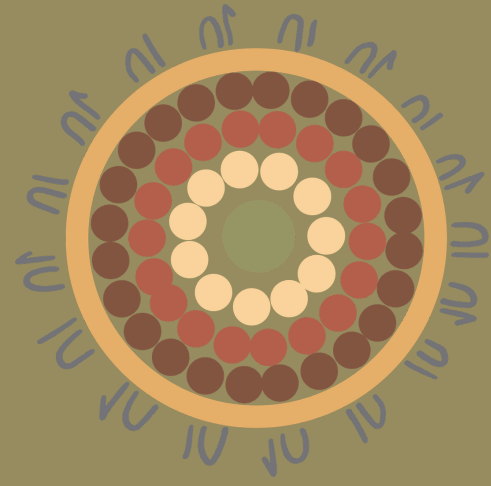




kambu

Aboriginal and Torres Strait Islander
Corporation for Health



Strategic Plan 2025-2030



www.kambuhealth.com.au

OUR PEOPLE - OUR COMMUNITY - OUR HEALTH - OUR WAY

OUR PEOPLE OUR COMMUNITY OUR HEALTH OUR WAY

At Kambu Health, we know true health extends beyond simply avoiding illness; it embodies a holistic balance of physical, mental, emotional, cultural, and spiritual well-being.

“To us, health is about so much more than simply not being sick. It’s about getting a balance between physical, mental, emotional, cultural, and spiritual health. Health and healing are interwoven, which means that one can’t be separated from the other.”

(Dr. Tamara MacKean – Waljen Woman)



This deep understanding drives Kambu Health’s unwavering commitment to child-centric services, prioritizing the needs and voices of children in every aspect of our work.

Our approach represents a comprehensive system response to health, ensuring families have access to a seamless continuum of care across multiple domains. With our "no-wrong-door" approach, families can navigate a vast array of services effortlessly, without encountering barriers or confusion. This integrated strategy ensures that every child and family receive the support they deserve, cultivating an environment where health and healing are intricately connected, allowing every individual to flourish.

Kambu Health stands at the forefront of promoting the overall well-being of Aboriginal and Torres Strait Islander children and their families. Our holistic and inclusive practices not only redefine health care delivery but also pave the way for brighter, healthier futures. We are proud to be leaders in our community, committed to excellence in every service we provide.

ACKNOWLEDGMENT OF COUNTRY

Kambu Aboriginal and Torres Strait Islander Corporation for Health acknowledges the traditional owners of the lands on which we operate, the Jagera, Yuggera, and Ugarapul Peoples.

We recognise their contribution to the health of this place, their custodianship of the lands, waterways, skies, and all that live in it.

We recognise their footprints and how their journey has provided our future. We recognise all nations - those with historical connections to this region and those who find themselves here now and off country. We walk proudly in this place together with our culture.

