



Althea PROJECTS

Strategic Plan Framework 2021 - 2025



"Althea Projects would like to acknowledge Michelle Tyhuis for our Reconciliation Action Plan artwork"

Althea Projects Mission

To support and strengthen individuals, families, children, and young people so they experience social, emotional, physical and mental wellbeing and reach their full potential

01 Organisational Priority 1 Growth & Sustainability

Growing our organisation allows us to reach more people in need, make a difference one person at a time, one community at a time.

Outcomes

- Increased brand recognition and community awareness
- Our services and programs are sustainable to meet client needs
- Income received sufficiently meets demand providing opportunity for growth, development and innovation
- Our infrastructure supports the team to work effectively and efficiently
- We are competitive to maintain ongoing growth to meet community needs

02 Organisational Priority 2 Practice & Capability

We commit to a workforce capability framework that enhances practice excellence through the use of evidence informed approaches to support our clients and families.

Outcomes

- Delivering culturally safe, high quality, evidence informed services and programs
- Increased opportunities and improved outcomes for individuals, families, children and young people
- People who are vulnerable are strengthened through our service delivery practices
- We are an employer of choice
- Our systems enable empowered, skilled and confident staff

03 Organisational Priority 3 Leadership & Governance

Our leadership and governance framework ensures we are an ethical and accountable organisation.

Outcomes

- Our Constitution and governance structure ensures we provide essential services to the community.
- Our IT infrastructure enables high quality engagement and connection to the community
- Our organisational practice framework is driven by high performance indicators

Our Values

We demonstrate our values by:

Human Dignity & Respect

- Respecting the human dignity of all people in our community
- Treating everyone with tolerance, patience and goodwill
- Being non-judgemental and authentic in our engagement

Fairness & Equity

- Everyone is welcomed and valued for their diversity, beliefs and experiences
- Sharing information, insights and experiences

Cultural Mindfulness & Diversity

- Promoting cultural awareness & benefits of diversity
- Collaborating with cultural groups, elders & families
- Embedding cultural principles into our practice frameworks
- Respecting the importance of culture & place
- Embracing Aboriginal and Torres Strait Islander people, places, lore, language, and history past, present and future

Accountability & Transparency

- Simplifying & improving the way we work
- Being open and honest in all actions and interactions
- Communicating openly and effectively
- Being accountable for our actions & inactions

Innovation & Excellence

- Delivering evidenced informed best practice
- Being flexible, creative and willing to consider new concepts and opportunities

Partnerships & Collaboration

- Leading by example
- Supporting & listening to each other
- Teamwork & appreciating a diversity of ideas
- Supporting one another to be successful

