

# Our Vision, Values, and Five-Year Strategic Plan

October 2020



RISE is excited to embark on developing our strategic framework for the next five years. The strategic plan is driven by a desire to build on our organisation's proud history and the need to innovate for our future.

This will involve a continued focus on what we do well and on what will have the most positive and sustainable impact on whānau resilience and the prevention of future family harm.

Our work has always been informed by the experiences and knowledge of those who have lived with or been the perpetrators of family harm. Now is the time to make informed strategic choices to create and sustain positive social change and increase our impact within the community.

## Who we are

For more than 35 years, RISE (formerly SVS Living Safe) has been working to prevent and respond to family harm with a unique emphasis on providing specialist services and programmes for perpetrators. We have a proud history of advocating for systemic and social change by recognising this need within the community and RISE is one of few organisations to do so.

RISE has evolved and is now recognised as a specialist family harm provider offering non-violence and safety services for all people affected by violence or abuse within the Marlborough, Nelson Tasman and West Coast regions (Te Tau Ihu). We have continued to develop and enhance our services which now include training, education, counselling, and family whānau support.

Over recent years our organisation's programmes have been accessible to varied vulnerable populations and our work continues to grow across the community at all levels, ethnicity and age groups.

## What we do

### **As a specialist provider of family harm and whānau resilience services we:**

- work with people to make healthy, life changing choices
- advocate for people unable to advocate for themselves
- constantly seek ways to respond to the changing needs of our communities by being credible, relevant and visible
- create sustained positive social change

## Our Vision

### **The future we want:**

To grow, support and sustain safe resilient communities

## Our Values

### **How we approach all that we do:**

#### **We are:**

- Professional
- Inclusive
- Empathetic
- Value Diversity

#### **Our work is:**

- Courageous
- Creative
- Ethical

#### **We operate with:**

- Integrity
- Respect
- Trust

## Our Strategies

**Five priority strategies** have been identified to focus the efforts of our organisation over the five years of this plan. It is recognised that due to the current world, public health and funding environments these strategies may need to be reviewed and updated year by year.

To achieve these strategies, we will need to build on our reputation as a leader in the family harm field by continuing to engage with and build community partnerships. We will also need to focus internally to ensure we continue as a sustainable and resilient organisation with staff who have wide ranging expertise and are empowered to play a role in the strategic delivery.

### Strategy 1 – Our People

**We attract, develop and retain expert, highly skilled and well-resourced professionals. We are a preferred employer and an industry leader:**

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Commitment to education, training and professional development. We will be attracting and developing expertise internally within the organisation and the wider social services environment

Identifying communities of practice, coaching, mentoring and other development opportunities

Creating connections and training opportunities between professionals across a diverse range of organisations, communities of practice, networks and cross sectoral forums and events

Succession planning by encouraging organisational development and leadership opportunities both internally and externally

Develop communication practices that reflect our values.

Encourage innovation and creativity in programme development and service delivery through research of evolving trends and themes

Strengthen board and organisational responsibilities, diversity, roles, policies and professional development opportunities

## Strategy 2 - Partnerships

**We develop and maintain partnerships and effective networks with key providers, stakeholders and communities to enhance whānau and individual wellbeing:**

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Leverage our unique position as a specialist perpetrator focussed organisation to lead and develop cross sector collaboration, inform policy and optimise service delivery

Strengthen capability and community connections to facilitate long term behavioural change

Foster and support a strong and cohesive industry sector to develop a cross agency referral pathway and ensure wrap around support

Position RISE as a key service provider in cross agency innovation and development within communities on both regional and national stages

Identify and develop diverse, key partners from within corporate and cultural communities by growing the visibility of the organisation

Leverage our market presence to innovate early interventions to respond to the challenges of diverse, vulnerable and changing populations and cultural sensitivities

Identify future corporate relationships

## Strategy 3 - Sustainability

**We have the ability to innovate, be creative and responsive to changing needs. We are enhancing our market presence and increasing our influence within the family harm sector**

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Increase our organisational profile within the family harm sector by implementing a driven communication and marketing strategy enabling the strengthening of our brand and name recognition

Able to respond and adapt to changes in the political and public health environments, funding, legislative and other statutory and sector requirements

Retain our organisational specialisation and whānau centric approach but also enhance growth by being inclusive, innovative, agile and responsive to the changing needs of the community

Develop and enhance partnerships, provision of training and services to continue as a leader in the family harm sector and the first choice of funding stakeholders

## Strategy 4 – Increase Whānau Wellbeing

### **We develop and enhance services and partnerships that empower whānau to build resilience and sustain positive change**

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Develop and lead whānau resilience initiatives with a regional and national focus

Enhance capability and ability to be research driven to inform organisational strategy and growth

Support engagement across the community and partner agencies and drive the organisation to be a visible leader in this field

Provide an environment responsive to client, community and organisational voice to inform future direction of programmes

## Strategy 5 – Future

### **We are financially stable and enable innovation and growth**

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Position RISE to be the first choice for stakeholder funding

Identify and pursue diverse funding streams and fee for service opportunities

Shift perception regarding the value of the family harm sector service to enable increased professional recognition, recruitment and remuneration