



# Strategic Plan 2021-2022

Board approval 19 May 2021

Our Vision Mercy in Action- Partnering with the most vulnerable toward opportunity, dignity and self-reliance	Priority	Objective	Impact			
<b>Our Mission</b> We are a community development organisation, in the tradition of Catherine McAuley. We work in partnership with local community organisations to support the most vulnerable, both within Australia and elsewhere in the Asia Pacific region, with a particular focus on women and children. Our programs strive to build capacity and self-reliance and to foster environmental sustainability.	<b>Identity, Purpose and Profile</b> Mercy Works is recognised as a development and relief organisation that works for social justice	1. To align Mercy Works' identity, purpose and profile with the organisation's vision and mission  2. To widen Mercy Works' support base across Australia and overseas	1a. Mercy Works understands its current and emerging partners and their needs and expectations 1b. Mercy Works has a communication and engagement plan 1c. Mercy Works' workers and stakeholders identify with the vision and mission of Mercy Works 2a. Mercy Works' communication and engagement plan is commonly understood and applied 2b. Mercy Works' community impacts are visible			
	<b>Relationships</b> Mercy Works' relationships with communities, partners and stakeholders are mutual, productive and celebrated	3. To strengthen and foster Mercy Work's relationships with communities, partners and other stakeholders to help communities achieve their goals and to deepen the capabilities of partners and Mercy Works  4. To seek new and diverse partnerships that align with Mercy Work's values and complement our capabilities	3a. Mercy Works has a relationship building plan 3b. Mercy Works has a productive volunteer program 3c. Mercy Works collaborates effectively with local partners 3d. Mercy Works' relationships with communities, partners and other stakeholders are appropriately acknowledged and celebrated 4a. Mercy Works has a partnership development plan 4b. Mercy Works is approached by like-minded organisations for collaborative partnerships			
	<b>Programs and Projects</b> Mercy Works' program and project design and delivery are inclusive, professional and values driven	5. To ensure all current and proposed projects are aligned with the mission and priorities of Mercy Works  6. To ensure continuation of Mercy Works' programs and projects	5a. Mercy Works has a program and project design and delivery methodology that accommodates diverse contexts and delivery models 5b. Mercy Works plans, monitors, evaluates and reports on programs and projects using current research methods and participatory approaches 5c. Mercy Works' programs and projects have signed MOUs that reflect Mercy Works' delivery guidelines 6a. Mercy Works' programs and projects are based on the principles of participatory design and a strength-based approach, with clearly-defined exit strategies			
	<b>Sustainability</b> Mercy Works is sustainable	7. To responsibly manage the finances of Mercy Works  8. To enhance the skills, capability and wellbeing of staff  9. To ensure good governance and compliance	7a. Mercy Works has a long term financial plan, which is agreed with the Members of Mercy Works 7b. Mercy Works has the equipment and facilities to enable the delivery of programs and projects 7c. Mercy Works has diversified its revenue streams 8a. Mercy Works has a performance feedback and professional development program 8b. Mercy Works acknowledges and celebrates individual's contributions and achievements 8c. Mercy Works acknowledges the potential trauma associated in working with vulnerable people 9a. Mercy Works' staff understand, are supported by and comply with business processes and requirements 9b. Mercy Works' processes are reviewed and continually improved, resulting in the strengthening of ongoing operations			
<b>Our Values</b> Mutuality Integrity Compassion Justice	Corporate	Overseas & Indigenous Programs	Asylum Seekers & Refugees	Finance	Communications	Grants