



A disability support initiative  
creating lifestyle choices in the  
community

Coordinator:  
Sharon Chamberlain  
(0456 114 388)

**One by One is a small Melbourne based arrangement  
which is  
governed by the people who use it to assist them to  
move towards a  
*lifestyle that is personally relevant and fulfilling in the  
community.***

# THE GOVERNANCE GROUP

*One by One supports peoples who have a disability (and their families if necessary) who have an affiliation with its guiding principles. The governance group consists of members who use One by One. The Governance Group:*

- Promotes & encourages a *mutual* ethic of “Right Relationship” (humanness , integrity, individuality, honesty, openness, trust, modesty etc)
- Doesn't get involved in each person lifestyle arrangement or standardise any response
- Encourages responsive, uniquely relevant (one person at a time), informal, low work and people friendly approaches in the community
- Governs One by One by guiding & making decisions over its principles, general direction & membership & ensures resources are directed where needed most i.e. the individual - thus keeping admin costs low
- Safeguards the ethical/guiding principles & intent of One by One
- Creates space for discussion, creativity, lateral thinking, researching, imagining, searching to do better

THE GOVERNANCE GROUP cont

- Provides support and leadership to each other & other interested people
- Has delegated authority to choose and direct the Coordinator
- Chose a “host” agency that it could trust to administer its resources (& has ability to change “host”)
- Has written and moral agreement with “host” agency
- Is accountable to the people and host agency
- Has made a decision that One by One will remain small (10 people) to remain responsive/relevant

# THE ‘HOST’ AGENCY

- Maintains mutual “Right Relationship (humanness, integrity, individuality, honesty, openness, trust, modesty etc)
- Provides administrative, fiscal and legal support/advice to One by One
- Supports & encourages guiding principles
- Delegates authority to Governance Group to direct One by One
- Forms a “bureaucratic shield” from departmental requirements so people’s lives are not consumed by paper work, administrative and tedious management or reporting requirements (so efforts can be concentrated on life!)
- Delegates the authority to people (and their families if necessary) to choose own lifestyle & support workers etc

# THE ‘HOST’ AGENCY con’t

- Legally employees support workers & informs people of their legal obligations when choosing/  
directing staff and other responsibilities
- Processes employee salaries, processes associated costs & departmental reporting mechanisms
- Stay’s in the background and does not interfere in people’s lives

*We would like to thank Melba Support Services in Melbourne for their willingness to travel a journey (at times into the unknown) and be with people while they struggled to find their own creative solutions without interfering!*

# **THE DEPARTMENT OF HUMAN SERVICES (DHS)**

- Funding -not necessarily more funding but delegating influence to people (& their families if necessary) to use resources where they are most wanted & needed most
- Fertile ground
- Encouragement, belief & trust in people to come up with their own relevant solutions
- Creates small spaces to try creative non standardised arrangements that are based on sound ethical principles
- Conceptual clarity around what we are trying to achieve
- Belief that non standardised approaches are likely to be more highly relevant & responsive
- Flexibility and a view that not every person fits into a standardised square
- Supports ethical and moral principles
- Not saying it can't be done but how might we do it!

*We would like to thank the DHS in Melbourne for their support. They created space for us to try something that was imagined & created by people who require supports. People have*

*now proven what is & might be possible. There are many department staff that have been extremely supportive of our efforts. Their efforts are to be commended!*