



Strategic Plan

2021 – 2025

Developed in 2021 and to be reviewed in July 2023

Our goal is to restore the lives of women and children who have been affected by substance use disorder.

1. ABOUT THE FARM IN GALONG

THE COMPANY:

The Farm in Galong Ltd ("The Farm") is a not-for-profit company formed for the purposes of providing residential care for women who wish to consolidate their recovery from substance abuse. The Farm facility is situated in the village of Galong N.S.W about an hour and a half's drive from Canberra. The site was formerly a convent and sits on a three - hectare garden.

THE PROGRAM:

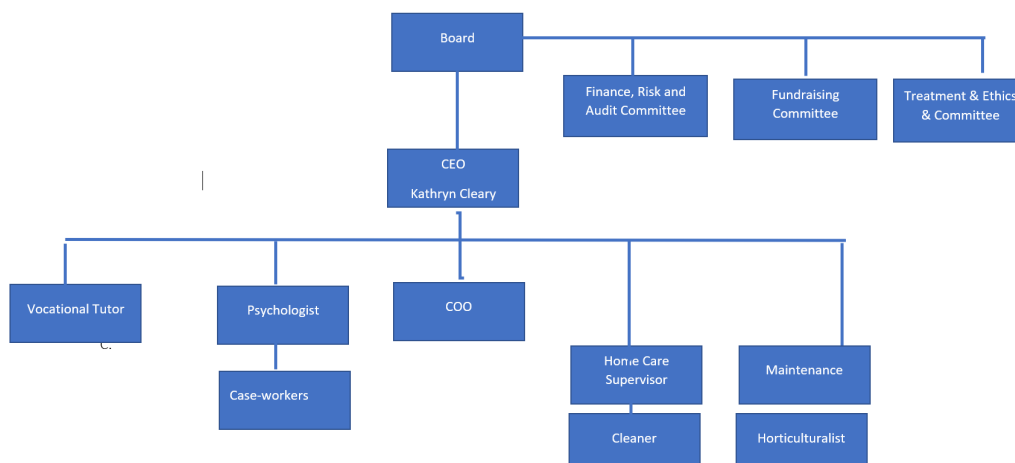
The Farm program is an aftercare program that provides stabilisation for women who have completed rehabilitation for drug and alcohol problems who need consolidation of the skills gained in prior settings. It is a long- term program and prospective residents should be aware that the duration of the program is on average at least twelve months. This is to ensure that residents are properly addressing the issues that have brought them into recovery. The Farm has a particular focus on women who have had children removed from their care and works with relevant stakeholders towards the restoration of children to their mothers during their time on program where possible.

The program is based on the Therapeutic Community method of addiction treatment and it focuses on increasing self-efficacy in women through the development of ordered and productive behaviours. These include continued abstinence from drugs and alcohol; a sense of self-worth and initiative; and a desire to make a meaningful contribution to the society. For a detailed explanation of the method please see the Farm's website.

Residents live a life of regular study, reflection and manual work. They maintain an attitude of willingness, openness and honesty as they progress through the program, engaging with the life of the community as fully as possible.

The qualified staff at The Farm counsel and assist women to reach goals pertinent to their needs. They focus on the strengths of the individual and their innate potential and dignity, leaving their pasts behind. Family visitation and involvement are an important component of the program and management works to help residents engage regularly and productively with those close to them.

2. THE FARM'S ORGANISATION STRUCTURE



3. OUR PRINCIPLES

The Farm's guiding principles inform the organisation's approach and underpin our programs and services. Our guiding principles include:

- 3.1 All people have inherent dignity and should be treated with respect
- 3.2 All people need family, community and participation to live meaningful lives
- 3.3 All people have rights to be respected and responsibilities to be met
- 3.4 The most vulnerable in our society must be cared for
- 3.5 We are one human family regardless of our differences: we are our brothers and sister keepers
- 3.6 We are stewards of the environment and treat it with care and respect.

4. OUR OUTCOMES

In the **2021-2025** period **The Farm** will focus its efforts on 4 outcomes. These outcomes have been chosen after consultation with clients, stakeholders and staff who will be consulted again before 2025.

We will measure and report on our performance annually. The organisation outcomes include:

1. Sourcing and retaining suitable clients
2. Developing relationships with stakeholders
3. Recruiting and maintaining high- quality staff
4. Obtaining and maintaining accreditation

4.1 Outcome No.1

The Farm will regularly contact clients and their representatives via phone, email and personal visits including presentations to relevant staff and client groups. The Farm will regularly update its social communications – website and social media page – and respond to all enquiries.

Performance will be measured by the number of inquiries to the Farm; the number of referrals to the Farm and the percentage of clients who complete the program.

4.2 Outcome No. 2

The Farm will research relevant stakeholders within the Canberra and NSW region. Approaches will be made first by phone and email and then by personal visits. On-line conferences and virtual tours of the Farm will also be given. Stakeholders will be invited to visit the Farm to see its services. The Farm will introduce stakeholders to successful clients through presentations about its services given by the clients. Performance will be measured by the regularity and number of referrals and the number and variety of stakeholders referring.

