



# **Flourish Strategic Plan 2021-2024**





### **Acknowledgement of Country**

Flourish acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

### **Acknowledgement of Lived Experience**

Flourish acknowledges all people with a lived experience of mental ill-health, and celebrates their courage and resilience.

We would like to acknowledge the generous support and input into the development of the 2021 – 2024 Strategic Plan as a collaborative approach by our members, staff, Board and key stakeholders.

## **About Flourish**

Flourish is an organisation for people with a lived experience of mental ill-health, to ensure that their rights, responsibilities and opinions are respected by policy makers, service providers and the Tasmanian Community.

Flourish is a member driven, independent, not-for-profit organisation that works with people with a lived experience, the state mental health system, mental health service providers, and the community to ensure that the voice of lived experience is heard in the planning and delivery of Tasmanian mental health services.

Flourish and its Members also work to counter marginalisation, discrimination, stigma and the sense of isolation that is often experienced by people living with mental ill-health.



## INFLUENCE

### Strategic Goals

- A defined approach to systemic advocacy that goes beyond the current CRS program. For example, position statements on issues identified by members
- A profile and reputation as the “go to” experts in lived experience
- A strong active membership that is engaged with the organisation and stakeholders
- Continue to rethink, refresh, and refine regional member representation to ensure that member engagement remains relevant and meaningful

### Objectives

- Provide lived experience voice and perspective to improve the community and service providers’ understanding and behaviour towards mental health consumers
- Promote to stakeholders the positive outcomes of the programs and opportunities enabled through the organisation with the intent of maintaining our programs
- Advocate for improved mental health service delivery across Tasmania
- Create a future where people with lived experience are empowered and supported in their recovery journey

### Outcomes

- Defined Advocacy model developed and available on the website
- Position statements developed and released that consistently promote the voice and value of lived experience
- Communication plan (internal and external) developed, reported against, and reviewed annually
- A diverse, inclusive and active membership at a regional and statewide level

## PEOPLE AND CULTURE

### Strategic Goals

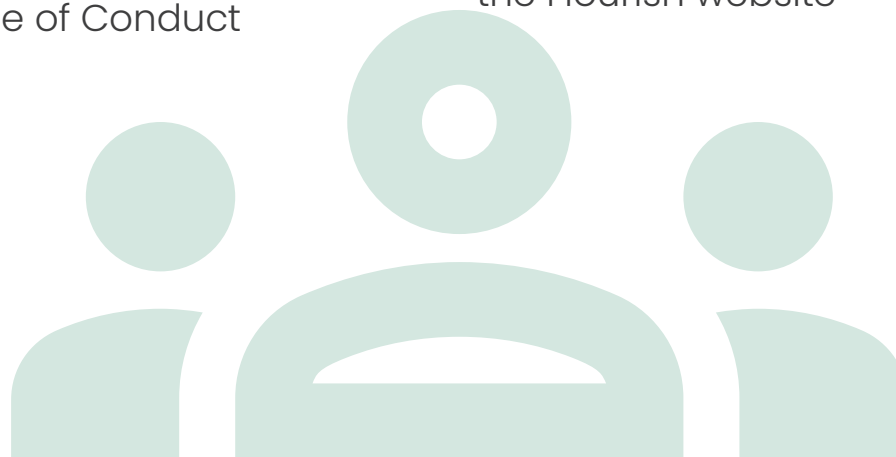
- Flourish's culture provides psychological safety while promoting robust and passionate discussion
- Opportunities for volunteers, staff and Board members for continued professional development
- A leadership framework for volunteers, employees and Board including an appraisal system for Board and employees
- Flourish develops a Co-Design Model that is understood and utilised within Flourish and with our stakeholders

### Objectives

- Provide opportunities for people with a lived experience to develop skills and capacity to engage with Flourish and the mental health sector
- Provide training and development opportunities for members and staff
- Members and staff act in accordance with the values of the organisation and adhere to the Code of Conduct

### Outcomes

- Attendance at Flourish functions
- Participation in Flourish activities
- Feedback from stakeholders and members; for example surveys and a feedback option on the website
- Summary of the leadership framework will be available on the Flourish website



## LEADERSHIP AND GOVERNANCE

### Strategic Goals

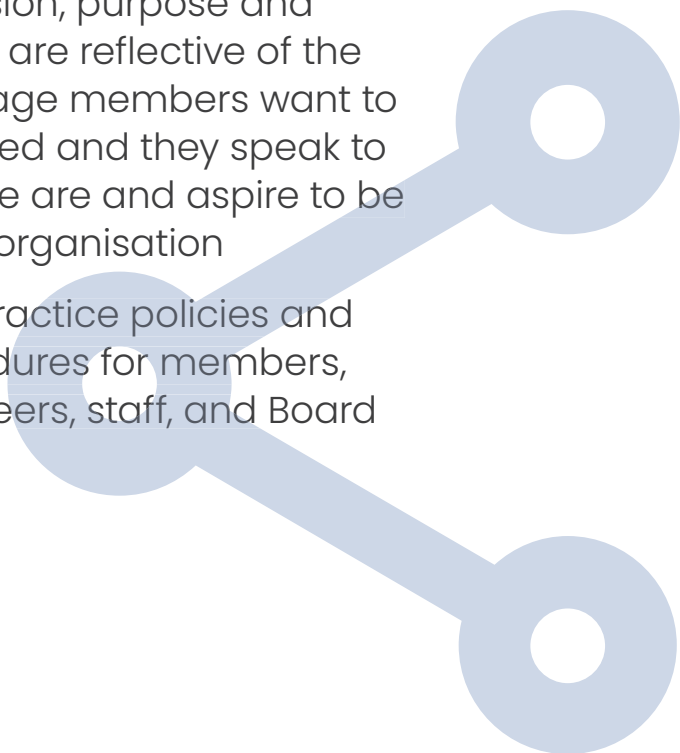
- There is a stable Board with a strong succession plan with Director roles understood by the membership. This includes a fit-for-purpose Constitution
- The vision, purpose and values are reflective of the language members want to see used and they speak to who we are and aspire to be as an organisation
- Best practice policies and procedures for members, volunteers, staff, and Board

### Objectives

- To provide strong leadership within the mental health sector
- The Board, staff and members are supported to succeed

### Outcomes

- Constitutional changes are made as required or requested by the membership to respond to potential changes to membership structure, vision, purpose, values, board tenure and regional appointment process to Board
- Policy Manuals will be available
- Attendance registers maintained for all Flourish interface activities for external reporting requirements and tender applications



## RESILIENCE AND INNOVATION

### Strategic Goals

- Flourish develops the capacity to provide Education Programs for the community, mental health services, members, employees, and volunteers
- A sustainable peer workforce program
- Explore alternate funding opportunities that will support the vision and purpose of the organisation

### Objectives

- Building strength through a whole of community approach: “building our connectedness as a group”
- Work with mental health and other services to engage people with lived experience effectively and appropriately

### Outcomes

- Annual calendar of training implemented
- Ongoing financial viability of Flourish programs
- Appropriate level of resourcing to support key activities







**flourish**

[flourishtas.org.au](http://flourishtas.org.au)

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