

WALK



STRATEGIC PLAN 2025-2029

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Statement from Chairperson

On behalf of the Board of WALK, I am delighted to introduce WALK's Strategic Plan 2025-2029.

The development process of this Strategic Plan has included reviewing our work to date and consulting with our key stakeholder groups.

We listened carefully to the views of people supported, families, our staff, our Senior Leadership Team, and our Board of Directors. We have evaluated the goals and progress of previous plans and identified gaps and necessary actions through the application of our quality and governance systems

From this strategic development process emerged a clear demand for WALK to build on the successes of the previous strategic plans whilst continuing to work on strategic goals that have yet to be fully realized including the sustainability and development of alternative living options for people with intellectual disabilities.

It is key that we balance future organizational growth with a strategy of consolidation to ensure that quality services are not compromised. This Strategic Plan therefore looks to further develop the capacity of the organization while highlighting the financial sustainability of WALK's services as a strategic priority.

Thanks to all the stakeholders of WALK for their contributions to this Strategic Plan. We look forward to working together with you to achieve the goals and objectives of this Plan.



John Bourke
Chairperson



Statement from Chief Executive Officer

At WALK we constantly strive to provide high quality support that is empowering, inclusive, and innovative, fostering a society where everyone is treated equally, valued and included.

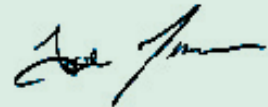
As already mentioned by the Chairperson our strategic plan will focus on three key strategies; strengthening our capacity to support people to have the best possible meaningful life; enhancing and expanding our ability to deliver meaningful outcomes for the people we support and ensuring the financial sustainability of our services. These key areas will drive our mission forward.

As we implement this strategic plan, we are dedicated to making a significant impact on the lives of individuals with intellectual disabilities. We aim to enhance service delivery through the realization of our core values. Furthermore, we are committed to the professional development of our staff, ensuring they have the skills and resources needed to provide exceptional support and leadership. Financial sustainability is essential, and the integration of innovative technologies are also priorities, allowing us to

improve service delivery and ensure long-term viability.

Through collaboration, innovation, and unwavering dedication, we will create a more inclusive and supportive community. We remain committed to the alignment of our work with the United Nations Convention on the Rights of People with Disability and strive continually to increase our capacity for a human rights-based approach to person centered support.

We recognize that strengthening our strategic alliances and partnerships are crucial steps in breaking down societal and structural barriers while advocating for better inclusive policies. I am deeply grateful to the various stakeholders who took the time to contribute to the strategic development process. Together, we will transform challenges into opportunities and turn dreams into reality, moving forward with passion, purpose, and a shared vision for a brighter future.



Joe Mason, CEO



OUR VISION

We are motivated and guided to work for a vision of society where the people we support live in inclusive communities, where all citizens share equal rights and opportunities, and where each individual lives a full and meaningful life of their own choosing.

OUR MISSION

We are leaders in a movement for change, empowering people with disabilities to live self-determined lives in an equal and inclusive society.

EVERYONE
IS WELCOME HERE



EQUALITY
& NON-
DISCRIMINATION

SELF-
DETERMINATION
& AUTONOMY

*Hello, I'm
in charge!*



OUR VALUES

DIGNITY &
RESPECT

PARTICIPATION
& INCLUSION



**EVERYONE
BELONGS**

Development Phases of this Strategic Plan





STEP 7
Consultation session with the Senior Leadership Team: held on 4th July 2024.

