



STRATEGIC PLAN 2018-2020

VISION

'A home for every child'

For all children and young people to be raised in a stable, secure, safe and loving family home environment

MISSION

To ensure foster and kinship carers are recognised, valued and supported to remain focused on their families – with the confidence and continued capacity to raise children and young people to recover from trauma, regain their potential, and enjoy a positive future

PURPOSE

For all members of foster and kinship carer families to experience positive outcomes, and for foster and kinship carers to be unified and engaged as vital partners in care teams

For all children and young people in care to be aware of their past, connected to culture and engaged with communities helping them to grow, develop and reach their potential

To generate enduring and practical changes within the child protection system and improve awareness of foster and kinship care across the wider SA community

VALUES

Our services have been developed to reflect our values and are delivered with respect, integrity and compassion from a basis of experience, compassion and a genuine belief and commitment towards resolving challenges and affecting positive change

ADVOCATE – SUPPORT – CONNECT – INFORM

HISTORY

Connecting Foster & Kinship Carers – SA Inc has been supporting South Australian foster and kinship carer families for over 20 years

Evolving from a grassroots organisation, CFC-SA was incorporated in 1999 and continues to utilise peer support in the delivery of peak body services, strengthening individuals and families who provide family-based care for children and young people

CFC-SA is supported by over 500 Members to progress, improve and promote foster and kinship care

STRATEGIC PRIORITIES/GOALS/OBJECTIVES

Our Carer Community

- We want every person who takes on the awesome responsibility to provide foster and kinship care to be focused on their family
 - We want to empower families to live their daily lives to the fullest and plan for the future
 - We want foster and kinship carer families to be up-to-date and informed about changes and reforms, laws and processes – to know their rights and to access their rights
 - We want foster and kinship carers to know someone has their back, and they can access an independent body that understands their particular needs for a range of services, a trusted ally – even in times of great need and significant distress
 - We want foster and kinship carers to pass on or be relieved of any pressures in dealing with decision-makers, reducing individual risk and relieving or preventing conflict
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Individual advocacy: Provide foster and kinship carers with individual advocacy – ensuring their voices are heard in matters that affect them

ACTION: Provide foster and kinship carer families with independent advocacy services (R116)

ACTION: Provide foster and kinship carers with access to education resources which clearly describes their rights (R117)

Education and Information: Understand the desire and needs of foster and kinship carers for greater knowledge and information; Build confidence, capabilities and resilience in foster and kinship carer families

ACTION: Development of 3 education sessions per year based on Carer's identified needs

ACTION: Deliver an Annual Foster & Kinship Carer survey, building on 2017 survey results and gathering comparable data for analysis

ACTION: Continue to deliver annual "Recharge" event (sector-wide event); record portion of presentation and make available online

ACTION: Expand relationships with experts, researchers and innovators; develop mechanisms to share information with Carers

Peer support: Offer support to Carers, from Carers

ACTION: Continue to develop and support the formal Peer Support Network (established in 2017)

Looking after Carers: Facilitate measures to help meet the additional challenges of parenting in the context of the child protection system

ACTION: Include self-care portion at Recharge event and education session

ACTION: Identify and acknowledge where vicarious trauma has occurred – develop a preferred provider for access to psychological services (including during periods of non-caring and following de-registration where relevant)

The Child Protection Sector

- We want the sector to be unified in respecting the generosity of every foster and kinship carer family – the ones who step in to provide care when birth families cannot – through improvements that make it easier for Carers to get on with their parenting responsibilities
 - We want to improve the system responses to foster and kinship carer families and ensure fairness and consistency across the system
 - We want to raise the status of foster and kinship care in the wider SA community, to increase recognition of this fundamental role, better understand the complexities, reduce stigma and encourage more foster and kinship carers
 - We want to build relationships with national and international foster and kinship care organisations, to identify potential for shared resources and best practice
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Systems advocacy: Advocate for the rights of the foster and kinship carer community and respond effectively to legislation, policies, processes and other matters relating to foster and kinship carers and the child protection sector

