

IHC STRATEGIC PLAN 2008-2013



Mission Statement

IHC will advocate for the rights, inclusion and welfare of all people with an intellectual disability and support them to lead satisfying lives in the community

Strategic Priorities

IHC has identified five strategic priorities which form the foundation of our Strategic Plan 2008-2013

Strategic Priority One

Build sustainable service models

Objectives

- Gain better understanding of market by analysing and monitoring current trends.
- Subject each service to market analysis as to future potential/viability and fit with needs
- Explore alternative models where current models under pressure (vocational, sleepovers)

Strategic Priority Two

Maximise the value of our property portfolio

Objectives

- Investigate social housing models
- Identify potential to extend property business to a broader client group
- Plan to deliver on agreed Return on Investment by 2010

Strategic Priority Three

Strengthen links with communities

Objectives

- Undertake public awareness campaign
- Implement new governance arrangements with priority on community forums
- Support extension of volunteer programme to increase the numbers of youth volunteers
- Build partnerships with other organisations

Strategic Priority Four

Secure a sustainable funding path for IHC Programmes

Objectives

- Actively manage investments to support core programmes

Strategic Priority Five

Connect with the new generation of families

Objectives

- Support family networks
- Identify 1 or 2 innovative 'flagship' programmes
- Develop integrated family strategy across services and IHC Programmes

GUIDING PRINCIPLES

People with an intellectual disability have the right:

- To be treated with respect and dignity
- To have a say in their own lives
- To live, learn, work and enjoy life as part of the community
- To have support that meets their goals and aspirations
- To be part of a family/whanau

CORE VALUES

The values that guide the way we behave as an organisation are:

Integrity- Ensuring that we are loyal and committed to the philosophy and values of IHC and act in honest and ethical ways.

Professional Conduct- Ensuring that we adopt and implement sound business practice and disciplines.

Openness- Ensuring that our communication is open and effective, and our systems and decision-making processes transparent.

Accountability- Ensuring our decisions and actions will withstand the scrutiny of our service users and their families, members, funders and communities.

Customer Service- Ensuring we listen to and are responsive to our customers.

Quality Focused- Ensuring we always seek to improve and maintain commitment to innovation and development.

Commitment to Staff- Ensuring we recognise and reward staff contributions and efforts, and support individual development.

The Treaty of Waitangi- Ensure we acknowledge and respect the principles of partnership in the Treaty of Waitangi.