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STRATEGIC PLAN 2008 - 2013

Since its establishment in 1953 Karingal has steadily grown providing new services and opportunities to individuals with a disability and their families. Over the years Karingal's vision has always remained the same - To be the best provider of opportunities for people with a disability.

Today Karingal comprises of a 9-member community Board of Directors, 1000 staff and 100 volunteers. It manages residential, respite, home-based and day programs for people with disabilities and their families, as well as aged care services and open and supported employment services in Geelong and Melbourne.

WHAT UNDERPINS OUR WORK

Our Vision

To be the best provider of opportunities for people with disabilities

Our Mission

To provide quality services that improve the lives of individuals

Our Guiding Principles

The Guiding Principles are the result of the collated views of Karingal stakeholders in response to what they see as the key principles that govern Karingal's behaviour, as well as what should remain uncompromised as we seek to achieve the goals set in this Strategic Plan.

Karingal will:

- > Support people with a disability to experience their citizenship.
- > Deliver quality services driven by the aspirations and needs of clients and families.
- > Always act with compassion, integrity and transparency.
- > Demonstrate strong leadership and foster harmonious relationships.
- > Proactively support and encourage staff and volunteers to achieve their full potential.
- > Promote opportunities for people with disabilities through community partnerships that recognise mutual benefit.
- > Make decisions today that will have a positive impact on the future.

GOAL NO.	GOAL	STRATEGY	OUTCOMES
1	Optimise delivery of services to meet clients' aspirations and needs	<ul style="list-style-type: none"> > Client directed planning and agreed service delivery > Achieve quality outcomes > Determine current and future aspirations and needs and develop service options 	<ul style="list-style-type: none"> > Agency of choice > A positive difference to client lives
2	Maintain sustainable growth and development	<ul style="list-style-type: none"> > Ensure sustainability of current and future assets > Broaden community and business connections to develop growth opportunities > Diversify sources of funding to support new initiatives 	<ul style="list-style-type: none"> > Increased service options through viable, new initiatives > Long term financial sustainability > Growth opportunities enhance to organisation's mission
3	Improve equality of opportunity for people with disabilities	<ul style="list-style-type: none"> > Build community capacity for greater client inclusion > Build internal capacity for greater client inclusion > Influence government and industry directions 	<ul style="list-style-type: none"> > Increased social responsibility of external stakeholders > Greater acceptance and involvement in the community
4	Strengthen the Karingal culture	<ul style="list-style-type: none"> > Share and live the vision > Strategically enhance our organizational development through our people and processes 	<ul style="list-style-type: none"> > Organisation of choice for all stakeholders > The performance of our people enables our growth and development