



Community Strategic Plan 2021 – 2022

This strategic plan has been developed by the Board of Trustees of South Alive (the South Invercargill Urban Rejuvenation Charitable Trust) based on the priorities identified at public meetings since April 2012 and through regular community consultation.

The Community of South Invercargill

South Invercargill is located within the city of Invercargill which has a population of 18,360 (2018). It is a thriving service centre with a strong student presence through the Southern Institute of Technology's Zero Fees scheme.

South Invercargill includes some of the oldest residential areas in Invercargill, which now sit alongside new developments, small clusters of community-based retail centres and green spaces. It has a long and proud history and was governed by its own Borough Council until 1956. The community is becoming increasingly diverse and includes the greater proportion of Invercargill's Maori and Pacific Island residents.

South Invercargill has a history of tall and imposing structures – ships and signal masts, tall trees, and its natural elevation in terms of the surrounding land.

South Invercargill suffered some economic, political and social setbacks in the 1990s through to around 2008 including industry and school closures and environmental issues but is now rebounding, in part through the work of South Alive.

SOUTH Alive

The establishment of South Alive was facilitated by the Invercargill City Council (ICC) through its focus on Urban Rejuvenation as one of its key strategies in the 2012-2022 Long Term Plan.

Community consultation commenced with a representative community steering group meeting in February 2012. In December 2012 the steering group became an Incorporated Trust and in October 2013 the Trust gained charitable status.

South Alive has strong and widespread community support and has a very positive impact on the level of pride residents feel in how South Invercargill looks and feels. South Alive is developing a community led model which reflects the strength of the community while ensuring that the community voice is being heard at a strategic planning level in the city.

Vision

A vibrant, diverse community that takes the lead in its own future.

Mission Statement

Empowered by our strengths as a community, we will build a place to live and work that engenders pride and inspires us.

Values

SERVICE

- We are at the forefront of social change in South Invercargill
- We are productive and our results are evident
- We are supportive of residents and other groups/organisations in our community

SELF-DETERMINATION

- We are solution-focused
- We consult our community and work on goals set in conjunction with it
- We demonstrate viability at a local community level
- We are strongly self-reliant

INCLUSION

- We value diversity
- We respect all sectors within our community
- We work to create an inclusive community
- We create and sustain robust relationships

INNOVATION

- We employ innovative and strengths-based approaches
- We are willing to try almost anything to bring about the required transformation
- We create significant positive change

RESILIENCE

- We promote sustainable practices
- We enhance community spirit and improve wellbeing
- We empower residents to become stronger and more confident
- We develop community leadership

Strategic Goals

1. Upgrade	2. Community	3. Capacity	4. Governance	5. Sustainability
Encourage pride and wellbeing in South Invercargill by improving function and beauty	Develop community identification, pride, participation and connection	Build community capability, resourcefulness and confidence	Continue to develop governance capability of the board and South Alive as an effective organisation	Maintain and further develop the community hub and a successful social enterprise business

GOAL 1: UPGRADE - Encourage pride and wellbeing in South Invercargill by improving function and beauty

STRATEGIES	ACTIVITIES	MILESTONES BY JUNE 2022
1. Beautification & Upgrading of public and private spaces	<ul style="list-style-type: none"> • South Alive Community Park is developed and maintained including: <ul style="list-style-type: none"> ○ Relevant workshops held ○ Plantings to support birds, butterflies and bees ○ Plant bank is maintained to supply plants and fundraise for the gardens ○ Encouraging vegetable growing for families for self-sustainability as part of wider food security initiatives. • Investigate beautification opportunities for the wider South Invercargill area (beyond the Community Park) • Continue and investigate opportunities for new initiatives to improve the quantity and quality of housing, such as the Random Recognition Awards 	<p>Workshops held as required</p> <p>Plant bank, and revenue from it, is maintained</p> <p>Wider beautification opportunities progressed or advocated for, such as the Dog Park Shelter Painting, Russel Square upgrades (fencing, tree removal, toilets), and improvements to amenities alongside the South Alive Heritage Trail</p> <p>Housing team continues to engage in wider groups dealing with housing supply, and deliver a range of projects to improve and promote housing quality</p>
2. Increase and improve amenities	<ul style="list-style-type: none"> • Zero Rubbish project keeps South Invercargill free of rubbish by persuading residents, groups and organisations to adopt streets and parks, keeping adoption register up to date and continued promotion • Empty sections are kept tidy • Working with other agencies such NZ Fire and Emergency and the Regional Council on safety in homes and our environment. 	<p>Zero rubbish programme is reviewed to update the register and process for the project.</p> <p>Monitoring is ongoing and levels maintained.</p> <p>To continue with Fire Service and Environment Southland to hold annual electric blanket checks and other initiatives such as flaming kitchen demonstrations,</p>

