



Strategic Plan 2009 – 2012



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### Introduction

The Fishers with Disabilities Association Board are pleased to introduce the Fishers with Disabilities Strategic Plan for 2009 – 2012. The board has examined its functions and activities several times since incorporation with a view to developing its programs and activities. These programs and activities are consistent with the mission and values of the association and are clearly documented within this strategic plan.

Fishers with Disabilities Association will regularly review the strategic plan against achievement of performance indicators and annual evaluation. The strategic plan will not be a static document and will be updated to adjust to changing issues and the needs of its stakeholders and community members.



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### About the Fishers with Disabilities Association

Fishing is one of the most popular recreational activities in Australia. Every year, over 600,000 Western Australians bait up and cast a line.

While so many fishers take for granted the opportunity of heading to the water and casting a line, in 2000 it became evident to a group of people that there were barriers hindering people with disabilities from being able to do the same. That awareness led the Department of Fisheries Volunteer Fisheries Liaison Officers (VFLOs) to begin work on developing a program to provide opportunities for people with disabilities to get outdoors and enjoy the excitement and reward of fishing. As the idea caught on the "Fishers with Disabilities" programs took form and further developed into the formation of the Fishers with Disabilities Association Inc. (FwDAI).

The FwDAI is a not for profit association that delivers programs and activities designed to increase the active involvement of people with disabilities into recreational fishing.

Volunteers provide equipment, information and hands on assistance to fishers and our specially designed and built motorised equipment allows some fishers an increased level of independence in their fishing activities. The fishing experience of participants is now much enhanced with the introduction of our purpose built vessel the "Nev Thomas". The vessel is equipped to take four wheel chairs and can safely take participants on to the calm waters of the Canning and Swan Rivers.

The Western Australian coastline is host to many recreational fishing locations and through collaboration, information distribution and advocacy for access, the FwDAI aims to see many more locations accessible to people with disabilities.



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### Our Mission

To enhance the quality of life and self esteem of Western Australians with disabilities by providing recreational fishing activities and advocating inclusion into mainstream fishing opportunities.

### Our Values

As an association we value:

- Inclusion: we are committed to building fishing communities that are welcoming and inclusive.
- Accessibility: we want to create fishing communities where all people are able to access opportunities for development and fulfilment.
- Diversity: we appreciate difference as an integral part of our society and value the contribution of all individuals.
- Equity: we value fairness and openness in decision making and the allocation of advocacy, support and information.
- Dignity: we support the rights of individuals to make choices and be empowered to make decisions about their own lives.
- Respect: we value practices that uphold the individuality and personal and community choice of participants, volunteers and staff.



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### Our Objectives

Objectives	Strategies	Measures	Timeframe
1 To expand, develop and deliver the Fishers with Disabilities program within Western Australia.	1.1. Conduct shore based workshops in metropolitan region	Conduct 20 shore workshops annually	Feb – Dec annually
	1.2. Conduct boat based workshops in metropolitan region	Conduct 10 boat workshops annually	Feb – Dec annually
	1.3. Review regional opportunities for shore and boat activities	Review shore and boat based opportunities for Fishers with Disabilities in Mandurah, Bunbury, Albany, Geraldton and Karratha	Activity calendar for regional areas updated annually
	1.4. Provide adaptive equipment for specific needs	Equipment maintained to industry standards. Liaise and develop partnerships with appropriate organisations such as TADWA, Ability Solutions and others as required.	Inventory review December annually
	1.5. Recruit, train and support volunteers	Retain current volunteers, implement updated training program, induct 4 new volunteers annually	Recruit and induct new volunteers annually. Volunteer training programs conducted as required




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Objectives	Strategies	Measures	Timeframe
2 To empower fishers with disabilities and build capacity to enable greater participation in recreational fishing.	2.1 Liaise with fishing education providers to ensure that educational workshops can cater for fishers with mild – moderate disabilities	Fishers with mild to moderate disability are included in mainstream educational activities undertaken by DoF and Recfishwest	Ongoing
	2.2 Liaise with metropolitan and regional fishing groups/clubs to gauge interest for inclusion of fishers with disabilities and support their needs in this process	Correspondence sent to metropolitan and regional fishing clubs to establish if there is anything we can do to help them include disabled fishers in their programmes. Philosophy of inclusion promoted to the DoF, RecfishWest and the wider community.	30 <sup>th</sup> June 2011
	2.3 Secure easier access to fishing sites and appropriate infrastructure	Include information on accessible state-wide fishing platforms and facilities such as toilets, parking and relevant fishing information on the website	December 2010
	2.4 Maintain the Fishers with Disabilities website and ensure all information is accurate and up to date	Website is maintained and up to date	Ongoing
	2.5 Partner mainstream fishing clubs/groups in providing opportunities for people with disabilities at community events	Include fishers with disabilities in minimum of one mainstream community event annually ie Swanfish	Annually
	2.6 Promote access issues for fishers with disabilities in the community	Funding secured to enable consultation with agencies in developing standards for accessible fishing sites	December 2011




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<b>Objectives</b>	<b>Strategies</b>	<b>Measures</b>	<b>Timeframe</b>
3 To develop strategic alliances and co-operative arrangements with key government, private sector and other organisations to ensure the Association is properly resourced.	3.1 Develop annual budget in accordance with standard accounting practices	Budget produced	April/May
	3.2 Develop strategic and operational plans that reflect budget parameters	Strategic and operational policies in place	Immediate
	3.3 Secure independent accounting advice for board	Association to have Treasurer and auditor with appropriate qualifications	Immediate
	3.4 Develop revenue base of government, corporate and public supporters.	Develop diverse revenue source base reflected by operations	December 2011
	3.5 Maintain appropriate financial services & procedures	Financial policies in place	Ongoing
	3.6 Maintain MOU with DoF for support	MOU operational	Ongoing




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Objectives	Strategies	Measures	Timeframe
4 To implement good governance practices.	4.1 Develop and maintain a strategic plan	Strategic plan developed and maintained	Immediate
	4.2 Develop operational plans & policies	Operational plans and policies developed	Immediate
	4.3 Maintain and review the Constitution	Constitution is up to date	Ongoing
	4.4 Monitor/evaluate activities	Regular informal feedback sought with minimum of two formal evaluation reports annually	Formal report July & December annually
	4.5 Develop and maintain risk management plan	Risk analysis developed, appropriate safety policies developed and implemented	Ongoing
	4.6 Review insurance policies to maximise value	Insurance policies maintained	Review of policies in June annually
	4.7 Ensure awareness and compliance with legislative requirements	Compile list of legislation.	December 2011



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### Our Stakeholders

#### **Commonwealth**

Department of Agriculture, Fishing and Forestry  
Department of Health and Ageing

#### **State**

Western Australian Department of Fisheries  
Western Australian Department of Environment  
Western Australian Department of Sport and Recreation  
Department of Planning and Infrastructure  
Department of Transport  
Department of Health  
Department of Education and Training  
Disability Services Commission  
Recreational Fishing Organisations and Clubs  
Schools and education facilities  
Disability support and care organisations  
Aged care facilities  
Recreational fishing publications  
Media  
Healthway  
Lotterywest  
Family, friends, care staff and volunteers of people with disabilities  
Recreational fishing equipment suppliers



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