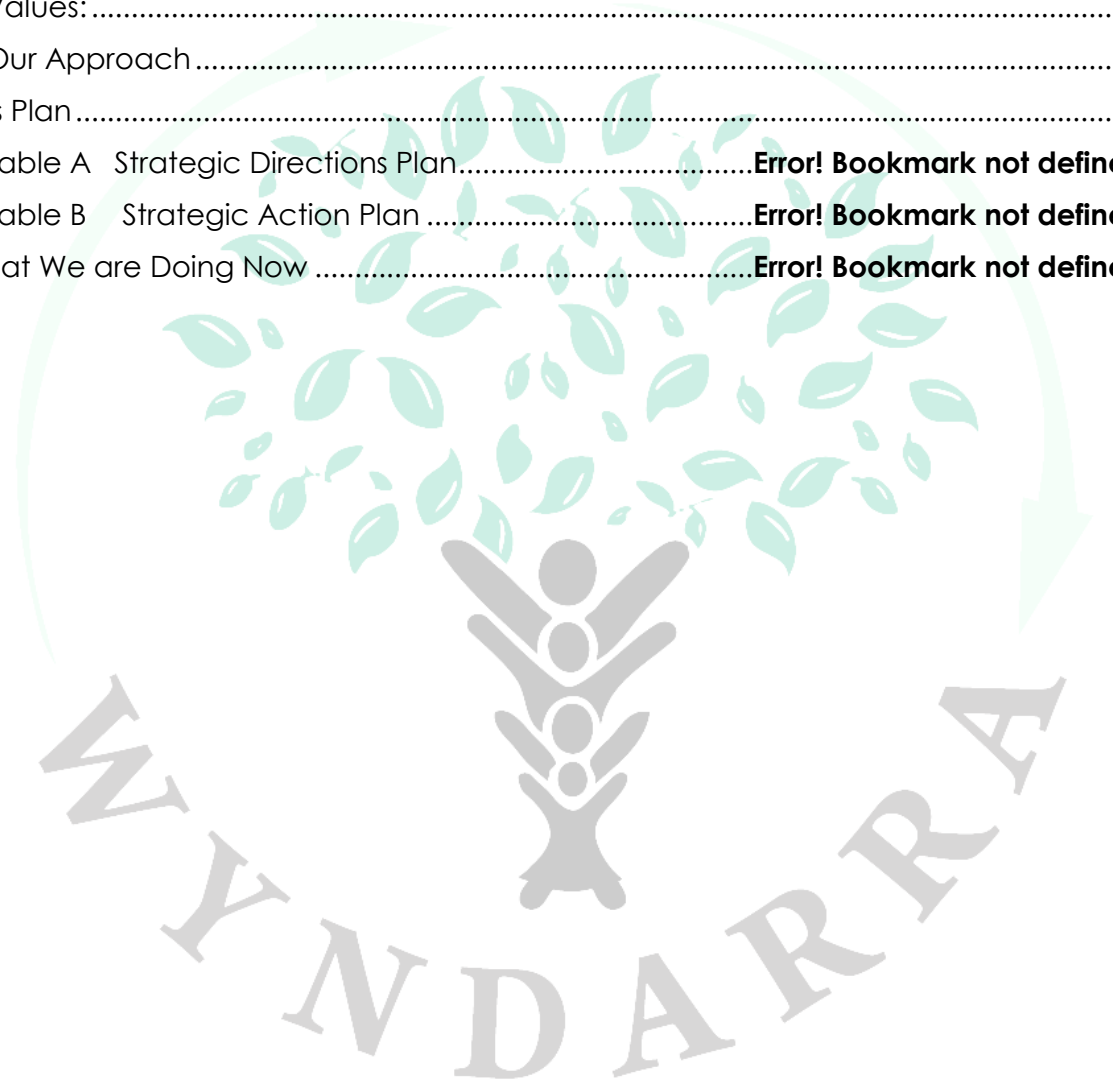


Wyndarra Centre Incorporated Strategic Plan 2024-2027



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BACKGROUND:

1. Wyndarra Centre is a non for profit, community organisation operating as Wyndarra Centre Incorporated complying with relevant legislation.
2. Wyndarra was established in 1982 through identified community need and is primarily funded through Commonwealth, State grants and community donation.
3. Wyndarra employs 50 staff and has a Committee of Governance with 8 members. Wyndarra provides services and support to a large number of clients through many programs including;
 - a. Home and Community Care;
 - b. Commonwealth Home Support program;
 - c. Volunteer program;
 - d. Specialised housing services;
 - e. Personal and family counselling;
 - f. On- call service;
 - g. Wyndarra support services (NDIS); and,
 - h. Coordinator of Supports.

THE PLAN

1. This strategic plan refers to the period 2024-2027 and sets out the issues, objectives, strategies, performance measures and standards to be achieved by Wyndarra during this period.
2. The plan is deliberately focused at the strategic and policy levels. Within Wyndarra other plans address issues and objectives at the operational level.
3. The implementation of the strategic plan is the responsibility of the committee of governance to which they delegate strategic actions, including reporting, to Wyndarra staff through the General Manager.
4. The plan is designed to be implemented involving actions to be achieved as per set dates in plan over a 12-month period, this will be reported to the Committee of Governance through the General manager at monthly COG meetings.
5. The plan will be reviewed annually and involves examining performance with regard to current issues, objectives and strategies prior to establishing the next 12-month strategic action plan based on the current strategic plan.

