

Strategic Direction 2013 to 2023 →

How Wesley Community Action will progress its mission 2013 to 2023



Our Mission Wesley Community Action contributes to just and caring communities. We work through authentic relationships with people to support their transformation and that of communities and society. Our work is unique, flexible and high quality.

To be the best at bringing out the best



We value

Authentic partnerships

Listening, being responsive, meeting needs, living the Treaty of Waitangi, honesty and openness.

Optimism

Believing change is always possible, not giving up on people, encouraging debate, enjoying and having fun in what we do.

Looking for better ways to work

Being visionary and creative, open to change, critically reflecting on what we do and how we do it, being professional, open and accountable.



Strategies to create an effective organisation

- Community / client voice to set organisational priorities
- Maintain a balance of proven initiatives with new emerging ones
- Diversify revenue streams
- Continually invest in core competency – staff skills / practice
- Grow communities of interest around core activities (eg community garden – food security)
- Measure and report on outcomes (as defined by clients)
- Ensure physical assets are fit for purpose
- Align all systems and structure with the Wesley Way
- Host open conversations with diverse groups who share broad common vision and be open to new partnerships
- Make information accessible and design open planning processes
- Celebrate progress / achievements



To be effective we need to...

- Know and value the strengths WCA brings from the past into the present
- Continually learn to how to be led by those we work with
- Focus on the outcomes the people desire
- Ensure that our structure, systems and culture are attuned to our values and way of working



We see signs of hope from

- The resilience, spirit and humour of many people in hard times
- The 'kiwi' commitment to fairness and helping people in need
- Growing strength and capacity of Maori initiatives and living the Treaty of Waitangi
- A growing appreciation of the importance of the environment
- Renewed energy for the active involvement of communities
- Fiscal pressure forcing new and innovative ways of working
- New forms of searching for and expressing an authentic spirituality
- Diverse cultures bringing new perspectives

Success indicators

- Levels of success in achieving client defined goals.
- Levels of participation in activities / services
- Low number of critical incidents
- Running services within budgets
- Levels of volunteer and resources gifted to support our work
- Staff levels of confidence in practice framework
- Is continuously evolving a Treaty-based way of working

Our desired outcomes

If Wesley Community Action uses the understandings and follows the direction in this document then we hope that over the period 2013 to 2023 we will evolve into an organisation which:

- Is able to respond quickly to new situations in the communities we serve
- Can demonstrate that all our programmes and activities are in line with our strategic direction and make a measureable positive impact
- Continues to give priority to groups and communities at the margins of our society
- Is structured and operates with maximum openness to its own people and the communities we serve
- Maintains the highest standards of professional practice and organisation
- Continues to operate smoothly in the midst of complexity

Our response is shaped by

Our Methodist heritage

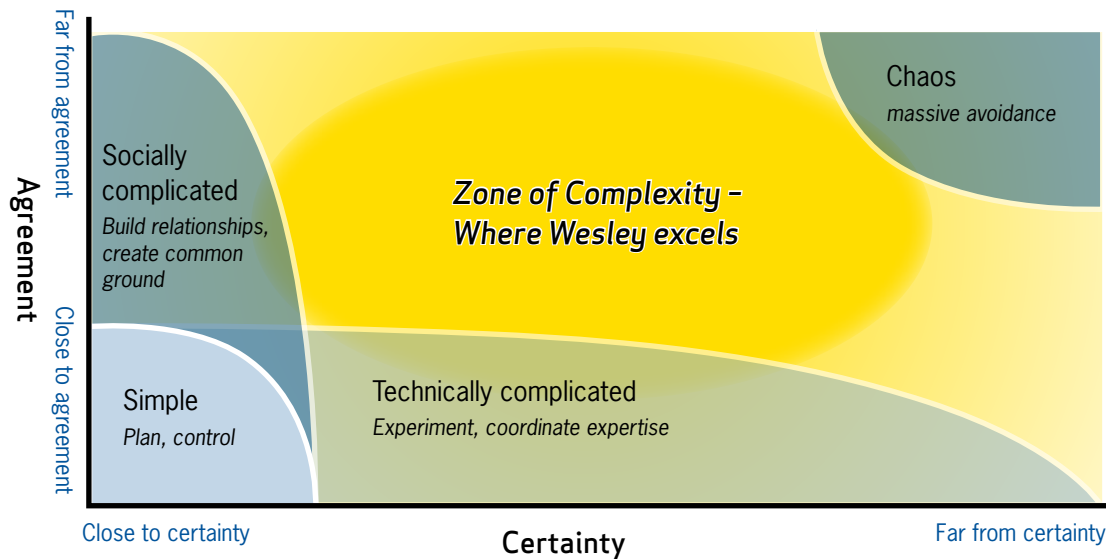
- Renewal and conversion are an on-going process
- Salvation entails mystery and has collective and individual dimensions
- As part of a world wide ecumenical movement for change where solutions are co-created

Our 50 years experience in working alongside people tells us that;

- People respond best when they are respected, have their strengths named and put to work to help shape their life-journey
- People are recognised as the experts on their lives
- Complex situations can not be addressed with standard solutions



Where Wesley works best



Source: Modified from Ralph D. Stacey Complexity and Creativity in Organisations and B. Zimmerman, Toronto.

To continue evolving as an organisation

From service delivery focused organization

'Doing to people'

Moving from ...

- Fragmented services
- Contract driven practice and language
- 'Pakeha way' the default setting
- Different models / expectations between management and staff
- Information concentrated in the 'centre'
- Focus on inputs as opposed to outcomes
- Accountability and responsibility goes up the organisation

Towards a community and client led organization

Supporting people 'to do'

Towards

- Strong common practice across all aspects of work
- Seeking symbiotic relationships between services
- Client outcome focus drives active learning and on-going quality improvement
- Treaty informed practice and systems
- Maintain diverse relationships / partnerships / alliances
- Open sourced planning processes
- Mutual accountability across organisation
- Broker / host of conversations and opener of doors
- Confident in 'holding' space for new possibilities to emerge

"To be the best at bringing out the best"



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Wesley Community Action is a proud member of the Methodist Mission Aotearoa, the social services agency of the Methodist Church of New Zealand. Te Haahi Weteriana O Aotearoa.