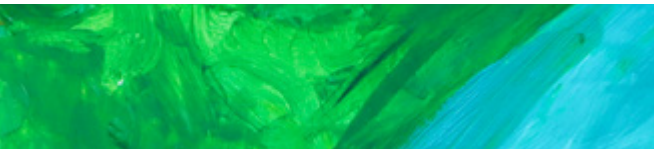




Strategic Plan

2021 - 2024



About Watsonia Neighbourhood House

Watsonia Neighbourhood House is an Incorporated Association operating within the Banyule local government area since 1991. We are a grass roots community owned and managed organisation operating as a not for profit registered charity.

We welcome people from all walks of life and bring people together to participate, learn and connect to their local community. We create opportunities for individuals and groups to enrich their lives through connections they might not otherwise make.

Watsonia Neighbourhood House is governed by a volunteer Committee of Governance and run by paid staff with assistance from volunteers.

The vision for Watsonia Neighbourhood House

Our Vision

An inclusive, connected community that works together to create a healthier, fairer and more sustainable future.

Our Mission

Watsonia Neighbourhood House is a safe, welcoming and inclusive community where strengths are cultivated, lifelong learning and sharing is fostered, and people are empowered to thrive.

Our Core values

The core values that inform our work are:

Equity

Inclusiveness

Engagement

Diversity

Honesty and Integrity

Innovation and creativity

Strengths-based community development framework

We operate on a strengths-based community development model of practice. We bring people together, harness existing strengths and develop our community's capacity to identify and address common issues and priorities. We support our community to be resilient and connected through social, educational, recreational and support activities.

Community development is about enabling communities to identify and address their own needs. It starts from the assumption that communities have existing strengths and assets that make them part of the solution. Community development practice is about doing with, rather than doing for.

Our Key Strategic Directions and focus areas



Key direction 1: Building community resilience and connections

- Create opportunities for community participation and connection
- Provide skills development and capacity building opportunities
- Support health and well being
- Encourage greater inclusion and social cohesion in our community
- Empower community to address issues and priorities
- Create a safe and welcoming place



Key direction 2: Environmental stewardship

- Embed responsible use of resource and sustainable practices
- Provide education relating to environmentally sustainable practices for the community
- Respecting and promoting traditional custodianship
- Provide opportunities for individuals to connect with nature



Key direction 3: Organisational capacity and sustainability

- Be a responsible and equitable employer, providing a satisfying working environment
- Formalise professional development and succession planning for the sustainability of the organisation
- Encourage a positive and inclusive organisational culture



Key direction 4: Partnerships

- Establish new strategic partnerships
- Strengthen our existing partnerships



Key direction 5: Innovation and continuous improvement

- Embed continuous improvement and best practice across the organisation
- Capture, measure and evaluate the impact of our work