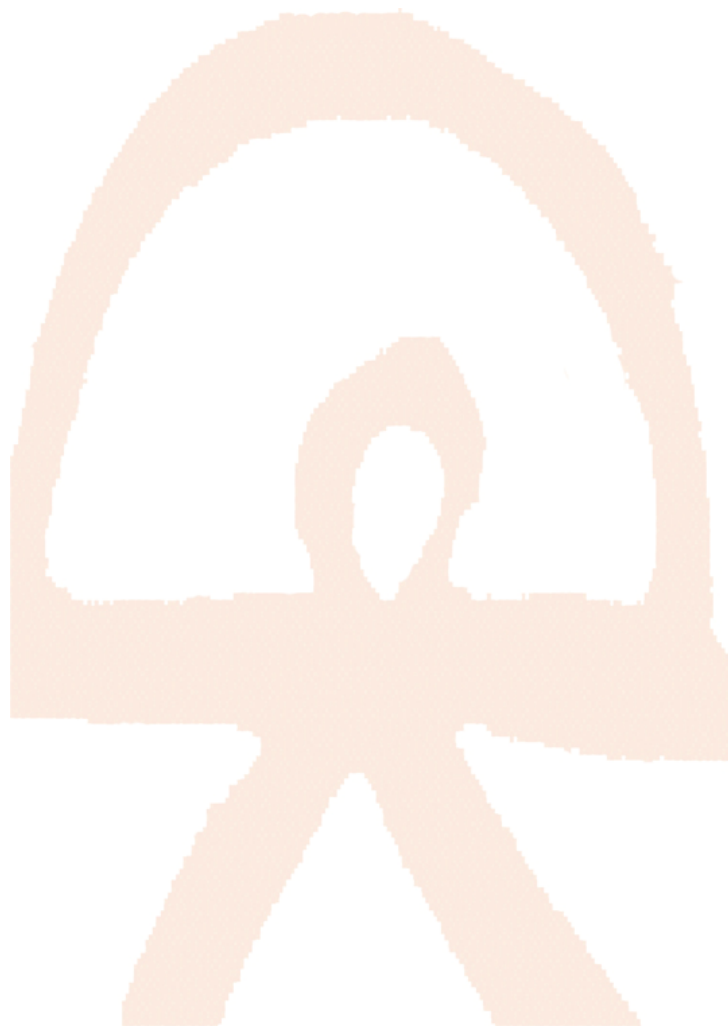




Strategic Plan

2012 - 2015



families supporting families



Kalparrin Strategic Plan 2012 - 2015

Foreword

Kalparrin has a long and proud history in Western Australia supporting families of children with special needs. Over the course of its previous strategic plan, Kalparrin consolidated its operations and achieved considerable growth in its program delivery.

The latest round of strategic planning has been undertaken in the face of increasing costs, uncertainty with respect to continued government funding and in an environment competing for limited resources. Yet the needs of families caring for children with special needs remain.

The recent strategic planning process was entered into with the express purpose of identifying strategies to maintain Kalparrin's unique place in the sector, to take Kalparrin forward and to grow services to families of children with special needs over the next five years.

Kalparrin is grateful to the following people for their support over the course of these deliberations.

- Ron Chalmers and Peter Batini from the Disability Services Commission for supporting the Kalparrin Sustainability Project, their ongoing advice and their faith in the operations of Kalparrin and its place in the disability sector.
- Jonathan Huston and Peter Dyett of Intellek Consulting for undertaking the strategic planning process. Their experience and expertise enabled Kalparrin to undertake a rigorous assessment of the current status of the organisation, articulate a clear vision for the future development of Kalparrin services and set some ambitious goals over the next five year period.
- Marina Zafiris of Under New Management for preparation of background papers that informed the strategic planning process.

I commend this strategic plan to you and invite your participation in helping Kalparrin make a difference to the lives of children with special needs through supporting their families and achieving our vision of

stronger families, supportive communities, celebrated achievements.

Fiona Payne
Chairperson
Board of Management



Kalparrin Strategic Plan 2012 - 2015

Our Purpose

To make a positive difference to the lives of families and carers of children with special needs through the provision of practical and emotional support.

Our Vision

Stronger families, supportive communities, celebrated achievements.

Our Guiding Principles

1. Hope
2. Respect
3. Responsiveness
4. Accountability
5. Empowerment



Kalparrin Strategic Plan 2012 - 2015

Strategic Issues

- Current organisational structure
- Lack of sustainable funding
- Need to expand services to fathers and other family members
- Potential for partnerships

Key Strategies

1. Reform organisational structure and governance
2. Expand Kalparrin services
3. Develop new services and markets

The Three Horizons

Horizon One:	Consolidate the core Present to June 2012
Horizon Two:	Build new services July 2012 to June 2014
Horizon Three:	Develop options for the future July 2014 to 2015



Kalparrin Strategic Plan 2012 - 2015

Strategy One

Reform organisational structure and governance

Actions

- 1.1 Approve constitutional change to allow Board change in accordance with agreed structure (*Horizon One*)
- 1.2 Restructure the Board in line with newly agreed structure (*Horizon One*)
- 1.3 Appoint Business Development Manager to seek corporate and philanthropic funding (*Horizon One*)
- 1.4 Introduce a *Friends of Kalparrin* Program (*Horizon Two*)



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Strategy Two

Expand Kalparrin services

Actions

- 2.1 Explore self funding opportunities through the Family Living Initiative to expand service delivery (*Horizons One & Two*)
- 2.2 Enhance the fathers' program to better align it with fathers' needs (*Horizons One & Two*)
- 2.3 Enhance the siblings' program to better align it with the needs of siblings (*Horizons Two & Three*)
- 2.4 Appoint a Respite Program Coordinator (*Horizon One if funds permit, otherwise Horizon Two*)
- 2.5 Appoint an additional Family Support Officer (*Horizon Two*)
- 2.6 Begin a grandparents' program (*Horizon Three*)
- 2.7 Investigate the potential to appoint a Health Liaison Officer (*Horizon Three*)



Kalparrin Strategic Plan 2012 - 2015

Strategy Three

Develop new services and markets

Actions

- 3.1 Expand throughout Perth and into regional Western Australia (*Horizon Three*)
- 3.2 Develop a strong partnership with the Princess Margaret Hospital LINC (Liaising Informing Networking for Carers) and LINC Plus programs (*Horizon One*)



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The Three Horizons

