

# Our Impact

# Creating Sustainable Change

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Micah Projects Interim Strategic Plan  
2018 – 2019

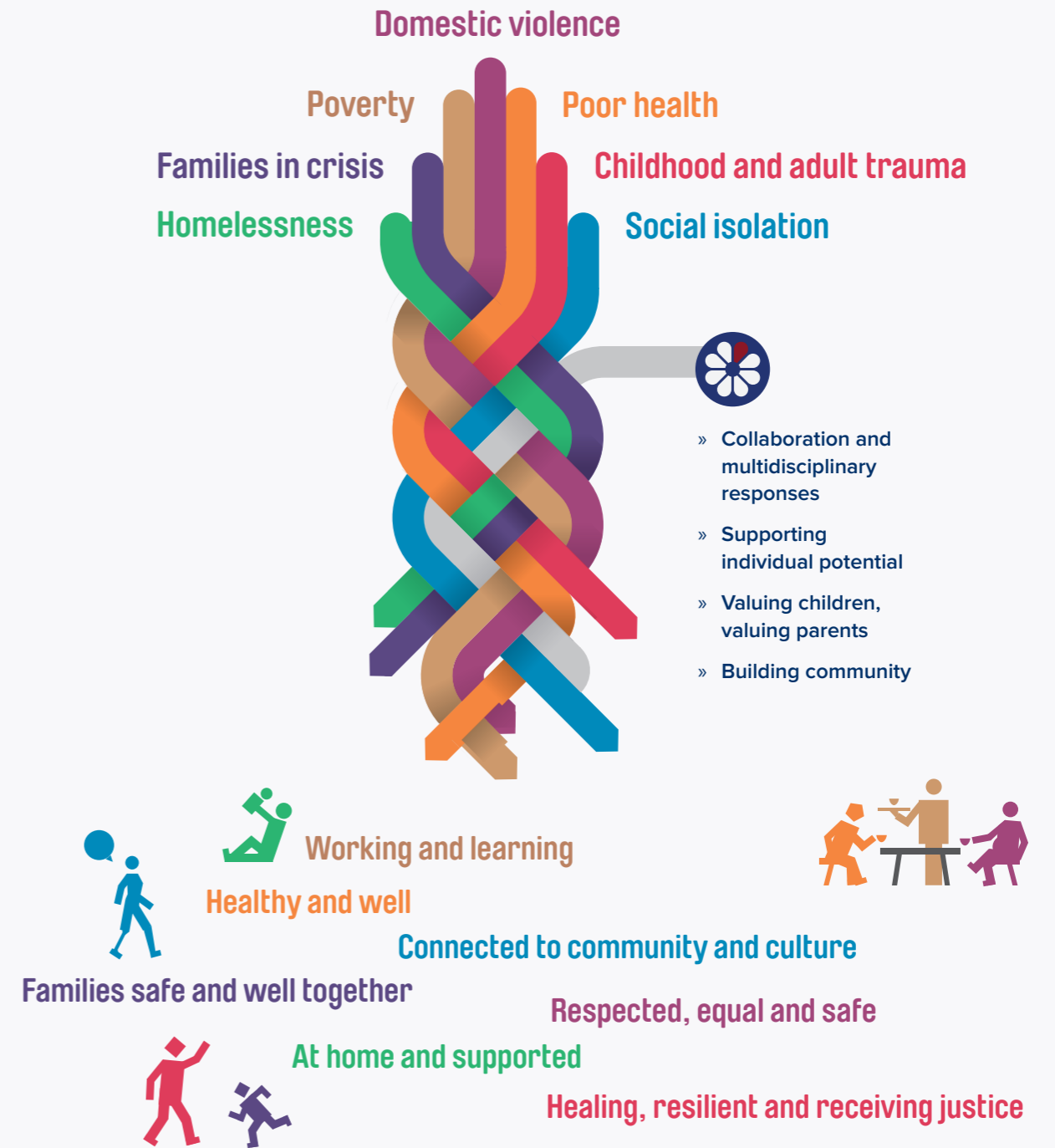


MICAH PROJECTS

Breaking Social Isolation  
Building Community



An integrated response.  
**Creating sustainable change.**



Solving homelessness, domestic violence, discrimination, institutional abuse of power, trauma, poverty and inequality is possible but requires more than the efforts of individuals doing good work.

Real change comes through innovative and integrated systems that enable ordinary people, as citizens, to create the solutions and belong to a community.

Top  
 From left: Finn, Chris and Hannah.  
 Hope Street Café at 15 Hope Street, South Brisbane.  
 Photographer: Craig Holmes.

Left  
 Kirsten (left) and Kerry.  
 Community acupuncture at the Inclusive Health Clinic.  
 Photographer: Craig Holmes

Right  
 From left: Aziah, Agnes and Larianna.  
 Housed and supported by 500 Lives 500 Homes.  
 Photographer: Katie Bennett.