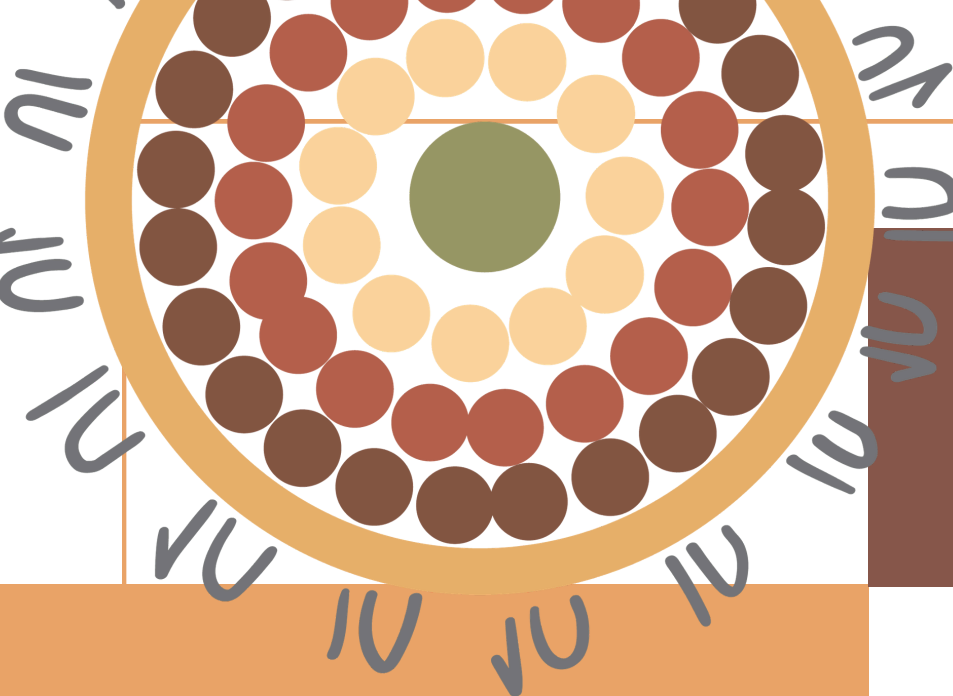


OUR STORY

Kambu Aboriginal and Torres Strait Islander Corporation for Health (Kambu Health) stands as a proud community-controlled, not-for-profit organization that has been a pillar of Aboriginal and Torres Strait Islander health and well-being across the Ipswich and West Moreton region since 1976. Founded by visionary leaders from our local community, Kambu Health was established in response to the urgent need for equitable, accessible, and culturally safe healthcare services. From humble origins in a single room, Kambu Health grew. Over the decades, we have evolved into a trusted provider of health and community services while remaining deeply connected to the cultural values, traditions, and aspirations of the community we serve.

Today, Kambu Health employs over 100 dedicated staff, offering a comprehensive range of integrated services, including healthcare and allied health services, early childhood education and family support programs, across multiple clinics and community centres. Our work is firmly rooted in our commitment to promoting cultural authority, enhancing community well-being, and improving health outcomes for Aboriginal and Torres Strait Islander peoples.

Our Strategic Plan (2025-2030) builds on this rich legacy, reaffirming our core principles while introducing a bold, forward-thinking approach centred around child-centric care, and practices, universal accessibility, and culturally safe and respectful service delivery. This plan ensures that Kambu Health continues to be more than just a provider of health care; it stands as a pillar of support for our community—creating pathways for families to access the health, social, and developmental services they need in a seamless, holistic manner that honours their cultural heritage and strengthens future generations.



OUR VISION

CORE VALUES

Our vision is a future where every Aboriginal and Torres Strait Islander child and family in our community has equitable access to comprehensive, culturally responsive health services.

Cultural Authority

We celebrate Aboriginal and Torres Strait Islander heritage, empowering individuals, and families to embrace their cultural identity in every aspect of care. We believe and action self-determination through choice, and holistic service practices.

Child-Centric

We prioritize children's needs and well-being by integrating physical, emotional, and cultural dimensions into our services.

Accessibility and Inclusivity

We ensure fair access to services for all families, especially marginalized groups, through a "no-wrong-door" approach.

Collaboration and Excellence

We foster partnerships to enhance care delivery, striving for higher standards and continuous improvement in service quality.

Respect and Confidential Practices

We respect our community, clients and stakeholders maintaining confidentiality to build and maintain trust.

Through this commitment, Kambu Health strives to promote thriving families and resilient communities, empowering each generation to maintain and improve their own health and well-being, all grounded in cultural authority, self-determination and community support.

This vision drives our purpose to provide not just healthcare but a continuous circle of support that recognizes and nurtures the unique identity and needs of Aboriginal and Torres Strait Islander children, families, and communities.

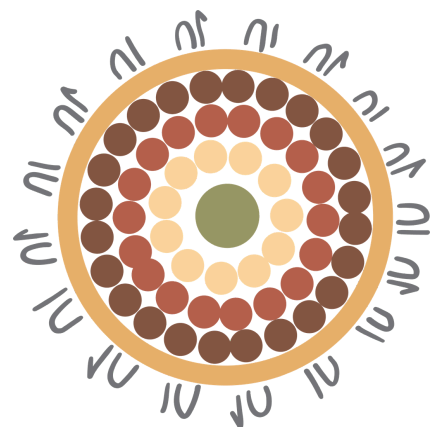
OUR STRATEGIC DIRECTION



Kambu Health is committed to redefining early childhood services for Aboriginal and Torres Strait Islander children and families, embedding cultural authority and holistic care at every level.

Our strategic objectives position children at the heart of all services, prioritizing health, education, and family support to create a seamless, barrier-free journey for each child and family. By enhancing transdisciplinary integration across services, promoting community partnerships, and championing continuous improvement, Kambu Health aims to build an equitable, inclusive, and culturally rich environment where every child is supported to reach their full potential.

