



LITHGOW COMMUNITY PROJECTS INC.

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Working to achieve safe, stable housing and life free from violence and abuse.

NEWSLETTER Jan-Mar 25

Cultural Day

Gawaymbanha Wiradjuri Ngurambang!

Brett Groves led us to the beautiful Lost City Trail - Gardens of Stone in March for our cultural day. How lucky are we to be surrounded by such beautiful Wiradjuri country!

Following this, we worked on a series of three paintings which we hope to display at the Lithgow Women and Children's Crisis Centre, Main Street and at the new Core and Cluster facility. Not only was this a wonderful team building experience, but we all had lots of fun as well.



Engaging Men and Boys to End the Cycle of Violence

Three staff from LCP recently attended the Engaging Men and Boys to End the Cycle of Violence, 2 day conference in Sydney. Men's engagement is an important focus area for LCP, aligning with our work with clients who have experienced Domestic and Family Violence.

Other training

All staff are also completing (or have already completed) mandatory child protection refresher training.

Main Street

We thank everyone for their patience in accessing our Main Street office whilst works took place on the footpath outside the main entrance. The work outside LCP is now mostly complete, and the new footpath looks terrific.



Core and Cluster update

We have commenced monthly meetings with Housing Plus as we lead up to the start of construction of the new Core and Cluster facility in Lithgow.

LCP will provide feedback for furniture and fitout choices and we will visit the Housing Plus team at The Orchard in Bathurst at the end of March.

A big thank you to the Housing Plus team for your support during this process.

Any ideas for a name?

LCP is inviting name suggestions for the new Core and Cluster facility in Lithgow, and at the same time, we will be re-naming the existing Lithgow Women and Children's Crisis Centre.

We'd welcome your suggestions via the QR code below.



Culture Canvas

We're so proud of our new Culture Canvas, and we sincerely thank Marika Kelly from Meraki People who supported the LCP team to develop this. We think you're amazing Marika!

We'll post the full document on our Website.

Culture Canvas

How we make decisions

- Compliance is key (we need to ensure we use the correct guidelines or policy)
- The right person makes the decision
- We consult with those it will impact significantly
- We ensure that the relevant people are informed of relevant decisions
- Decisions need to have context and clarity
- We apply consistency and don't let emotions or time pressure our decisions
- We have acceptance and look for the positive and react professionally in any decision – even if we didn't agree with it

Our Meetings

- Meetings have a purpose, agenda and outcome
- Be prepared
- Meetings are used as a good point of connection for the team
- Meetings are prioritised in calendars but there is understanding around competing priorities
- Meetings are device and distraction free as much as possible
- All attendees are engaged and encouraged to participate
- Speak up

Our Norms and Rules

- Good mornings and Good-byes
- Self-reflection and accountability
- We are all hands-on-deck and work as a team
- We have each others back
- Everyone is equal
- Flexibility and autonomy are vital
- It's OK to leave work at the door
- Fun and light-hearted is important
- We will put honesty before harmony
- Be kind ... always

Our Priorities

- Our team's wellbeing
- Our clients and community
- Our purpose
- Our values

Our Purpose:

We exist to make a positive difference in the lives of others



Our Values:

- Integrity
- Equity
- Respect

Behaviours

We reward:

- Values aligned behaviour
- Teamwork
- Positivity
- Balanced approach
- Curiosity
- Professional boundaries
- Open communication

We reject:

- Misalignment to values
- Underperformance
- Unproductive negativity
- Burnout
- Gossip and judgement

LCP Rituals

- Birthday celebrations
- Anniversaries = day off
- End of year celebration
- Welcomes and farewells
- Staff wellbeing focus quarterly
- 3 year strategic plan with annual reviews
- Fortnightly staff meetings
- External supervision and internal case reviews
- Wellbeing check-ins
- Lock out lunch breaks

How we give/receive Feedback

- Feedback is considered and purposeful
- We ensure we give positive feedback as well as constructive
- We are open to receiving feedback
- Feedback is an opportunity for growth
- Feedback is given respectfully
- Feedback is timely but not reactive
- We press pause, before giving and when receiving. Have a chance to digest before responding.

Protecting our Psych

- Check in with each other
- Assume positive intentions
- Safe to speak up
- Everyone is valued
- Diversity is a positive
- Discomfort is OK
- It's OK to not be OK or to need a chance to look after ourselves
- Give ourselves grace to be human

Accessibility & Inclusion

Lithgow Community Projects are seeking feedback about accessibility and inclusion.

How could we make our service more accessible and inclusive?

Have your say by emailing: admin@lcpinc.org, or by telephone (02) 6351 2230



Other Feedback

We'd love to hear from you. Feedback can be provided by clicking on the link in our website:

<https://www.lcpinc.org/>

