

A photograph of a large, two-story wooden building with a gabled roof and a central section with a smaller gable. The building has many windows, some of which are displaying items. A sign above the entrance reads "KINGSRIVER". A white car is parked on the left. The building is surrounded by trees and a grassy area. The sky is overcast.

Kingsriver Community Holdings

**Strategic Plan
2024 - 2028**



Table of Contents

	Page
1.0 Message on Behalf of the Board	1
2.0 Our Governance Structure	2
3.0 Our Mission	3
4.0 Our Values	4
5.0 Strategic Objectives	
To ensure a Human Rights based approach.	6
To enhance employee Learning and Development.	7
Governance and Leadership.	8
Citizenship.	9
Sustainability.	10

1.0 Message on Behalf of The Board



Welcome to our Plan of Kingsriver Community's journey into 2028.

This plan is the outcome of much thoughtful work by many people and it has been particularly inspired by the contributions from the people we support.

In Kingsriver Community, we are committed to supporting each individual to live their best life. From time to time we will check our compass for direction as we continue our journey.

It will be easier to see how our plan is progressing during our journey.

Join us on our adventure 'to live our best life' and thank you for your contribution to Kingsriver Community.

Kind regards

Kevin Collins

Chairperson Kingsriver Community

Ennisnag

Co. Kilkenny

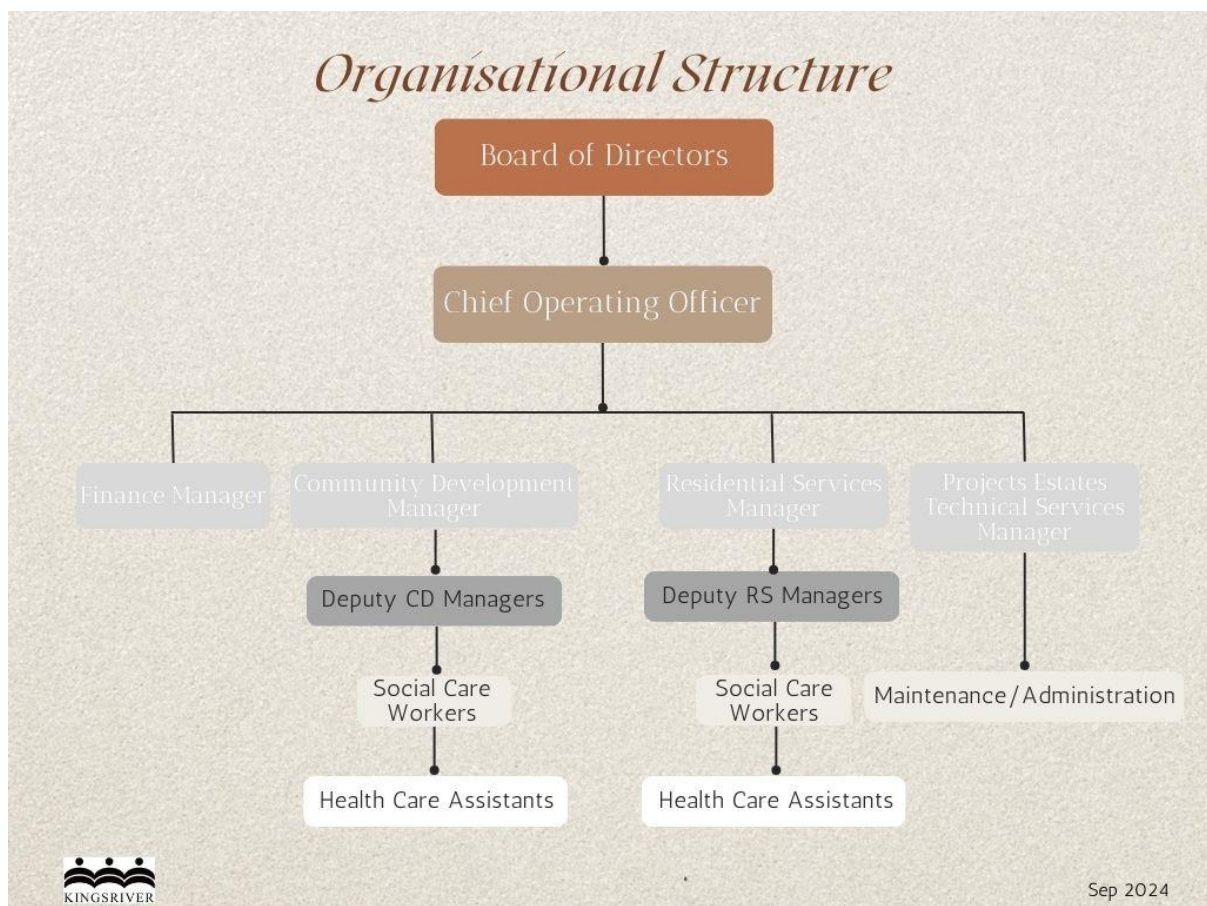
2.0 Our Governance Structure

Kingsriver is governed by a voluntary Board of Directors. There are currently 5 Directors in place.

The Board of Directors has a number of Sub-Committees to support the governance of the organisation.

Additional Sub-Committees of the Board will be established to drive the implementation of this Strategic Plan and to support the Executive with its implementation.

Organisational Structure



3.0 Our Mission

"Kingsriver Community is committed to ensuring the individuals we support live their best life."

What the individuals who use our Services Say!

"It is a safe place to meet friends"

"It is a happy and fun place to live"

"We get to cook"

"Kingsriver brings me on holidays and to the pub"

"It's the best place to be"

"Day trips are the best thing about Kingsriver"

"I can choose what I do"

"I don't want to change it"

"My friends"

"The parties that we have"

"The garden helps me think"

"The people are nice and laugh a lot"

"It's quiet and happy"

"I'm learning to drive"

"It's fun"

"I learn new things to do"

"The staff make me feel safe"

