



Strategic Plan
2021 – 2026

Wellsprings 
for women





Wellsprings and Kildare Ministries

Wellsprings is one of thirteen Kildare Ministries, which include ten schools and three community works.

In the context of the Gospels, and in the traditions of the Brigidine and Presentation congregations, community works and schools have been established to be of service to others to improve lives. Kildare Ministries is an expression of these in a contemporary world.

Wellsprings strives to apply these traditions in the most appropriate way in the next five years.



How Wellsprings has worked with and for women for almost 30 years

In Dandenong and surrounding areas in 1993 there were many women who were becoming increasingly isolated.

This isolation concerned the Presentation Sisters – who have a strong tradition of social justice and reaching out to those in need based on the teachings of their founder Nano Nagle.

Research was done into the causes of the isolation – some of the causes were identified as marriage breakdown, domestic violence, mental illness, unemployment and underemployment which led to dependence on social security.

In addition, the migration patterns into Australia were making places like Dandenong increasingly multicultural. Today Dandenong is one of the most multicultural places in Australia.

Wellsprings was set up in 1994 by Sr Ann Halpin and the Presentation Sisters to meet the needs of isolated women. Wellsprings provided a safe and welcoming place – in the beginning it was only open for half a day.

Right from the outset in 1994 Wellsprings has been responsive and agile to meet the needs of women and has based its actions on research and consultations.

For women who were new to Australia, did not speak English or just lonely – the house at 79 Langhorne St became a place where they were always welcomed, felt safe and could learn English, computer skills and develop employability skills.

Wellsprings has become stronger over the past 27 years by becoming an incorporated association and registered Neighbourhood House and Learn Local and by working more closely with Kildare Ministries. This has meant it can carry out more research and provide more services and programs to women.

Today Wellsprings has over 350 participants per week and 80 volunteers. The hallmark of Wellsprings has been and will be its agility and ability to predict, respond to and meet the changing needs of women by continuing to offer flexible, welcoming, transformative services and programs.



Wellsprings is unique because it is:

1. A welcoming, women-only place
2. One of 13 Kildare Ministries
3. A values-based community organisation
4. Reflective of culturally diverse communities
5. Part of a network of neighbourhood houses
6. Based on social change and social justice

Wellsprings for Women – Timeline 1994 - 2021

1994 - 1998	2000 - 2001	2005 - 2007	2009	2010	2013 - 2014	2015	2016	2017 - 2018	2019	2020	2021
<p>1994 Ann Halpin opens Wellsprings for Women with the support of the Presentation Sisters</p> <p>1995 Home Visitation Program starts</p> <p>Open half a day per week</p>	<p>2000 Approved for registration as a Learn Local DGR Status approved</p> <p>2001 Becomes an incorporated association</p> <p>Open 2 days per week</p>	<p>2005 Receives Neighbourhood Houses (NH) Coordination Funding</p> <p>Open 4 days per week</p> <p>2007 Receives funding for social support programs</p>	<p>2009 Ann Halpin awarded City of Greater Dandenong Citizen of the Year</p> <p>Ann Halpin passes away</p> <p>Appointment of Manager</p>	<p>2010 Ann Halpin posthumously awarded Holt Australia Day Award</p> <p>Ann Halpin posthumously inducted onto the Victorian Honour Roll of Women</p>	<p>2013 City of Greater Dandenong names Halpin Way in honour of Ann Halpin</p> <p>2014 Wellsprings amalgamated into Kildare Ministries</p> <p>Awards: Finalist - Learn Local Award Learner of the Year Angela Saenzh</p>	<p>2015 Staff member trained as accredited mental health first aid instructor</p> <p>Awards: Finalist - Victoria Community Training Provider of the Year Award</p> <p>Winner - A Picture Paints a Thousand Words NH Vic Award for the video "Crafting Pathways"</p> <p>Open 5 days per week</p> <p>200 participants per-week</p>	<p>2016 Organisational Review</p> <p>New structure New Strategic Plan 2016 - 2021</p> <p>Awards: Superhero Finalists Award - Volunteers Marg U'ren, Di Pullin, Mahjabeen Azim</p>	<p>2017 Appointment of CEO</p> <p>New website New logo</p> <p>2018 Creative Enterprising Women launched</p> <p>Child minding onsite services</p> <p>Work for the Dole Program</p> <p>Womens Health and Safety Program</p>	<p>2019 Cultural Cuisines Enterprise launched</p> <p>25th Anniversary - held in Parliament House</p> <p>Capacity building for responding to family violence disclosures</p> <p>Opening of Rose Room and addition of accessible toilet</p> <p>First Iftar Dinner</p> <p>Learn Local Awards: Winner - Pre-Accredited Pathway Program Award for Creative Enterprising Women</p> <p>Winner - Ro Allen Award recognising Pre-Accredited Learner Excellence - Chithrika Senanayake</p> <p>Winner - Local Legends Award</p> <p>Finalist - Child minding Volunteers Team Awards</p> <p>Winner - VMC Multicultural Award for Excellence for Cooking the Art of Belonging</p>	<p>2020 Global Pandemic - online courses</p> <p>Think Impact independent report on SROI on Wellsprings for Women's Support Program</p> <p>Research on impact of migration on gender roles</p> <p>Online seminars on gender equality and family violence</p> <p>Awards: Winner - Innovation in a time of COVID Acknowledgement Award</p> <p>Winner - People's Choice Award for Creating Local Solutions: Cultural Cuisines Program</p> <p>Winner - Fiona Richardson Gender Equality Award from Neighbourhood Houses Vic for Making a Difference Program</p>	<p>2021 2021-2026 Strategic Plan</p> <p>New kitchen</p> <p>Renovated office spaces</p> <p>Established a Women's Support Program Prescribed under the MARAM</p> <p>Awards: Finalist - Gender Equality Award Neighbourhood Houses Victoria - Girls on the Move</p> <p>Awarded Mental Health First Aid Gold Skilled Workplace Recognition</p> <p>Open 5+ days per week</p> <p>350 Participants</p>



