

WHO ARE WE?

Junction Support Services is a not-for-profit organisation that has been changing lives across north-east Victoria since 1989. A child safe organisation, we work with individuals and families to support them to achieve their full potential

OUR VISION: Communities without disadvantage

OUR VALUES: • Equity, access and diversity • Innovation • Collaboration

OUR STRATEGIC PLAN:

Our Committee of Management, Management Team and an external consultant developed our Strategic Plan. Following this, each service area facilitated group workshops in order to align operational plans with our strategic plan. The priorities below are what we aim to achieve in 2016-19.

Innovative Service Delivery

IMPLEMENT mechanisms to review and evaluate service models

ENHANCE our reputation for service delivery

TAKE advantage of opportunities for new directions in service delivery

TAP into external sources to enhance capacity

CREATE a framework for program design

ENSURE thorough documentation in all program areas

OFFER professional development to better service our diverse client base

EXPAND existing partnerships

Secure funding streams

SOURCE non-government funding

DEVELOP greater links with business

DEVELOP new partnerships to enhance our finances

EXPAND fee-for-service opportunities

ESTABLISH business opportunities as an additional funding source

BECOME politically influential

Employer of Choice

CREATE community awareness of the benefits of being an employee of Junction Support Services

Create an evidence-based recruitment and retention process

CREATE cultural change through inclusion, communication and consultation

Develop a succession plan

ENSURE staff feel valued and proud to be an employee of Junction Support Services

ADOPT marketing strategies to move Junction Support Services to being an employer of choice

A positive presence in our communities

ENHANCE our profile in the wider community

UPSKILL the community to understand and deal with the identified issues of the client base

HAVE a Committee of Management with diverse skills and knowledge

CREATE a reputation as an inclusive, welcoming and safe organisation

PROMOTE the positive work of Junction Support Services in our communities

INCREASE participation in community events

Strong governance

ATTRACT and recruit Committee of Management members with diverse skills and experience

ESTABLISH a diverse Committee of Management which reflects our community and the needs of Junction

DIVERSIFY the skill sets of the Committee of Management and senior management

DEVELOP succession plans for the Committee of Management and Executive

CLARIFY the functions and responsibilities for the Committee of Management and Executive

ANALYSE skills, identify gaps and provide professional development for Committee of Management members

ENSURE compliance through prioritising communication between the Committee of Management and executive



We acknowledge the Traditional Custodians of the land on which we work and live, and recognise their continuing connection to the land, water and community. We pay respect to Elders past, present and emerging.



We welcome Gay, Lesbian, Bisexual, Transgender, Intersex and Queer (GLBTIQ) people.