



Our future, together

**2022-2025 Strategic
Plan**

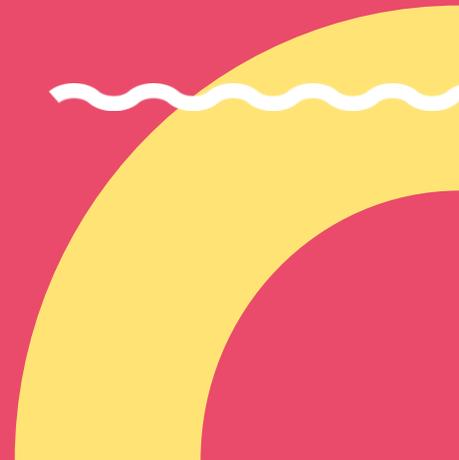




This document

Together Co is the leading charity tackling loneliness and social isolation in Brighton & Hove with our ambition to ensure no one is left behind in our city.

Against the backdrop of a highly challenging operational environment, in summer 2021 we began an organisation wide consultation to define our new three year strategy. This sets out our ambition and delivery framework to ensure we can continue to have transformative impact in tackling loneliness and social isolation in Brighton & Hove – today and over the next three years of this strategy period.





OUR VISION

**In a city of nearly 300,000,
no one should be lonely or
socially isolated. Together,
we can make sure no one is.**





OUR MISSION

**We are Together Co
and we create
connections that
change lives.**





Compassion

We offer better services when we listen, demonstrate empathy and show respect to all people.



Collaboration

We work together with people, valuing inclusion, to create positive and creative partnerships and ensure all voices are heard.



Empowerment

We work in a person-centred way to inform, motivate and support our service users to make their own decisions.



Learning

We promote a culture of continued and shared learning to provide high quality services, drawing on the wealth of experience and knowledge of our staff, volunteers, service users and supporters.

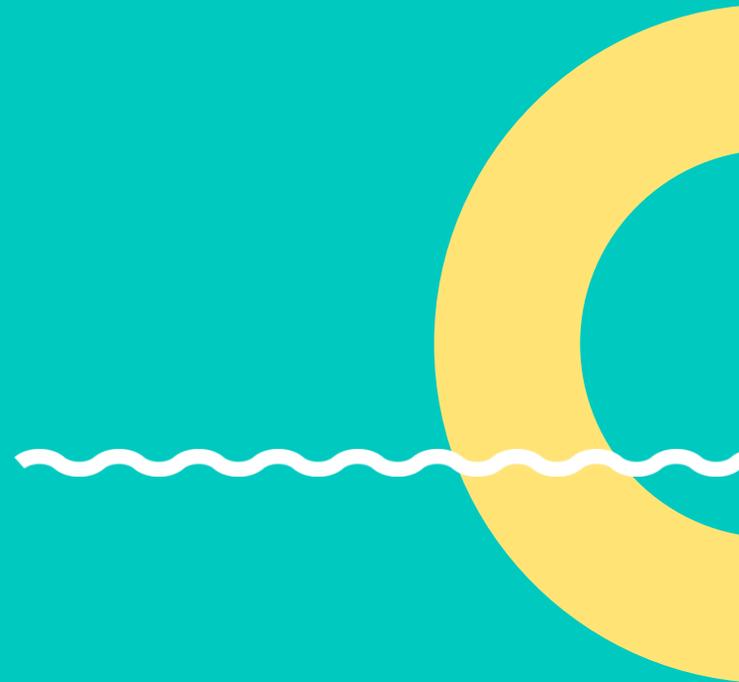


Effectiveness

We demonstrate our effectiveness through relevant quality standards, accreditations and feedback from our service users which is highlighted in our annual Impact Report.



Our strategic priorities 2022-2025



Our strategic priorities



Compassion - Collaboration - Empowerment - Learning - Effective

Ignite community connectedness

Goal 1: Build our innovation culture by convening annual Volunteer, Service User and Partner 'listen ins' to share experience, learn from others and develop actionable ideas that helps us improve what we do

Goal 2: Establish bi-annual team and trustee planning sessions to review strategy, discuss external trends and forecast opportunities ahead

Goal 3: Develop then relaunch the Together Co Membership to strengthen and reward connections

Goal 4: Accelerate our corporate partnership programme to secure funding and volunteer professional support to achieve our strategy.