	<ul style="list-style-type: none"> • Fruit and nut trees planted in public spaces to be supplemented by the under-planting of soft fruit bushes; fruit trees and orchards maintained • Community park development continues alongside the development of the new building, including additional seating, a large scale wall mural, investigations into options for wind protection along Ness Street, and a covered outdoor area for all weather events 	<p>school holiday safety events and education sessions for home owners and occupiers.</p> <p>Trees are maintained and fruit is harvested and used. Where appropriate orchards are expanded where volunteer resources allowed.</p> <p>Development continues through for example, improved seating, improved fencing, options for wind shelter, and any other opportunities explored when identified by the community.</p>
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GOAL 2: COMMUNITY - Build community identification, pride, participation and connection

STRATEGIES	ACTIVITIES	MILESTONES BY JUNE 2022
<p>1. Develop or support events and projects that:</p> <ul style="list-style-type: none"> • Promote community participation and/or • Increase community pride and/or • Showcase the community • Support community connection 	<ul style="list-style-type: none"> • Unique South Invercargill trails are developed that identify and showcase unique things to do and see in South Invercargill • Current Little Libraries are maintained • Key Annual Events held such as: <ul style="list-style-type: none"> ○ Trolley Derby and Children’s Day at Elizabeth Park ○ South City Annual Street Party ○ Spring Flower Show ○ Village Markets ○ • Other regular/informal events held to showcase local talents and/or bring people together • Investigate opportunities to establish regular groups or activities catering to different interests 	<p>Heritage trail completed</p> <p>The 3 current Little Libraries are maintained and expanded if areas identified by the community</p> <p>Maintain existing key events (as government regulations allow), and explore opportunities to hold a wide range of other events and activities to encourage more community participation</p> <p>South Alive’s 10th Birthday is celebrated and the achievements of the community over this time are showcased</p>
<p>2. South Alive fulfils a coordinating and connecting role in South Invercargill</p>	<ul style="list-style-type: none"> • South Invercargill calendar of events to be developed • Host and facilitate connections with other local organisations and projects such as the Waihopai Runaka, Southland Multicultural Trust, Pacific Island Advisory & Cultural Trust, Southland Interagency Forum, Vodafone Foundation ‘Thriving Rangatahi’ project, Tiwai Just Transition Project, South City Business Group and the many others 	<p>Online events calendar developed and maintained through the South Alive website</p> <p>Regular contact with these groups</p>

<p>3. Communicate and promote achievements to volunteers, supporters and the general public</p>	<ul style="list-style-type: none"> • Articles appear in news media • Facebook and website to be kept current • South Alive newsletter is produced • Presentations and talks are given to groups in the community • South Alive provides a public noticeboard • South Alive has an office open to public, with information • South Alive looks for new ways to reach the community • Branding and signage - South Alive ensures that all of its project infrastructure and activities include prominent South Alive brand signage 	<p>Regular articles in the news media.</p> <p>Both facebook and the website are managed and regularly updated</p> <p>Email newsletter is circulated 10 times per year, and a physical newsletter is developed and distributed to all households in South Invercargill, twice annually</p> <p>Presentations given as required</p> <p>Noticeboard maintained</p> <p>The office is open for its advertised hours and has right information New ways of reaching community regularly tried (e.g. presentations to groups, TVs in Pod and Pantry, targeted mail drops for projects etc)</p> <p>All infrastructure and installations include South Alive brand if permitted</p>
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GOAL 3: CAPACITY - Build community capability, resourcefulness and confidence

