

Strategic Plan

2021
2024



OneAbility Network

The Greater Victoria Collaborative
for Adapted Sport and Physical Activity



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OneAbility

is a network of about 50 organizations and groups who are working together to promote and improve sport and recreation opportunities for people with disabilities.

Founded in 2015, **OneAbility** started in the greater Victoria area and now includes members from around BC and other provinces.

OneAbility's original mission was to bring organizations together to connect and communicate around the delivery of sport and physical activity programs and services for individuals with disabilities.

As the organizations came together they realized the opportunity to collaborate, cross promote, learn from each other and create joint programming opportunities. The organizations all shared a common purpose, but most did not know about each other and had not worked together previously. It took time to build trust and establish mechanisms to support working together. However, once members started sharing and collaborating there were early wins with joint program opportunities, and shared promotions, education and training.

OneAbility became a hub through which organizations could navigate shared challenges, identify shared opportunities, and also amplify the programs and services that were being offered across the region.

Today it is clear that our collective efforts are strengthening members reach, programs and raising the profile of the field of disability recreation and sport—and there is the potential to do more together!

Members

The Members of **OneAbility** are a range of organizations who offer services and / or programs for individuals with disabilities, including physical disabilities, cognitive challenges, and mental health challenges. Their diverse services range from one-to-one supports to working with groups; from the arts to outdoor wilderness activities; and from competitive and recreational sports to therapeutic services. Members also represent diversity in their organizational size, capacity and reach, including national organizations serving thousands to small groups with no staff serving less than 100.

Currently, the membership structure is informal. Of about 50 organizations on the list of members, about half participate regularly. Since COVID, a virtual forum has contributed to engaging new members including organizations in north Vancouver Island, in Vancouver and from other provinces. Some have expressed interest in building their own '**OneAbility**' in their regions.

How We Define Disability

Disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment— or a functional limitation— whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society.

Where to from here?

The **Strategic Plan** responds to members' input, builds on what is working and looks ahead to anticipate opportunities and potential challenges.

The planning process was initiated with a member survey (25 members responded) and both the Stewardship Team and the members were engaged in several discussions of the survey responses and the subsequent strategic plan goals and objectives.

In each impact area

there is a goal statement, a description of what success could look like for the goal and objectives. Some of the objectives are focused on maintaining current activities and others are new. The Stewardship Team has developed a 2021 Action Plan and pending funding, there is a desire to develop an evaluation framework that will include both developmental and impact measures and methods.

1

Deepen

member's connections and capacity for pursuing their mandates

What does success look like?

- Members are collaborating outside of **OneAbility** (such as referring to each other, joint events, shared equipment or expertise, etc.)
- Members identify benefits to their professional practice and their organization (such as new skills, partners, access to information, greater reach, etc.) as a result of their participation in **OneAbility**.

How will we do it?

- Continue to offer the monthly forum, on-line learning, networking and information sharing events.
- Deliver annual micro grant program.
- Source and/or deliver capacity building and resource development supports to (smaller) members including exploring opportunities for shared services (such as book-keeping, web developers) and resources (from equipment to expertise).
- Promote, facilitate and evaluate a variety of opportunities for members to connect with each other and network in person and virtually, including supporting members to be hosts and partners delivering Network and non-Network community based activities.

2

Enhance

relationships and structures for joint promotions, education and advocacy

What does success look like?

- The shared calendar continues to be updated and used by members.
- Members identify making and receiving referrals to/from each other.
- **OneAbility** has new members, funders, partners that are integrating a sport disability lens into their programs and how they engage in communities.

How will we do it?

- Expand the program calendar to include all of Vancouver Island and enhance with additional elements for participant and member searches and cross promotion.
- Continue to cultivate relationships that strengthen awareness, resources and supportive policies (such as Ministry of Health).
- Promote, facilitate and evaluate a variety of opportunities for members to connect and network in person and virtually in order to strengthen cross promotion and collaboration.

Our Mission

OneAbility fosters active living and sport participation for people with disabilities by facilitating connections, partnerships, advocacy, education and knowledge sharing among its' members and communities.

Current Services

- Shared website and on-line calendar of events
- Twice-monthly newsletters—sharing programs, events, grant opportunities and training opportunities
- Monthly member forum offers networking, sharing and learning opportunities for anyone to join
- Learning Events (pre-COVID, now delivered on-line through the forum)
- Annual education day
- Micro grants for members
- Strategic networking and relationship building with national and provincial organizations

3 Grow the network

What does success look like?

- Membership in **OneAbility** has clear benefits and responsibilities.
- Current members who have been inactive become more active participants.
- There are new members within the CRD and on Vancouver Island (including a greater diversity of services (such as suppliers, arts based, physical therapists, etc.)
- **OneAbility** is supporting replication efforts in other provinces (in some form to be determined).

How will we do it?

- Continue to develop strategic relationships that strengthen the diversity and reach of the Network (such as Indigenous Sport, Recreation and Physical Activity Council).
- Develop, implement and evaluate a refined membership structure and promotions strategy that will re-engage inactive members and recruit new members on the Island.
- Develop a scaling out strategy.

4 Develop the internal resources and structures needed for an effective, sustainable network

What does success look like?

- Clear, transparent systems and practices for membership and communications.
- Evaluation practices and a learning and adaptive action culture within the Network.
- Annual budget is maintained and enhanced and there are two new funders.

How will we do it?

- Continue to diversify and increase revenue sources, including funds for micro grants.
- Continue to develop strategic relationships with a focus on multi-year funding partners and shared services.
- Review, refine and promote a new membership structure.
- Develop and implement an appropriate evaluation framework and accompanying practices that demonstrates value to members, funders and other stakeholders.

