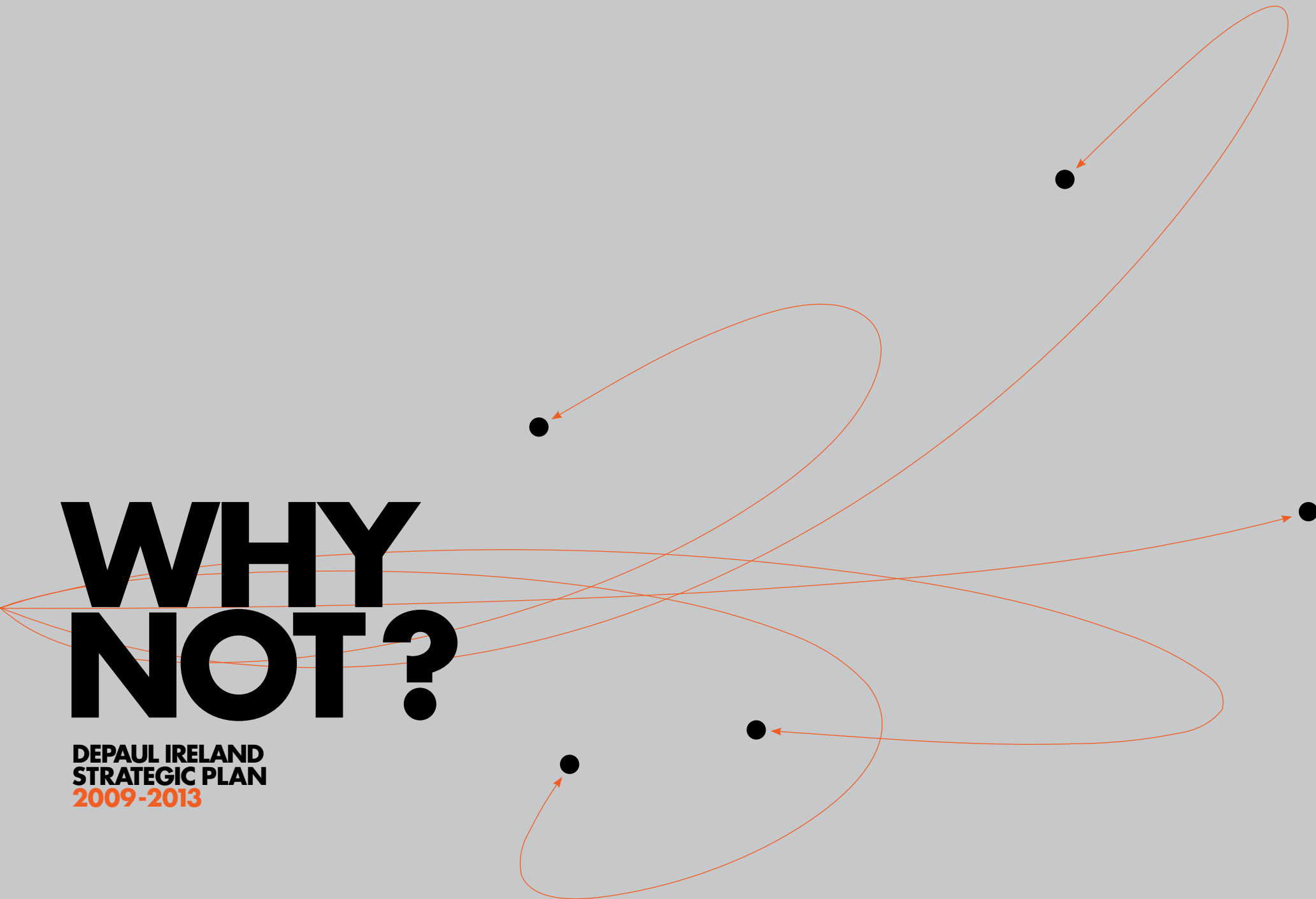


WHY NOT?

DEPAUL IRELAND
STRATEGIC PLAN
2009-2013



**“I DO FEEL I AM IMPORTANT
HERE AND FEEL AS THOUGH
I AM AT THE CENTRE OF
LIFE AT THE PROJECT. WE
ARE ALWAYS INCLUDED
BECAUSE IT IS OUR HOME”.**

DEPAUL IRELAND SERVICE USER

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INTRODUCTION

‘It did not appear to matter to Depaul Ireland what circumstances gave rise to a person being homeless. What mattered was that they were homeless and in need of somebody to provide them with a service that their human dignity deserved’ (Chris Walsh, Depaul Ireland supporter)

Since we opened our doors to people experiencing homelessness, in Dublin and Belfast, we have continually challenged ourselves to ask the question why not?

