



Althea
PROJECTS

Our Mission

To support and strengthen families, children and young people so they experience social, emotional, physical and mental wellbeing and reach their full potential.

Our Values

- Families as it is understood by the individual and their community
- Aboriginal and Torres Strait Islander People, Places and Cultures
- Human Dignity and Respect
- The Principles of Justice and Equity
- Diversity
- Innovation and Excellence
- Partnerships

Our Strategic Priorities

The organisational objectives strategically position and align Althea Projects Incorporated (Althea Projects) with government, philanthropic and other community priorities. The objectives focus on the concepts of leadership, innovation and excellence, partnering, and Business sustainability.

Priorities:

- Diversify income streams
- Commitment to Reconciliation through implementation of the Reconciliation Action Plan
- Develop Service Delivery that reflects our Mission and Organisational Values, including:
 - Holistic Practice Model & Case Management
 - Exploring new service offerings
 - Comprehensive early intervention and prevention responses.
- Develop a response to and invest resources in emergent opportunities for Social Enterprises that benefit Althea's community of interest
- Develop a comprehensive Financial & Investment Strategy.

Our Organisation

Organisational History

Dedicated to caring for children in Townsville since 1974, Althea Projects is a not-for-profit community organisation.

Currently, there are three major programs provided by Althea Projects:

1 **Wee Care Residential Service**

Wee Care provides emergency 24-hour accommodation, respite care and emergency day care for children from birth to 11 years old when parents/carers are unable to arrange alternative care in a crisis situation, or due to other circumstances. Weekly playgroups are also held to support families in a strength based, peer focussed environment.

Wee Care operates from a purpose built facility in Railway Estate and is funded by the Department of Communities, Child Safety and Disability Services Queensland.

2 Emergency Relief Funding

Althea Projects also offers emergency relief funding to families experiencing family crisis. This service operates five days per week and is funded by the Australian Department of Social Services.

3 Shared Family Care Foster and Kinship Service

Shared Family Care (SFC) program is funded by the Department of Communities, Child Safety and Disability Services Queensland, to provide out of home care placements for children and young people in the Townsville, Charters Towers, Hughenden and Burdekin areas. SFC operates from Level 1, 296 Ross River Road Aitkenvale, Townsville. The program recruits, trains and supports foster carers.

4 The Townsville Drop-in Centre

The Townsville Drop-in Centre operates Monday to Friday 8:30am to 4pm from 46-48 Morehead Street, South Townsville. The Townsville Drop-in Centre supports people within the community who are experiencing or are at risk of homelessness, are living in poverty, in crisis, or social isolation. Services provided include housing referrals, community and home care, centre-based activities, emergency relief, information and advice, laundry and shower facilities and visiting health services. The service is funded by the Department of Housing and Department of Social Services.

Family Support Services

Althea Projects works in partnership with multiple service providers across the region to deliver quality support for families in times of an emergency and for children in the statutory child protection system.

Our teams work towards ensuring positive outcomes for every family and child that we support. We embrace the following practice principles:

