

Society *of* Saint Vincent de Paul

East Region

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East Region

Strategic Objectives

2015 - 2017

1.INTRODUCTION

The Board of the East Region has identified a number of key strategic objectives which will give direction to its work with Councils and Conferences in Dublin, Kildare and Wicklow over the next two years.

These objectives are set out in this document which is presented to members of the Society in the East Region in the hope that it will receive their co-operation and support and will lead to a stronger Society more effective in the service of those in need in the Region.

2.VISION

Inspired by Gospel values and our Vincentian traditions drawn from our principal founder, Blessed Frederic Ozanam and our Patron, St Vincent de Paul, the members of the Society in the East Region through their person to person service will offer practical and effective help to those in need; sharing their burdens and joys as true friends; sowing seeds of hope and promoting self sufficiency.

"I WAS HUNGRY AND YOU GAVE ME TO EAT".
(MATTHEW 25)

3.MISSION

We are involved in a diverse range of activities characterised by:

SUPPORT AND FRIENDSHIP

Through person to person contact, we are committed to respecting the dignity of those we assist and thus to foster their self respect. In the provision of material and other support, we assure confidentiality at all times and endeavour to establish relationships based on trust, friendship and respect.

PROMOTING SELF SUFFICIENCY

We believe it is not enough to provide short-term material support.

Those we serve must also be helped to achieve self sufficiency in the longer term and the sense of self worth this provides. When the problems we encounter are beyond our competence, we build bridges of support with others more specialised.

WORKING FOR SOCIAL JUSTICE

We are committed to identifying the root causes of poverty and social injustice in Ireland, and in solidarity with poor and disadvantaged people, to advocate and work for changes required to create a more just and caring society.

“NO WORK OF CHARITY IS FOREIGN TO THE SOCIETY”

4. VALUES

The values of the Society are drawn from our Christian ethos and from our Vincentian heritage as set out in our Rule. For the period of this Strategic Plan we have selected the following values and present them to members for their consideration as a guide to action.

ACCOUNTABILITY

recognising our accountability to those who seek our help and to those who provide it and to a wider society.

COMPASSION.

welcoming and serving all with understanding, empathy, friendliness and trust in the spirit of the words of St Vincent de Paul:

“THE POOR ARE OUR MASTERS”.

GENEROSITY.

being as generous as our circumstances permit with our time, our possessions and ourselves in the service of others.

INTEGRITY.

promoting, maintaining and adhering to our vision, mission and values and our Rule.

RESPONSIVENESS.

being alert to the ever changing needs of the individuals we encounter and the communities in which we work and responding accordingly to the best of our abilities.

SVP EAST REGION

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Strategic Objective I - Ethos

We will continue to recognise and build the importance of Vincentian ethos and values in everything the Society does. We will implement a programme for members, volunteers and staff members to enable them to develop a deeper understanding of the Vincentian ethos and values of the Society.

General Goals

- 1.1 The Regional President will send a communication about Vincentian Ethos and Values to all members and staff
- 1.2 We will secure the Area Presidents' commitment to the dissemination of information about the ethos and values and encouraging its application in the work of the conferences
- 1.3 Conference President to encourage members to understand and apply the Vincentian values in their work

Strategic Objective 2 - Members

Our future will be sustained by retaining existing members and attracting new members. This will be done by effective recruitment, retention, training as well as operational policies and procedures.

General Goals

2.1 Recruitment and Retention

- Conference presidents should take an active interest in recruiting new members, ensure that they are able to undertake relevant and meaningful tasks and that existing members are trained and engaged
- Region will promote recruitment and retention initiatives
- Region will continue to support the information evenings for new members

Membership Support Officer will act as a conduit for Regional Office support to Area Councils and Conferences through: -

- Good literature and support documentation - e.g. material on children and vulnerable adults, the Rule and our Vincentian heritage, policies and data protection, visitation practices etc.
- Policies on clear and consistent induction process and ongoing formation
- Identify conferences in need of new members and direct new members to them.
- Regular contact/ follow up with new members
- Track numbers of new members and their progression in time
- Manage the Information evening

