



Weave Youth & Community Services

'Towards Healing'
Strategic Plan | 2022 - 2024

WEAVE
YOUTH & COMMUNITY SERVICES



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WEAVE
YOUTH & COMMUNITY SERVICES



PATHWAYS

CREATING

www.wave.org.au



About Weave

Established by and for the community in 1976, Weave is a not for profit, place-based community organisation located on Gadigal and Bidjigal land in Sydney.

Our purpose is to empower people to change their lives.

We provide a range of programs and supports for children, young people, women and families that have been developed alongside the community. Weave has a 45 year track record and strong connections, experience and trust across the communities we service.

Around 70% of people we support are Aboriginal people. We are proactive in seeking to employ Aboriginal staff in a range of positions across the organisation, including leadership roles, and we have strong Aboriginal representation on our Board.

Our Vision

A strong, connected community that values its members with opportunities, equity and justice for all.

Our Purpose

To empower people to change their lives.



Our Values

Respect

We respect the land we live and work on. We respect the traditional custodians of the land. We value their unique wisdom and knowledge and we acknowledge that sovereignty was never ceded.

We respect all our clients, community members, partners, volunteers and colleagues. We treat all people as unique, valued individuals and we believe that people and communities are the experts in their own lives.

Integrity

We are honest, transparent and ethical in our practice.

Fairness and Justice

We believe that everyone deserves to be treated fairly. We take a stand against injustice at every level and work hard to challenge and change oppressive systems. We walk alongside First Nations people in their fight for self determination.

Equity

We understand that people come to us with different needs and circumstances. It's not an even playing field. We tailor support to give each individual what they need to be successful. We are inclusive and we do not discriminate.

Sustainability

We strive to build sustainability into our work and our plans on all levels (eg. funding, resources, growth, staff wellbeing and retention, environmental), enabling us to commit to our place based work alongside communities, and provide respectful continuity of care and support.

Collaboration and Good Practice

We are client and community-led and we develop relationships of trust and mutual benefit. We collaborate to help create long-term change, influence government policy and contribute to better outcomes for our clients and communities.

We are committed to continuous quality improvement and we rely on good evidence of what works, including regular feedback from our clients, to guide our practice. We are continuously improving our data collection systems to help us track our work and our impact.

Creativity, Perseverance and a Sense of Humour

We understand the complexity of social issues and we find creative and flexible ways to achieve outcomes despite obstacles. We are persistent and we don't give up on people or communities when things get tough. We are in for the long haul and willing to do the hard yards. We focus on strengths and capabilities and build on these to create meaningful, lasting change.

We believe that shared humour connects us and helps sustain us in our work alongside clients, colleagues and communities.



A message from our CEO

‘Towards Healing’

It is to the Weave team’s credit, that despite the many challenges thrown up by COVID 19 over the past two years, we made great strides in achieving on our **2019-2021 Strategic Plan**. Our 2022-2024 Strategic Plan, “Towards Healing”, builds on that plan, and on our 45 years of place-based, client and community-led work.

Healing is the focus of Weave’s 2022-2024 Strategic Plan and we will be guided by our Aboriginal Healing Framework as we implement our strategy over the next three years.

Weave’s Aboriginal Healing Framework seeks to guide the development, promotion and implementation of healing-centred practice for our Aboriginal and Torres Strait Islander clients and their communities, with the intention of promoting and supporting genuine and sustainable healing outcomes. Practicing in alignment with our Aboriginal Healing Framework will contribute to improved wellbeing and better outcomes for all our clients and community members, whether or not they are Aboriginal.

This plan was developed in consultation with the Weave Board, Leadership Team and staff, with insights from our clients and community. Pro bono facilitation support was generously provided by Carly Lloyd from Fresh Thinking Consulting. We are grateful for all of their valuable contributions and commitment. It will be supported by annual operational plans, with detailed actions aligned to the strategic focus areas and key enablers.

We look forward to collaborating with our clients, communities, partners and supporters as we work to progress our strategic objectives.