At Depaul a commitment to working with the most marginalised is central to what we do. This has been demonstrated through the services that have grown each year - services that were the first of their kind, working with many people who had previously been turned away elsewhere.

The challenge to us all in the incoming years is to be relevant, flexible, needs responsive, innovative and to continue asking ‘Why Not?’. This is the theme for our strategic plan for the incoming 5 years.

‘Why Not?’ encapsulates for us the approach required in an environment where resources are limited and challenges are great. ‘Why Not?’ is about maintaining a vision for our services that is open to change, holds our service users needs at the heart of what we do and continually challenges ourselves and others.

Both sides of the border we are in changing times. Our funders in NI and ROI are moving to greater accountability, moving from outputs to outcomes, and are seeking greater value for money in the projects they fund.

We face many challenges however, in keeping with our Vincentian values, if we maintain our commitment to learning new ways to serve those most in need, we should be open to adapting our services. We should be accountable for the public money we receive and it should be our heart’s desire to see better outcomes for those we work with. This is what we are committed to and this plan outlines how this is clearly achievable. Why Not?

VINCENTIAN VISION, MISSION AND VALUES

VISION /
**EVERYONE SHOULD
HAVE A PLACE TO CALL
HOME AND A STAKE IN
THEIR COMMUNITY**

MISSION /

TO OFFER HOMELESS AND DISADVANTAGED
PEOPLE THE OPPORTUNITY TO FULFIL THEIR
POTENTIAL AND MAKE POSITIVE INFORMED
CHOICES ABOUT THEIR FUTURE

VALUES /

WE CELEBRATE THE POTENTIAL OF PEOPLE
WE PUT OUR WORDS INTO ACTION
WE AIM TO TAKE A WIDER ROLE IN CIVIL SOCIETY
WE BELIEVE IN RIGHTS AND RESPONSIBILITIES

DEPAUL IRELAND'S SIX STRATEGIC AIMS 2009 – 2013

- 1- TO WORK WITH PEOPLE 'WHERE THEY ARE AT' BY PROVIDING A RANGE OF SERVICES TO ENABLE THEM TO MOVE THROUGH AND OUT OF HOMELESSNESS.
- 2- TO TAKE ACTION TO BREAK THE CYCLE OF SOCIAL EXCLUSION.
- 3- TO DEVELOP A SERVICE USER INVOLVEMENT STRATEGY THAT ENSURES THE SERVICE USER IS AT THE CORE OF WHAT WE DO.
- 4- TO BE A GOOD MANAGER OF RESOURCES ENSURING A SUSTAINABLE AND STABLE ORGANISATION.
- 5- TO BE A VISIONARY AND FLEXIBLE ORGANISATION THAT ENGAGES WITH A CHANGING ENVIRONMENT.
- 6- TO FOSTER A WARM AND WELCOMING CULTURE BASED ON COMMITMENT, INVOLVEMENT, DIVERSITY AND EXCELLENCE.

TO WORK WITH PEOPLE 'WHERE THEY ARE AT' BY PROVIDING A RANGE OF SERVICES TO ENABLE THEM TO MOVE THROUGH AND OUT OF HOMELESSNESS

STRATEGIC AIM 1

OBJECTIVE 1.1

To provide a range of quality services to support people on a pathway through and out of homelessness.

OBJECTIVE 1.2

To develop our low threshold approach as a model of best practice.

OBJECTIVE 1.3

To develop our harm reduction approach throughout all services in order to prepare people for independent living.

OBJECTIVE 1.4

To empower people through case management to be involved and make informed choices about their future.

OBJECTIVE 1.5

To ensure all services operate within the highest quality standards.

OBJECTIVE 1.6

To forge partnerships with other service providers to widen the choices available to our service users.



TO TAKE ACTION TO BREAK THE CYCLE OF SOCIAL EXCLUSION

STRATEGIC AIM 2

OBJECTIVE 2.1

To strengthen networks and partnerships to positively influence public policy makers.

OBJECTIVE 2.2

To identify and research gaps in service delivery to marginalised groups and respond accordingly.

OBJECTIVE 2.3

To develop new innovative services.

OBJECTIVE 2.4

To share our experience through education and training.

OBJECTIVE 2.5

To build on relationships and maximise the potential of being part of Depaul International.