# Vision/ Mission

Breaking social isolation  
**Building community**

## Our Vision

Our hope is to **create justice and respond to injustice** at the personal, social and structural levels in society, including government, church and business.

## Our Mission

**To respond to people** who experience exclusion, poverty, injustice and social isolation so that they may experience inclusion, economic wellbeing, justice and connection within their community of choice.

# Guiding Principles

Below  
Hope Street Café patrons. Artworks: 'Tangled in Blue'  
exhibition of paintings by local artist John Doherty.  
Photographer: Craig Holmes.

In responding to individuals, families, groups, communities and institutions, we believe that every adult and child has the right to:

- » **A home, an income, healthcare, education, safety, dignity and connection with their community of choice**
- » **Access** to a broad range of personal, social, intellectual, economic and spiritual resources for personal and community wellbeing
- » **Forums** to participate in decisions which impact on their lives at an individual, social and structural level
- » **Equity**, acknowledging the impact of age, gender, economic status, disability, sexual orientation, culture and religious belief
- » **Opportunities** for processes that redress past and/or present experiences of neglect and abuse
- » **Resources** to enable restoration of relationships with self, family, community, social and religious institutions.

Micah Projects endorses the United Nations Declaration of Human Rights.

We acknowledge the **Aboriginal and Torres Strait Islander peoples of Australia** as the traditional owners of this land and support the right of Indigenous people to self determination and cultural expression. We are committed to working in partnership to close the gap in the areas of health, housing and education.



# Creating Sustainable Change

Micah Projects will **work in partnership** with individuals, women, children and families to respond to homelessness, family crisis, poverty, domestic violence, poor health, childhood and adult trauma and social isolation. We will **support individual potential** by valuing children and valuing parents, and building community.

We aim to **break down silos** and create inclusive futures with people to achieve outcomes in the face of adversity, so people are:

- » At home and supported
- » Healthy and well
- » Safe and well together with their family
- » Respected, equal and safe
- » Healing, resilient and receiving justice
- » Connected to community and culture
- » Working and learning.

We will do this by our organisational commitment to **sustainable improvement** and innovation by:

- » Adaptive governance, leadership and management
- » Fostering collaboration and partnerships
- » Supporting workforce, knowledge and organisational culture
- » Communicating with impact
- » Optimising resource assets, finance and infrastructure
- » Promoting quality and safety
- » Monitoring risk and compliance
- » Measuring sustainable change and innovation.

# Our Values

## Respect

We respect the humanity and dignity of each person and we act with honesty and integrity.

## Choice

We work with people to enable them to make choices within their capacity, resources and community of choice.

We strive to be an employer of choice by providing a safe, supportive and innovative workplace and organisation.

## Rights

We are committed to the legal and human rights of all citizens and the industrial rights of employees.

## Equality

We are committed to overcoming prejudice, discrimination and disadvantage by promoting fair access to resources and opportunities.

## Participation

We actively seek the participation of individuals, families and our workforce in building a fair, just and inclusive community.

## Partnerships

We respect the distinct roles of Governance and Management and we embrace Shared Leadership within the organisation. We work with partners and stakeholders who share our commitment to social justice. This builds our capacity to create inclusive communities and fulfil our mission.

## Connection to community

We seek to build a supportive and safe community to break social isolation and create sustainable change.

## Diversity

We respect and value the broad range of life experience, skill, knowledge, wisdom, culture and potential that diversity brings to the community and to our organisation.

## Resilience

We acknowledge the prevalence of trauma in the lives of many and that adversity happens to all of us at any time across our life span.

We recognise the ability of the human spirit to recover from injustice, exclusion and harm by others, as we strive to live our vision of creating justice and responding to injustice.

**Endorsement date: Wednesday 21 March, 2018**

### **Principle Funders**

The Queensland and Australian Governments support Micah Projects in our mission to build community and break social isolation through funding agreements for the provision of services in the community.

### **Commitment to Quality**

Micah Projects is committed to adhering to well defined, effective procedures that are designed to ensure the quality of our services and activities. Our Quality Management System meets the requirements of ISO 9001:2008 and the Human Services Quality Framework (HSQF).



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Building Community**

#### **MICAH PROJECTS**

Phone (07) 3029 7000 | Fax (07) 3029 7029

Ground Floor, 162 Boundary Street, West End Q 4101

PO Box 3449, South Brisbane Q 4101

[micahprojects.org.au](http://micahprojects.org.au) | [info@micahprojects.org.au](mailto:info@micahprojects.org.au)

[facebook.com/micahprojects](https://www.facebook.com/micahprojects) | [twitter: @micahprojects](https://twitter.com/micahprojects)

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