Siobhan Bryson
CEO



Strategic Plan Snapshot

'Towards Healing'

Strategic Plan 2022 - 2024

Our Vision

A strong, connected community that values its members with opportunities, equity and justice for all.

Our Purpose

To empower people to change their lives

Key Strategic Focus Areas

- 1**
Support children, young people, women and families to thrive
- 2**
Contribute to the healing and wellbeing of individuals and communities
- 3**
Walk alongside Aboriginal people and communities in their fight for self determination
- 4**
Roll out our Aboriginal Healing Program and embed our Aboriginal Healing Framework
- 5**
Advocate alongside our clients and communities to affect systemic change

Key Enablers

- Great people, strong & supportive culture
- Strong & secure operational environment
- Sufficient, safe & inclusive spaces for our clients and our work
- Trusted reputation & strong relationships
- Values aligned partnerships
- Financial stability

Our Values

- Respect
- Integrity
- Fairness & Justice
- Collaboration and Good Practice
- Sustainability
- Creativity, Perseverance and a Sense of Humour
- Equity



Key Strategic Focus Areas

Support children, young people, women and families to thrive

Engage children, young people, women and families in our communities; listen to them, and tailor individualised support to meet their practical needs, build their confidence, skills, knowledge, and pathways to enhance their social and emotional wellbeing, realise their hopes and dreams and thrive in life; connect them to their own inner strength, knowledge and resources, to their community, to their culture and to other services as needed; provide opportunities to give back and contribute as leaders and advocates.

Contribute to the healing and wellbeing of individuals and communities

Healing, culture and wellbeing is at the centre of all that we do. Listen to our clients and communities and build on our place-based work. Expand our suite of trauma informed therapeutic supports, including counselling, therapeutic groups, cultural connection opportunities, cultural and therapeutic mentoring and community led events and activities, according to community need, to support healing for individuals and communities.

Walk alongside Aboriginal people and communities in their fight for self determination

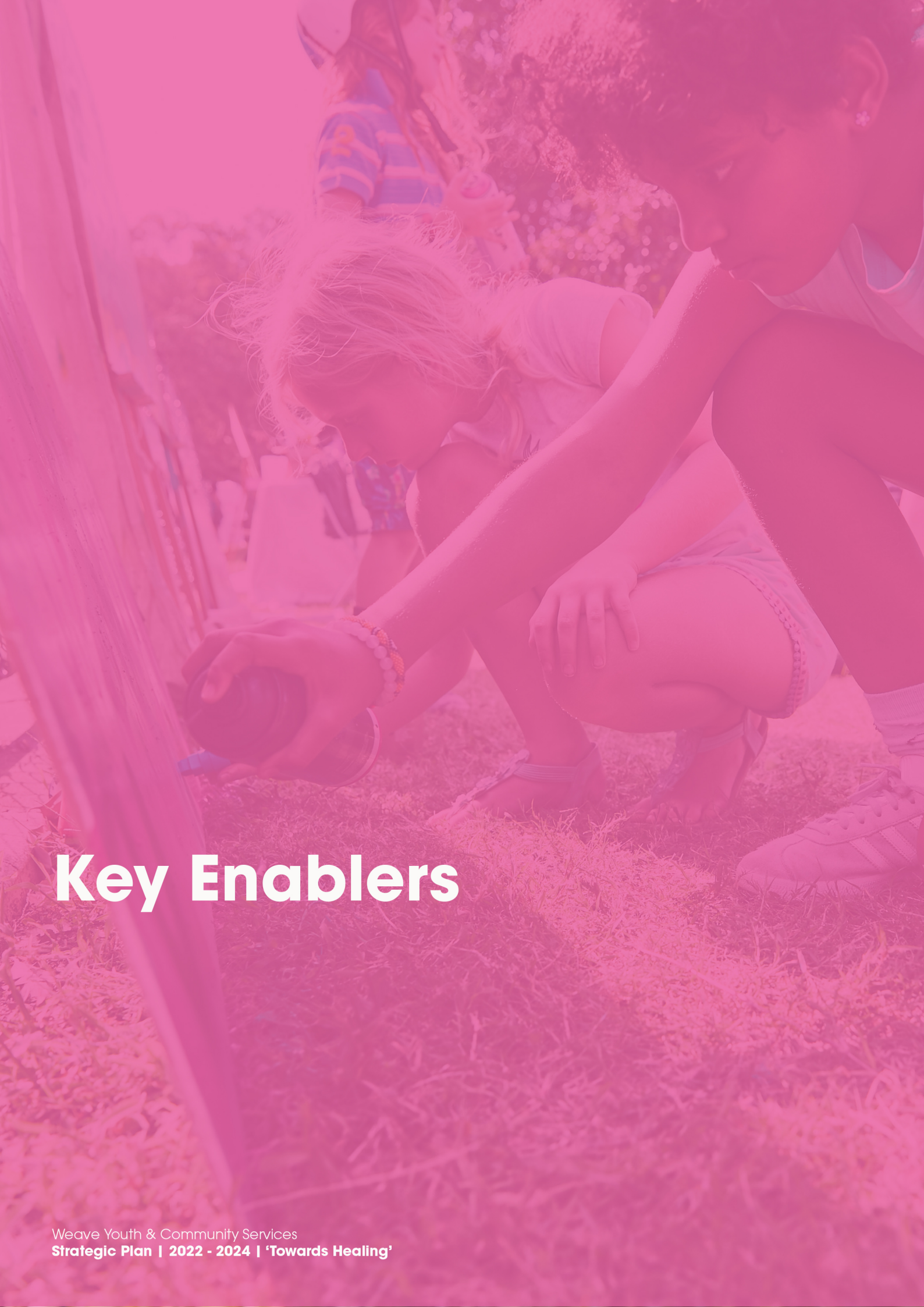
The communities that Weave operates within have been fighting for their rights since the first days of the invasion. We commit to continuing to walk alongside and to being guided by our Aboriginal communities and clients in supporting them to gain and/or maintain self determination.

