



REACT
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**3 YEAR STRATEGIC
PLAN**

**1st January 2009—
31st December 2011**

INTRODUCTION

This strategic plan aims to prioritise REACT's use of resources during the period from 1st January 2009 to 31st December 2011 in order to ensure that it best meets the needs of its members, community, funders and other stakeholders, and to ensure its long term sustainability for the future.

This plan was finalised in November 2008 and will be distributed to all key stakeholders.

It will be important that a degree of flexibility is enabled, so that emerging needs can influence our planning and delivery.

A formal review of the plan will take place annually.

- 3.4 To raise awareness of diversity and equality issues within the wider community
- 3.5 To provide opportunities for disadvantaged communities to voice concerns on issues which affect their lives and to lobby on their behalf
- 3.6 To provide volunteering opportunities for individuals which will give them the potential to develop their personal and social skills and build self confidence.

AIM 4

To ensure REACT can develop and provide a service to the community

Objectives

- 4.1 Develop a funding strategy to maintain key services
- 4.2 Explore options for facilities and premises
- 4.3 Continual development of management committee

AIM 5

To promote and create opportunities to enable individuals and groups to develop pathways towards a peaceful and inclusive society.

Objectives

- 5.1 To provide opportunities for individuals and groups of different cultures and identities to work together and develop mutual understanding and respect
- 5.2 To facilitate dialogue on contentious issues within and between communities on issues arising from the post conflict political environment
- 5.3 To provide opportunities for young people to meet, interact and develop closer links with groups of different cultures and identities

AIM 1

To explore and develop services in response to community needs.

Objectives

- 1.1 Develop services in response to identified needs
- 1.2 Develop and promote The Bands Forum model
- 1.3 To support and mentor local community groups to develop a community infrastructure.

AIM 2

To positively promote REACT

Objectives

- 2.1 To inform the wider community on a regular basis on the work of REACT
- 2.2 To use a diverse range of mediums e.g. internet, DVD, conferences and promotional material
- 2.3 To establish formal and informal links with relevant community, statutory and voluntary bodies

AIM 3

To develop the skills of the local community by enhancing active participation in civic society

Objectives

- 3.1 To provide quality accredited/non-accredited programmes of training to our client base
- 3.2 Engagement with the young people in the community and develop programmes which meet their needs
- 3.3 To develop a series of programmes aimed at health and well being, targeting disadvantaged and marginalised groups and individuals

CONTEXT

The end of PEACE II funding had a dramatic impact on the workings of the organisation with the loss of valuable staff.

This led to a period of instability which all organisations in the voluntary sector are currently experiencing.

The impact on the voluntary and community sector of the distribution of PEACE III funds and the Review of Public Administration has yet to be measured but the issue of long term funding continues to be a problem which greatly affects the delivery of services to those in greatest need.

The demographics of the Armagh area are also changing dramatically with the migration of local communities and the pockets of disadvantaged and isolated communities which now remain.

Devolved government within Northern Ireland also plays a major role in the context of the work of REACT and will influence and shape our plans for the future.

ORGANISATIONAL BACKGROUND

As Northern Ireland began the progression towards a post conflict society, 1999 saw the emergence of EPIC Mid Ulster as an organisation working primarily with ex-prisoners and their families. This work focused on re-integration issues.

Due to an increase in demand for EPIC's services the scope of the work evolved into capacity building through a community development approach.

In 2002 EPIC Mid Ulster rebranded to become REACT, with a more focused approach on addressing community need through reconciliation and community relations work, education, youth development and training. The organisation's core work is now aimed at developing whole communities with an emphasis on reaching out to those most marginalised while also encouraging the value of diversity.

However more importantly, REACT continues to rise to the challenges of dealing with contentious issues on an inter and intra community basis and encourage those affected by the legacy of the conflict to move forward, through the facilitation of community dialogue and encouraging participation in development programmes. This promotes peace and reconciliation not only within the City of Armagh but further a field.

RECOGNISING OUR ACHIEVEMENTS

REACT as an organisation takes pride in the achievements we have made over the past number of years.

These achievements include:

- Surviving in the funding environment
- The development of Armagh Bands Forum
- Recognition as a one stop shop
- Strategic organisation within the community
- High number of participants in a range of accredited and non accredited training
- Lead partner in a local consortium
- Community Relations Work
- Mediation work
- Recognition as a reputable community development organisation both locally and regionally
- Youth Work

OUR VALUE BASE

REACT is guided by the principles and practices of community development in both the work of REACT and the approach it takes in relation to the development of that work.

REACT's basic core principles are:

- We value professionalism — ensuring the organisation adheres to the Code of Good Governance and all staff, management and volunteers adhere to the highest standard of professional integrity.
- We value respect — ensuring that all groups and individuals working with and communicating with the whole organisation are treated with the utmost respect .
- We strive to be pioneering — taking a proactive and creative approach to our work, in terms of addressing the needs of the community we serve.
- We value transparency and honesty - ensuring the organisation operates in an open and transparent manner with the community it serves.
- We support non violence — promoting and developing pathways towards a more peaceful and inclusive society.

VISION

“To have confident, cohesive communities participating fully in a peaceful and equal society.”

MISSION

“Building capacity and empowering groups and individuals through support and development”