

Strategic Plan



Our Purpose

Improve the lives of women and their families who have experienced, or are at risk of experiencing, family and domestic violence.

Our Vision

We want a safe and equitable community.

Our Values

At Zonta House we are committed to each individual and their journey simply because:

- + WE CARE
- + WE HAVE INTEGRITY
- + WE ARE DEDICATED

Acknowledgement of Country

Zonta House Refuge Association acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Zonta House Refuge Association Inc.

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Cover image photography: Natalija Brunovs

FOCUS AREAS

Evidence Based and Outcome Focused Programs **1**

Zonta House will deliver therapeutic, innovative and culturally safe programs in a fit for purpose environment to make a genuine difference in the community.

Multi-Stakeholder Partnerships **2**

We are dedicated to working in collaboration with stakeholders to increase support and safety for women and their children.

Funding **3**

Zonta House will seek to sustain existing funding relationships and seek new opportunities to deliver innovative programs and build capacity for the future.

Innovation **4**

We are committed to ongoing innovation to contribute to the prevention and recovery of family and domestic violence.

Organisational Capabilities **5**

Zonta House has high functioning organisational capabilities to meet the needs of the organisation and respond to the environment.

Governance **6**

We will maintain strong governance and controls to sustain and enrich the organisation.

Values **7**

We are a values driven organisation, continuously cultivating a positive work environment.

ACTIONS

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| <ul style="list-style-type: none"> + Act on the wants and needs of women experiencing family and domestic violence. + Continuously evaluate our services to identify, implement and promote best practice. + Embed our Therapeutic Framework across all levels of the organisation. + Develop and implement a Cultural Framework in collaboration with the Aboriginal and CaLD community. + Delivery of a purpose-built facility. | <ul style="list-style-type: none"> + Actively seek and value the voices of women experiencing family and domestic violence. + Development of a Community Engagement Plan to journey alongside the wider community through authentic partnerships. + Partner with agencies who share our vision and values. + Promote a shared understanding and knowledge of FDV throughout the community and service sector. | <ul style="list-style-type: none"> + Maintain existing funding agreements and relationships. + Drive funding opportunities to address market-focused service models. + Develop fee for service pathways. + Develop Social Impact Bond pathways. | <ul style="list-style-type: none"> + Pursue innovation with a strong understanding of demographic, social and economic trends. + Respond to community need. + Influence government strategies, frameworks and commitments. + Grow the reach of our services by investing in capacity building. + Research options for involvement and opportunities for expanded cohort groups. |
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| <ul style="list-style-type: none"> + Invest in the development of our staff and maintain a high-quality workforce. + Maintain a strong financial position to ensure the continuation of our services and programs. + Establish fit for purpose admin and outreach premises. + Maintain and develop organisational structure and capacity to meet all needs. + Implement internal calendar for workforce learning and development. | <ul style="list-style-type: none"> + Cultivate Zonta House's mission, vision, and values throughout all levels of the organisation. + Operate within legislative obligations & demonstrate good corporate governance. + Engage in robust recruitment and development of the Zonta House Committee and Sub-committees. | <ul style="list-style-type: none"> + Learning and development is regarded as a valuable and necessary component of business activities. + Establishment of clear service delivery standards and contribution to service outcomes. + Established practices and processes for sharing skills and knowledge as well as feedback from meetings and services. + Foster positive employee engagement and morale. |
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