OBJECTIVE 2.6

To inform and challenge society through a range of communications.







TO DEVELOP A SERVICE USER STRATEGY THAT ENSURES THE SERVICE USER IS AT THE CORE OF WHAT WE DO

STRATEGIC AIM 3

OBJECTIVE 3.1

To encourage holistic involvement in our services by those using them.

OBJECTIVE 3.2

To involve service users in the evaluation of services.

OBJECTIVE 3.3

To involve service users in the recruitment and training of frontline staff and volunteers.

OBJECTIVE 3.4

To create opportunities for service users to use their skills to support peers.

OBJECTIVE 3.5

To creatively involve service users to educate and inform the wider public on homelessness.

TO BE A GOOD MANAGER OF RESOURCES ENSURING A SUSTAINABLE AND STABLE ORGANISATION

STRATEGIC AIM 4

OBJECTIVE 4.1

To ensure excellent standards in governance, complying with all statutory, regulatory and reporting requirements.

OBJECTIVE 4.2

To strengthen and maintain efficient, effective and transparent financial systems.

OBJECTIVE 4.3

To invest in stakeholder relationships remaining accountable at all times.

OBJECTIVE 4.4

To continue to build strong internal and external audit procedures with continual monitoring and management of risk.

OBJECTIVE 4.5

To strengthen our external profile through investment in IT and communications.

OBJECTIVE 4.6

To engage and inspire broader society through a clear and comprehensive fundraising strategy.





TO BE A VISIONARY AND FLEXIBLE ORGANISATION THAT ENGAGES WITH A CHANGING ENVIRONMENT

STRATEGIC AIM 5

OBJECTIVE 5.1

To foster a culture where change and progress in services is welcomed.

OBJECTIVE 5.2

To use networks and to be well informed of changes in the external environment.

OBJECTIVE 5.3

To be open and willing to improve our service to service users by exploring mergers.

OBJECTIVE 5.4

To be a learning organisation built on reflective and consultative practice and planning.

TO FOSTER A WARM AND WELCOMING CULTURE BASED ON COMMITMENT, INVOLVEMENT, DIVERSITY AND EXCELLENCE

STRATEGIC AIM 6

OBJECTIVE 6.1

To recognise the value of staff and volunteers by capacity building through training, support, up skilling and by celebrating their achievements.

OBJECTIVE 6.2

To operate an effective Human Resources department by ensuring high quality standards, working to robust policies and procedures, with regular communication.

OBJECTIVE 6.3

To foster a culture where our Vision, Mission and Values are at the forefront of service delivery and planning.

OBJECTIVE 6.4

To be an evolving organisation through the sharing of experiences and skills internationally, cross border and with strong interdepartmental working.





A BRIEF HISTORY

Depaul Ireland is part of Depaul International, the parent company of a group structure which includes Depaul UK, Depaul Slovensko, Depaul Kharkiv and Depaul USA.

Depaul UK was the first of the charities to be established in 1989, and was sponsored by three Vincentian organisations as a response to the growth of street homelessness in London in the late 1980's. These organizations were the Daughters of Charity of St Vincent de Paul, St Vincent de Paul Society and The Passage Day Centre.

Depaul Ireland was established in 2002 and was also sponsored by members of the Vincentian Family with the objective of providing similar help and support for homeless and disadvantaged people in Dublin and throughout Ireland. With the help of its sponsoring organisations it has also established a strong Vincentian ethos. During 2005 it set up a subsidiary, Depaul Northern Ireland, to support new projects in Belfast. It too has developed rapidly into a large charity with further development plans.

St Vincent de Paul said that charity is not charity without justice. Remaining true to this, the work of Depaul Ireland today is rooted in a commitment to support the most marginalised and make lasting change. We operate a model of low threshold services, keeping rules and regulations to a minimum and ensuring that the most in need of services are able to access them. Our hope is that people will be supported to realise and achieve their potential.

“THERE HAVE BEEN MANY TIMES WHEN I HAVE NEEDED A SECOND CHANCE, OR MORE! THERE HAVE ALSO BEEN TIMES WHEN I HAVE NEEDED SOMEONE TO BELIEVE IN ME, EVEN WHEN I DIDN'T SEEM LIKE A SAFE BET OR A SOUND INVESTMENT. DEPAUL IRELAND GIVES THAT BELIEF AND PROVIDES THOSE CHANCES TO MANY PEOPLE WHO SEEM BEYOND HELP”.

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