4.3 Outcome No. 3

The Farm will develop clear and accurate position descriptions for potential staff with remuneration in line with relevant awards. The Farm will advertise widely but in a targeted way via online recruitment sites such as Ethical Jobs. The Farm will form partnerships with tertiary institutes to attract good graduates. Interviews for positions will be done with the CEO and a senior staff member with expertise in the field. Reference checks will be done as well as National Police Checks and Working with Children Checks as required.

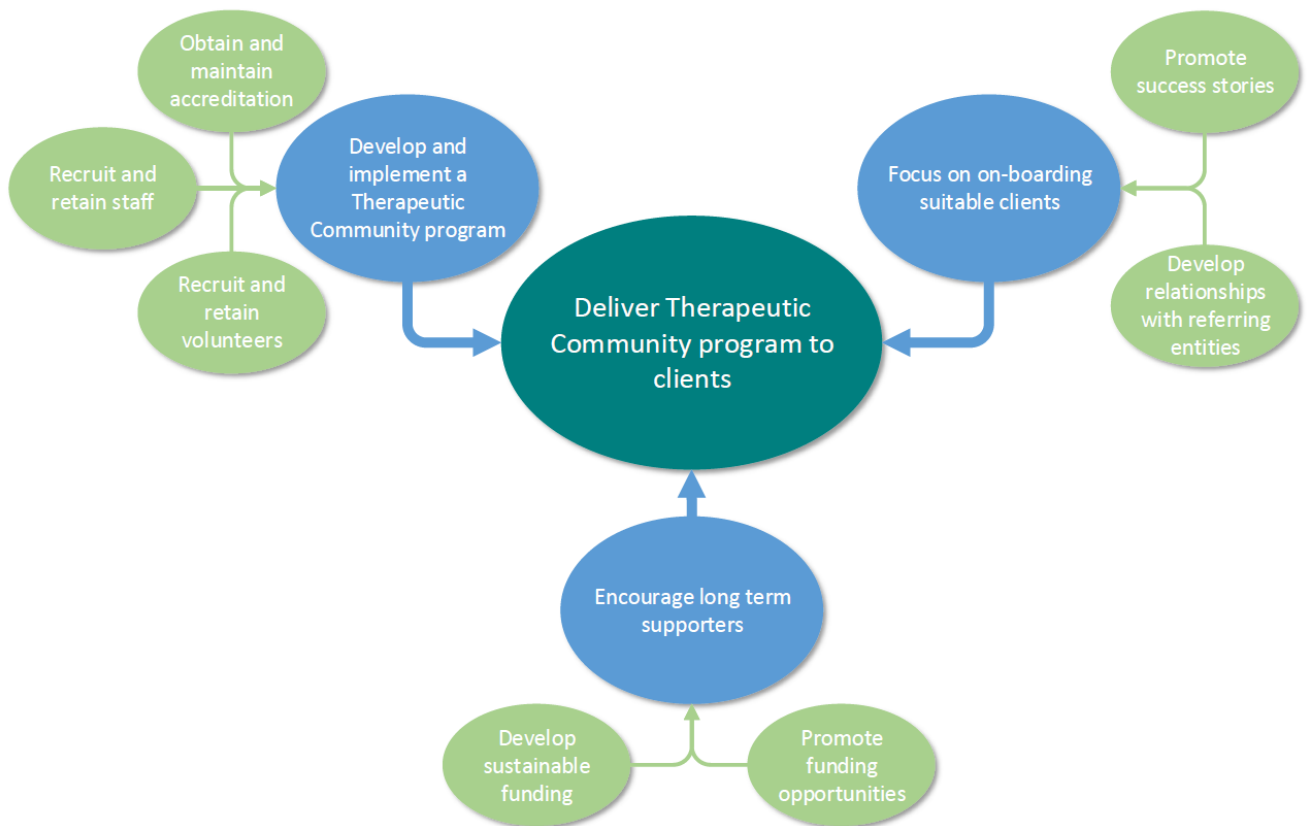
The Farm will develop an accountable and transparent work culture which includes supervision and professional development. Performance will be measured by staff turn-over levels and clients' satisfaction with staff.

4.4 Outcome No. 4

The Farm is undertaking the QIC Health and Community Services Standards. In order to achieve them, the Farm has devised an efficient system for developing, mandating, implementing, communicating and reviewing policies and procedures. It is also continuously improving its service delivery. All WHS and Risk Management systems are in place.

Performance will be measured by the achievement of the standards and the maintenance of accreditation after regular reviews.

Farm In Galong Ltd – Strategic Priority Map



5. WHO WE WORK WITH AND FOR

The Farm works first and foremost with women recovering from substance abuse in Galong NSW.

Our key partners and stakeholders include:

- The Australasian Therapeutic Communities Association
- Pathways Murrumbidgee, Goulburn and Canberra
- Correctional Centres in ACT and NSW
- Drug and Alcohol rehabilitation centers in ACT and NSW
- Women's refuges in ACT and NSW

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