

Vision, Values & Principles

Our Vision

A compassionate, respectful and just community in which all people participate and flourish.

Our Values

Based on Christian ethics, our values are:

- Respect and compassion for all people
- Belief in the innate worth of all people
- Justice, particularly for those less advantaged in our society
- Being of service to others
- Restlessness for what could be
- Non-violence and peace

In accordance with these values we will be guided by the following principles:

- We will treat all people with respect and dignity
- We will be non-judgmental in our dealings with others
- We will celebrate diversity
- We will oppose racism and all forms of unjust discrimination
- We will be welcoming and caring towards others
- We will recognise peoples' right to self-determination
- We will build on strengths and empower people to achieve their potential
- We will strive for a fair and just society and will pursue justice with passion
- We will be honest and fair in our dealings with others
- We will carry out our work with humility
- We will value and encourage innovation and creativity
- We will be organizations that continue to learn and improve
- We will strive for excellence in all our actions and services

Our Goals

To assist people to overcome barriers to living life to the full.

UnitingCare Wesley will work with people and communities to build on strengths and to break the "cycle of disadvantage". There will be a focus on early intervention and sustainable outcomes.

- We will work with people and communities to help them achieve:
- Greater financial security
- Stable homes
- Inclusion
- Optimal health
- Safety
- Supportive environments]
- Resilience
- We will develop innovative responses which will enable people and communities to overcome barriers to achieving these goal

To help build strong communities which are inclusive and which celebrate diversity.

UnitingCare Wesley works with communities to enhance their capacity to provide opportunities for all members of society to be made welcome, to be included and to participate in a meaningful way.

- We will participate in building bridges which assist people who are isolated or alienated from society to participate more fully in the community
- We will contribute to building community by working in partnership with groups such as neighbourhoods, schools, clubs, employers and business
- We will promote inclusion through public celebration of diversity

To advocate for justice and fairness in our society.

UnitingCare Wesley will advocate for a society which is fair and just. We will assist the voices of those who are marginalised or discriminated against, and those whose human rights are being compromised, to be heard widely and also to inform our own policies and practices.

- We will develop an agreed position on social issues including health, refugees and education
- We will undertake an analysis and critique of public policy directions at Federal, State and Local Government levels

To provide a positive environment which promotes the growth and development of our staff.

UnitingCare Wesley recognises and values the commitment, skills and knowledge of all staff. We will invest in the development of staff and Board members to ensure that every person in each organisation can achieve the best possible outcomes for their clients. We will also maximise opportunities in the workplace for the personal and professional growth of our staff.

- We will enhance opportunities for staff to be creative and innovative
- We will develop open structures and flexible career pathways to enhance staff development
- We will make representations to Government on legislation and policies which disadvantage workers
- We will provide a respectful work environment for staff which is free of harassment and discrimination
- We will facilitate access to information on skills, knowledge and training opportunities

To use our resources in the most efficient and effective manner.

UnitingCare Wesley will maximize opportunities to achieve more from its resources.

- We will coordinate our fundraising activities
- We will explore opportunities to develop economies of scale
- We will share expertise and infrastructure
- We will combine our skills and knowledge to improve our effectiveness

To strengthen our partnership with the wider community.

UnitingCare Wesley recognises support by the wider community is vital to achieving its objectives.

- We will communicate and promote our vision, values and goals
- We will engage the broader church community in our vision and service
- We will develop recognition in the broader community of what we stand for
- We will develop supportive relationships with corporates, government, educational institutions and other community organisations