

LONG TERM STRATEGIC GOAL
The Social Service Agency for the South Island

STRATEGIC GOALS

<p>1. Purpose/ Vision: To provide quality, essential social services to children and families/whanau</p> <p>2. Mission: Together we strengthen the wellbeing of children, families and community</p> <p>3. Values: Honesty, Commitment, Respect, Team Relationships, Diversity with Ethical Responsibility, Manaakitanga, Kaitiakitanga</p> <p>4. Strategic Objectives – Once achieved, deliver the vision. Set through our Strategic and Sector goals</p>	<p>Board Strategic Goals:</p> <p>Goals:</p> <ul style="list-style-type: none"> - Values - Governance - Diversity - Bi-Cultural/Multi-Cultural <p>- Community – Service Delivery</p> <p>- Sustainability/Adaptability</p> <p>- Skills – competency of our people</p> <p>2 years:</p> <ul style="list-style-type: none"> ➢ 3-year contract from Oranga Tamariki ➢ Focus on staff – recruitment, retention, upskill ➢ Increase our services to Men <p>5years:</p> <ul style="list-style-type: none"> ➢ Full capacity, qualified, registered staff ➢ Increase our knowledge/ understanding of diversity ➢ Multi-cultural organisation lead by the Treaty of Waitangi ➢ Events – Whanau, Men, Children, Community ➢ Build our Social Enterprise ➢ Search other funding streams 	<p>Themes Towards 2030</p> <p>Childcare/Support: More parenting/family support – kin carer, solo parent; supporting family to look after family; life skills programmes</p> <p>Family Harm: Services/programmes – Alcohol and drug rehabilitation; focus on poverty gap, community and men’s groups</p> <p>Community Health/Wellbeing: Support living, disability support, home security, health programmes; job training for elderly; personal responsibility for health – nutrition, movement – therefore increasing independence</p> <p>Diversity programmes: Multi cultural events; Kaupapa Maori; promoting diversity in schools, Whanau Ora</p> <p>Sustainability: Ensure a sense of place and permanency, explore social enterprise options</p> <p>Youth programmes: Support Buller REAP Youth Services</p> <p>Cultural and Community Hub: working collaboratively towards a Cultural and Community Hub</p>
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ANNUAL SECTOR GOALS 2023

<p>HOMEBASED:</p> <p>Parenting Programme: Develop Homebuilders Parenting Framework that include up to date resources, training and a deliverable programme.</p> <p>Team Connection: Homebased to have fortnightly catch ups through zoom to collaborate, case consult, debrief and connect.</p> <p>Attachment based programme – run one outdoor programme.</p> <p>Support Groups: explore the need in our communities eg solo dads, grandparents.</p>	<p>SOCIAL WORKER IN SCHOOLS:</p> <p>Resources: Utilise, grow, upgrade the resources and programmes created for clients in google drive. Share these with other sectors and for other sectors also to input useful resources.</p> <p>Whanau Ora: Focus on how we implement this approach, what are other organisations doing in our area that would support our clients. How can we connect to Ngati Wai Wae or our client’s iwi?</p> <p>Training: Upskilling ourselves and our practice. Plan out trainings/map of where our knowledge deficits are and work toward these.</p> <p>Programmes: Intentional and organised with clients, innovative and using our skills eg biking & tramping trips.</p> <p>Community: Regular hui with organisations that work with tamariki/rangatahi in Greymouth.</p> <p>Social Enterprise: Identify opportunities via our roles as Social Workers. Who specialises in work with children/youth eg schools in Greymouth, programme offers.</p>	<p>OPERATIONS:</p> <p>Technology: Continue to upskill on the COMMBOX, ensure staff are confident to use it. Create user instruction sheet.</p> <p>Upskill: Utilise knowledge within the team to upskill eg IT and phones.</p> <p>Support: Keep responding and adjusting to meet the needs of the organisation/workers. Support staff to ensure all operational procedures are followed.</p> <p>Recruitment: Create efficient and up to date in-office processes to respond to recruitment needs and trends as requested.</p> <p>Funding: Assist with funding advice and support for any new initiatives for social work team.</p> <p>Community Needs: Include in ops team meeting a discussion around any enquiries that we can’t meet and can’t be referred on to anyone in the community and report to SMT.</p> <p>Te Reo: increasing Te Reo around the office eg signage, vocabulary development.</p> <p>Grey office: Continue to provide admin support and review as needed.</p>	<p>SUPERVISED CONTACT:</p> <p>Facilitation: Sara M providing facilitation on her own.</p> <p>Venue: Setting up professional environment within our new building.</p> <p>Funders: Maintaining good relationships with OT and MOJ.</p>	<p>COUNSELLING</p> <p>External Policies: Stay informed about policy changes of other services we interact with eg WINZ, ACC.</p> <p>Social Enterprise: Create income stream through fee for service counselling by Pana. Look into EAP counselling criteria as an option.</p> <p>Recruit: Continue looking for a counsellor to work with age 6+. Also look for other counsellors.</p> <p>Referral process: Have a steady and timely process to feed into practitioner’s case load to satisfy referrer and client, and balance workload for practitioner.</p> <p>Flood Recovery Counselling: Promote as cohesively as possible in collaboration with all staff.</p> <p>Venue: Create a counselling friendly space.</p> <p>Grey Area: Increase availability if in demand.</p>	<p>KAWATIRI FAMILY HARM PREVENTION:</p> <p>Support Men to change: Through community engagement and meaningful connections via the Kawatiri Men’s Group, and through participating and leading local events to promote positive male role models and increase ‘buy in from men’ eg WRR on Nov 24&25 in Westport.</p> <p>Strengthen KFHP network: Ensure network activities align with Te Aorerekura National Strategy for Eliminating Family and Sexual Violence. Have regular communication and meetings with network, maintain links with other local groups and networks and with Te Rito West Coast network/National Te Rito FV preventions network. Keep KFHP member database current.</p> <p>Community Focus: Hold professional training workshops, distribute network produced resources, have a presence at Buller community events eg Children’s Day, AOD Services Coast Wide Expo.</p>
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SECTOR REVIEW 2022

