

STRATEGIC PLAN 2024

Our Purpose

To deliver family and sexual violence services and advocacy to support everyone in the Ovens Murray region to be safe

Our Philosophy

At the Centre Against Violence, the principles of feminism, intersectionality and trauma informed practice underpin our work

Our long-term vision

For all people in the Ovens Murray region to live safer lives. To achieve this, CAV aims to be:

- The recognised provider of inclusive, quality and accessible services across the region.
- The leading regional voice on family and sexual violence.
- An employer of choice where our staff are safe, supported and skilled.



LEADERSHIP AND ADVOCACY

We understand the family and sexual violence prevention and response needs of our community, and are the leading voice advocating for them.

OBJECTIVES:

- Centre Against Violence is recognised across the region and state as a leader in understanding, responding to and reducing family and sexual violence.
- Through research, evidence and collaborative planning we understand the needs of our community and reflect this knowledge in the way we provide our programs and services.
- Our work across the region builds community understanding and knowledge of family violence, sexual and gendered violence and family trauma.
- We have strong partnerships that support practice, advocacy, and impact.

2024 PRIORITIES:

- In collaboration with SASVic and Safe and Equal support representations to the government on key issues and priorities.
- Progression of a partnership research project.
- Improve the collection and use of our service data to support advocacy, decision making and delivery.

2024 OUTCOMES:

- Understanding of service demands and gaps – informed through accurate data.
- Participation in State advocacy campaigns



SERVICE EXCELLENCE

We will deliver a full range of accessible and high quality sexual and family violence services across our community.

OBJECTIVES:

- Centre Against Violence is accessible and equitable to all people right across the Ovens and Murray region.
- We deliver high quality, trauma informed and client focused services.
- Our services are innovative, regional, and collaborative in response to family and sexual violence.
- We deliver integrated, community engaged prevention programs.

2024 PRIORITIES:

- Develop and deliver a fee for service prevention training package.
- Drive the delivery of group work across the region – as stand-alone and collaborative processes.
- Improve service accessibility across rural communities.

2024 OUTCOMES:

- Two new group-based services operational.
 - Embedded crisis and therapeutic approaches to working with young survivors of family violence (under 18).
 - In person outreach service provision established in every LGA.



GREAT PEOPLE

We support, develop, and recruit skilled, knowledgeable, and committed professionals

OBJECTIVES:

- Our staff feel connected, supported, and empowered.
- We have the experienced, diverse, energised, and professional team we need to deliver our work.
- We have a strong, diverse, knowledgeable, and strategic skills-based board.
- Our team embodies the culture and values of the organisation.

2024 PRIORITIES:

- We have the right people in the right roles.
 - We have a mature and supportive culture, underpinned by our organisational values.

2024 OUTCOMES:

- Workload analysis – practical implications of rec 209. Requirements for qualified versus unqualified work.
- Proposal to remodel workforce completed and presented to Board.



ORGANISATIONAL EVOLUTION

Our organisational structures and processes support our purpose and vision

OBJECTIVES:

- Our systems and operations are contemporary and sustainable.
 - Our income streams are sustainable, diverse, and reflective of regional need.
 - We have evolved the scope of services we provide to those impacted by family and sexual violence.

2024 PRIORITIES:

- Develop a Wangaratta Housing project – Dixon St.
 - Diversify our income.
 - Improved our corporate systems.

2024 OUTCOMES:

- Plan for Dixon St, in partnership with State Government, complete.
- Fundraising and philanthropic funding plan developed.
 - Business Plan for fee-based services completed - 2 services.
- Technology/IT review complete and presented to Board.