




# MURA KOSKER SORORITY STRATEGIC PLAN 2020-2025



**“Mura Kosker Sorority Inc. recognises the Traditional Owners of the land and sea on which we operate. We acknowledge the past and present elders of all Torres Strait Islander and Aboriginal people in the Torres Strait and Northern Peninsula Area. We respect the culture and lore of all Torres Strait Islander and Aboriginal people in the region.”**

Acknowledgement of Traditional Owners

This Strategic Plan marks a new era for Mura Kosker Sorority Inc (MKS). Following staff, stakeholder and community consultation, the Board has chosen to firmly position the organisation for further growth as the leading family and community wellbeing organisation in the Torres Strait region.

This Strategic Plan will assist the Board and Manager to guide and develop Mura Kosker over a five year period 2020 – 2025. The Manager and senior staff have translated this strategic document into an annual operational plan which will be implemented by senior and frontline staff. Services will be delivered in line with the annual operational plan and funding agreements.

## HISTORY

Mura Kosker is an incorporated community organisation with a Board comprising Inner Island and Island Cluster Representatives, appointed for a period of two years.

Mura Kosker was founded over 30 years ago in 1988 as a direct result of identified needs for specific education and health issues that affect the lives of women and also their families. Mura Kosker has provided a range of programs and services over that time to meet the social, emotional, educational, economic, health, cultural, spiritual and welfare needs of women, children and families. These programs have always been premised on respecting human rights, self-determination, cultural respect and safety. Mura Kosker has worked to reverse the levels of disadvantage for women, children and their families living in the Torres Strait region, by empowering families and strengthening communities.

## VISION

Women and men working together to keep our families and communities safe and strong

## PURPOSE

Mura Kosker advocates for human rights in the Torres Strait and provides services and programs to benefit women, men and the wellbeing of their families

## VALUES

We are community driven, outcomes focussed and determined to ensure safety across families and communities in the Torres Strait

### KEY RESULT AREA

Focus on governance, risk management and compliance

Enable staff and Board to achieve their potential

## FOUNDATIONS

make an annual Board action plan, keep risk management plan updated, maintain a compliance register, ensure formal induction occurs for all staff and Board members

staff supervision and support, update the MKS training plan, further develop the role of Board members and improve information management systems

### OBJECTIVES

### KEY RESULT AREA

Improve the wellbeing of Elders

Keep families safe and strong

Nurture and protect children

Support people affected by domestic violence

Advocate for gender equality in our community

Respect people, place and culture

## SERVICES

increase social participation and assist Elders with daily challenges

promote and deliver early intervention, support parents experiencing a crisis and provide practical support

deliver programs like Positive Parenting, conduct mobile playgroups and support parents

provide counselling to men and women, provide referrals to suitable services and support parents moving back to the community

ensure services are based on human rights, self determination, cultural respect and cultural safety and advocate for LGBTIQ inclusiveness

ensure cultural considerations underpin all service delivery, support community following a death in community, participate in cultural celebrations and keep community events calendar updated

### OBJECTIVES

### KEY RESULT AREA

Engage with communities

Develop strong partnerships and maintain networks

## CONNECTIONS

keep communities informed and conduct regular feedback gatherings in all communities

formalise all working arrangements with other organisations, participate in regional, state, national and international forums in order to maintain lead agency status, and to identify future partners

### OBJECTIVES



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