Roll out our Aboriginal Healing Program and embed our Aboriginal Healing Framework

Over more than 45 years of operation, our understanding of what constitutes a culturally responsive organisation, both internally and externally, has deepened. The roll out of the Aboriginal Healing program and the embedding of the Aboriginal Healing Framework seeks to further ground our organisation in cultural responsivity for our Aboriginal and Torres Strait Islander staff, our Aboriginal and Torres Strait Islander clients and the communities that we operate within. The overall aim of embedding the Aboriginal Healing Framework and rolling out the Aboriginal Healing Program is to support genuine and sustainable healing outcomes for Aboriginal and Torres Strait Islander clients, their families and communities that Weave operates within.

Advocate alongside our clients and communities to affect systemic change

Through our relationships and partnerships with our local communities and clients, identify key issues, attitudes and systems that impact them, and advocate alongside them to change those attitudes and systems to be fairer and more equitable. We seek to always call out and take a stand against oppressive systems, policies and practices, and we seek to remain vigilant, to ensure we don't become part of the problem.



Key Enablers

Great people, strong & supportive culture

Weave is committed to fostering and maintaining a positive workplace culture and to setting our people up for success through supporting and developing our engaged, passionate and skilled team of staff and volunteers.

Sufficient, safe, inclusive spaces

Ensure we have the right spaces to support our current and future work and that those spaces are accessible, trauma informed, culturally safe and fit for purpose.

Financial stability

Broaden Weave's financial support base to ensure sustainable funding for Weave's current and future programs and services so that we can continue to deliver on our commitments to clients and communities.

Values aligned partnerships

Work collaboratively and leverage partnerships to strengthen our impact, drive advocacy outcomes, and diversify our funding to ensure sustainability and innovation.

Trusted reputation and strong relationships

Build on our 45 year trusted reputation and strong relationships to raise our profile and strengthen our impact.

Strong & secure operational environment

Ensure we have the tools, systems and infrastructure required to support our work now and into the future.