

PURPOSE AND OBJECTIVES

Background

The following background material provides the historical context for the creation of the Company.

(a) Esthers Australia Limited is a social entrepreneurship organisation run by women for women. It is a not-for-profit charity and a registered deductible gift recipient as a public benevolent institution, registered with the ACNC;

(b) Esthers Australia Limited was set up (in a previous structure as an incorporated association and now as an incorporated company limited by guarantee) to assist women at their most vulnerable times by providing free services including counselling, advocacy, pregnancy support, reproductive choice information, mentoring, referral services and community connections. Services, carried out by both professionals and non-professionals, are delivered via outreach – meeting people in their own homes and/or within local community spaces/offices; and

(c) clients of Esthers Australia Limited contact the organisation for various reasons and most often they are experiencing more than one of the following: family violence, an unplanned pregnancy, grieving the loss of a child or suffering abortion grief, pregnant and navigating child safety services, pregnant and living with a disability, isolation, no family and/or just needing a hand up. No matter what the issue, Esthers Australia Limited offers women a friend to do the journey with and a safe space to pause, process and progress.

VISION

“To see women and children valued, supported, empowered and living free from fear in all of its forms, creating happier and healthier families and individuals.”

MISSION

“Our aim is to reach every woman in Australia and across the globe by setting up small local teams in rural, coastal, country or city areas, to deliver free counselling, advocacy, and practical support. Our innovative model of care accesses buildings and services already established in the community in order to assist us in our delivery of both outreach and centre based support. Our professional and non-professional staff and volunteers work with women to address problems in a positive way. Our services help to clarify issues, explore options, develop strategies, increase self-awareness, provide practical support, reduce isolation, and remove obstacles that prevent women from effectively parenting. As a result, women and their families are empowered to change, grow, and heal.



VALUES

The values of the Company are set out in the following table. The acronym spells ESTHERS:

Value	From the Client's perspective	From the Company's perspective
E mpowerment	Our support services empower women by providing the tools they need to make healthy choices and form safe and caring relationships.	By encouraging all our team members to use their strengths and creative abilities, individuals develop professionally and grow in confidence.
S upport	Women need access to support when they are experiencing challenging times and/or difficult circumstances. Our service bridges many gaps by offering counselling, mentoring, advocacy, in-home help, online chat support, pregnancy support, reproductive choice information, and community connections.	All team members are valued and supported to achieve their full potential
T ruth	Our counselling services support women, in their vulnerability, to discover - within their reality - wisdom to grow from their	As an organisation we believe that to be truly successful we must always be honest and transparent with our clients, stakeholders and staff.



experiences and freedom to change.

Hope

Through a strength-based approach, hope is restored triggering a virtuous cycle that has a positive impact on mental health and creating a community environment that reduces isolation.

When people join our team and catch our vision it cultivates hope, motivating them to show up for the hard work, accepting setbacks and building resilience.

Excellence

Women who access our services have the right to expect professional, quality standards of service from our entire team.

All team members have access to professional support and training, and are accountable and responsible for their practice.

Relationship

Through mentoring we help women build healthy relationships by developing their interpersonal and life skills. This increases women's confidence to develop connections within communities, reducing social isolation and promoting the concept "it takes a village".

Within the organisation we cultivate a respectful, collaborative, flexible and fun environment, developing good working relationships, thereby improving productivity and increasing retention rates.

Stability

Our goal in offering women's support services is to establish a stable presence that women can readily access and rely on.

We are dedicated to providing a dependable and unwavering service that unites us.