



Strategic Plan 2012–2014



Brotherhood
of St Laurence

Working for an Australia free of poverty



Our guiding objectives

To prevent and reduce poverty and exclusion from the mainstream of society

We will focus on those people at greatest risk at the four life transition stages considered critical to future well being: the early years, the transition from school to work, the shifts in and out of work, and retirement and ageing.

To be a national voice on poverty and exclusion

We will promote integrated social and economic policies and programs that improve the personal capacities and material resources of people and of their communities.

To develop innovative policy, programs and practice

We will develop and gather evidence through research and practice to create innovative policies and programs for implementation by ourselves and others.

Our vision: an Australia free of poverty

We work with others to create an Australia free of poverty for this and future generations: a fair, compassionate and just society where all can fully participate in social and economic life, create and share prosperity and treat each other with dignity and respect. In working for an Australia free of poverty, we recognise the Indigenous custodians of this country.

Mission

Our mission is to research, develop and deliver innovative and high quality services, practices and policies to drive change that benefits all Australians.

Values

The Brotherhood, inspired by our Christian origins, seeks the common good through compassion, with a generosity of spirit and reliance on evidence.

Our strategic priorities

We will develop systems, structures and processes that support our people to do a great job

Our organisation demands a lot of our staff, voluntary and paid. To ensure our staff have the support they need to do an even better job, we will:

- focus on our support structures and on the capacity of our staff to increasingly deliver major demonstration projects successfully
 - continue to develop our people services department so that it can better support our complex organisational requirements while also providing staff with opportunities for growth and development
 - improve the capacity of our information technology to allow greater flexibility and efficiency in the workplace.
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We will demonstrate how to reduce disadvantage and increase social, civic and economic participation through high-quality policy, programs and practice

Early Years

Our work aims to ensure all children are able to share in the opportunity our nation offers. We will:

- focus on services that integrate all the elements of support young families need
- seek to expand support for disadvantaged families preparing their children for school through the Home Interaction Program for Parents and Youngsters.

Youth

The successful transition from secondary school to the world of work is crucial in shaping the life chances of young people.

We will trial, in collaboration with the Victorian Government and Hanover Welfare Services, a support model combining education, training and accommodation for young people who aren't supported by their families, which is suitable for replication.



In and out of work

Despite an extended period of prosperity, many Australians still find it hard to get a job.

We will expand our efforts, in particular by working with employers, to create a direct pathway into work for highly disadvantaged unemployed people.

Retirement and Ageing

In our changing society and economy people reaching old age face new uncertainties. However in the longer life span that many will enjoy there are also opportunities. We will:

- seek to foster opportunities for older people to contribute their resources and experience to society
- develop programs and policies that aim to provide security for those who haven't been able to accumulate financial assets for retirement, particularly those living in outer-urban growth corridors.

Across the life transitions

Some of the issues that we work on extend across the life course. In particular we will:

- help people to strengthen their skills for managing their money and building their financial resources
- build the capabilities of refugees and other disadvantaged immigrants to accelerate their successful settlement in this country.



We will broaden our efforts to influence and learn from others

In our focus on building the capacities and opportunities for disadvantaged people to participate in the mainstream economic and social life of the nation we will:

- engage with others to promote economic growth that improves productivity and provides opportunities for all Australians
- improve our understanding of the entrenchment of disadvantage in particular neighbourhoods and consolidate our knowledge of strategies to change this
- continue our efforts to ensure that Australia's responses to climate change not only take into account the needs of low-income earners but also make them part of climate change solutions
- continue our efforts to mitigate the effects of rising costs of living on low-income households.

We will generate income from diverse sources in order to keep our organisation strong and to foster innovation in what we do

- further develop an organisational business model that ensures a variety of income sources in an uncertain economic environment
- seek greater engagement with young people in support of our work.

All that we do is underpinned by a well structured, researched and documented body of knowledge that is essential to supporting all elements of our work.



For more information

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Call 1300 DONATE (1300 366 283)
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