

# **KARUMAH**

**Strategic Plan 2020 - 2023**

# Table of Contents

Title Page	
Contents	1
Acknowledgement of Country	2
Introduction	2
About this Strategy	3
Our Vision	3
Our Mission	3
Background to the Strategy Directions 2021 - 2023	4
Strategic Direction 1. Effective Advocacy	5
Strategic Direction 2. Best Practice HIV Services	6
Strategic Direction 3. Peer Lead Community Service	7
Strategic Direction 4. Health Promotion and Education	7
Acknowledgements	9
Contact Details	9

## Acknowledgement of Country

We acknowledge the Traditional Custodians of the land on which we work, the Awabakal and Worimi people. We recognise their continued connection to the land and waters of this beautiful place and acknowledge that they never ceded sovereignty. We respect all Awabakal and Worimi Elders and Ancestors, and any First Nations people in our Community.

## Introduction

Karumah was established in 1989 and supports people living with HIV (PLHIV) in the Hunter New England Region (HNE) region. Historically, Karumah provided much-needed assistance, peer support and a safe place for PLHIV in poor health. With improved HIV health outcomes due to antiretroviral therapy, Karumah oriented its model of service delivery to meet merging health and psychosocial issues and current needs.

Karumah's Strategic Plan (2021-2023) outlines key priorities and provides a framework for Karumah Board, Staff and Services Users for the next three years. The Strategy builds on the previous strategy (2016-2020). It reflects the changes in the NSW HIV Strategy 2021-2025, meets the evolving needs of PLHIV, and reflect Karumah's current principle priorities of support to people living with HIV (PLWHIV) in the Hunter region, and reducing stigma and discrimination towards PLHIV in clinical, social and community settings.

## **Our Vision**

To enrich the lives of people living and affected by HIV in the Hunter New England area through sustainable health outcomes and enhanced quality of life.

## **Our Mission**

To empower those living with and affected by HIV through a combination of self-management and community group development programs.

## Background to Strategic Directions 2021 – 2023

With the advent of better access to an increasingly effective regimen of medication and treatment uptake, HIV now fits into the 'chronic disease' framework and PLWH have had to learn how to live with the condition over the long term. NSW Health There has been a 19% reduction in HIV in the past five years, and 95% on treatment, and also have a suppressed viral load (NSW Health, 2021). This knowledge has introduced a new direction in Health, and future NSW Health directions. Karumah is responding to this new direction, and maintaining previous service delivery is taking up a renewed focus on reducing stigma and discrimination.

Karumah's Strategic Directions 2021 – 2023 comprises 4 Key areas which address the organisation's internal and external activities.

Karumah will focus on four Strategic Directions in the 2016 – 2020 periods:

1. Effective Advocacy
2. Best Practice HIV Services
3. Peer Leadership
4. Health Promotion and Education

## Strategic Direction 1

# Effective Advocacy

- 1 Prioritise Advocacy to ensure the diverse stories of PLHIV are effectively represented.
- 2 We ensure our advocacy work in the areas of discrimination and human rights remains inclusive of the needs and views of the broad depth and diversity of our communities and is conducted in consultation with key relevant stakeholders.
- 3 We develop strategies in collaboration with key partners to maximise inclusiveness and reach of health promotion initiatives including those delivered via social media and online.
- 4 We ensure our work reflects a best practice principles approach and is evidence-based. This includes continued advocacy for the inclusion of HIV indicators in key health-related data sets and building our data collection research and evaluation capacity to achieve this goal.
- 5 We will maintain and strengthen partnerships with local health districts, other NGOs, Primary Healthcare Networks, health care providers, researchers and communities.
- 6 Strengthen and support the capacity Karumah Board and staff to be strong advocates and leaders for the organisation, its members, and all PHLIV through regular Board meetings, training and skills-building opportunities.
- 7 Review, support and strengthen the current programs to develop the leadership skills of the diverse range of PLHIV.

## Strategic Direction 2

# Best Practice HIV services delivery programs that inform and enable health and well-being for Service Users.

- 1 Strategy and activities to support all PLHIV to access care and support and to reduce the health and social burdens on the lives of people living with HIV.
- 2 Maintain and strengthen the successful peer-based approach and in the delivery of programs and activities
- 3 Develop specific social group activities to increase peer-based support opportunities and programs for those PLHIV, their carers and family.
- 4 Increase the diversity of PLHIV peer leadership by working with peer leaders to ensure the Karumah Board and Karumah staff are informed of the needs of diverse communities of PLHIV. Implement regular training and skills development to reach this goal.
- 5 Prioritise initiatives to support mental health and wellbeing, which would include activities suggested by peer leaders.
- 6 Using Model of Chronic Care Case Management to assist PLHIV with chronic conditions to monitor and manage symptoms and signs of illness and manage impacts of illness on functioning, emotions and interpersonal relationships and adhering to treatment regimens.
- 7 Using principles of work in a person-centred process that assesses, plans, implements, monitors and evaluates the options of service users. It is characterised by advocacy, communication and resource management and promotes quality and cost-effective interventions and outcomes. The case management model aims to strengthen outcomes; is client-centred, goal-oriented and evidence-based.

### Strategic Direction 3

## Peer-Led Community Organisation

- 1 Maintain and strengthen the successful peer-abased and peer-focused approach in the delivery of programs and activities
- 2 Develop specific programs to increase peer-based support opportunities and programs for those PLHIV who live outside Newcastle.
- 3 Provide specific programs with priority communities including PLHIV from culturally and linguistically diverse communities, First Nation PLHIV, women living with HIV, and heterosexual men.
- 4 Support and strengthen the organisation's peer leadership programs
- 5 Increase the diversity of PLHIV Peer Leadership
- 6 Implement strategies to increase the participation of a diverse range of PLHIV.



## Strategic Direction 4

# Health Promotion and Education

- 1 Build on and strengthen partnerships across the community services and health sector. Maintain focus on working in partnership with key agencies, including HIV community-based organisations LGBTQI+ community based and health organisations.
- 2 Develop and maintain a register of key state-wide HIV and health services and their work and roles and ensure this is available to all staff and Karumah members.
- 3 Work to support the capacity of other organisations to support PLHIV by providing training and awareness-raising to educate on U=U, stigma and discrimination.
- 4 Promote and share resources, including program and training, with other organisations.
- 5 Use website, social media and newsletters as mediums to provide information, as advocacy and a method to keep service users connected to the organisation.

## Acknowledgements

Thank you to all those who participated in developing the Karumah Strategic Plan 2020-2023:

### Karumah Service Users who attend the Planning Day, 2021

#### Board of Directors

Michael Hopkins	Chairperson
Baden Willmott	Vice-Chairperson
Lorraine Sutherland	Treasurer
Keith Olds	Secretary
Greg Allen	Board Member
Michael Lee	Board Member
Brett Grentall	Board Member
Brian Lambton	Board Member
Wayne Rodgers	Board Member

#### Staff

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