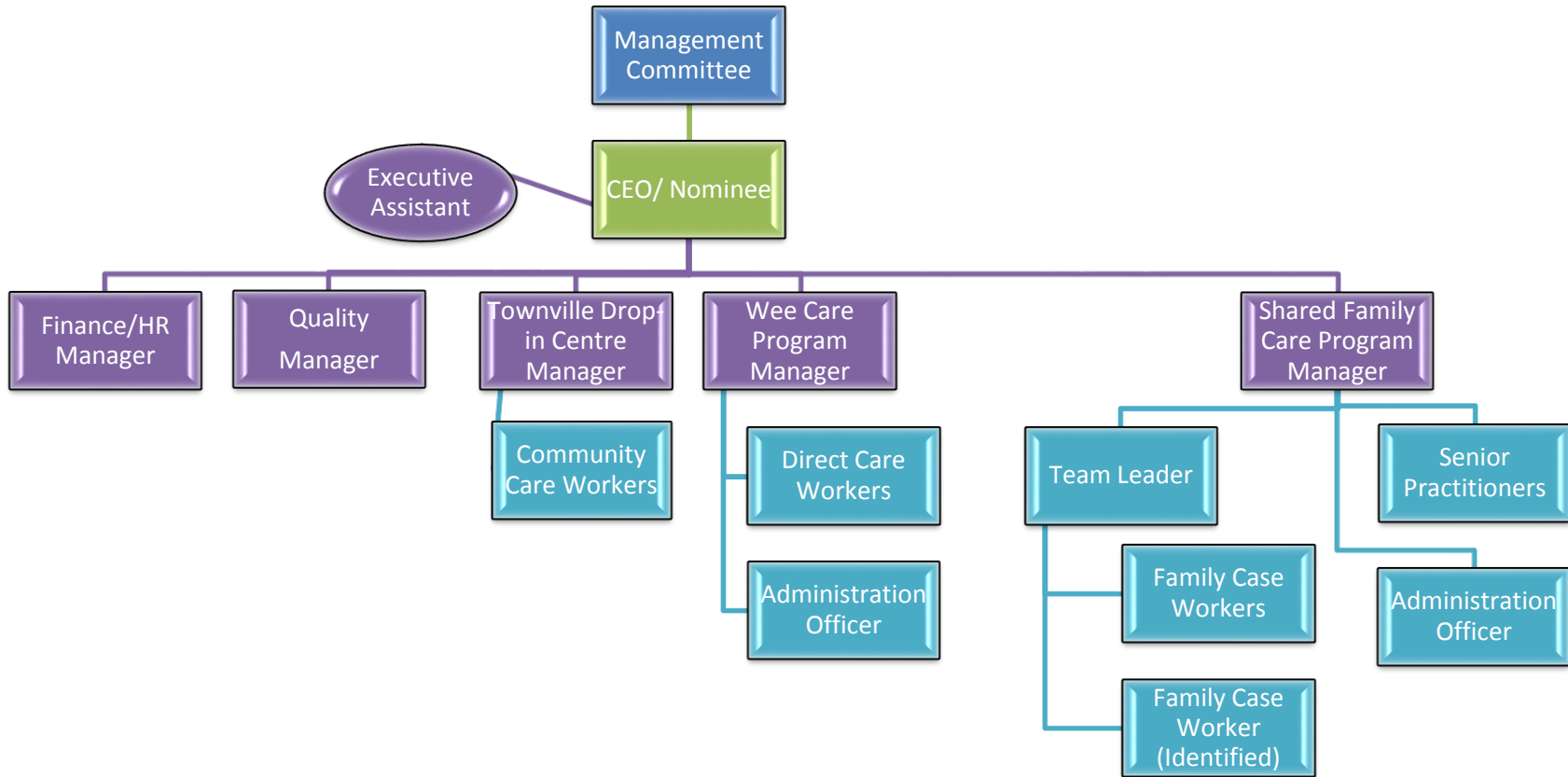
- Skill sharing
- Respectful partnerships
- Best practice in children's health and wellbeing
- Individualised care and family support
- Client choice.

Reconciliation Action Plan

Althea Projects has enacted its first Reconciliation Action Plan which incorporates our vision to work in partnership with the Aboriginal and Torres Strait Islanders community to build relationships and increase cultural understanding so that our work with and alongside Aboriginal and Torres Strait Islander families supports independence from the child protection system.

Althea Projects Incorporated acknowledges and pay respects to the Bindal and Wulgurukaba people on whose land we walk, work and live. We pay respect to Elders past, present and emerging.

Organisational Structure



Working for Althea Projects

Althea Projects is a value driven organisation with a culture that supports our commitment the organisations mission.

Our Culture

Our culture supports our commitment to our families and our teams. We live these values and behaviours:



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Althea Projects values the importance of each role within the organisation and aims to employ people best suited to undertake the required tasks who will readily adopt Althea Projects ethics and values. Althea Projects provides each employee within the organisation:

- Clear policies and procedures
- Clearly defined position description and key performance indicators
- Code of Ethics, Code of Conduct and Staff Charter documents
- Induction, training and support in order for each employee to work to their potential
- Professional development opportunities
- Regular coaching, supervision, performance appraisals and individual development planning

Employee Benefits

Althea Projects offers various benefits to its employees through the following:

- Financial
 - Remuneration
 - Salary sacrifice \$15,600 per annum
 - Parental Leave
 - Cultural Leave
- Developmental
 - Conference and networking events
 - Succession planning/cross skilling
 - Individual development planning
 - Training and workshops
 - Supervision
 - First Aid and CPR Certificate
- Health and wellbeing
 - Employee Assistance Program
 - Annual flu vaccination
 - Personal leave

Althea Projects believes that by creating a healthy and happy workplace we become an employer of choice, improve staff morale and increase staff performance.