PURPOSE & VALUES

Purpose:

Our purpose is to promote and provide person centred supports and resources for the wellbeing of the Circular Head community

Supporting Statements

- Supporting those within the community experiencing devaluation, disadvantage and discrimination
- Each individual has the right to access adequate social, physical and emotional resources
- Each individual has the right to a safe environment which enables them reaching their full potential encouraging empowerment
- Each individual has the right to participate in processes which impact upon them
- Participate in effective community consultation processes, to reflect the needs of the Circular Head community
- Broaden the community's perspectives and culture, by encouraging understanding and respect of the differences within the community
- Develop a culture of continuous learning, consistent evaluation, accountability and transparency
- Establish a strategic and effective governance
- Be committed to supporting legal and human rights of everyone

Values:

1. Equity – members of the Circular Head community are able to access our services, resources and benefits regardless of their circumstances, barriers and aspirations
2. Dignity – those who receive support from Wyndarra are recognised for their capacities, ambitions which are delivered in a manner that does not undermine the individual circumstances surrounding each of our clients
3. Respect- we recognise the unconditional value of individuals as persons and act in accordance with this belief
4. Diversity- We recognise and value difference in all its aspects and its input in shaping change
5. Access- Commitment to equality and social justice and removal of barriers so all community have inclusive right to service

Our Approach to strategy implementation includes:

1. Maximising community involvement
2. Collaborating with other service providers
3. Strengthening financial and resource management
4. Resourcing and supporting volunteers
5. Developing a strong organisational structure
6. Nurturing the development of staff capacities within the organisation
7. Building a strong, knowledgeable, proactive governance base
8. Strengthening governmental links in a changing environment

This Plan

1. This plan was developed with the Wyndarra Committee of Governance and is based on an analysis of the environment Wyndarra is currently facing, and likely to face into the future. The analysis included careful consideration of the political, economic, environmental, technological and social factors impacting Wyndarra and its community that included literature research, data gathering and an analysis of the strengths, weaknesses, opportunities and threats the organisation is likely to face in the short to medium terms.
2. The plan is divided into two main sections (see below) comprising:
 - a. A Strategic Directions Plan - focusing on strategy development; and,
 - b. A Strategic Action Plan – focusing on strategy implementation.
3. During the process of the development of this plan, the Committee of Governance identified the following issues and opportunities that need to be addressed to provide Wyndarra with the best chance of achieving its Vision : To deliver tailored services and programs for the wellbeing of the Circular Head community. Supporting vulnerable community members by empowering and enabling to reach full potential.
 - The rapidly changing structure of the market for the services to the frail, older, disability, crisis sections of the community including changes in government policy;
 - The changing perceptions of the Circular Head community regarding to the frail, older, disability, disadvantaged members of the community;
 - The need for Wyndarra to develop a diverse range of income sources;
 - The need to develop flexible service delivery models and to be able to successfully manage multiple programs;
 - The perceived need to improve both the capacity and capability of Wyndarra management; and,
 - The need for Wyndarra to continuously improve its systems and processes.

What We are Doing Now

1. One of our current priority projects is Wyndarra Village. This project aims to transform land owned by Wyndarra in Smithton into specialist disability accommodation and shared community spaces for assessed and approved NDIS (National Disability Insurance Scheme) participants within the region. These services are currently not available in the area but a desperately needed.
2. Stage 1 of the project comprises of the construction of one- 1-bedroom unit and two 2-bedroom units, all designed to cater for individuals with high physical support needs. The stage also includes the development of the essential infrastructure including roads, retaining walls and paths. Following the residential development stage 1, stage 1.5 is dedicated to the creation of a sensory garden and playground. This space will not only provide an interactive area for residents but foster a deeper connection with the wider community.
3. The project continues to expand in stage 2 and 3 with the addition of three- and two-bedroom units respectively, along with further development of the site infrastructure. We are also considering a stage 4, which could add another 2-bedroom unit to the project.
4. The project cost excluding Stage 4 is \$3,730,000, while including stage 4 raises the cost to \$4,130,000. These estimates incorporate all aspects of the project, ensuring high quality results tailored to the specific requirements of specialised disability accommodation.
5. The project has the following key out comes including:
 - a. Enhanced living spaces for individuals with disabilities
 - b. Improved accessibility and infrastructure
 - c. inclusive sensory garden and playground
 - d. increased community integration
 - e. sustainable and scalable model, improved local economy
 - f. Long-term sustainability
6. The project outcomes focus on improving the lives of individuals with disabilities, promoting inclusivity and community integration and creating a positive social impact in Smithton. Through the concerted efforts of Wyndarra, unify design and other stakeholders, this initiative has the potential to become a model for similar projects in other regions, driving positive change and breaking barriers for people with a disability.