One of Northern Ireland’s oldest charities, working with all sectors of the community

Strategic Plan 2012-2016
INTRODUCTION

BCM (Belfast Central Mission) is an agency of the Methodist church in Ireland and one of Northern Ireland’s oldest charities. It was established in 1889 as part of the church’s response to inner city poverty and deprivation in Belfast. BCM’s motivation was then, and remains, meeting the needs of the whole person, spiritual, emotional, social and physical through its diverse social care projects and 3 congregations at Grosvenor Hall, Sandy Row and Springfield Road.

Whilst of Methodist origin, BCM requires no religious commitment from any of its staff or those who benefit from its services and aims to “support those who need it most”. Since its foundation BCM’s work has developed beyond Belfast and it now actively seeks to develop services on a province-wide basis.

Current Projects include:

- Housing support services for vulnerable young people preparing to live independently in the community
- Care and support in the community for young people and families
- Residential care and housing support services for older people
- Support service for children with autism and their families
- Christmas Programme – distributing toys and food parcels to children, older people and families on low income
- Short breaks for older people
- Award winning volunteer programme
- Conference and Training Facilities

In developing this strategic plan we have been very conscious of a rapidly changing external context. Some of these changes are highlighted:
KEY PRIORITIES

SOCIAL
- Changing demographics including an aging society
- Older people have greater access to information and have higher expectations in terms of service delivery
- The incidence of Dementia is increasing rapidly
- Northern Ireland is becoming an increasingly diverse society
- Changes in family structures and arrangements
- Changing patterns of church involvement

LEGAL
- Increased regulation of the voluntary sector
- Implications of the new Charities Legislation

ECONOMIC
- Reduction in public sector funding
- Increased competition and tendering for public services
- Recession and its impact on the demand for services

POLITICAL
- Government policies to encourage people to continue living in the community
- RPA and its effect on the Health Service and local government
- Devolved government providing opportunities to lobby on behalf of service users

ENVIRONMENTAL
- Increased acceptance of the impact of climate change and the need for all organizations to minimise their environmental impact

TECHNOLOGICAL
- Greater use of a range of information and communications technologies
VISION

BCM’s vision for the future is a society free from spiritual, social, emotional and physical disadvantage.

MISSION

To support those who need it most across Northern Ireland
We are very excited about the future and some of the vital developments planned. We hope you will read through this complete strategy document, however, some of the key priorities for BCM over this planning period will be to:

- Develop services for older people across a continuum of care including independent / assisted living, extra care, specialist dementia and nursing care.

- Be at the forefront of developing and delivering retirement living in Northern Ireland.

- Further develop services for children and young people, including those with learning disabilities and those on the Autistic spectrum.

- Further develop family support.

- Maintain and develop the quality and effectiveness of all BCM’s services.

- Develop a significant independent income stream through social economy trading enabling BCM to better support those who need it most.
BCM’S CORE VALUES

BCM’s core values, which underpin all aspects of what we do, are as follows. We are committed to ensuring that:

RESPECT
Every human being is treated with respect & dignity and that we show empathy and compassion to all those with whom we work, and those who work with us.

A Holistic Approach
We are concerned with the whole needs of each person (e.g. spiritual, social, emotional and physical).

DIVERSITY
Our services are always open to all who need them and we value diversity in all its forms.

EXCELLENCE
All our services and activities are of a consistently high standard so as to effectively and efficiently meet the needs and expectations of service users and other stakeholders.

INTEGRITY
We demonstrate the highest standards of professionalism and integrity in all aspects of our work.
LONG TERM AIMS

SERVICE EXCELLENCE.
Plan and develop high quality services in response to unmet needs and opportunities and ensure continuous improvement.

CHRISTIAN FAITH COMMUNITY.
To promote outward-looking and welcoming Christian faith communities within the BCM family.

COMMUNICATIONS.
To communicate effectively with all BCM’s external and internal stakeholders.

HUMAN RESOURCES.
To ensure BCM has the staff and volunteers it requires enabling it to achieve its aims and objectives and that these staff and volunteers are effectively managed and provided with the support and opportunity to develop.

FINANCIAL AND PHYSICAL RESOURCES.
To ensure BCM has the financial and physical resources it requires in order to achieve its aims and objectives, and that these are efficiently and effectively managed.

GOVERNANCE.
To ensure the governance of BCM complies with the requirements of the law and good practice and continuously improves
BCM is a registered charity and company limited by guarantee and is governed by a Mission Committee appointed by the Methodist Church. The Mission Committee delegates authority to the Mission Executive to act on its behalf in relation to the overall governance and strategic direction of BCM in accordance with the Memorandum and Articles of Association and other legal and regulatory guidelines.