THEORY OF CHANGE

CatholicCare TAS

OUTCOMES

LONG TERM

- Every person is valued and lives with dignity and hope
- Children, young people, and families flourish and thrive
- Tasmania is an inclusive community that fosters care, compassion and opportunity for all

MEDIUM TERM

- Children learn, grow and thrive
- Maintain capacity to meet basic needs such as housing and food
- Have strong physical, social,spiritual, cultural, emotional, and psychological wellbeing
- Believe in their own agency, advocate for themselves and shape their own future
- Can navigate services and access support confidently and independently
- Have supportive relationships and community connections that create a sense of belonging
- Are resilient and can manage lifes seasons, transitions and obstacles

SHORT TERM

- Access to basic needs such as housing and food
- Feel heard, respected and safe
- Knowledge and skills to maintain relationships
- Equipped with strategies to make their own decisions
- Awareness of and access to education, employment, and community opportunities
- Children have places where they are cared for and nurtured
- Know their rights
- Understand what services are available and how to access them
- Equipped with strategies to support individual and collective wellbeing
- Parents and caregivers have strategies to support children's development

APPROACHES

WHAT

- We work with individuals
- Facilitate group work
- Create living and learning environments
- Collaborate and connect with communities

WHEN

- We prioritise prevention and early intervention
- We provide support in a crisis
- We walk alongside people through every stage of life

HOW

- Our services are person-centred, evidence informed, holistic, and grounded in strong, trusting relationships
- Our services are safe and inclusive for everyone
- We support people with care, respect and integrity
- We focus on children, young people and families

STREAMS

- Therapeutic and Counselling Services
- Family and Community Services
- Children and Youth Services
- Early Learning and Care Services
- Advocacy and Influence

FOUNDATIONS

ORGANISATIONAL EXCELLENCE

- Services and programs are designed and based on evidence
- Sufficient resources are available to programs and services
- Leadership, culture and systems sustain activities over time
- Policies, procedures and governance enable effective and accountable operations
- Safeguarding is our highest priority
- Learning, evaluation and continuous improvement are embedded across services
- A skilled and supported workforce is maintained, strengthened through reflective practice and supervision
- Reconciliation is acknowledged as essential and consistantly acted upon

A CATHOLICCARE APPROACH

- Our mission and values guide everything we do
- Catholic Social Teaching shapes our practice and decisions

Systems ensure equity, fairness, and positive outcomes for individuals, groups and communities

Decision-makers change policies and programs and allocate resources based on need and evidence

Decision-makers are aware of the challenges inherent in existing policies, programs and models, as well as effective strategies for addressing them

We engage decision-makers and influencers with clear evidence and real-world stories so no-one is left behind