



AnglicareNT

Strategic Plan 2019 - 2022

Principles that guide the way we work

- 1 Strengths approach:** we acknowledge the strengths, capacities, stories and rights of the people and communities we work with.
- 2 Child safe and family centered:** we believe child safety and strong families are central to children's wellbeing.
- 3 Respect for culture and diversity:** we celebrate people's cultural heritage, responsibilities and identities. We support and uphold the dignity, choices, abilities and rights of all people.
- 4 Reconciliation and self-determination:** we recognise the harmful impacts of colonisation. We commit to two-way learning, supporting the right to self-determination and working with Aboriginal and Torres Strait Islander people towards justice and reconciliation.

- 5 Staff are our greatest asset:** we provide a family-friendly, flexible work environment. We listen to staff and support their career development.
- 6 Social justice:** we advocate for social justice, social change and service improvements.
- 7 Community development:** we carefully and respectfully listen to people and communities. We support and enable local decision making and community action.
- 8 Connectedness:** we support people to connect with others and build communities. We work with services and communities to strengthen partnerships and coordination of services.

Our Purpose

A full life and social justice for all

Our Values

Hope
Kindness
Respect
Fairness
Integrity

Our Foundations

Anglicare NT is an agency of the Anglican Diocese of the NT, formed to respond to social needs across our diverse communities.

Jesus said, "I have come that you may have life, and have it in all its fullness" (John 10:10)

Anglicare NT acknowledges and celebrates the Traditional Custodians and Owners of this country and we pay our respects to Elders, past and present.

Anglicare NT is a local organisation, formed, embedded and managed by and with Territorians and their communities.

- 9 Trauma-informed practice:** we are skilled in understanding and supporting people and communities impacted by trauma and severe adversity.
- 10 Strong management and governance:** we are transparent, accountable and focused on continuous quality improvement in all that we do.

- 11 Outcomes focus:** we evaluate, measure and report on the outcomes of our programs and implement recommendations into service delivery.

Our strategic goals

Support and services

Vibrant, local and effective support services

- Listen respectfully and carefully to the voices of the people and communities with whom we work.
- Develop innovative models to support local decisions and self-determination.
- Collaborate with government and community to develop responsive mental health services.
- Implement creative responses to homelessness and housing, both urban and remote.
- Prioritise the planning and development of place-based early intervention and prevention programs.
- Develop and introduce new models of support for children, young people and families impacted by child protection matters.

Policy and advocacy

Trusted and respected voice for our communities

- Contribute to the development of evidence and needs based policy.
- Develop and disseminate policy papers on key community concerns.
- Deepen our capacity to understand and respond to the needs of our communities.
- Work with government and communities around the implementation of NDIS to ensure positive outcomes for people and communities.

Partnerships

Productive partnerships that serve our communities

- Explore new ways to grow two-way learning and support Aboriginal-community controlled organisations.
- Develop training, information and consultancy support for church partners.
- Plan and implement the establishment of new partnerships and a partnership evaluation framework.

People and culture

All staff to reach their potential within Anglicare NT

- Implement the Aboriginal Workforce Development Strategy.
- Plan and implement a Cultural Safety Framework.
- Promote a flexible, supportive, safe and strengths-based culture within Anglicare NT.
- Set benchmarks for Anglicare NT to be a leading employer in flexible and supportive work practices.
- Strengthen supervisor and manager professional development.
- Measure and report on staff wellbeing and professional development.

Management and governance

Contemporary systems, inclusive processes and efficient resource management

- Embed accountability for the implementation of the Reconciliation Action Plan within work practices.
- Ensure technological capability through contemporary systems and data management processes.
- Strengthen evidence-based practice, evaluation, program design and reporting.
- Develop mechanisms and systems to support the ongoing input of Aboriginal and Torres Strait Islander people into the oversight, direction and agenda of Anglicare NT.
- Develop a five-year property plan for each Anglicare NT regional office.