Sector:

Chosen Family bridges the gap between the LGBTQIA+ community and the disability sector, providing support for individuals transitioning from jail, drug and alcohol interventions, and those on the NDIS.

### **Historical Context and the AIDS Epidemic:**

The organisation's roots are intertwined with the AIDS epidemic, reflecting the resilience of a community facing rejection and seeking belonging

### **Vision and Mission:**

#### **Vision:**

We envision dismantling oppressive technologies, systems, and moral frameworks, fostering a future grounded in true family and community values

#### **Mission:**

Our mission is to replenish imagination, co-design the future, and disrupt the disability sector with authentic family and community values

#### **Values:**

Equity, Belonging, Tenderness

# Goals and Objective

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Create a division providing LGBTQIA+ services

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Increase awareness through networks and training

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Develop an inclusive ecosystem attracting lived experience workers

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Deliver joyful core and respite services

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Raise spiritual awareness and equity

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Provide inclusive education on disability, sexual health, LGBTQIA+, and spiritual practices

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Support young LGBTQIA+ individuals in fostering healthy relationships

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Co-design services with the community

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# Service Overview

## Key Differentiators:

No waitlists, no branded visibility,  
detailed case notes, responsive and  
feedback friendly.

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## Our Services

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Core supports

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Respite

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LGBTQIA+ Training

## Service Locations:

New South Wales

Victoria

Queensland

# Marketing and Branding Strategy

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Utilise the logo as a symbol of a table and platform, emphasizing family and community values

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Embrace the concept of **ubuntu** to convey humanity towards others and the interconnectedness of all

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Authenticity in marketing: Share stories, experiences, and vulnerability to connect with the community

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Focus on joy, belonging, and tenderness in all communications

# Challenges and Solutions

## Challenges Faced by the Community

Lack of preferred name options

Communication barriers between agencies

Limited access to information and training

## Solutions

Advocate for inclusivity in NDIS plans

Promote better inter-agency communication

Provide relevant information and bespoke services



# LGBTQIA+ Wellbeing

## Address Legal and Social Obstacles:

1. High costs for medication.
2. Lengthy waitlists.
3. Legislative barriers.

## Increase Visibility Through Policies:

Feedback from lived experience members.



# Ubuntu Philosophy

1. Explain the concept of ubuntu and its role in fostering community, respect, and inclusivity.
2. Relate ubuntu to the organisation's values and mission.



## Key Organisational Questions

1. Why "Chosen Family"? How did it begin?
2. How is Chosen Family different from other providers?
3. What is the grand vision for Chosen Family?
4. What services do you offer?
5. Which locations do you serve?

## Authenticity and Business Success:

1. Share personal experiences and vulnerability.
2. Emphasize the courage in being authentic.
3. Encourage storytelling and self-expression as tools for connection.
4. Address the cost of authenticity and its privilege.
5. Who are you outside the framework, template and parameters of what the world has told you?



# Reflection on Privilege and Authenticity

1. Acknowledge the privilege of writing one's own story.
2. Explore the cost of authenticity and the internal struggles.
3. Emphasize the need to be oneself in a world built on self-betrayal.

This comprehensive strategic plan outlines the core values, goals, and unique aspects of Chosen Family, aligning its mission with the broader goals of fostering equity, belonging, and tenderness within the LGBTQIA+ and disability communities. The plan incorporates a strong focus on authenticity and the ubuntu philosophy to create a connected, inclusive, and empowering organizational culture.