ACTION: Engage in lobbying to expand and protect legal rights and other protections of foster and kinship carers; use SA state elections and other items on the political agenda as opportunities to lobby Government for positive change

ACTION: Involvement in various DCP and child protection sector meetings, forums, events and reviews of legislation, regulations, policies and processes

ACTION: Seek improvements in communications with foster and kinship carer families, including language and etiquette (i.e. "Out-of-Home Care" does not correlate with the provision or intent of family-based care; i.e. general principles about returning phone calls) through withdrawal of the Foster Carer Charter (which does not recognise kinship carers) and development of a Statement of Commitment or similar

ACTION: Scope involvement in training occurring in other sectors who support children and young people in foster and kinship care – i.e. education, employment services

Partnerships and networks: Engage with key stakeholders across the child protection system

ACTION: Assist with the recruitment and retention of foster and kinship carers by engaging with foster care agencies and kinship care teams

ACTION: Connect with relevant organisations and individuals, particularly the Chief Executive and various groups within DCP; Maintain membership of other organisations who can support our work (i.e. SACOSS and CAFFSA); Actively support initiatives which progress improvements and reforms for foster and kinship carer families; Connect with Commonwealth agencies and local Government

ACTION: Develop a Communications Strategy to engage and communicate effectively with media; build social media profile and local awareness week activities (Foster and Kinship Carer Week, Child Protection Week), including story development from direct experiences

ACTION: Identify and attend professional development activities, including national and international conferences

ACTION: Host national conference in Adelaide in 2020 (tentatively booked as part of the Australian Foster & Kinship Care Partnership)

Address South Australia child protection sector priorities: The over-representation of Aboriginal children and young people in care

ACTION: Make a deliberate and determined effort to support the Aboriginal community and Aboriginal family carers. Engage with the Aboriginal Community Leadership Reference Group; Appoint an Aboriginal foster or kinship carer to Board; Support Aboriginal carer families (particularly kinship carers); support non-Aboriginal carer families caring for Aboriginal children and young people

Our Organisation

- We want to retain a strong, cohesive community of Members, Board, Staff, Volunteers and Students all working towards common goals and values, building capacity to do better and do more for all foster and kinship carer families in SA
 - We want to be a resilient and sustainable organisation, known for our integrity, leadership and innovation – an organisation of first choice
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Resilience and sustainability: Attend to governance, leadership, financial management and service delivery in a responsible and ethical manner

ACTION: Maintain strong governance and work to a Governance Action Plan, including annual Board review and assessment of skills; Recruit new Board members in identified areas; Provide induction and ongoing training for Board members

ACTION: Seek secure financial resourcing to deliver carer advocacy services from the Department for Child Protection; Meet all reporting and service requirements per agreements

ACTION: Retain strong leadership to provide a supportive environment and learning opportunities for our people (Board, staff, volunteers, students); ensure our people are responsive and empathic in all interactions with the Carer community; provide access to EAP services for staff and volunteers

ACTION: Establish an office (city or inner metro location) to provide greater opportunities for team work with staff team and involving greater numbers of volunteers and students

ACTION: Provide statewide access: service outer metropolitan regions; connect with regional and remote regions; improve digital services and online access

ACTION: Pursue diversified income streams to allocate towards additional resources, programs and projects – increasing ability to operate independently into the future; Build reserves in accordance with the Reserves policy;

People and Culture: Value the lived experience across all aspects of the care system

ACTION: Retain foster and kinship carer representation on Board of Management

ACTION: Engage with Members via Membership Strategy

Quality: Develop and deliver services with regards to best practice and engage in continuous quality improvement processes

ACTION: Undertake assessment of quality accreditation program – Australian Service Excellence Standards at Certificate Level

Innovation: Actively and progressively find and propose creative solutions that offer better solutions for foster and kinship carer families using advances across many areas and fields, including technology, research and social care.

ACTION: Seek and encourage relevant professional development opportunities; Maintain connections and subscriptions to innovative leaders and organisations; Keep abreast of research and trends occurring locally, nationally and internationally