



Karinya Strategic Plan 2022 - 2025

It is a privilege to stand on Country and walk in the footsteps of those before us. We pay our respects to elders past and present, and to the palawa/pakana community that continue to care for Country.

Our Mission Empowering young people to create safe spaces

Our Vision To be a leading provider of services that support the safety and wellbeing of our young people

Our Values **HOPE** **INTEGRITY** **SAFETY** **KINDNESS**

We believe in every young person's right to safety. We believe there is hope and opportunity in every young person. We act with integrity and kindness in all that we do.

We are person-centred. We do what we say. We are honest and transparent. We always seek to do what is right. We are inclusive and open-minded.

Focus Areas **A - Safety & Quality**

Outcomes **Karinya is a best practice provider.**

What does success look like?

1. Safety and Quality processes are embedded across the organisation

Ensure that all policies, procedures and practices are underpinned by legislative compliance and evidence based practice.

2. Accreditation of the service is achieved.

Implement quality improvement plans that support all program areas.

Develop a process for tracking preparedness for assessment against industry standards to achieve Accreditation status.

Focus Areas **B - Organisational Investment**

Outcomes **Karinya practices good governance and invests in its resources.**

1. Our Values are part of everyday service.

Retain and attract a high quality workforce that focuses on Our Values.

2. Our staff are a resourced, high quality workforce.

Develop a highly skilled and agile workforce that aligns with organisation and client goals.

3. Our governance structure is contemporary and relevant.

Maintain a skills based board that upholds good governance practices.

Focus Areas **C - SUSTAINABLE GROWTH**

Outcomes **Karinya is a diversified service provider.**

1. Identify and manage strategic partnerships.

Explore and establish partnerships that enhance our service offerings and youth advocacy.

2. Develop new and innovative service delivery programs that value add to youth.

Apply our existing service expertise to identify, develop, implement and evaluate innovative service delivery.

3. We have strong and efficient systems that support growth.

Ensure our internal organisational structure is fit for purpose and supports our growth strategies.

Ensure our financial position is optimised, sustainable and transparent.

Focus Areas **D - PERSON-CENTRED**

Outcomes **Karinya continues to be a person-centred organisation.**

1. We respect client rights, their choices and their goals.

Ensure that our internal processes reflect Our Values and enhance the client experience.

2. We embed the voice of the client in everything we do.

Ensure our programs and service are underpinned by a co-design process.

Create opportunities for active engagement with our clients to improve our understanding of the issues impacting young people.

We position ourselves as learners to embrace peoples from all socioeconomic and cultural backgrounds.