STRATEGIES	ACTIVITIES	MILESTONES BY JUNE 2022
1. Assisting community to identify issues and opportunities	<ul style="list-style-type: none"> • Conduct annual community survey • South Alive helps existing groups and facilitates formation of new groups • South Alive identifies new projects or initiatives in response to changing community needs or priorities e.g. new or exacerbated challenges emerging from Covid-19 	<p>Survey conducted and compared to previous results. Results are used to inform subsequent actions and contribute to the shared local vision in this community plan.</p> <p>New groups or initiatives established as required.</p>
2. Developing strong strategic relationships and partnerships	<ul style="list-style-type: none"> • Identify target organisations / people • Strengthen key partnership with the DIA • Stakeholder engagement is encouraged and promoted 	<p>Comprehensive list of stakeholders is updated regularly. DIA partnership is a key focus.</p> <p>Stakeholder analysis is undertaken.</p>
3. Developing linkages, partnerships and collaboration among sectors and neighbourhoods in the community	<ul style="list-style-type: none"> • Work with identified sectors e.g. elderly, immigrants, youth • Undertake research by way of discussions with individuals, focus groups and relevant organisations to identify needs and opportunities • Work with groups to develop new projects that have been identified through research and continue existing projects • Target ways to improve engagement with youth • Connecting isolated people 	<p>Undertake initiatives in relation to identified sectors, such as co-ordinating youth events, maintaining a strong seniors' group, and events to celebrate the diversity of South Invercargill.</p> <p>Maintain dialogue and relationships with these groups and organisations to research as required. Undertake a review of the facilities across South Invercargill and their issues or opportunities for their utilisation.</p> <p>Research other communities' youth initiatives with support of the DIA</p>

<p>4. Providing opportunities to develop required skills</p>	<ul style="list-style-type: none"> • Agree with volunteers the skills needed to enable identification and management of projects and successful advocacy for community issues and needs • Identify/develop courses and other means of providing identified skills • Offer training and information to volunteers and other and information to volunteers and other community groups, in particular relationship building skills to enhance volunteers' confidence and effectiveness • Partnership with educational organisations • Increase digital capacity and tools 	<p>Operate relevant training skills workshops for volunteers e.g. first aid training or resilience seminars</p> <p>Upskill trustees by networking with other CLDP groups including through CLDP huis</p> <p>Provision of resources/events/training that increase the digital capacity of our community, staff and volunteers</p>
<p>5. South Alive has sufficient volunteers, with a range of skills representative of the community</p>	<ul style="list-style-type: none"> • Effective volunteer management is developed, including: <ul style="list-style-type: none"> ○ Flexible approaches to participation, including via partnerships with other organisations or groups ○ Action Groups keep up to date lists of volunteer opportunities & skills needed ○ Obtaining volunteer feedback ○ Maintaining records ○ Having ways to recognise and reward volunteers ○ Volunteer skills recorded to enable South Alive to utilise strengths in the community 	<p>Action groups maintain range of volunteer opportunities and have up to date information on their needs</p> <p>Ensure Volunteer registration information is accurate and reviewed annually</p> <p>Volunteers are surveyed annually</p> <p>Records are maintained using a time tracker Volunteer Management System</p> <p>New ways of recruiting volunteers are investigated, implemented and monitored.</p> <p>Arrange annual volunteer celebrations.</p>

GOAL 4: GOVERNANCE - Continue to develop governance capability of the board and South Alive as an effective organisation

