

S0.5: Strategy 2024-34 – Where Are We Going?

To be read in conjunction with the documents: *Identity – Who are We?*, *Behaviours – What is “Our Way”?*, and *Model of Engagement – What’s Our Process?* For the financial years 2021-24, the Mission has 4 strategic objectives:

1 *Become a Tiriti-aligned organisation, expressing our aspirations for and responsibilities to Te Ao Māori*

We recognise the rights of Māori under Article 2 of Te Tiriti o Waitangi for hapū to retain control over decisions affecting them. The Mission will sustain constructive, collaborative, and above all, accountable relationship with our Manawhenua partner Te Rūnaka o Ōtākou who are our Treaty Partner; Te Taha Māori of Te Hāhi Weteriana o Aotearoa, and the Manawhenua of any other Takiwā that we seek to work in.

New services will be designed and implemented in ways that are responsive to the needs and interest of Māori; the Mission will recruit and retain more Māori staff at every level of the organisation; and we will ensure that every staff member has a minimum cultural competency which we expect will increase over time. We will seek out co-design opportunities and to be accountable for our work with Māori.

2 *Respond to the challenges of changing social needs, workforce availability, and funding constraints by innovating*

We will continue to strengthen our existing family of services by advancing, intelligently, the quality and impact of our work.

At the same time, the aging of the New Zealand workforce means that we expect our workforce to shrink and for the wages we pay to increase.

And we expect that in Otago and Southland the proportion of need experienced by older people will rapidly increase, while demand for support from younger whānau (tamariki and rakatahi) will stabilise and even fall.

Our response to these competing pressures will be to innovate; building services that help meet existing and emerging needs, increasing our recognition of staff via improved wages, but knowing that this means relieving our staff of tasks that may be partially or wholly automated so that they can focus on time with clients and more complex tasks.

This may also mean innovating the use of hybrid delivery systems interventions focussed on helping those we work with be more independently self-supporting.

3 *Sustainably reduce our contribution to climate change and environmental degradation*

We recognise the threats of climate change and environmental degradation to the whenua we live and work from; the livelihoods, security, and health of our communities; and to future generations who will live with the comprehensively challenging times if we do not ameliorate, mitigate, and adapt now.

The Mission expects that we can reasonably improve our performance via greater use of renewable energy sources, including solar, at our sites; transitioning our vehicle fleet to electric power, reducing flights; and better waste prevention and management.

At the same time, it would be prudent to consider climate change risks – storm damage, flooding, sea level and water table rise, slips etc – to our sites and relocate where advisable.

We expect, also, that those we work with are likely to be more affected by climate change and environmental degradation than the general population: our poorest people live on our worst land. We will continue to advocate for their voices and their needs.

4 *Conserve our resources*

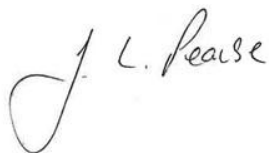
As our development processes generally require 4-5 years of investment before new services and products are stable, the Mission will:

- Plan for new services to be sustained by external investment through the development years, before starting;
- Seek diversified revenue streams to support our work;
- Evaluate new service development proposals for their ability to be self-sustaining, financially, after the initial development phase.

Also Look Up

Related Policies:
Related Form(s):

Policy Created: November 2016
Date of Last Revision: April 2024
Date of Next Review: December 2030



Authorised by:

Chairperson
Methodist Mission Southern