

# Victims of Crime NT Strategic Plan 2023-2026



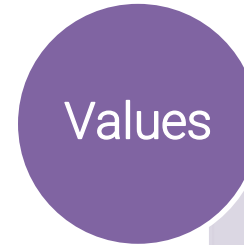
## Vision

To reduce the adverse impacts of crime; building resilient individuals and communities with a strong sense of safety, security and connectedness.



## Mission

Committed to assisting those who have been or may be affected by crime, by providing them with support, advocacy and prevention strategies.



## Values

Respect  
Integrity  
Commitment  
Equity  
Professionalism

## 8 Sanctuary commitments

Nonviolence	We use unconditional care to stay safe and allow others to feel safe
Emotional Intelligence	We manage our feelings, so we don't hurt ourselves or others
Social Learning	We are curious and learn from each other and from our difficulties
Democracy	All voices and views are heard and respected
Open Communication	We are honest and say what we mean with kindness
Social Responsibility	We help each other and take responsibility for our actions
Growth and Change	We acknowledge loss, are open to new ideas and are hopeful for the future
Cultural Humility	We accept and engage with cultural difference and do our best to reduce power imbalances

## Current context

Crime statistics, in particular property crime matters, have consistently risen throughout the Northern Territory before and after the 2020-2021 global pandemic service disruptions. This demand has compelled us to explore operational efficiencies which have enabled the organisation to cope with substantial volumes. It has stretched organisational resources and capacity to the limit, and future growth is inevitable if we are to respond appropriately to the recovery needs of clients. As a for purpose community organisation, VoCNT holds a positive profile and is positioned well to advance, in order to better serve the rights, needs and interests of victims of crime in the next 3 years. Throughout the period of this plan, VoCNT will seek accreditation as the first Sanctuary provider in the Territory. Our organisational commitment to reconciliation is visible with enduring intentions to improve our relationships and model cultural humility.

The organisation's current planning framework is a 3 tier model that creates collective ownership for strategy. This is achieved by integrating the Strategic Plan, Business Plan and individual workplans of all staff. The board sets the strategic direction in consultation with our people and stakeholders. Over the course of this plan, the board will focus on developing a risk framework that will focus on the risk categories of governance, people, financial, operational and compliance.

## SWOT Analysis

<b>STRENGTHS</b>	<b>WEAKNESSES</b>
<ul style="list-style-type: none"><li>• Service delivery experience and agility</li><li>• Expertise – staff and board</li><li>• Leadership longevity</li><li>• Police relationship/MOU</li><li>• Appetite for continuous improvement and learning</li></ul>	<ul style="list-style-type: none"><li>• Mostly reliant on government funding</li><li>• Under resourced</li><li>• Marketing expertise</li></ul>
<b>OPPORTUNITIES</b>	<b>THREATS</b>
<ul style="list-style-type: none"><li>• Trauma informed knowledge and expertise is building</li><li>• New partnerships</li><li>• Greater engagement with First Nations people through an identified role</li></ul>	<ul style="list-style-type: none"><li>• Funding sustainability</li><li>• Public confusion</li><li>• Compassion fatigue</li></ul>

# Victims of Crime NT, Strategic Plan 23-26: Goal areas, objectives, and annual deliverables

WE LEAD	Recognised as the NT’s peak victim support agency		
	Strengthen the organisational reputation through a refreshed brand and identity, and greater recognition of service delivery expertise	Achieve governance and leadership best practice in alignment with nationally recognised governance principles	Implement the Sanctuary Model across the organisation, leading to readiness for accreditation in 2025
WE CREATE	A trauma-informed community of care		
	Embed the Sanctuary model and VoCNT’s Service Delivery Framework into practice across all services	Define VoCNT’s commitment to prevention activities and develop a Prevention Strategy for the future	Stay attuned to the current and emerging needs of victims of crime and respond by planning or redesigning trauma informed services
WE PARTNER	Together we are better		
	Continue our reconciliation journey with an ongoing commitment to Reconciliation Action Plans	Strengthen and develop purposeful relationships, formal and informal, that benefit people and communities impacted by crime	Realise the potential of corporate partnerships
WE GROW	Our team, our reach, our opportunities		
	Developing our workforce to continually learn and improve, and focus attention on succession development	Continue footprint expansion, combining prevention activity and victim support Services, in regional centres and First Nations remote communities	Seek opportunities, aligned to vision and mission, that grow service streams and enhance financial sustainability
KEY ANNUAL DELIVERABLES	Year 1		
	<ul style="list-style-type: none"> <li>❖ Refreshed organisational branding, incorporating the Sanctuary model</li> <li>❖ Prevention Strategy</li> <li>❖ AGJ funding increase</li> </ul>	<ul style="list-style-type: none"> <li>❖ Risk framework review</li> <li>❖ Corporate partnership</li> <li>❖ First Nations identified role</li> </ul>	<ul style="list-style-type: none"> <li>❖ Sanctuary accreditation</li> <li>❖ Stretch Reconciliation Action Plan</li> <li>❖ Funding agreements secured</li> </ul>
	Year 2		
	Year 3		