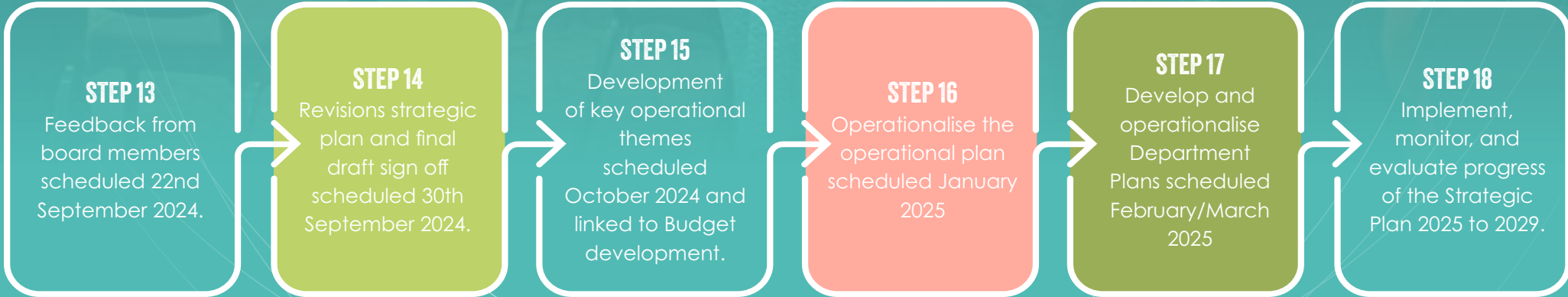
STEP 8
Series of individual meetings with Board Directors held 24th June to 12th July 24

STEP 9
Information pulled together into key themes. July 2024.

STEP 10
Chairman's & CEO's statement based on key themes that emerged from stakeholder information gathering session's held July/Aug 2024.

STEP 11
Consultation with the Senior Leadership Team held 5th September 2024.

STEP 12
Draft Strategic Plan Sent to board members scheduled 09th September 2024.



Our Strategic Goals

1

STRENGTHEN

our Capacity to Support
People to have the Best
Possible Meaningful Life



AIM:

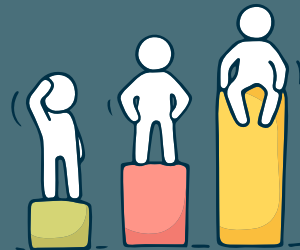
Individuals are supported to maximise their potential for leading meaningful, satisfying lives and are engaged in their communities and supported into lasting roles that promote independence from services. This goal aims to prioritise autonomy, dignity, and the elimination of barriers that hinder the full integration of individuals with intellectual disabilities into all aspects of life.



2

ENHANCE & EXPAND

our Ability to Deliver
Meaningful Outcomes for
the people we support



AIM:

To enhance our capacity to ensure efficient operations, high-quality service delivery, and the overall growth and resilience of the organization.



3

FINANCIAL SUSTAINABILITY

of our Services



AIM:

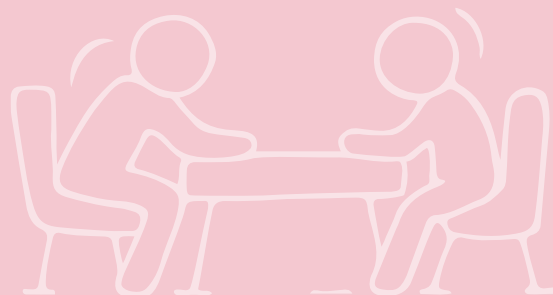
To achieve financial stability and sustainability to ensure a positive outcome for the future of WALK's services and the continuation of high-quality support.



Implementation and Monitoring

Under the direction of the CEO the senior leadership team will be responsible for the operationalization of the strategic plan and each operational goal will be allocated to a staff member as appropriate. These individuals in consultation with the CEO will be responsible for ensuring that:

1. The individual tasks which are required to accomplish the Strategic Action are identified
2. Relevant information gathering, consultation, and identification and acquisition of necessary resources is carried out
3. Project planning is undertaken, and realistic timeframes are agreed.
4. Implementation commences alongside ongoing monitoring and evaluation
5. Regular progress reporting is carried out and corrective action is taken wherever indicated by the monitoring and evaluation process.



Reporting


On a bi-monthly basis an operational reporting meeting will be held for the purpose of reporting on the progress of the operational plan. A written report will be provided by each operational goal lead, to an appointed administrator in advance of this meeting.


The board will receive an update bi-monthly on the operational plan and these will be contained within the CEO report.

The CEO will hold six monthly operational reporting meetings with a cross section of staff.

The CEO will hold six monthly operational reporting meetings with service user groups facilitated by the practice development manager.

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WALK is the trading name for Walkinstown Association for People with an Intellectual Disability.
Company Limited by Guarantee (CLG) Registered Charity Number: CHY 10777
Charities Registration Number (CRA Number): 20028008 Registered Company Number: 322400