

# *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:

### **Community Programs**

The Community Programs team works in partnership with individuals, groups and organisations to build on and enhance community connections through services and activities that promote financial and social inclusion.

Our work is currently focussed on the following services and activities:

- Community Finance/No Interest Loans
- Kyabra Recovery Connections
- Community Development activities

## **Disability Support Services**

The Disability Support Services recognise the strengths and abilities of individuals living with disability and their families. Our programs offer these families flexible opportunities to nurture and develop their skills and resources. As each family is unique, we work alongside them to develop individualised plans that are tailored to their specific picture of the future.

The following programs can support families during the various stages of their lives:

- Individualised Family Support
- Brisbane South Flexible Holiday Program
- Community Living Options
- Older Carers Initiative

Also, Focus Consultancy has recently been developed as a separate area which provides support to individuals with a disability (and/or their families) who wish to self-direct their funding and manage their own supports and services.

## **Families Change**

Families Change team provides learning opportunities to individuals and families who are interested in identifying and strengthening skills and knowledge to support family relationships, parenting and early childhood development.

These learning opportunities will focus on:

- Early Childhood Development
- Parenting and relationships across life transitions.

## **Foster and Kinship Care**

The Foster and Kinship Care team works with children, young people, families and Foster Carers to provide opportunities and experiences that make for a sustainable family life:

- that is safe and fulfilled
- where physical and emotional needs are nurtured
- where all areas of potential are allowed to grow fully
- that is surrounded by communities of care who welcome everyone's participation

We provide services that support reunification with birth families. This work is undertaken through services and activities in our Out-of-Home Care programs.

## **Housing Support Service**

This housing service works with people who are in housing crisis. The service does this in two ways, offering:

- A Homestay Support Service aimed at stabilising the current housing crisis.
- A 30 week Housing Support Program where families who have or are at risk of having tenancy failures are provided with support, education, advocacy and affordable accommodation. The program is committed to assisting people with the housing goals of transitioning to stable, permanent housing.

The Housing Support Service oversees innovative projects which research, develop and implement best practice in early intervention and housing practices.

## **Kyabra Social Enterprises**

Kyabra Social Enterprises 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;
- The Finance and Administration Team;
- and The Quality Assurance Team.

## **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.

*“Strength in community”*

*Accepted by Executive Board 17<sup>th</sup> December 2008*