

Creative Arts Napier
Ngā Ringatoi Auaha o Ahuriri

Strategic Plan 2020/2021

Mission

Our Purpose:

The proactive support, exploration and development of the creative arts community in Napier, resulting in a sustainable dynamic arts community, which significantly contributes to our local and regional arts scene.

Our Values:

- Integrity
- Partnership
- Encouragement
- Respect
- Accessibility
- Inclusiveness
- Transparency

Strategic Direction

Our Stakeholders and Customers

- Promote and support all creative arts in Napier
- Be an proactive advocate for the creative arts in Napier
- Develop our engagement with Iwi and emerging artists
- Engage with Napier City Council as a contributor to its arts policy and strategy

Our Service Delivery

- Develop and deliver a variety of arts, cultural and educational activities through Creative Arts Napier, Ngā Ringatoi Auaha o Ahuriri
- Enhance visitor and membership satisfaction in order to increase participation and spend
- Develop evidence-based successful outcomes for Creative Arts Napier, Ngā Ringatoi Auaha o Ahuriri initiatives

Our Systems, People and Processes

- Maintain efficient systems, policies, and procedures for the smooth and complaint operation of Creative Arts Napier, Ngā Ringatoi Auaha o Ahuriri
- Recruit, support and proactively develop a skilled and dedicated team of staff and volunteers
- Promote a culture of high performance and commitment to outcomes

Our Financial Sustainability

- Be financially sustainable
- Develop revenue streams that support the financial goals of Creative Arts Napier, Ngā Ringatoi Auaha o Ahuriri
- Maintain robust management practices to ensure costs are controlled and cash flow forecasts are achieved

Our Key Strategic Goals for 2020/2021

1. Maintain and enhance relationships with current stakeholders
2. Increase engagement with Iwi and emerging artists
3. Develop staff and volunteer capability
4. Broaden funding streams to strengthen financial stability

Our Principles (the way we work)

1. Commitment to good governance and management: *Integrity*

The capability to follow best practice governance and management processes and techniques to ensure transparency and accountability, and create value.

2. Collecting, analysing and organising data, solving problems: *Transparency*

The capability to make evidence-based decisions by locating, evaluating and presenting information a useful way (evaluating the information and the sources and methods used to collect the data). The capability to apply problem solving strategies in purposeful ways both in situations where the problem and the solution are clearly evident and in situations requiring creative thinking and a creative approach to achieving an outcome.

3. Communicating ideas and information: *Inclusiveness, Respect*

The capability to communicate effectively with others using the range of oral, written, graphic and other means of expression.

4. Planning and organising activities: *Encouragement, Accessibility*

The capability to plan and organise work activities, including making good use of time and resources, sorting out priorities and monitoring one's own performance.

5. Working with others and in teams: *Partnership, Respect*

The capability to interact effectively with people both on a one-to-one basis and in groups, including understanding and responding to the needs of others and working effectively as a member of a team to achieve a shared goal.

6. Using technology: *Accessibility*

The capability to use technology effectively to achieve our strategic goals.

7. Implementing new things: *Partnership, Encouragement*

The capability to innovate and try new approaches as an adaptive, thriving and resilient organisation to ensure we continue to be relevant to our stakeholders and our community.