



Spiritual
Health
Association

SHA CORPORATE PLAN

2021–2022





INTRODUCTION

In the midst of a global pandemic that continues to impact our lives in so many ways, it is challenging to formulate concrete plans given how quickly the environment can change and new challenges arise. The pandemic has focused attention on our health and wellbeing as never before with spiritual and existential questions and conversations on the rise. We have also seen the inconsistency in our spiritual care services writ large.

Our new strategic plan is built around our aim to codesign and test an agreed and consistent model for spiritual care that is safe, high-quality and person centred. Our strategic domains provide the framework to support our vision for quality and excellence to be the hallmark of spiritual care in our health services.

Leadership (Developing and becoming self): is essential to developing the full potential in people, processes and systems that enable growth and maintain integrity.

Partnership & Planning (Unity with others): ensures that outcomes and improvements are made possible through mutual relationships and shared values.

Improvement (Expressing our full potential): through whole-hearted innovation and creativity to effect transformative and sustainable change.

Monitoring (Serving Others): by receiving and sharing feedback and information to ensure outcomes create positive change and meet the real needs of people.

This Corporate Plan 2021-2022 continues to lay the foundations to achieve our aim by outlining key initiatives that align with the strategic domains.



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OUR STRATEGIC CONTEXT

VISION

Quality and excellence in spiritual care

AIM

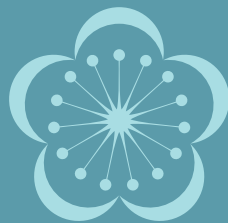
To codesign and test an agreed and consistent model for spiritual care that is safe, high-quality and person-centred by 30 June 2023

STRATEGIC DOMAINS



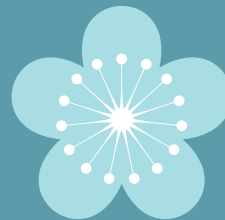
LEADERSHIP

Developing & becoming



PARTNERSHIP & PLANNING

Unity with others



IMPROVEMENT

Expressing full potential



MONITORING

Serving others

OUR PURPOSE

To advocate for and promote compassionate, person-centred spiritual care in health services

OUR VALUES

Respect • Inclusiveness
Compassion • Excellence
B.R.A.V.I.N.G¹

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Delivering safe and high-quality care

STRATEGIC PRIORITY	WHAT WE WILL DO	HOW WE WILL DO IT	WHAT WILL BE THE OUTCOME?
Leadership (Developing and becoming)	Facilitate and support sector-wide education and practice of effective leadership	<ul style="list-style-type: none"> » Work with Spiritual Care Australia and ANZACPE to build workforce capability. » Consult with and advise health services to ensure delivery of best practice spiritual care. » Deliver Quality Leadership training to the Spiritual Care Management Network. 	<ul style="list-style-type: none"> » 9 professional development sessions for 35-50 participants by June 2022. » 15 health services receive consultation/advice by June 2022 » Session delivered by Cathy Balding by December 2021
	Prioritise opportunities to publish and present outcomes and learnings from our work	<ul style="list-style-type: none"> » Submit abstracts for relevant conferences and publish outcomes of projects/ programs/research 	Presentations delivered at: <ul style="list-style-type: none"> » National Allied Health Conference 2021 » TheMHS conference 2021 » Spiritual Care Australia conference 2022 » Two publications in international journals by June 2022
	Ensure our continued viability and responsiveness to sector needs	<ul style="list-style-type: none"> » Work with peak bodies and agencies to ensure SHA informed and contributing to current developments and reforms. » Meet all compliance requirements of Safer Care Victoria and ACNC to maintain our reputation as trusted leaders. 	<ul style="list-style-type: none"> » Active membership maintained and contributions made through participation in working groups/committees/forums/submissions. » Quarterly reports delivered to SCV » Common Funding Agreement signed » ACNC Annual Information Statement completed October 2021.
Partnership & Planning (Unity with others)	Seek feedback and input from as wide a range of people as possible	<ul style="list-style-type: none"> » Work with the Spiritual Care Management Network to ensure current sector challenges/issues are identified and learnings shared. » Work with the Mental Health Network to ensure current sector challenges/issues are identified and learnings shared. 	<ul style="list-style-type: none"> » Monthly meetings of the SCMN facilitated. » Monthly meetings of the MHN facilitated.