2.2 Training

- A training needs analysis to be undertaken by the training committee, submitted to the Board and an agreed programme implemented
- The Board should support and sustain the Region's Trainers' Group
- Training should also include the dissemination of ethos/ The Rule, and the knowledge and skills required for quality visitation,
- Area Council training should be facilitated at Regional Council

2.3 Information and Communication

- Review the modes of communication to members currently in operation from the perspective of their effectiveness in supporting and informing members
- Regional Administrator to support the roles of Information and Membership Support Officers with a range of initiatives/ interventions defined and communicated to the Board

Strategic Objective 3 - Staff

The Society invests in qualified and supportive staff to support the members in executing the mission of the Society.

To ensure engagement between the work of the members and the support and contribution of staff, the Board will engage with the Regional Administrator and staff by giving direction and clarity to day to day work and overall strategy. They will ensure that there are development and performance management processes in place to support this.

General Goals

- 3.1 Performance Management - Following the completion of the strategy development process, the goals should be converted to a performance management process, for staff members, where appropriate
- 3.2 Staff Training and Development - the Performance Management Process must have a development process to support staff members in achieving their objectives
- 3.3 Understanding the values and ethos - The ethos and values of the Society must be made visible in employment and recruitment documentation of the Society and form part of regular briefings and discussions with staff members

Strategic Objective 4 - Governance

To ensure that the Society in the East Region is a caring, responsible, sustainable and transparent organisation responding appropriately to those in need; complying with all applicable legislation and the Rule of the Society; being a good steward of the resources entrusted to it by the charitable public; maintaining financial controls to a high standard and taking appropriate steps to mitigate any reputational and other risks identified.

General Goals

- 4.1 To encourage Conferences and members to expand and improve their visitation service to those in need in their area
- 4.2 To ensure information technology systems (such as Aggresso and CRM) are in place with Area Councils and Conferences to provide reliable financial and other information
- 4.3 The Board, supported by the Regional Administrator, will draw up a Risk Register for the region and take appropriate action to mitigate the main risks identified
- 4.4 To foster best practice in Conferences regarding data protection legislation and visitation practices - training, briefing and communication
- 4.5 To continue to build strong reporting procedures between all levels in the Society on activities, finance, membership and other issues
- 4.6 Ensure that there are a range of appropriate compliance and best practice policies and procedures in place and communicated within the Region

Strategic Objective 5 - Fundraising

Fundraising is a critical area for the East region and a key responsibility of the Board.

General Goals

- 5.1 Board to set up a Fundraising Committee supported by the regional fundraiser:
 - Supervision of fundraiser
 - Monthly fundraising report
 - Liaise with major donors
 - Generate ideas for fundraising
 - Ensure clarification of roles and policy of national and East Region fundraising
 - Advise on PR and publicity strategy for region
- 5.2 Expand the fundraising capacity at Area Council, retail and Conference levels
- 5.3 Identify strategic partners in the East Region who will support the work of the region on an ongoing basis
- 5.4 Ensure that the Region has adequate support from the National Office for its fundraising requirements

Strategic Objective 6 - Area Level Leadership

We will prepare, nurture and support members to undertake leadership roles at area and regional level. This involves ensuring that internal governance and leadership bodies have the necessary skills and experience in governance.

