



**strategic plan**  
**2018 - 2021**





# investing in the future

## CREATE strives to be a high performing organisation through:

- Respecting diversity
- Promoting ongoing learning and development
  - Being easily understood
- Achieving results through meaningful outcomes
  - Investing in our people
  - Having a passion for the work we do
- Never losing sight of our purpose and being true to our cause
  - Having highly effective systems
  - Empowering the voices of children and young people to create our evidence base experience

CREATE Foundation is the national consumer body representing the voices of children and young people with an out-of-home care experience

CREATE's 2018 – 2021 Strategic Plan drives our commitment to improving the lives of children and young people with a care experience.

CREATE's strategic direction is informed and developed after extensive consultations. This includes consultations with children and young people held at state level, once collated this information informs discussions at state and national level to fine tune our direction for the future. CREATE also conducts stakeholder consultations with the sector, and hosts several business area brainstorming sessions that include Board Members. Once all the feedback is received it is collated and a draft plan is developed. This is then provided back to children and young people and staff for comment and then the final step is securing Board approval.

The plan offers a way forward that is focussed on our advocacy goals, whilst acknowledging the importance of forming key partnerships with decision makers to influence legislation, policy and practice. We are strengthening our capacity to build strong working relationships with Aboriginal and Torres Strait Islander agencies to ensure our work remains culturally relevant and to amplify the voices of Aboriginal and Torres Strait Islander children and young people who are over-represented in the out-of-home care system.

Our plan clearly expresses our commitment to ensure that children and young people are at the centre of what we do, and that their voices inform our advocacy through evidence based consultation and research.

The instability of the system will be addressed through our advocacy work, and also in our quest to reduce financial instability by building a sustainable organisation through funding diversity and securing funding commensurate with true costs.

We continue to build on our brand and explore opportunities internationally to learn, grow and utilise practice wisdom to inform the work we do.

We look forward to reaching our goals over the next three years!

## Commitment to Aboriginal and Torres Strait Islander people

CREATE Foundation is strongly committed to improving the lives of children and young people and to uphold the rights of Aboriginal and Torres Strait Islander children and young people to be cared for within their own communities and connected to their families, communities and culture.

CREATE Foundation recognises Aboriginal and Torres Strait Islander peoples as the traditional custodians of Australia and acknowledges their unique and ongoing relationship with the land and seas of this country. CREATE supports a unified Australia where respect for Aboriginal and Torres Strait Islander peoples is afforded, and where all Australians can move forward together in the spirit of equity and justice.

CREATE Foundation respects the rights of Aboriginal and Torres Strait Islander peoples to maintain their culture and to be involved and participate in decisions that affect their lives and future in a manner consistent with the United Nations Declaration on the Rights of Indigenous Peoples.

Our commitment to improving the lives of Aboriginal and Torres Strait Islander children and young people is embedded throughout our Strategic Plan and includes three focus areas: relationships, rights and respect.





# CONNECT to EMPOWER to CHANGE

## vision

(what we hope for)

All children and young people with a care experience reach their full potential

## mission

(what we do)

Creating a better life for children and young people in care. To do this we;

- **Connect** children and young people to each other, CREATE and their Community to
- **Empower** children and young people to build self-confidence, self-esteem, and skills that enable them to have a voice and be heard to
- **Change** the care system, in consultation with children and young people, through advocacy to improve policies, practices and services, and increase community awareness

## core principles

(what we value)

- Children and young people are the centre of the work we do
- Our practice is inclusive and respectful of culture and diversity
- Our advocacy is independent, non-partisan, evidence based and driven by the voices of children and young people
- We believe that meaningful participation is essential for engaging children and young people
- Partnerships with government, NGOs and individuals are pivotal to success
- We are enthused by creativity and fun
- We invest in our people
- We provide a safe and inclusive environment for children and young people where they are safe, respected and have opportunities to have a say free of judgment and prejudice.

"I love coming to CREATE events and being able to make new friends and hang with my old friends"

Female, 15 - TAS

"CREATE is very powerful, they have done some great things for the system. As a child I didn't really have a voice but CREATE has helped me find my voice as a young adult"

Female, 25 - NSW

"CREATE is important to me because I have been allowed a voice and I am heard! I decided to become a CREATE Young Consultant so I speak on behalf of other young people in out-of-home care and therefore improve the system for the future young ones"

Female - TAS



## connect

children and young people to each other, CREATE and their Community

Children and young people feel more connected to others in the care system and have a greater sense of belonging

Achieve a minimum 10% increase in new members in clubCREATE (baseline 16,741)

ClubCREATE membership is proportional to the Indigenous care population

Maximise our communication platforms to connect children and young people to CREATE

Maximise our connection with children and young people through the clubCREATE database

Children and young people feel more connected to their community of care

## empower

children and young people to build self-confidence, self-esteem, and skills that enable them to have a voice and be heard

Children and young people with diverse backgrounds, including Aboriginal and Torres Strait Islander peoples, are empowered through participation in CREATE's programs and activities to confidently express their voice and be heard

CREATE's empowerment programs and activities meet the needs of children and young people of diverse backgrounds, including Aboriginal and Torres Strait Islander peoples

Empower young people to reach their full potential via the provision of the annual CREATE Your Future grants scheme

Children and young people have access to useful tools to enhance their life skills

## change

the care system, in consultation with children and young people, through advocacy to improve policies, practices and services, and increase community awareness

Young people have the right to have a placement supported within the care system until 21 years

Every state and territory has provision of transition support to 25 years

Children and young people with a care experience have priority access to housing services until the age of 25 years

Children and young people are placed at the centre of decision making to inform decision makers

Complaint processes are designed to ensure the safety of children and young people, and are accessible and responsive

CREATE's advocacy contributes to systemic change

The system addresses the instability of the care experience (placement, siblings, carers, and workers)

Information sharing, with CREATE and governments, is implemented in each state and territory

The diversity of children and young people is respected throughout their care experiences

Aboriginal and Torres Strait Islander children and young people are supported to ensure their voices reach decision makers

Advance the global voice of children and young people in care

## organisational sustainability and development

to build a viable and contemporary organisation responsive to emerging and future needs of children and young people with a care experience

To be accountable and transparent

Meaningful staff engagement opportunities are offered for corporate partners

Growing and diversifying income streams with an emphasis on unattached funding

Committed to investing in our people

Engage positively with Aboriginal and Torres Strait Islander peoples, and those from culturally and linguistically diverse backgrounds







## Michelle Tyhuis — Indigenous Artist

Michelle Tyhuis, 38, is a well-respected Aboriginal and Torres Strait Islander contemporary visual artist and identifies as Meriam Mer from Mer and Erub Islands in the Torres Strait and Dutch from Rijssen in the Netherlands, with kinship ties to the Barkindji and Darug peoples of New South Wales. Michelle created the Indigenous artwork seen in this Strategic Plan. The artwork is titled 'Journey of the Courageous Spirit' and is inspired by the CREATE Foundation family. It celebrates the uniqueness of the individual, the power of one voice, as well as strength in community (unity). 'Journey of the Courageous Spirit' has different Dreaming tracks which are symbolic of the many ways CREATE provides support and opens opportunities for children and young people with a care experience.



CREATE Foundation Limited  
ABN 69 088 075 058

 [www.create.org.au](http://www.create.org.au)  
 1800 655 105  
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