

Vision, Mission, and Values Planning

1. PURPOSE

This policy highlights how the documented vision and values of The Junction guides the way we approach the work we do and provides a clear picture of the organisation's aims and philosophy.

The development of an organisational plan identifies the specific objectives that the organisation will pursue to achieve its mission and vision. The organisational plan is an essential guide to our service models and delivery and provides methods for monitoring progress and achievements.

Related documents	
Related policies and procedures, how-to task lists, forms, registers, or other organisational documents of The Junction	<ul style="list-style-type: none"> • The Junction Constitution • JQS.P6.1 Code of Conduct • JQS.P1.19 Privacy and Confidentiality Policy • JQS.P1.16 Work Health and Safety Policy • Service Agreements
Other standards	<ul style="list-style-type: none"> • National Mental Health Standards • The International Standards for Clubhouse programs • NDIS Practice Standards • Human Services Quality Standards
Legislation or other requirements	<ul style="list-style-type: none"> • Human Rights Act 2019 (QLD) • Incorporations Act 2001

2. Scope

This policy applies all members, employees, contractors, volunteers, and visitors involved in the operations of The Junction.

3. Policy Statement

The Junction is committed to working to an agreed organisational vision, mission, and values, and to using these to inform our service planning and delivery. We consider our mission, vision and values statements to be powerful tools used to clearly and concisely convey the purpose, direction and driving forces of The Junction.

These statements communicate our intentions and ensure employees and members understand the objectives of the organisation. The Junction wants members, employees and volunteers who are united by a common sense of purpose, to have pride in working for an organisation that stands for something.

4. Procedures

4.1 Development and review of Vision, Mission, and Values statement

The Vision, Mission and Values statement was developed by the members of The Junction at a planning day in 2016. The results are listed below:

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- **Our Vision:** People with a lived experience of mental illness reclaim self-esteem, skills and dignity needed to enjoy a productive role in our society, through their membership of The Junction Clubhouse
- **Our Mission:** The Junction Clubhouse is a community-based centre for mental health recovery which offers members opportunities for friendship, employment, training, housing, and social interaction as well as access to medical, physical, and psychiatric services through a single caring and safe environment
- **Our Values:** The Junction and its' members have developed and embraced the following values where every member has:
 - A right to a place to come
 - A right to meaningful work
 - A right to meaningful relationships
 - A right to a place to return

4.2 Promotion of the Vision, Mission and Values statement

The operational statement of vision, mission and values will be:

- Included in governance documents (e.g. governance policies)
- Included in Business, Strategic and Operational plans
- Included in the Members Handbook
- Displayed at The Junction

The vision, mission and values will be promoted at a minimum on all electronic media (e.g. website, Facebook, etc.)

4.3 Strategic planning process

Strategic planning will be undertaken every two years.

The process will be coordinated by the Director of The Junction and the Chair of the Board of Directors and will involve consultation with members and employees.

4.4 Informing strategic planning

Strategic planning will be informed by the Annual Operational Plans, member feedback and the Director of The Junction. This information may be gathered by the Director from the abovementioned plans, any necessary surveys, consultation processes, minutes of member meetings, financial reports, activity reports, funding contracts and any other documentation or research that is deemed necessary.

4.5 Embedding strategic priorities in organisational operations

Strategic plan priorities and goals will be progressed by embedding them across our organisation operations, by:

- Including a strategic planning and monitoring section the Board meeting agenda
- Including reference to the Strategic Plan as a Key Performance Indicator in the Position Descriptions of all employees and volunteers of The Junction
- Including, where relevant, in Operational Plans and Member Plans.

The Junction Clubhouse Cairns Ltd (The Junction) – Vision, Mission and Values Planning		
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