Respect

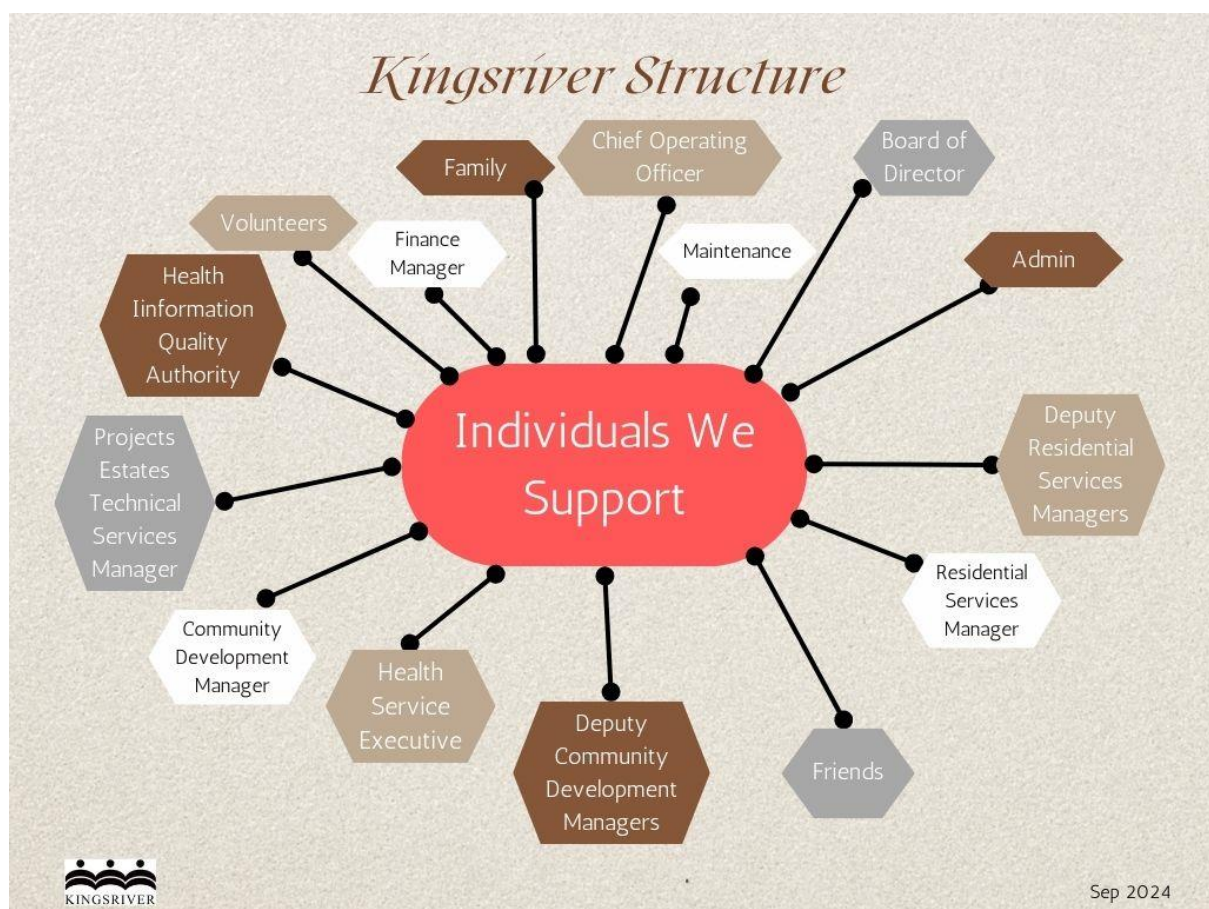
Dignity

Development

Choice

Opportunities

Community



5.0 Our Strategic Objectives



1. To Ensure A Human-Rights Based Approach

2. To enhance employee Learning & Development



3. Governance & Leadership



4. Citizenship

5. Sustainability

Strategic Objective 1

Objective: To Ensure A Human-Rights Based Approach

Goal:	Objective
<p>To be an organisation that fully recognises and actively works on supporting and delivering on the rights of people who use our services.</p> <p>While accessing our service, we will ensure Individuals have a personal plan that fully reflects their will and preference.</p>	<p>Develop the structures needed to implement Assisted Decision-Making (ADM) and addressing the matters arising from comprehensive planning to include– legal, medical and financial.</p> <p>Develop a robust personal plan for all individuals.</p>
<p>Listen to and actively engage with Individuals and their families and /or supporters.</p>	<p>Improved advocacy, measured through consultation with Individuals we support and their families.</p> <p>Develop a methodology to capture the needs of those we support using a strengths-based approach.</p> <p>Make education and training on rights available to all Individuals, families and staff.</p>
<p>Continue to improve all stakeholder engagement to ensure the voices of all who</p>	<p>Develop a stakeholder collaborative forum to ensure collaboration with families</p>

are connected to the organisation are heard, by transitioning from individual forums to a collaborative approach forum.

and individuals to provide updates and invite guest speakers on topics that shape our organisations future operations.

How we will measure our success?

We will measure our success by the following:

- **Each Service area will develop a working plan to include each individuals' stories.**
- **We will complete bi annual surveys with all stakeholders to ensure their voices are heard.**
- **We will review all actions from stakeholder meetings.**
- **Develop and implement a plan to address the changing needs of our individuals.**
- **Develop an Audit to measure Individuals personal plans.**

Strategic Objective 2

Objective: To enhance employee Learning and Development

Goal:

Improve a collaborative compassionate and inclusive leadership culture to support innovation and lead change. Proactively and purposefully manage and recognise performance at all levels and in all roles.

Objective

A high level of employee engagement demonstrated through performance achievement, compliance requirements, participation in feedback mechanisms and good morale.

Improve forums of meaningful employee engagement - for listening to and empowering employees to live their best working life.

Develop a competency framework for all roles that includes values and associated behaviours and have supports to ensure staff progress within same.

We will promote a shared understanding among all stakeholders of our core values.

