

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

STRATEGIC GOALS

<p>1. Purpose:</p> <p>2. Vision: Self-sustaining, Independence, Wrap around services, Meeting community need</p> <p>3. Mission: Together we strengthen the wellbeing of children, families and community</p> <p>4. Values: Honesty, commitment, respect, Team Relationships, Diversity with Ethical Responsibility, Manaakitanga, Kaitiakitanga</p> <p>5. Strategic Objectives – Once achieved, deliver the vision. Set through our Strategic and Sector goals</p>	<p>Staff Strategic Objectives</p> <p>Staff: Diverse, multi-talented, skilled, innovative team; self-care role modelled by organisation; diverse workforce responsive to needs of client; upskilling & learning; skilled/qualified staff with same base knowledge and specialised expertise (internal/external); staff with life skills, volunteer community leaders and diverse skilled staff</p> <p>Services: Helping community prepare – disaster/environmental impact; holistic support guided by family (no barriers for the criteria); disaster support – resilience, training (how to get by); Social Justice Advocacy – equal opportunity/ fair share of resources; Limitations – scope we are able to service; Family hub – holistic; Holistic connection to the environment; Community development and family work and elderly/retirement age</p> <p>Social Enterprise: Side line social enterprise business (for funds), utilising volunteers, community support, self-sustaining</p> <p>Community: Lead Community Agency (respected)</p>	<p>Board Strategic Objectives:</p> <p>Sector Structure: Provide stewardship. Board succession-reinvigorate the Board, Board training and development – ongoing, work towards adequate staff remuneration and retention</p> <p>Quality & Safety: Effective risk management, efficient policy review</p> <p>Organisation Culture & Direction: Working towards the organisation vision</p> <p>Technology: Utilise technology to work more efficiently at the Board level to enhance Board effectiveness</p> <p>Sustainability : Explore social enterprise pathways, be pro-active in advocacy, working towards financial sustainability</p>	<p>Themes Towards 2030</p> <p>Childcare/Support: More parenting/family support; supporting family to look after family; life skills programmes</p> <p>Family Harm: Services/programmes – Alcohol and drug rehabilitation; focus on poverty gap</p> <p>Aged care service/contracts: Support living, disability support, home security, organised support groups e.g leisure activity; job training for elderly; personal responsibility for health – diet, movement – therefore increasing independence</p> <p>Diversity programmes: Multi cultural events; Kaupapa Maori; promoting diversity in schools</p> <p>Sustainability: Secure service delivery hub; ensure a sense of place and permanency, explore social enterprise options</p> <p>Youth programmes:</p>
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ANNUAL SECTOR GOALS 2021

<p>HOMEBASED:</p> <p>Social Work Support: increase emphasis on creating SMART goals, Include these in our regular 'practice conversations'</p> <p>Kin Carer Group: growing the group and promoting this in the wider community, explore Greymouth options</p> <p>Respite Care: promote and recruit more caregivers Coast wide</p> <p>Youth Mentoring: provide consistent training for mentors, redesign name/promotional ideas/how we recruit – what we are recruiting</p> <p>Increase HB Sector collaboration: fortnightly zooms, supporting each other in our roles, focus on practice</p> <p>Connecting Families: sustainable, resource folder to keep everyone up to date, how to share this?, trained and upskilled all HB team</p>	<p>SOCIAL WORKER IN SCHOOLS:</p> <p>Professional Development: variety of trainings split between SWiStas to diversify our skillset as a team through deepening individual skills</p> <p>Structured SWIS Catch-Ups: 45 mins/weekly at 8.15am, personal check in, case consult and training</p> <p>Collaboration within Homebuilders: promoting our programmes and services within our school communities, continue to follow policies around communication with Homebased colleagues (linking, case consult etc)</p> <p>Collaboration within community: co-work for programmes, co-work for individual cases, share resources, identify gaps and try to close them (just do it – don't moan) – Social change</p>	<p>OPERATIONS:</p> <p>Technology: continue to implement IT update – ops equipment, a mobile media centre, training and upskilling (eg cyber security, use of 365, Samsung phones), implement cyber security as required (2FA), password strengthening, back ups)</p> <p>Cloud based: continue to explore useful cloud based documents (consult with SMT)</p> <p>Connecting/Marketing: Look at ways to recruit, to share community knowledge and perhaps sponsor a scholarship – (Look at what we could do, how we could do it and then implement - possible trading name, recruitment in training organisations, posters, facebook/Instagram. Continue to invite services to share information, learn marketing skills).</p> <p>Support: for new admin staff in Greymouth and Westport</p> <p>Support and assist other Sectors to achieve their goals</p>	<p>SUPERVISED CONTACT:</p> <p>Training: on report writing and supporting new support/ worker resource</p> <p>Keeping/building strong relationships with MOJ and OT</p> <p>Update the policy/procedure</p>	<p>COUNSELLING</p> <p>Maintaining good relationships: with our contracted practitioners, referrers, clients</p> <p>Be a resource for people who are searching for a service</p> <p>Contracted counsellors: continue to look for counsellors in order to keep a solid base (need for counselling for children from 5-12years)</p>	<p>Kawatiri Family Harm Prevention:</p> <p>Work to achieve goals set in Strategic Plan</p>
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SECTOR REVIEW 2020