STRATEGIES	ACTIVITIES	MILESTONES BY JUNE 2022
<p>1. The South Alive Trust is competent, and compliant</p>	<ul style="list-style-type: none"> • The organisation has a strategic plan which is reviewed and monitored • A succession plan for Trustees is in place • The Board complies with all legal and financial obligations, including those in the Trust Deed • The residents of South Invercargill are formally consulted at least once a year on the priorities for South Alive and have an opportunity to contribute new project ideas • Research is carried out to gauge the impact and perceptions of South Alive • New community initiatives are actively encouraged to be put forward • Networking with other community groups including through DIA connections to broaden contacts and knowledge 	<p>Plan is monitored monthly and updated annually</p> <p>Succession plan is reviewed biannually and trustee skill gaps are identified.</p> <p>Board is legally and financially compliant</p> <p>Consultation takes place by means determined by board each year</p> <p>Research is carried out annually</p> <p>New project ideas are supported if in line with Trust strategies and resources</p> <p>Contact is made with at least two other groups</p>
<p>2. Effective systems and processes are in place for</p> <ul style="list-style-type: none"> • performance measurement • financial management 	<ul style="list-style-type: none"> • Databases and/or other appropriate tools exist to gather, collate and analyse information relating to the performance measures in this plan and provide a system for reflection and learning from actions taken. • Financial systems and processes are developed to comply with standard for reviewed accounts 	<p>Databases established and being used</p> <p>Financial policy systems and processes are adhered to</p>

		South Alive passes the annual review of its accounts within 6 months of balance date
3. South Alive builds partnerships which facilitate access to sufficient funding and in kind contributions to carry out its projects	<ul style="list-style-type: none"> • Work closely in the community led development programme partnership with DIA • A good relationship with Invercargill City Council continues and is further developed • Good relationships with key funders are maintained and further developed. • Other potential new funding sources continue to be explored, including local trusts and organisations • South Alive undertakes its own fundraising projects • In-kind contributions from business are actively pursued where possible 	<p>Monthly progress meetings with the DIA</p> <p>Key staff are satisfied with relationships, South Alive updates Council at least annually, Council continues to support South Alive Funding applications are successful</p> <p>Funding applications are successful and funding is achieved from new sources</p> <p>South Alive fundraises \$10,000 from own activities and revenue streams each year In kind contributions are recognised and acknowledged.</p>
4. South Alive Board has sufficient skills, is representative of the community and is locally connected	<ul style="list-style-type: none"> • Work with DIA to enhance and strengthen our Governance capability including understanding of the CLD style of governance • Succession planning includes plans to encourage diverse representation from a cross section of the South Invercargill Community 	<p>Governance Training to be identified and offered to trustees (online or in person)</p> <p>Skills gap analysis to ensure diversity of the board, and consider the range of governance skills required</p> <p>Develop a succession and representation plan</p>

GOAL 5: SUSTAINABILITY - Maintain and further develop the community hub and a successful social enterprise business

STRATEGIES	ACTIVITIES	MILESTONES BY JUNE 2022
1. South Alive continues to enhance its base within the South City precinct	<ul style="list-style-type: none"> • Purpose built office spaces with an efficient administration area and sufficient storage are created • Community spaces continue to be promoted to support identified sector needs e.g. youth • Identify further opportunities to expand, manage and support the volunteer base. • Organisational sustainability is considered through the succession planning process (relating to the Board, staff, volunteers and the organisation) • Professional advice and expertise is sought through DIA and other professional organisations 	<p>The office and community rooms continue to be fit for purpose, and opportunities for expanding our activities through utilising other community spaces are explored.</p> <p>Revenue from the hire of The Pod community rooms continues to increase.</p> <p>Opportunities for managing and recruiting volunteers are identified through the 'Volunteer' component of the Succession Planning.</p>
2. Develop the financial sustainability of South Alive	<ul style="list-style-type: none"> • Increase profits through The Pantry • Identify opportunities for funding / income beyond the DIA partnership 	<p>Profits enable South Alive to pay an increasing proportion of own operating costs.</p> <p>Increasing customer base and increased sales.</p>
3. Demonstrate and promote manaakitanga to the community	<ul style="list-style-type: none"> • Strong hospitality and communication skills training for volunteers • Providing a supportive and welcoming space at The Pod and in any activities South Alive manages. 	<p>Expansion of the volunteer team acting as host in the Volunteer Lounge, as Covid restrictions allow.</p>
4. Minimise our environmental footprint where possible	<ul style="list-style-type: none"> • Implement environmental initiatives identified by our community 	<p>Work with other organisations such as WasteNet to minimise waste, and build effective recycling efforts</p>

	<ul style="list-style-type: none">• Consider the environmental impact of all projects• Implement Food Security initiatives	
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