



# Introducing a disability support arrangement creating lifestyle choices in the community

## What is One by One?

One by One is an intentionally small arrangement which supports people with a disability. In 2001 a group of families formed to help provide their sons and daughters with the best chance of enjoying lives of purpose, meaning and value in the community.

At the time One by One was founded, the support services available were unable to offer an individual approach which took into account the particular needs, interests, talents and aspirations of people with disabilities. The members of One by One were determined to find a better way, not only to enrich the lives of their sons and daughters but to introduce into the community people of warmth, humour, passion and talent.

Their vision has led to the development of One by One into a support arrangement recognised for its innovative approach in helping a small group of people with disabilities find their place in the community. This approach is based on the rights of individuals to contribute to their fullest potential.

## How does it work?

Each person (together with their family and advocates if necessary) develops their own vision for their future.

Each person has influence over their allocated funding and other resources

to craft a unique support arrangement to assist them to work towards a typical lifestyle in the community that is personally relevant and fulfilling.

## Who is responsible for management?

The activities of One by One are overseen by a Governance Group consisting of family members and independent members of the community. They are supported by a part-time coordinator.

The individuals and their families supported by One by One have a high degree of influence in determining the most effective funding arrangement for their particular community commitment.

One by One employs a host agency to take care of administrative and legal requirements while delegating the necessary authority to people/families to create their own support arrangements and lifestyles. One by One is not governed by the host agency but by the people who use it. Thus there are high degrees of influence at both an individual and collective level.

As an ethical non-profit organisation One by One offers an alternative path to achieving inclusive lifestyles. In doing this One by One actively encourages the involvement of Government agencies, local businesses and members of the community.

## How successful is One by One?

Since its inception, One by One has helped a small group of people find valued roles in the community not previously available through traditional support services.

One by One has demonstrated that change at a grassroots level is both sustainable and financially viable. The difference such support and vision makes to the people involved is worthwhile and enormously rewarding for the One by One team.

Employers and colleagues are rewarded as well. In broadening our concept of community, the work environment and the criteria by which we measure quality of life, we all benefit in the process.

One by One offers the opportunity to make a difference in the life of someone in our family, in the next street or in the wider community.

Achieving this goal is the measure of our success.

## FOR FURTHER INFORMATION

One By One  
PO Box 569, Glen Waverley VIC 3150  
Coordinator 0425 713 283