We will develop a core budget to support training & awareness of mission & values through workshops and mentoring programmes.

We will promote Individual and employee wellbeing and add value to people's lives through daily living of ethos and values.

Continue to provide opportunities for Individuals to develop skills.

How we will measure our success?

We will measure our success by the following:

- **We will evaluate attendance and quality at training to ensure it meets the development goals of individuals and staff.**
- **We will provide staff feedback forms bi annually to ensure we listen to our staff and promote a collaborative working environment.**

Strategic Objective 3

Objective: Governance & Leadership

Goal:	Objective
Ensure our leadership and management structures and systems are fit for purpose.	<p>Create positive engagement experiences with all stakeholders and actively listen to their views to inform policy and planning.</p> <p>We will migrate to efficient and secure information systems.</p>
Work with all stakeholders to develop our residential and day services and proactively respond to the needs of our individuals.	Develop leadership at all levels to embed our values into all our activities by promoting positive change, continuous improvement and excellence.
Kingsriver Community will continue to review and improve the Services' accommodation & facilities.	Kingsriver Community will develop a revenue strategy which develops opportunities to grow financial resources and protect the existing allocation.
The Day Service will be reviewed to ensure Kingsriver Community have a meaningful programme for individuals of all abilities who use our service, ensuring the day service is more responsive to their needs.	<p>Implement New Directions and HSE person centred planning framework to ensure we capture the needs, aspirations and dreams of individuals we support.</p> <p>We will develop a budget to invest in our staff to ensure they are afforded</p>

opportunities to develop their professional and personal skills.

We will continue to offer sampling and choice days to potential individuals who may avail of our services.

Ensure our governance arrangements at Board level are fit for purpose.

Ensure development of executive management skills.

Develop pathways for additions to the Board of Directors.

To continuously improve awareness and practice of governance standards at Board Level.

To ensure that management skill sets are continuously improved to meet the future demands on and challenges for the service.

To promote the development of functional management sub committees and to include external voluntary individuals with relevant skill sets.

How we will measure our success?

We will measure our success by the following:

- **We will use a suite of Audit tools to measure our success and to highlight areas for improvement.**
- **A review of all Development plans will be undertaken to measure success.**
- **We will review our strategic plan annually.**

Strategic Objective 4

Objective: Citizenship

Goal:	Objective
<p>Recognise and Nurture our current links with local communities and promote active citizenship.</p> <p>Develop a strategy for Community Mapping.</p>	<p>Foster relationships to ensure ongoing partnership with our local communities and engagement.</p> <p>Develop an action plan following our community mapping to ensure our Individuals participate in active Citizenship.</p>

How will we measure our success?

We will measure our success by the following:

- **Reviewing outcomes of the action plan from Community Mapping.**
- **By reviewing the level of engagement in ensuring we promote active citizenship.**

Strategic Objective 5

Objective: Sustainability

Goal:	Objective:
Kingsriver Community will reduce environmental impact through efficient resource use, waste minimisation, and climate action.	Implement energy-saving technologies and practices across all facilities. Achieve zero waste to landfill by 2030. Promote recycling and composting programs. Implement water-efficient practices and technologies. Promote water recycling and rainwater harvesting.
Kingsriver Community will Enhance social equity and community well-being through inclusive practices and community engagement.	Partner with local organizations to support education, healthcare, and housing initiatives. Enhance employee wellness programs focusing on mental and physical health. Foster a safe and supportive work environment.

Kingsriver Community will Drive long-term economic growth through sustainable business practices and innovation

Foster a culture of innovation by encouraging employee-led sustainability projects. Aim for 100% of suppliers meet our sustainability standards by 2030. Engage with stakeholders to promote sustainable investment practices.

How we will measure our success?

Kingsriver Community will measure our success by the following:

- **Establishing a Sustainability Steering Committee to oversee the implementation and progress of the strategic plan.**
- **Conduct quarterly reviews and annual sustainability reports to ensure transparency and accountability.**
- **Engage external auditors for independent verification of sustainability performance.**