Driven by our commitment to quality and operational excellence, we envision a thriving community where families feel connected, empowered, and supported in raising resilient, healthy, and culturally grounded children.



1. Enhance Child-Centric Services Through Integrated Support Systems

- Objective: Place children at the core of all services to promote their health, development, and cultural identity.
- Strategies:
 - Implement a child-centric model of care across all programs by aligning health, education, family, and community engagement.
 - Ensure that services function as interconnected parts, or "cogs," where each area supports holistic child development.
 - Maintain seamless operation between services to provide children and families with comprehensive support, minimizing gaps in care.

2. Deliver High-Quality, Equitable, and Culturally Responsive Care

- Objective: Meet best practice standards across health, education, and family support, with an emphasis on culturally responsive and trauma-informed practices.
- Strategies:
 - Establish continuous professional development and training growth focused on culturally responsive care and trauma-informed approaches.
 - Ensure high program quality through consistent evaluation and alignment with evidence-based standards, responding to the evolving needs of children and families.
 - Implement programs to meet the unique needs of Aboriginal and Torres Strait Islander children and families, incorporating cultural identity and community connection.

3. Strengthen Inter-Service Integration for Holistic Support

- Objective: Create a coordinated pathway that allows families to seamlessly access health, education, and social services.
- Strategies:
 - Facilitate collaboration among health practitioners, educators, and family support teams to support each child's development and wellbeing.
 - Implement a "Single Point of Access" system, reducing barriers for families and simplifying their navigation through multiple services.
 - Improve communication systems for data and information sharing, enabling cohesive and informed care across all services.

4. Maintain Operational Efficiency and Sustainability

- Objective: Develop and manage a sustainable operational model that ensures consistent, high-quality service delivery.
- Strategies:
 - Ensure that all "cogs" in Kambu Health's system, from staff to services, operate efficiently and harmoniously, minimizing friction and maximizing impact.
 - Adopt precision in care delivery by continuously aligning services to meet each child's physical, emotional, and cultural needs.
 - Promote an operational framework that enables every aspect of the organization service standards to contribute to a unified vision, centred on child wellbeing, development, and cultural identity.

5. Uphold Continuous Improvement for Service Excellence

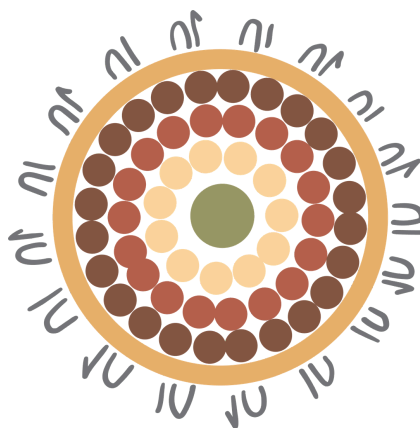
- Objective: Embrace a culture of ongoing improvement to consistently elevate service quality and outcomes for children and families.
- Strategies:
 - Encourage a cycle of feedback and evaluation, refining programs and approaches based on outcomes and emerging needs.
 - Integrate findings from regular assessments into strategic planning to maintain alignment with best practices.
 - Recognize and address evolving community needs, ensuring Kambu Health's services remain relevant, responsive, and impactful.

OUR STRATEGIC DIRECTION



6. Promote Child Safety and Family Resilience

- Objective: Support families to create safe, nurturing environments that prevent child protection and youth justice involvement.
- Strategies:
 - Deliver tailored parent education to provide culturally responsive programs that equip parents with positive parenting skills and strategies for building safe, stable homes.
 - Focus on early intervention and family support to identify at-risk families early and offer holistic support, including counselling, case management, and access to community resources.
 - Foster early engagement for lifelong success, provide enriching early learning experiences that support children's social, emotional, and cognitive development, ensuring they thrive in education and beyond.



**THESE STRATEGIC OBJECTIVES
GUIDE KAMBU HEALTH'S HOLISTIC,
INTERCONNECTED APPROACH TO SUPPORTING
EVERY CHILD'S JOURNEY, ENSURING THAT THE
SYSTEM FUNCTIONS AS A COLLABORATIVE,
CHILD-CENTRED FRAMEWORK.**