It is at The Well that women met for centuries and shared stories

Wellsprings values are aligned to those of Kildare Ministries



Our Strategic Goals

1. Education and Capacity Building
2. Economic Participation
3. Women's Safety and Wellbeing
4. A Sustainable Organisation

Vision

All women shaping their own lives



Mission

Deliver services and programs, in a safe and welcoming place, that enable women to thrive



Values

Courage, Hospitality, Hope, Compassion, Justice, Wonder



Our Plan

Using our strong heritage to strengthen our capabilities, create more partnerships and broaden our reach



Strategic

Goals

1. Education and capacity building

1. Broaden the range of pathways to further training and employment programs
2. Grow our educational portfolio

1. Outcomes

1. Increased number of women engaged in education programs
2. Increased number of women transitioning to employment
3. Increased range of educational courses offered and based on identified need

2. Economic participation

1. Promote the benefits of CALD* women's participation in the workforce
2. Progress our work on social enterprises

2. Outcomes

1. Cultural Cuisines social enterprise operating successfully
2. Well Spring-Cleaning social enterprise is viable and sustainable
3. Evidence-based research promoted by Wellsprings on benefits of CALD women in employment

*Culturally and Linguistically Diverse

3. Women's safety and wellbeing

1. Develop services, programs and policies that advance gender equality
2. Strengthen our Women's Support Program and responses to women subjected to family and domestic violence

3. Outcomes

1. Increased education resources on gender equality developed by Wellsprings
2. Gender equality concepts embedded across Wellsprings education programs
3. Wellsprings is accredited under the Human Services Standards
4. Wellsprings Women's Support Program is well established in assisting CALD* women impacted by family violence

4. A sustainable organisation

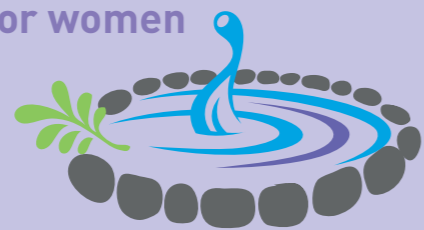
1. Commit to responsible and supportive governance
2. Apply targeted communication and advocacy

4. Outcomes

1. Wellsprings partnerships are value-based, effective and outcome-driven
2. Wellsprings has a long term financial plan coupled with investment strategies
3. Wellsprings communication and advocacy plans lead to improved profile, greater outreach and equitable outcomes for women



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