



**Statement of
Purpose, Way, Impact**
Values, General Principles and Key Results Areas

Purpose	To work together with our local community to build a respectful, resilient community that embraces diversity and supports each person to reach their full potential.
Way	<p>By providing quality programs that enable strength, inclusion and respect.</p> <p>By working with people’s strengths in a collaborative, respectful and innovative way.</p> <p>By working to reduce the inequities in our community and to support each person to feel valued, build resilience, and have opportunities to participate fully in society.</p> <p>By being passionate, courageous and non-judgemental in the development of early intervention and prevention programs and services that meet the aspirations of the people of our community.</p> <p>By ensuring that NCNS is an economically-sustainable organisation.</p> <p>By committing to the social justice principles of access, equity, participation and human rights.</p>
Impact	Individuals, families and communities are empowered to increase autonomy over their physical and mental health and social wellbeing.

Our Values

Our values are the shared priorities that underpin our work as an organisation and our relationships with our community. At NCNS:

- We value diversity
- We are committed to reconciliation
- We respect participation and inclusion
- We actively challenge, advocate, empower as a voice of change
- We are committed to growth through learning and insight
- We strive to be an innovative, collaborative, adaptive, dynamic and initiating organisation
- We are committed to our role as leaders in our field.

Our Guiding Principles

NCNS is committed to:

1. Working within a human rights framework where all people's rights and entitlements to a dignified way of life are respected
2. Empowering individuals, families and communities to increase autonomy over their physical and mental health and social wellbeing by promoting early intervention and prevention strategies
3. Creating supportive communities that foster wellbeing and inclusion for all
4. Working in partnership with others to achieve shared goals and objectives for our communities
5. Being responsive to individual and community needs
6. Implementing quality improvement
7. Working, sharing and collaborating as a team and support each other towards our vision
8. Providing transparent and accountable processes to all our stakeholders

Our Key Results Areas

<p>Quality</p>	<ul style="list-style-type: none"> • Our commitment to quality will ensure we remain focussed on improvement, excellence and innovation. • We will deliver high quality programs, build meaningful partnerships and enhance our technology. • We will evaluate our work through program reviews and by comparison with best practice benchmarks. • We value our staff and the unique capabilities and expertise they bring to our organisation and strive to be a workplace of choice in our sector.
<p>Leadership</p>	<ul style="list-style-type: none"> • We provide leadership by example within our organisation and our community. • We recognise and adapt to a changing environment and changing community needs. • We will build the best possible governance, management and support systems for our organisation. • We demonstrate attitudes, policies and practices that enable effective work with Aboriginal people and communities. • We work in partnership with our community, our funders and other stakeholders to share knowledge and resources.

Sustainability and Growth	<ul style="list-style-type: none"> We will strive for stability in current programs and will pursue growth when and where it is appropriate and promising.
	<ul style="list-style-type: none"> We will seek effective and innovative opportunities for funding diversification and increased sustainability to strengthen the overall financial health of our organisation.
	<ul style="list-style-type: none"> We will ensure that we are accountable to our community and funders, showing that our operations are efficient and effective.
Commitment to Aboriginal communities	<ul style="list-style-type: none"> In all our work, NCNS will be respectful and responsive to the diverse needs of Aboriginal people and communities. We will ensure Aboriginal people have opportunities for genuine participation in the governance and management systems of NCNS. We will prioritise the support, development and retention of Aboriginal staff in our organisation.

Review

Version	Date reviewed	Amendment notes	Next Review Date
V.1	2011		June 2014
Reviewed	June 2014		June 2016
Reviewed	July 2016		July 2019
V.2	September 2022	Re-framed within 'Purpose Way Impact' framework. Re-formatted. No significant text changes. Recommended by Policy Subcommittee 14/09/2022.	
V.2 Ratified	April 2023	Ratified by the Board 19 April 2023.	April 2025