Our strategic priorities



Compassion - Collaboration - Empowerment - Learning - Effective

Develop the best in everyone

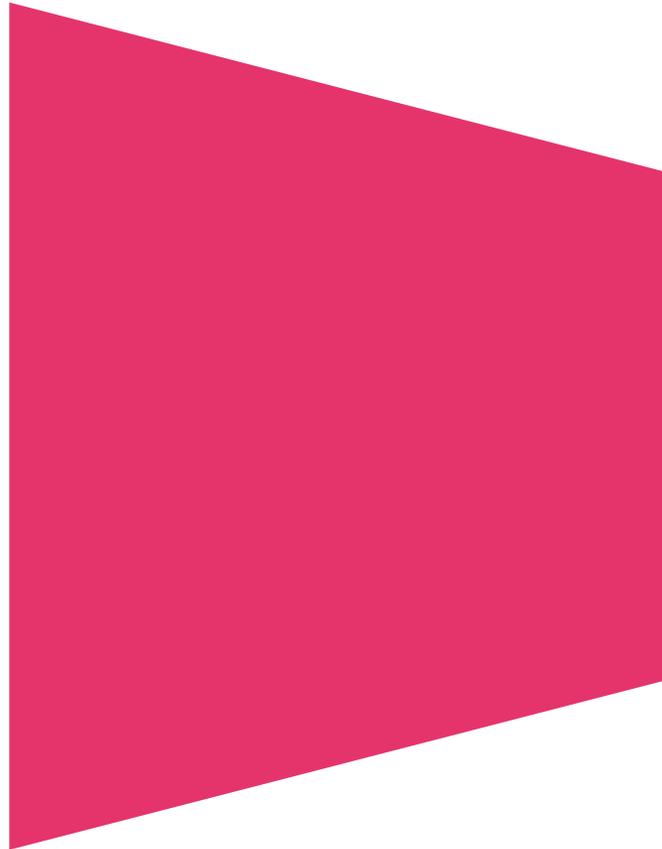
Goal 1: By 2025, our staff, trustees and volunteer teams will be representative of our community with a workplace that is inclusive and accessible to all – year one: establish baseline metrics and address recruitment

Goal 2: Build a culture of innovation by investing in staff wellbeing and learning opportunities then encouraging a sharing of insights to build team capacity

Goal 3: Launch all staff 'listen ins' to create space to share ideas, learn from others then implement actions to improve all we do

Goal 4: Place equality and innovation at the heart of all we do - from partnerships to service delivery.

Our strategic priorities



Renew
operational
stability

Compassion - Collaboration - Empowerment - Learning - Effective

Renew operational sustainability

Goal 1: Future proof Together Co by embedding technologies that upskill our team and increase our capacity to deliver outstanding support to volunteers and users.

Goal 2: Activate our organisational profile and networks to increase and diversify our funding streams, strengthening our financial resilience

Goal 3: Champion innovation to identify ways of achieving economies of scale in service delivery

Goal 4: Create a platform for increased volunteer and pro bono contribution that builds capacity within the operational team (fundraising, comms, IT, data, HR).

Our strategic priorities

Ignite
community
connectedness

Develop the
best in
everyone

Renew
operational
stability

Compassion - Collaboration - Empowerment - Learning - Effective

How do we turn these goals into action?

Next steps

- We asked staff to lead working groups that will each take a strategic pillar and determine an action plan to implement. This was implemented at beginning of 2022.
- Each group will be asked to produce an action plan for the strategic priority and include measurable goals. The aim is for the three action plans (one per strategic priority) to be finalised then implemented from mid February 2022
- The final strategy supported with action plans will then be launched by end February 2022
- From 2022, we will plan for quarterly 'check ins' on results to ensure we achieve change towards our shared ambition.

In three years....

- **We change lives by creating connections – recognised locally and nationally as an innovative force for good**
- **We are financially secure**
- **We are led by volunteers powered by an expert team**
- **We are able to say no (as much as yes)**

An organisational commitment to innovation

What does innovation mean?

A continuous and dynamic process that results in the creation and implementation of new ideas, behaviours and/or processes that will significantly improve the effectiveness, quality and outcome of all we do.

Test, learn (fail/succeed), pilot, repeat

hello@togetherco.org.uk

www.togetherco.org.uk



@HelloTogetherCo