

## Vision

MYRC is a catalyst to empower young people

## Mission

MYRC gives young people:

- An accessible, safe and welcoming place to explore what they want, develop connections with others and realise their potential
- A platform to have their voice heard, to tell us what they want and trust that we are here to listen to them
- The opportunity to invest in their future and make a positive contribution to their community

## Values Statement

At MYRC we believe in:

- Young people and we put them at the centre of all that we do
- Respecting diversity and listening to diverse voices
- Strengthening our team and acting with purpose
- Promoting a solution focused mindset
- Making sure that everyone is aware of the rules and plays by them
- Being the 'change' you want to see in the world

MYRC will:

- Empower young people to speak freely and know they will be listened to with respect
- Build independence and resilience by walking beside young people when they need us and stepping away when they do not
- Promote inclusion and not tolerate discrimination
- Promote positive action to reduce the impact of human induced climate change on the environment, and
- Promote and increase the awareness of the rights of First Nations people as the original custodians of the land on which we live and work

## Our Strategic Focus Areas for 2020-2023

For the next three years we will be focussing on the following four strategic areas:

<b>Focus Area 1:</b> Strengthen MYRC overall governance	Goal by end 2020
<b>Focus Area 2:</b> Redesign MYRC service delivery model	Goal by end 2020
<b>Focus Area 3:</b> Consolidate MYRC systems to support the new service model	Goal by end 2021
<b>Focus Area 4:</b> Deliver to new target groups	Goal by end 2023

**Focus Area 1:** Strengthen MYRC overall governance

**Goal:** Board, management and staff will have a clear sense of strategic purpose by end 2020

**Measures of Success:**

- The Board will commit our energy and action to realise our strategic goals
- Board and staff have set MYRC strategy and are clear about their roles and purpose
- The Strategic Plan complete and will be communicated to key stakeholders
- Board member and staff sense of purpose and satisfaction is high

Key Action Area 1: Board members gap analysis and skills development

Key Action Area 2: Strategic documents developed through a clear engagement process

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**Focus Area 2:** Redesign our service delivery model to reflect who we are now

**Goal:** MYRC will have implemented our new service model by end 2020

**Measures of Success:**

- New service model in place
- Teams will be reconfigured and new staff recruited
- Our processes and practices will reflect our early intervention approach

Key Action Area 1: MYRC service model developed to reflect our current approach and practice

Key Action Area 2: Targeted Early Intervention reforms will be in place

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**Focus Area 3:** Consolidate MYRC systems to support the new service model

**Goal:** All systems reviewed and improved, as needed, by end 2021. ASES Certification by end 2023.

**Measures of Success:**

- Systems reviewed to meet new service delivery approach and outcomes reporting
- Quality Assurance measures will be in place towards accreditation

Key Action Area 1: MYRC systems reviewed/improved to support the team to deliver the new model

Key Action Area 2: Policies, procedures and practices reflect a continuous improvement approach

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**Focus Area 4:** Deliver to new target groups

**Goal:** By the end of 2023 MYRC will expand delivery (age range and locations)

**Measures of Success:**

- Programs will be delivered to 10-12-year olds (subject to evidence from pilot) end 2021
- Programs will be delivered in expanded Inner West Council locations end 2022
- Partnerships in place with new partners i.e. Primary Schools to support new programs

Key Action Area 1: Expand delivery to 10-12-year olds

Key Action Area 2: Expand delivery to Inner West locations