<p>HOMEBASED:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> • Homebased consistently use SMART goals to support positive practice with their clients. • Kin Carer Group was put on hold following July 2021 floods, loss of venue. Still see it has value and need in the community. • One further caregiver was recruited. The respite service is under review following a change in contract. • Youth Mentoring service has come to an end. • Increase HB Sector collaboration didn’t occur due to the impacts of the July 2021 flood and focus on flood recovery. • One Connecting Families training was held during full team meeting for the Homebased team. Connecting Families programme was put on hold due to the July 2021 flood and lack of available venue. 	<p>SOCIAL WORKER IN SCHOOLS:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> • Professional Development: Diversified skills through variety of training – Play Therapy, SWIS Hui, Counselling • Compassion Based Trauma, Safer Spaces (Yoga Trauma Trainings), Adventure Therapy, Travellers Training, Rock and Water, Seasons for Growth, Cultural training (through study) • Structured SWIS Catch-Ups: Regularly occurring with flexibility – useful, and grew connection between Grey and Westport • Collaboration with Homebuilders: Promoting programme and services within schools has happened and is ongoing, automatic linking between family members of clients is helpful with more success in recent times, case consults are easier since being in the same building - with consults happening via phone during interrupted times • Collaboration within community: Always collaborated - but stronger connections and working together since the flood, resources are being shared, identified gaps are still intended to be worked on and removed eg care and protection, long term severe/moderate mental health counselling 	<p>OPERATIONS:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> • Upheaval acknowledged for Ops for the last 2 years • Technology: COMMBOX has been purchased and some training received by ops, using 365 on all phones and some laptops, have upgraded to A01 Samsung phones & 4 staff to A12s, using 2FA and passwords for security, cyber security training with emails was given on planning day, regular back up day has been formalised with USB sticks held off site • Cloud based documents have been created as requested, to meet the needs of clinical or ops workers, produced fillable forms for paperless completion • Sponsoring a scholarship & trading name still to be explored • Have extended recruiting avenues to websites – Trade Me and Seek, and also now approach many training establishments • Community organisations are invited to speak at Monday meetings to share information • Marketing skills and poster creation practice is ongoing • We had a dedicated Grey admin person and now have a Westport admin person who makes regular visits • Ongoing support as requested for sectors 	<p>SUPERVISED CONTACT:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> • Report Writing – new template created, training Sara, using online resource for training • Strong relationships with MOJ and OT – during flood and COVID19 regular updates through phone and email • Policy and procedure has been updated - established for streams (OT and MOJ and private clients (cost for service) 	<p>COUNSELLING:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> • Maintained good relationships with contracted practitioners, referrers and clients • Good resource for people searching for a service – locate via community meetings and approaching other services • Contracting practitioners – tried to locate for 5-12 year olds, connected with student practitioners but lack of supervised placement so not appropriate, gained two practitioners for 6 – 12 year olds and 8-12 year olds • Tried to support a practitioner for registration but failed 	<p>KAWATIRI FAMILY HARM PREVENTION:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> • Connected with Network via monthly mail outs – included FV stats, news, PD opportunities, community events • Face to face monthly network meetings • Rob Veale one-day workshop • Good practice session with Dr Jess Reedy • Creation of KFHP support Services wallet card • Organisational support for Men’s Health & Wellbeing Series 2021 and Mental Health & Wellbeing Awareness and Fundraiser 2023 • Organisational support of Kawatiri Men’s group • Fostering Te Rito network connections locally and nationally • Organise White Ribbon Day events - Westport and Reefton • Attend/visibility at local community group meetings/events
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