



**MDAS**

MALLEE DISTRICT ABORIGINAL SERVICES

## MDAS Strategic Plan

*Our People,  
Our Journey,  
Our Destiny*

**July 2021 – June 2024**

# Our LORE

**LAND**, within our cultural lands we will have a place to heal and draw strength. As our Ancestors before us we need to ensure we continue to take care of our lands.

**ORAL**, our history is an oral tradition, we have passed down generation to generation by song-lines, language, customs and ceremonies through story-telling.

**RESPECT**, is the underpinning value of our people, we show respect for country, our Elders, our cultural practices and others' cultural practices, our animals and our Dreaming.

**ELDERS**, are our wisdom holders, our story tellers, our links to our culture and our families, our Elders provide the cultural knowledge and spiritual guidance that we all need.



**Our LORE...**

governs our people for all our existence  
and informs our work with  
Communities, families and individuals.





# Our Vision, Purpose & Values

## Our Vision

- Self determined, healthy, robust and culturally strong Aboriginal communities across the Mallee Region.

## Our Purpose

- Healing, supporting, serving and protecting our communities throughout the Mallee Region.
- Healthy, resilient and capable Aboriginal people and families who can be their very best selves and exercise true self determination.
- Caring for, strengthening, empowering, motivating and guiding our Mob.

## Our Values

- MIND: Integrity, Accountability, Confidentiality
- SPIRIT: Respect, Elders, Culture
- BODY: Compassion, Empathy, Nurturing





# Our Strategic Initiatives

## Strategic Initiative One: Strengthen Our Foundations, Focus On Our Fundamentals

MDAS will have contemporary governance, leadership and management capacity and capability to:

- successfully and sustainably deliver high quality services that are responsive to individual needs and service requirements
- genuinely reflect our culture in our engagement, communication and work with clients, families, our Community and our Elders
- enhance the skills, knowledge and qualifications of our leaders and staff
- ensure MDAS and its services are financially sustainable, able to fund our strategies and projects.



- I.1** Adopt MDAS LORE, Our Vision, Purpose & Values: the basis of our individual and team attitudes, behaviours and work practices
- I.2** Improve Board governance and leadership
- I.3** Engage, communicate and work with our Mob and our Elders
- I.4** Provide professional development of our leaders and staff both Aboriginal and Non Aboriginal
- I.5** Enhance our organisational systems and digital technologies
- I.6** Strengthen our financial management and financial modelling

# Our Strategic Initiatives

## Strategic Initiative Two: Pivot Our Business, Transform Our Organisation

Clients, families and Elders will be able to easily access culturally appropriate, high quality services that are based on:

- an innovative and responsive new business model, validated by our financial model
- a renewed organisational structure and workforce plan
- engagement with our Community and stakeholders seeking their contributions and feedback
- supporting our strategies and projects through mutually beneficial partnerships.



- 2.1** Shift from today's business model to tomorrow's business model
- 2.2** Individually customised services, culturally appropriate services, guided by our Elders
- 2.3** Create a new organisational structure and develop a workforce plan
- 2.4** Continue to engage with our Community and stakeholders seeking their contributions and feedback
- 2.5** Develop mutually beneficial partnerships
- 2.6** Advance the self determination of individuals, families and communities



# Our Strategic Initiatives

## **Strategic Initiative Three: Create Our Future, Advance Our People & Our Community**

MDAS will be widely acknowledged and recognised locally, statewide and nationally as a highly successful and sustainable Aboriginal organisation with:

- strong relationships with our clients, our Community and Elders
- high quality service options, pathways and outcomes
- the financial ability to fund its strategies and projects and unfunded activities and service gaps
- distinctive and unique meeting places that reflect our Aboriginal culture and heritage.



- 3.1** Strengthen our Aboriginality, advance our people and our Community, and support our Elders
- 3.2** Create high quality service options, pathways and outcomes
- 3.3** Fund our strategies and projects and fund our unfunded activities and service gaps that strengthen self determination
- 3.4** Create distinctive and unique meeting places
- 3.5** Reform MDAS, a demonstration of what is possible



# Committed To You, Your Family & Your Community...Your Mob

The Board of Directors, Chief Executive Officer and Executive Team are strongly committed to listening to you, your family and your community...listening to the issues and developing the solutions that will ensure there are self-determined, healthy, robust and culturally strong Aboriginal communities across the Mallee Region

The Strategic Plan, once completed, will be available on our website – [www.mdas.org.au](http://www.mdas.org.au), in hard copy at our local office or by ringing or emailing MDAS:

## **Mildura Office**

120 Madden Ave. PO Box 5134 Mildura VIC 3502

Open 9am to 5pm Monday to Thursday and 9am to 4pm Friday.

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On a three monthly basis MDAS will provide a Strategic Plan Status Report which will outline the implementation, progress and outcomes of the strategies and projects that are underway for that particular period of time.





**MDAS**  
MALLEE DISTRICT ABORIGINAL SERVICES

*“Employed By Community To Work For Community...  
Caring Is What We Do, Sharing Is Who We Are”*

## Further Information:



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**Damien Murray**  
Chairperson  
Mallee District Aboriginal Services