



What Crosscare stands for

Every person is created in the image and likeness of God

Ethos and Values

Crosscare's ethos is based on the principle that every person is created in the image and likeness of God. This places responsibility on us in Crosscare to work to the highest possible standards while treating all of the people who avail of our services and who work for and with us with the utmost of respect, courtesy and love.

Deriving from this principle we have four core values against which we will proof all of our activities and actions.

Respect:

Every person regardless of his or her lifestyle, race, nationality, gender, religion, beliefs, values or sexual orientation are unique, has intrinsic value, and is entitled to dignity, respect, well being and self-fulfilment.

Human Rights:

It is our responsibility to be aware of the rights that those who avail of our services are entitled to and, that hand in hand with the delivery of our services, we advocate on their behalf when their rights and entitlements are being denied.

Integrity:

We will honour the trust that is placed in us by conducting ourselves with integrity in all of our activities and actions. We hold ourselves accountable to be open, honest, genuine and reliable at all times, creating a culture of fairness and integrity of which we can be proud.

Excellence:

To live out our ethos is to strive for excellence in everything we do. The people who avail of our services and those of us who deliver them are equal partners in pursuing excellence in all of our relationships and endeavours.

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Crosscare believes that every person is created in the image and likeness of God. This places responsibility on us to work to the highest possible standards while treating every person who uses our services and who works for or with us with care, courtesy and love. Our work is guided by four core values: Respect, Human Rights, Integrity and Excellence.

Our programmes include: Homeless Services, Food Initiatives, Young People's Care Services, Teen Counselling, Carer Support Programme, Education, Training & Development, Drug & Alcohol Programme, Housing & Welfare Information, Migrant Project, Travellers' Inclusion Programme and Disability Awareness.

Faith in Action



Vision Statement for 2008 – 2028



Faith in Action

Crosscare 2008 – 2028

Crosscare (formerly known as the Catholic Social Service Conference CSSC) has been responding to the needs of people on the margins of society since its establishment by the Catholic Church in Dublin in 1941. The complexity and range of social problems that Crosscare tackles has changed over the years.

Crosscare as an organisation has grown as it established new programmes to help respond to the new emerging needs. Currently we employ close to 170 staff with an annual expenditure running towards €11million. Our range of programmes is diverse and we reach into areas of high need and deliver services with a commitment and passion that is unique to our organisation.

This vision statement has been agreed following a period of reflection and consultation. It is informed by the example and teachings of Jesus Christ, the social teachings of the church, the experience of those who provide and avail of our services along with key people from across the Diocese and from the voluntary and statutory service sectors.

“Faith in Action” sets out Crosscare’s long term ambitions for the impact we can have on the modern and emerging social problems that affect our society. It establishes the parameters within which Crosscare can develop our unique contribution which is inspired by Christian love and the social teachings of the Church.

This is a high level statement which reimagines our vision and mission statements and sets out three key objectives out of which our shorter term strategy plans can emerge.

Crosscare for the next 20 years

A New Vision

Inspired by the example and teachings of Jesus Christ, Crosscare has a vision of an inclusive society:

- That respects and promotes the human rights and potential of all people.
- Where social justice is the key driver of public policy and social change.
- Where high quality social support services are universally available to those who need them.

A New Mission

Crosscare’s mission is to contribute to the building of an inclusive society by:

- Developing and modelling innovative, high quality, rights based services which meet emerging and unmet needs.
- Providing localised support programmes that assist people to attain their rights and fulfil their true potential.
- Challenging inequality and prejudice through the development and promotion of evidence based solutions to intractable social problems.

Long-Term Objectives 2008 – 2028



1. Innovate – Develop our capacity to meet emerging need

Crosscare will develop expertise and a reputation for modelling innovative high support services which are based on our belief system, are of the highest quality, are delivered within a human rights framework, are service user led and provide clear outcomes for those who use them. Once researched, developed and stabilised, Crosscare will let go of these services by securing state support and withdrawing from direct management over a period of time thus enabling us to continue to be responsive and flexible.

2. Outreach – Locate our services where the need is greatest

Crosscare will concentrate our supports in areas of highest need. We will develop outreach offices in each Episcopal area, Deanery and Parish as appropriate. We will liaise with the individual parish priests and pastoral councils at local level, to provide the required level of supports to those in need. We will deliver these supports in a way that empowers people at local level building communities’ capacity to manage and control their own local services and supports.

3. Mobilise – Harness our potential to create lasting social gain

Crosscare will develop new ways of engaging with the Catholic Community with a view to building our capacity to bring about positive social change. We will connect at local level across the diocese, sharing information and providing mechanisms for social issues to be aired and appropriate responses formulated. We will use the experience of our direct service provision to seek out solutions to intractable social problems and develop a research programme based on filling unmet needs across the Diocese.

Rolling Operational Strategy Plans

“Faith in Action” will be used as the reference point for Crosscare to develop rolling 5 year operational strategies. These strategies will be developed with individual Crosscare programmes and will include a high level of detail on actions and initiatives. They will be fully costed and will specify the clear outcomes that each action is intended to produce.



“Crosscare is a wonderful, unique organisation that has enormous potential to make a real difference in our society. This plan will assist us in turning this potential into a reality”.

Frank O’Connell, Chairman Crosscare Council



“Crosscare is a symbol of the Church in Dublin in its work and in its witness”.

Archbishop Diarmuid Martin