STRATEGIC PRIORITY	WHAT WE WILL DO	HOW WE WILL DO IT	WHAT WILL BE THE OUTCOME?
Improvement (Expressing full potential)	Initiate well-defined projects/programs to improve the quality of spiritual care	<ul style="list-style-type: none"> » Work with VTMH to build capacity of the mental health workforce. » Work with La Trobe University, Meaningful Ageing Australia and Spiritual Care Australia to ensure availability of inclusive education opportunities. » Work with funded faith communities to ensure spiritual care services directly support patient care. 	<ul style="list-style-type: none"> » 8 Spirituality & Diversity conversations held for 80 participants by December 2021 » 4 core spiritual care modules developed and available by June 2022. » Eligible faith communities sign service agreements with SHA and provide annual acquittals aligning expenditure with the Guidelines provided by SHA.
	Share what we learn through multiple communication channels	<ul style="list-style-type: none"> » Use multiple communication channels to ensure learnings are widely available. 	<ul style="list-style-type: none"> » Monthly newsletter » Up to date website maintained » Regular use of social media » Annual Report October 2021
	Provide resources and guidance to inspire a culture of improvement	<ul style="list-style-type: none"> » Work with ACSQHC staff and the Spiritual Care Management Network to ensure publications support best practice. » Develop a campaign for international spiritual care week <i>Advancing Spiritual Care through Research</i> to promote research in the field. 	<ul style="list-style-type: none"> » Spiritual Care User Guide and Fact Sheet for the ACSQHC Comprehensive Care Standard published by June 2022 » Research translational infographics and information published and available 24-30 October 2021.
Monitoring (Serving Others)	Ensure our work is evidence-informed and responsive to identified needs	<ul style="list-style-type: none"> » Evaluate programs/projects delivered by SHA to ensure meaningful contributions and continued improvement » Undertake comprehensive literature review to update understanding and knowledge of best practice models for spiritual care 	<ul style="list-style-type: none"> » Evaluations and feedback sought » Publish literature review by March 2022
	Develop the systems and infrastructure needed to support the collection, analysis and distribution of relevant data and information	<ul style="list-style-type: none"> » Design and implement a communications strategy supported by a new CRM. 	<ul style="list-style-type: none"> » CRM built by August 2021 » Communication strategy developed by October 2021 with implementation ongoing



Delivering person-centred care

STRATEGIC PRIORITY	WHAT WE WILL DO	HOW WE WILL DO IT	WHAT WILL BE THE OUTCOME?
Leadership (Developing and becoming)	Ensure our continued viability and responsiveness to sector needs	» Evaluate programs/projects delivered by SHA to ensure meaningful contributions and continued improvement	» Evaluations and feedback sought
Partnership & Planning (Unity with others)	Implement a member engagement strategy	» Finalise design of member engagement strategy and implement strategy supported by a new CRM to ensure membership growth and opportunity to contribute to development of SHA's strategic directions.	» Member engagement strategy finalised by August 2021 with implementation ongoing. » Ten new members by June 2022
	Seek feedback and input from as wide a range of people as possible	» Establish mental health lived experience reference group to inform SHA's contribution to the mental health reform agenda.	» 3 meetings of the lived experience reference group held by June 2022
Improvement (Expressing full potential)	Provide resources and guidance to inspire a culture of improvement	» Distribute the <i>Small Gift</i> to support health care workers health & wellbeing and raise awareness of spiritual health as part of holistic care. » Develop <i>The Little Book of Spiritual Health</i> to support health care workers health & wellbeing and raise awareness of spiritual health as part of holistic care. » Develop the Multi-faith & Cultural Calendar for 2022 to raise awareness of religious and cultural events of importance to the diverse community	» 2000 <i>Small Gift</i> produced and distributed by June 2022. » <i>The Little Book of Spiritual Health</i> published by November 2021 » Multi-faith Calendar published December 2021
Monitoring (Serving Others)	Ensure our work is evidence-informed and responsive to identified needs	» In partnership, undertake research to identify how Australians understand and talk about spirituality, the benefits of spirituality to their health and build on patient preferences research.	» Care, Health and Spirituality research published by December 2021.