

ESSENCE STATEMENT

VISION

Our vision is of fair, thriving, sustainable communities that instil hope, embrace diversity, promote safety, and in which all people feel a sense of belonging.

PURPOSE

Kyabra Community Association Inc. aims to contribute to fair, safe and inclusive communities by:

- Providing services that are based on the strengths and aspirations of community members;
- Resourcing workers;
- Resourcing communities and working in partnership with community members to achieve their aspirations, goals and vision;
- Investing in innovative and creative enterprises and projects;
- Influencing policy through research and advocacy; and
- Committing to environmental sustainability in its operation.

MISSION

Kyabra is committed to providing socially just services to enable the sustainable development of individuals, families, communities and organisations. It currently does this by facilitating opportunities for the enhancement of their strengths and capacities through its range of innovative services and business initiatives delivered by:

Intake & Assessment

The Intake and Assessment team will be responsible for providing a single point of entry for information, assessment and referral to Kyabra services and external services.

Case Management

The Case Management and Coordination team provides case work support to a range of individuals, families and carers to support aspirations, growth and change within a strengths based approach.

The integrated Case Management and Coordination team works with individuals, families and carers with sometimes complex issues and may include support and advocacy through the systems which significantly impact on individual and family lives, such as; child protection; income support; housing; mental health and healthcare; disability; education and legal.

Training & Group Work

The Training and Group work team provides both learning and training opportunities to community members and staff. The training and group work opportunities are determined by funded requirement, staff requirement and priorities and community need. This will entail a close working relationship with both the Intake and Assessment team and the Case Management and Coordination team to determine needs and priorities in addition to expressed requirements to fulfil contractual agreements.

The Training and Group work team will work with individuals, families and carers with sometimes complex issues to support hopes and goals for new and additional skills, understandings and knowledge's to assist growth and change. Staff training will also contribute to additional skill and knowledge development.

Quality Assurance & Reporting

The Quality Assurance and Reporting team will be responsible for supporting all workers in the service areas to embrace continuous improvement activities and to strive for best practice in all of the activities of the organisation.

Kyabra Social Enterprises

Kyabra Social Enterprises offers operates a number of commercially viable businesses that contribute to the broader Kyabra Vision by achieving significant social outcomes. It achieves this through the employment of local people and in delivering affordable housing and high quality goods and services.

All of these services and initiatives are supported by the ***broader organisational infrastructure*** which includes:

- The Executive Board;
- Senior Management;
- Human Resources
- Finance.

VALUES AND BELIEFS

Social Justice

We believe all people have inalienable rights as agreed to in the Universal Declaration of Human Rights and that all should have an equal opportunity to access the benefits of their society.

Respect

We aspire to demonstrate respect for all people and honour human diversity and uniqueness. We seek to uphold the worth of all individuals and to preserve their dignity.

Cultural Recognition

We are committed to recognising all cultures within the community. We honour the past, present and future significance of Aboriginal & Torres Strait Islander (A&TSI) peoples' culture. We seek to support their initiatives to protect & maintain knowledge of core A&TSI protocols, and principles of governance. We believe that cultural recognition needs to be a precursor to any reconciliation process.

Belonging

We recognise the fundamental importance of relationships, which extend from a sense of self and connection to place, through to a diversity of family and community relationships, and ultimately rest within a sense of shared or global humanity.

Participation and Inclusion

We believe that everyone has a valuable contribution to make to family, community and political life. We value the diverse contributions that people can make.

Self Determination

We believe that people are their own experts and that change is most likely when people can be active participants in their own desired futures by controlling resources, relationships and decision making.

Hope

We are hopeful that even the most complex of social issues can be addressed. We believe that change is possible and that a capacity for learning and growth can prosper at any level in society given the right conditions and resources.

Strengths

We believe strengths and capacities should be acknowledged as the most important resource for change. We believe that while people will generally be doing the best with the resources that they have, complementary, external resources can be useful for change to be achieved and maintained.

Collaboration

We value collaboration, and we seek opportunities to pool our resources, and complement the strengths of others to create a caring and just society.

Innovation

We embrace innovative ways of creating effective responses to changing needs and current understandings. We see innovation as nourished by continuous research, evaluation, reflection, training and financial self-reliance.

Accountability

We actively support, accept and demonstrate accountability for all of our organisation's activities, including our financial and business operations, and our environmental and social impact through transparent, open and honest processes.