



Creating Community Connections

SANDBAG is a caring, inclusive, and collaborative community based organisation that delivers support and activities which builds a resilient and diverse community.

www.sandbag.org.au

SANDBAG Strategic Plan

Vision – Our Vision is of communities of diversity and resilience where people connect, share and grow

Mission – Our Mission is to improve the wellbeing of individuals, families and communities by creating opportunities for connection, participation and support

Values

▶ **Inclusion**

We respect difference and are open to new perspectives

▶ **Integrity**

We value human rights and the social justice principles of: Access, Equity, Rights, Participation.

▶ **Collaboration**

We are stronger when we work alongside individuals, organisations, and community.

▶ **Responsiveness**

▶ We listen and respond positively to the changing needs of our community

Strategic priorities for 2020-2023

1. **Be reliable and trusted**

- ▶ Maintain and improve program performance - Service quality
- ▶ Maintain and improve relationships with all stakeholders
- ▶ Reinforce our clients' trust and understand their needs.

We will know we've been successful when

- Contracts and grants are renewed
- Existing clients maintain contracts
- Membership grows with few cancellations
- A successful philanthropic and fundraising program



Creating Community Connections

Our Culture

We will always be:

- ▶ **Caring,**
- ▶ **Sustainable,**
- ▶ **Systematic, and**
- ▶ **Committed to**
doing our best
- ▶ **Safe**

2. Align risk with risk appetite

- ▶ Achieve and maintain financial sustainability
- ▶ Develop and maintain leading corporate services
- ▶ Maintain good governance and meet statutory obligations
- ▶ Make sound and considered decisions
- ▶ Always meet the compliance obligations of our stakeholders.

We will know we've been successful when

- SANDBAG has strong financial reserves and a solid balance sheet
- A balance between grants and other revenues is achieved

3. Achieve sustainable and manageable growth

- ▶ Develop and maintain fit-for-purpose infrastructure and equipment
- ▶ Develop and expand social enterprises
- ▶ Develop and expand fee for services businesses
- ▶ Explore opportunities and partnerships to better deliver our mission

We will know we've been successful when

- We have a team of competent and cohesive staff and volunteers
- SANDBAG has a range of services and activities that delivers our vision
- Social enterprise and fee for service businesses are making a valued contribution

4. Increase community connection and recognition

- ▶ Create an organisation that is truly valued by its staff, members and stakeholders
- ▶ Develop and implement tools and strategies to promote SANDBAG and its services
- ▶ Build effective and meaningful relationships and networks which contribute to our vision

We will know we've been successful when

- Steady increase in membership
- SANDBAG is valued within the broader community
- Increased community partnerships
- Staff consistently live Sandbag's values and culture