



**STEPHEN MICHAEL**  
FOUNDATION

*Reach high*

# STRATEGIC PLAN 2022-2025

Connecting young people with their TRUE potential





## OUR PURPOSE

Through inclusive and sustainable programs, the Stephen Michael Foundation engages young people and connects them with their true potential. The result is communities that are strong and engaged with ongoing opportunities for all young people to participate and grow.

## OUR VALUES

**RESPECT**  
**INCLUSION**  
**TRUST**  
**EMPOWERMENT**

We live and promote the R.I.T.E values



# OUR PURPOSE

Through inclusive and sustainable programs, the Stephen Michael Foundation engages young people and connects them with their true potential. The result is communities that are strong and engaged with ongoing opportunities for all young people to participate and grow.



# KEY PILLARS OF ACTION



## ENGAGED AND INCLUSIVE COMMUNITIES

- Facilitating lasting connections between disengaged youth & their community.
- Local communities are supported to deliver sustainable programs that engage, nurture & inspire young people from all backgrounds, gender or social circumstance.

01



## STRONG, HEALTHY & INSPIRED YOUNG PEOPLE

- Young people are strong, healthy & resilient as a result of an integrated program approach that sparks self belief, motivation & engagement.

02



## OPPORTUNITIES FOR WORK AND EDUCATION

- Programs are designed with opportunities for young people to gain educational qualifications, job skills, employment and leadership.

03



## HIGH PERFORMING ORGANISATION

- SMF is a progressive, well governed and responsive organisation delivering quality services to young people and communities in Australia.

04

## ENGAGED AND INCLUSIVE COMMUNITIES



## STRONG, HEALTHY & INSPIRED YOUNG PEOPLE



## OPPORTUNITIES FOR WORK AND EDUCATION



## HIGH PERFORMING ORGANISATION



# OUR VALUES

We live and promote the R.I.T.E values: Respect • Inclusion • Trust • Empowerment







## 1. ENGAGED AND INCLUSIVE COMMUNITIES

Local communities are engaged and supported to deliver sustainable programs to youth from all cultural backgrounds, gender or social circumstances.

### KEY STRATEGIES

- 1.1 Engage with each local community to design, adapt & deliver tailored programs based on a specific community's strengths, opportunities & requirements.
- 1.2 Collaborate with community stakeholders, organisations & existing service providers to deliver effective & sustainable programs.
- 1.3 Focus on depth over breadth - consolidate existing SMF metropolitan and regional community programs through seeking sustainable funding to maintain positive outcomes and impact for young people and their communities.
- 1.4 Strengthen cultural awareness and learning programs for youth, community services, businesses and the wider community through increased engagement with local elders and leaders.
- 1.5 Continue to deliver flexible and tailored programs that engage young women in selected communities and schools.
- 1.6 Build additional capacity through local partnerships to deliver inclusive programs targeting young people with disabilities.



## 2. STRONG, HEALTHY & INSPIRED YOUNG PEOPLE

Young people's health and wellbeing is strengthened through engagement in sports, programs, cultural activities and social support services.

### KEY STRATEGIES

- 2.1 Strengthen partnerships with social support agencies specialising in health and mental wellbeing, to work alongside SMF staff in local programs and activities.
- 2.2 Build increased internal service delivery capability to work with young people with more complex needs and who are experiencing hardship and social disadvantage.
- 2.3 Work with local cultural leaders and elders to deliver programs with a complementary cultural healing stream with activities on-country.
- 2.4 Engage with partners and services to incorporate SMF programs that address underlying issues toward youth crime and other at-risk behaviours.
- 2.5 Participate in state-wide youth sector initiatives to share two-way knowledge on the positive impact of SMF programs on youth health and wellbeing.
- 2.6 Adapt & develop programs to respond to emerging & dynamic needs of today's youth.





### 3. OPPORTUNITIES FOR WORK AND EDUCATION

Programs are designed with opportunities for young people to gain educational qualifications, job skills, employment and leadership.

#### KEY STRATEGIES

- 3.1 Strengthen the partnerships with local schools and education offices to utilise SMF programs in support of improved youth wellbeing, school participation and educational performance measures.
- 3.2 Continue to develop and implement quality and accredited recreation training programs for local community members and young people to gain work in sports jobs such as coaching, administration, umpiring and team management.
- 3.3 Strengthen partnerships with relevant employer organisations, training providers and job service agencies, to create job pathways for young people engaged through SMF programs and activities.
- 3.4 Identify leadership roles and opportunities for young people to co-design and deliver SMF activities and programs into the future.





## 4. HIGH PERFORMING ORGANISATION

SMF is a well governed and responsive organisation delivering quality services to young people and communities in Australia.

### KEY STRATEGIES

- 4.1 Maintain quality and efficient administrative, financial and management systems that meet the performance and accountability requirements of funders and regulators.
- 4.2 Build regional capability in program delivery through partnerships to support the recruitment of local staff and the establishment of satellite offices.
- 4.3 Ensure that Information Communication and Technology systems can meet the client information, program performance and stakeholder engagement needs of the organisation, especially in the context of the Covid-19 environment.
- 4.4 Continue to build the skill set of staff in the delivery of all SMF programs with enhanced capability with partner agencies to address individualised needs of young people accessing services.
- 4.5 Strengthen the corporate governance and local community engagement mechanisms, that support the strong cultural security credentials and drivers of the organisation and its programs.
- 4.6 Grow strength & awareness of SMF brand to maximise engagement & funding opportunities.
- 4.7 Facilitate innovative research and evaluation partnerships with experts and teaching institutions to demonstrate the positive impact and value of programs.





# STEPHEN MICHAEL

F O U N D A T I O N

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