

# Strategic Plan 2023-2028



**Our Vision:** inspired, empowered and engaged youth recognising and reaching their potential.

**Our Mission:** partner with police, community and education to offer diverse activities and programs that develop young people's passion, skills and connections whilst making a positive contribution to society and reducing engagement with the justice system.

## Strategic Goals

### 1. Develop youth through inclusive and diverse programs that also attract wider community participation

- 1.1 Develop PCYC North into a multi-engagement point youth hub offering activities that build life skills, resilience and leadership
- 1.2 Deliver programs that are accessible to youth at risk, including those who have engaged with the youth justice system
- 1.3 Promote PCYC North as an attractive place for organisations to deliver and attend programs
- 1.4 Run programs that provide youth with opportunities to become leaders at PCYC North

### 2. Provide safe, secure and fit-for-purpose facilities that evolve to meet changing needs

- 2.1 Develop a safe and welcoming PCYC North facility that is inviting to youth and other community members
- 2.2 Create multipurpose spaces at PCYC North to allow for the running of non-sporting activities including the arts, information technology, music and other trades
- 2.3 Investigate the feasibility of and advocate for additional spaces to be established, supporting the growth of PCYC North programs
- 2.4 Ensure that PCYC North is open, inclusive and accessible to persons with disabilities

### 3. Foster new and existing partnerships to ensure reach, effectiveness and sustainability

- 3.1 Increase relationships with police, education and youth services to enable opportunities for increased collaboration
- 3.2 Establish pathways that help youth engage with the Department of Education, TasTAFE and UTAS, including maintaining a workplace that support student placements
- 3.3 Foster relationships with community organisations and local government to support PCYC North program delivery
- 3.4 Actively participate in Northern Youth Coordinating Committee (NYCC) meetings, projects and events

### 4. Foster a loyal, professional and dedicated team of employees, volunteers and police officers

- 4.1 Foster a culture of pride, passion and belonging among the PCYC North team
- 4.2 Review the PCYC North staff structure to ensure best practice operations and the opportunity for potential staff career progression
- 4.3 Implement effective communication processes that encourage continuous improvement, organisation-wide support and celebrated successes
- 4.4 Provide opportunities for PCYC North team training and development
- 4.5 Promote PCYC North board membership opportunities

### 5. Generate and develop an effective, sustainable and financially viable organisation

- 5.1 Annually review the PCYC North fee structure to ensure it is accessible, competitive and financially viable
- 5.2 Implement marketing and promotion strategies to increase PCYC North revenue opportunities
- 5.3 Promote PCYC North not for profit, independent and Deductible Gift Recipient status to increase community donations, funding opportunities and philanthropic support
- 5.4 Maintain up-to-date policies and procedures that contribute to better organisation governance

## Actions

NURTURE

DRIVE

RESPECT

INTEGRITY

INNOVATION

## Values