<p>HOMEBASED:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> Community Development – CAMHS//Health, Cornerstone, West Coast Women's Refuge, Family Start, Te Rito, Kin Carer support group Westport, Kawatiri Networking, Reefton Partnership meeting, Youth Inclusion hui Connecting Families Parenting – third group in Westport, Reefton didn't go ahead as not enough referrals, how to provide in Greymouth has not yet been worked out, COVID had an impact on programmes last year Contract targets – improvement from last year, respite numbers are up, by June will be on target, still some work to do with Homebased due to ongoing challenges from numbers /closing/ staff turnover and the impacts 	<p>SOCIAL WORKER IN SCHOOLS:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> Training of choice - all completed but due to COVID some preferences not possible – Heart Matters, Lego-based Play Therapy, Counselling Postgrad, Wellbeing Training, FGC Training, First Aid Training, Working with Rangatahi - Mekhana Durrie, various webinars (Dyslexia, sleep, temperaments, Triple P) Maintain manageable caseloads achieved, support from Bronte in Greymouth helped this, thank you to management for gatekeeping this Good news story completed in most cases, query if it was enough? Collaboration with school to access additional resources – equipment for tramping, facilitator (teacher for mountain bike course), school trying to apply for funding for SWIS programmes Regular check in with schools achieved but for one school (barrier from school side) Google Docs – waiting for approval Working with community to build connections as much as possible with time constraints, Kawatiri Networking Hui, Reefton Partnership meeting, other agencies – limited due to their organisation/staff changes Working with Homebased team – now in policy to link, SWIS has linked and collaborated, where collaboration hasn't happened SWiSies unsure how to proceed Working with other SWiStas with regular fortnightly SWIS catch ups which became weekly and were useful 	<p>OPERATIONS:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> Networking – 4 newsletters distributed, facebook page updates, website kept up to date, stakeholder lists distributed to Board chair and SMT, reprinted HB brochures and BBBS and distributed to groups, parent pack rewritten and distributed, visitors invited for info sharing at staff meetings, Interagency meeting attendance, link with Social Worker training establishments when situation vacant Technology – update to 365, working on 365 calendar, organisation wide Fibre in June 2020, COVID connected to work from home – grant to increase capacity, new smart phones and many laptops, extra screens, created fillable forms for use without printers, maintained QSM and KOPPS on line, Use of Grey Creative Hub, Caregiver, Supervised contact room hire and leave forms on ling, sharing skills – ongoing when needed Office Building/Move/Sharing rooms – confidentiality of information, checking rooms before visitors have use Service to staff – always willing to help, solution focused, database support for East Coast branch, timely response where possible. Weren't a lot of search engine key words as people in Westport don't generally use the internet to find Homebuilders 	<p>BIG BROTHERS BIG SISTERS:</p> <p>ACHIEVED GREY:</p> <ul style="list-style-type: none"> Safety – created G-drive to follow progress and notes Grey High relationship – have two students wanting to take part in BBBS and the high school is interested in the programme Mentor training – we have not completed more training but recognise the need for more Fun days and events – Greymouth have maintained our events and fun days, cooking and Christmas party Mentor interest – we have lost a few but are still working with a core group of 9 mentors <p>ACHIEVED WESTPORT SCHOOL-BASED:</p> <ul style="list-style-type: none"> Building relationships with mentors and school admin – 7 mentors, only 1 male – peer support Facebook page for staff was made, BBBS wasn't made Sector meetings still haven't been established Maintaining baking and equipment for school-based mentors Fun days – put on backburner due to COVID and also staff change over 	<p>COUNSELLING:</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> Solid contracted counsellor base - Four practitioners for Westport and 4 for Greymouth Maintaining good relationships with practitioners through twice yearly face to face catch ups in Greymouth, Christmas gathering with all practitioners, follow up phone calls, distribution of cases with consideration of area preferred, wellbeing and capacity of practitioner and consideration of income Regular updates in team meetings and group supervision Reasons why clients do or do not reach their 80% goal – counsellors still working with cases from previous financial year were not capturing results but will be able to now, counsellors were not completing the outcome form - coordinator is following this up on a monthly basis now, clients are not ready (ie do not show) or move away 	<p>Kawatiri Family Harm Prevention (was BFWVP):</p> <p>ACHIEVED:</p> <ul style="list-style-type: none"> New logo and name Network meetings continued while Kyra was facilitator Invitation was given for others to host meetings but was not often accepted Provided trainings but due to COVID some didn't happen Have a presence in the community - Parenting Booklet was rewritten and distributed, White Ribbon Day in Reefton, supported Children's Day and Rock 'n Water programme, workshops facilitated by Nikki Weld organised (Professional Dangerousness), Ken McMaster training
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