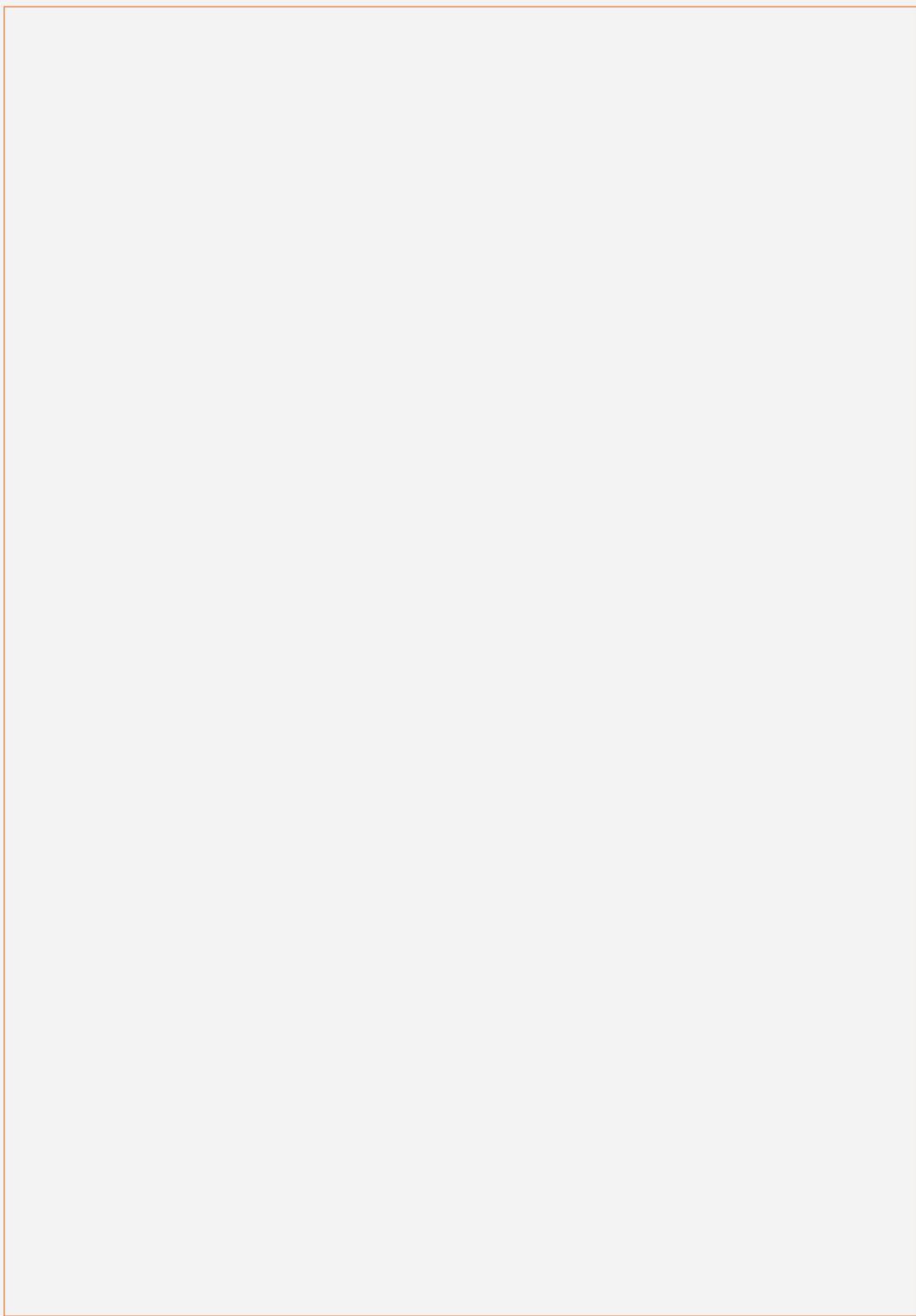
General Goals

- 6.1 Training of Area Presidents
 - Role
 - Leadership
- 6.2 Induction for new Area Presidents
- 6.3 Board Members must each visit 4 areas in 2015 in conjunction with Membership Support Officers
- 6.4 Succession planning by Board and Area Councils
- 6.5 Use the Regional Council Meeting for a training/ briefing component

Strategic Objective 7 - Youth

General Goals

- 7.1 Board to support the youth conferences in schools and third level institutions where it exists
- 7.2 Expand Society into new schools and third level colleges
- 7.3 Encourage the participation of young people at all levels in the Society to a greater extent
- 7.4 Organising events to encourage young members
- 7.5 Encourage twinning of schools





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