

Strategic Plan 2009-2012



Vision Statement

People who use Kaiyu Enterprises Inc services are enjoying employment, recreation, friendship and participation in a society that understands and accepts mental health issues and other differences and hardships as a normal part of life.

Mission Statement

Kaiyu Enterprises Inc helps those experiencing disadvantages, emotional and mental health issues, or disabilities to achieve their personal goals for self development, employment, recreation, friendship and participation in community life.

Organisational values

1. Social inclusion
2. Assisting those most in need
3. Empowering participants
4. Commitment to quality
5. Commitment to evidence-based practice, and to contributing to the gathering of evidence based on our practice
6. Commitment to innovation
7. Open and accountable
8. Working in partnerships with others
9. Increasing community knowledge and acceptance of issues concerning disadvantage, disabilities and mental illness
10. Valuing and developing staff and participants



Organisational Goal

To provide a range of support, community inclusion and recovery services to people who experience disadvantage due to disability, emotional and mental health issues, or circumstance.

Objectives and Associated Strategies

Objective	Strategic Direction
<p>1. Provide skill development activities, support participants integration into the community, and refer to relevant services</p>	<ul style="list-style-type: none"> a. Ensure that programs are delivered within a continuous Quality Improvement framework that fosters management, staff and participants to contribute ideas based upon insight, initiative, innovation, research and evidence-based practice. b. Provide personal development activities that are open to the public and our participants. c. Maintain, strengthen, foster and further formalize existing partnerships. Explore options for further partnerships with other services. d. Ensure that staff at all levels are given quality skills training and learning opportunities.
<p>2. Assist participants to obtain and maintain employment/vocational support, in partnership with appropriate services</p>	<ul style="list-style-type: none"> a. Seek partnerships with other services to assist participants to gain employment. b. Continue to seek funding to maintain and expand our employment programs. c. Provide vocational and general support. d. Provide vocational skill development activities.
<p>3. Create more opportunities for our clients to be genuinely included in society</p>	<ul style="list-style-type: none"> a. Provide advice, training, support and information to communities, organisations and employers wanting to include people who experience disabilities and/or emotional issues. b. Continue to develop written resources to support this objective. c. Develop and document practices which assist people's participation in community. d. Work in partnership with other services to achieve improved inclusion e. Ensure that relevant individuals/organizations are aware of our referral processes/criteria. f. Seek funding to better promote the links between mental health and community inclusion.

<p>4. Secure and maintain funding and develop infrastructure and resources for existing programs and for new initiatives</p>	<ul style="list-style-type: none"> a. Establish the appropriate infrastructure and commitment to continuous quality improvement (CQI) so as to ensure that Kaiyu is a worthy, accountable and transparent organisation to fund. b. Seek continuing funding of our programs. c. Ensure Kaiyu has sufficient resources to apply for funding for new initiatives. d. Seek sufficient funding for Kaiyu Konnect to enable it to operate at least five days per week. e. Ensure efficient use of our funds and resources. f. Maintain sufficient financial reserves to ensure the viability and capacity of the organisation. g. Explore options for funding from non-government sources. h. Establish evidence of our expertise, document it well, and seek opportunities to continue and enhance our programs. i. Plan to have the strategic capacity to accommodate expansion within any six month period. j. Develop partnerships with similar agencies with whom it might be beneficial to co-locate k. Foster support and understanding within the community to encourage the acceptance of our selves. l. Invest in the improvements of Kaiyu’s infrastructure.
<p>5. Manage the organisation in an accessible, efficient, accountable and quality focused manner</p>	<ul style="list-style-type: none"> a. Each Kaiyu program will develop an annual business plan b. More broadly implement the Advisory Group model of planning so as to increase and enhance referrals and review processes for our services. c. Ensure continuous quality improvement by implementing appropriate review cycles for practice, policies and procedures. d. Work towards, and maintain, QIC accreditation. e. Recruit and employ appropriately trained and experienced staff. f. Implement and encourage ongoing skill development for all staff through a well planned and monitored Staff Development Program. g. Aim for all staff to have, or be studying towards, a minimum qualification of a Certificate 4 in a relevant field.

	<ul style="list-style-type: none">h. Involve participants in the planning, delivery, monitoring and evaluation of services.i. Pursue a broader membership base through concerted membership drives.j. Recruit and retain suitable members for the Committee of Management.k. Foster a broad base of leadership within the organisation, both at staff and CoM levels.l. Explore and consider options for stronger partnerships or amalgamation with suitable organisations.
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