

The Blessing commenced as a Christian Church, originally known as SHOW, in 2001 and has been operating ever since. Over the years we have had hundreds of people visit, many stayed, others enjoyed a season with us. In our initial years we held our services and conferences in halls and meeting rooms and for the past fifteen years we have been leasing permanent buildings around Sydney, establishing great facilities and an environment in which our congregation has been able to prosper and flourish whist working towards seeing our Vision and Mission accomplished in many lives. We have never been a large congregation in terms of numbers but we have a heart felt desire to achieve great things in our community and nation whist being very aware of the nations of our world. We also desire to see our congregation grow in our current building and so are committed to fulfilling the requirements and plans for better accessibility for all those who visit or choose to call us their spiritual home. The Blessing is an independent pentecostal church aligned with the Full Gospel Churches of Australia and registered with ACNC.

Our **VISION-** To contribute to the growth, enlargement and prosperity of the church as the greatest entity on earth. To make disciples and true worshippers.

Our **MISSION-** To announce the Good News of Jesus the Anointed One who God anointed with the Holy Spirit and with power and went around doing good and instantly, divinely healing everyone because God was with Him.

Like many small organisations, The Blessing faces the challenge of limited financial, human, and physical resources. This creates specific obstacles in developing strategies that can reduce the variety of disadvantages that people with disabilities experience. The main challenge is the inability to dramatically alter physical accessibility at our rental premises.

***Proposed Stage 1***

Stage 1

1. Finalisation of plans for stage 1 works by architect
2. Review by an Accredited Access Consultant that all proposed works and fittings will provide access as required by the Premises Standards, Building Code of Australia and referenced Australian Standards
3. Lodge plans for approval with Hornsby Shire Council
4. Works to include
	1. Relocation of the principal pedestrian entrance to the eastern side of the building
	2. Principal pedestrian entrance to be made accessible
	3. Construction of a AS1428.1-2009 complying accessible unisex toilet on the ground floor
	4. Demolition of existing external stairs and landing on eastern side of building
	5. Construction of external stairs and landing to comply with both access and fire safety standards
	6. Landing to be constructed so that lift installation can be undertaken when funds have been raised
	7. Dependent on guidance from architect, works may include the ground works required for future lift installation.
5. Undertake works as proposed above

This scope of works will ensure that the ground floor is accessible for people with disabilities. The first stage scope of works will also include preparations for the lift installation which we believe is evidence of our intention to make the upper level of the building accessible. We note that all of the construction works listed above are in extremely close proximity and will need careful planning and design by our architect.

***Proposed Stage 2***

Stage 2 will involve the securing of approval from Hornsby Shire Council for

1. Lift installation
2. Replace existing doors with “cat and kitten” door to ensure that the active leaf provides the required clear door opening width which is currently 850mm

**Goal: To ensure equitable access to and within the building.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Action** | **Timeframe** | **Responsibility** | **Reporting** |
| 1. Obtain approval for a Conditional Occupation Permit for a period of 7 years subject to meeting the actions set out in this plan from Hornsby Shire Council. | Within 2 months of the registration of this Action Plan | Diane O’Connor | A brief report informing of the granting of the Temporary Occupation Permit and any attached conditions to be provided to the Commission within 2 months of the registration of this Action Plan.Contingency:- Time taken by Hornsby Shire Council to process application |
| 2. Develop and implement policies and procedures within The Blessing | As a part of Church’s annual Vision Sunday (held each year at the beginning of the calendar year)* Establish a disability action plan monitoring and review committee.
* Ensure that review and planning is in place in the Church’s calendar for each year of the plan
* Develop a communication strategy that regularly alerts the congregation of the content and availability of the action plan.
 |  | A report on progress will be provided to the Commission six months from the registration of this Action Plan |
| 3. Complete the Stage 1 works of the proposed plan to provide an accessible unisex toilet and access to the ground floor facilities.  | Within 24 months of the registration of this Action Plan:1. Finalise design and construction details
2. Comprehensive review of design and construction details for access compliance by an accredited Access Consultant
3. Gain approvals
	1. Landlord
	2. Council
 | Diane O’Connor | A report on progress will be provided to the Commission six months from the registration of this Action Plan, and annually thereafter. |
| 1. Commence fundraising
 | 1. Establish a fundraising committee responsible to the disability action plan monitoring and review committee
2. Develop a fund-raising plan for the next 60 months
3. Set fundraising targets for each year
4. Seek financial advice re investing money during fundraising period and invest funds accordingly
 | Board of Directors (Authorised contact - Diane O’Connor) | Report to congregation and AHRC annually on progress of fundraisingReport to congregation and AHRC annually on progress of fundraising |
| 1. Active fundraising
 | Undertake fundraising activities for the next 60 months in line with fundraising plan (as above) | Board of Directors (Authorised contact - Diane O’Connor) |
| 6. Complete the Stage 2 works – installation of lift and door rectification works. | Within 60 months of the completion of Stage 1 works. In total 84 months -7years.  | Diane O’Connor | A report on completion of the access arrangements to be provided to the Commission within 60months of the completion of the Stage 1 works |
|  |

**Implementation, monitoring and review of the Disability action plan**

The Disability action plan demonstrates improved access for people with disabilities through the implementation, monitoring and review of the plan.

* Establish a disability action plan monitoring and review committee.
* Ensure that review and planning is in place in the Church’s calendar.
* Develop a communication strategy that alerts the congregation of the availability of the action plan.
* Lodge the Disability action plan with the Australian Human Rights Commission (AHRC).
* Progress of the plan’s implementation is reported on an annual basis.

The DAP will be monitored and reviewed by the Church’s Board of Directors annually as part of strategic planning activities and reported on in our Annual Vision Sunday, held at the beginning of each calendar year