

FemiliPNG
Australia

Strategic Plan 2023-26



Our vision - A strong and sustainable Femili PNG working towards a Papua New Guinea free of family and sexual violence.

Our mission - To be an effective, efficient, and ethical organisation supporting local solutions to family and sexual violence in PNG.

Strategic pillars

We are a good partner

We are well governed

We are financially secure

We value our people



Goal 5: Gender Equality highlights gender equality. Realising the rights of women and girls to live a life free from family and sexual violence is fundamental to achieving all of the **Sustainable Development Goals**.

FemiliPNG Australia is an Australian not-for-profit that works in partnership with local and international organisations to prevent and respond to family and sexual violence in Papua New Guinea.



Introduction

This is our first strategic plan. The development of this plan is an important step in recognising our progress in establishing a strong, sustainable Australian non-government organisation (NGO). In 2023 FemiliPNG Australia changed its name and branding from Friends of Femili PNG.

FemiliPNG Australia is an Australian not-for-profit that works in partnership with local and international organisations to prevent and respond to family and sexual violence in Papua New Guinea (PNG). Our key partnership is with Femili PNG (femilipng.org), a leading Papua New Guinean NGO that provides free, survivor-focused, and empowering case management services; research-based advocacy; outreach and training.

We are a rights-based organisation. We believe that we all have the right to a life free of family and sexual violence. Our work, therefore, is focused on creating

and sustaining change, on building and maintaining partnerships, and on supporting locally-led development. Founded in 2015, FemiliPNG Australia is an incorporated association in the Australian Capital Territory, a registered charity with ACNC, a member of the Australian Council for International Development (ACFID) and a signatory to its Code of Conduct.

FemiliPNG Australia is a valued partner of the Australian Government, receiving flexible funding under the Australian NGO Cooperation Program (ANCP) each year to implement our work supporting Femili PNG.

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Our values

FemiliPNG Australia's values are the cornerstones of our organisation. These values not only reflect who we are as an organisation, but also shape our approach to our work and projects.

Respectful partnerships: We believe the best outcomes can be achieved through partnerships that are responsive and founded on listening, learning and mutual respect.

Equality: All people deserve to live a life free from family and sexual violence.

Integrity: We are honest and act ethically to achieve our mission. We take individual and collective responsibility to ensure that our actions reflect our words.

Kindness: We work with empathy and compassion, for ourselves and for others.

Courage: We have the courage to lead, to take on big challenges. We are not afraid to fail.

Resilience: Our commitment is long-term,

and our organisation will be here to see the mission through.

We strive to create a safe and supportive environment that is grounded in these values, and we believe that by staying true to them, we can make a meaningful difference in the lives of those we serve.

Strategic pillars

FemiliPNG Australia has identified four strategic pillars that are essential to achieving our mission.

We are a good partner: We operate through genuine, transparent, and responsive partnerships as a foundation for locally-led development.

We are well governed: We earn and maintain our good reputation by being well managed, and by maintaining our membership and compliance with ACFID's Code of Conduct, our charitable status, and our accreditation with ANCP.

We are financially secure: We sustain our team, our work, and projects, building financial resources to achieve our mission.

We value our people: We recruit and retain quality staff.

We are a good partner

We are well governed

We are financially secure

We value our people

Resilience

Courage

Our values

Respectful partnerships

Equality

Integrity

Kindness

Why FemiliPNG Australia?

We believe that everyone has the right to live a life free of family and sexual violence. Everyone, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, gender, gender identity, sexuality, sexual orientation, poverty, class, or socio-economic status.

While violence affects all of us, violence against women and girls is one of the most pervasive human rights violations in the world¹. Globally, one in three women will experience violence in their lifetime. In PNG, that rate increases to two in three². The reasons why family and sexual violence happen are many and complex. FemiliPNG Australia and Femili PNG believe that complexity is not a barrier to action. Raising awareness, preventing, and responding to family and sexual violence is the path of hope and justice.

FemiliPNG Australia recognises that local people, local communities, and local organisations are best placed to respond to the needs of Papua New Guinean families. We therefore aim to be a good partner, providing technical expertise, governance, and financial support to assist Femili PNG to increase their organisational capability and impact.

Gender equality and development

While Goal 5: Gender Equality highlights gender equality; realising the rights of women and girls to live a life free from family and sexual violence is fundamental to achieving all of the Sustainable Development Goals.

The global Coronavirus pandemic saw progress stall, and in many cases move backwards across all SDGs. Reporting against Goal 5: Gender Equality highlights an increase in family and sexual violence as a direct result of the pandemic, and a disruption in the support available to women.

Post-pandemic, our work will continue to support women, their families, and communities to create a life free from violence. By living our values, and committing to the work, FemiliPNG Australia will remain relevant and constructive partners.

¹<https://www.unwomen.org/en/what-we-do/ending-violence-against-women/faqs/types-of-violence>

²<https://femilipng.org/resources/information-on-fsv/facts-about-fsv/>



Our focus 2023-26

We are a good partner

- Use a partnership approach, seek transparent and ongoing feedback from partners.
- Ensure the capabilities of our workforce meet the needs of Femili PNG, and our internal operational needs.
- Champion locally-led development.
- Take a long-term, focused, and nimble approach.

We are well governed

- Implement a compliance and risk management program.
- Secure full accreditation with the Australian Non-Government Cooperation Program (ANCP).
- Maintain compliance with ACFID Code of Conduct and increase achievement of ACFID's Best Practice Indicators.
- Ensure the capabilities of the Board and senior management meet the needs of our organisation.

We are financially secure

- Maintain base and achieve full accreditation with the Australian Non-Government Cooperation Program (ANCP).
- Achieve diversified revenue streams.
- Optimise operational efficiencies.

We value our people

- Maintain a skilled, diverse, and engaged workforce and volunteer network.
- Operate a trauma informed workplace, meeting or exceeding minimum standards of workplace health and safety and support systems.

Keeping the Strategic Plan alive

Using the Strategic Plan

FemiliPNG Australia will use the Strategic Plan to:

- Revitalise our website and social media presence, ensuring we position ourselves as a professional, effective, PNG-focused development organisation – encouraging support from the Australian Public and the Australian-PNG business community.

- Recruit like-minded professionals, to join the FemiliPNG Australia team.
- Assess new projects, funding opportunities and partnerships, to ensure that we maintain focus on our strategic objectives.
- Develop and monitor annual work plans.

Monitoring and evaluating our strategic plan

As we implement our strategic plan, it is essential that we can monitor our progress, measure our performance, identify areas for improvement, and make necessary adjustments to achieve our mission.

Reporting on the Strategic Plan will include:

- Strategic planning updates in the CEO Report provided to the Board at each Board Meeting.
- Annual report against our Strategic Plan, reviewing progress against each of the four pillars using an effectiveness framework.
- Incorporating Strategic Plan updates into our Annual Report for FemiliPNG Australia.