

Towards Understanding and Healing

Work Plan

Mission Statement: ***Towards Understanding and Healing exists to facilitate creative conversation and thinking that moves beyond personal and societal conflict.***

Strategic Aim 1: **To facilitate the coming together of individuals from diverse groups to tell and hear their stories in a safe environment.**

Objectives

- 1.1 Involve members from a wide range of communities, particularly focusing on individuals who have never been part of a storytelling experience.
 - a. Contact people impacted by the conflict from various communities, particularly those who have not had opportunities to tell their story or make their voices heard.

- 1.2 Arrange storytelling sessions for both single-identity and mixed groups.
 - a. Arrange meetings to promote single-identity and mixed group dialogue with both existing and emerging groups.
 - b. Devise programmes that will suit both single identity and cross community encounters.

- 1.3 Encourage individuals that are reluctant or not confident to find their voice and share their stories through safe, well-facilitated events.
 - a. Identify individuals who have not had opportunities to tell their story or make their voices heard through effective networking.
 - b. Provide one-to-one contact with such individuals to reassure them about the process.

- 1.4 Identify and use creative storytelling methods involving art, music, dance, and other forms of expression.
 - a. Identify people who can deliver creative methods relating to the storytelling process.
 - b. Access training so that staff can deliver creative methods relating to the storytelling process.

Strategic Aim 2: To facilitate a dialogue that allows people to speak fully and be listened to whilst creating opportunities for the exploration of each others' ideology, perceptions, attitudes and sense of history.

Objectives

- 2.1 Hold a series of conferences and residentials to promote dialogue.
 - a. Organise and carry out at least one conference that will promote dialogue and engagement.
 - b. Organise and carry out at least four residentials that will promote dialogue and engagement.

- 2.2 Promote innovative and open models of engagement with the wider community such as speaking tours.
 - a. Organise at least four encounters designed to bring a speaker(s) in contact with community groups.
 - b. Organise at least two dialogue forums that will be open to the local community.

- 2.3 Promote single identity and mixed group dialogue with both existing and emerging groups, particularly with those who don't get an opportunity to dialogue or whose voice has not been heard.
 - a. Organise and carry out at least three single identity dialogue groups.
 - b. Organise and carry out at least three mixed dialogue groups.

Strategic Aim 3: To develop strategies that enable individuals to access further support structures which allows them to move forward.

Objectives

- 3.1 Promote the continued involvement or re-involvement of past participants through a range of actions and events.
 - a. Inform past participants of further opportunities for involvement in both formal and informal ways.
 - b. Create a quarterly newsletter.
 - c. Organise one social event for past participants per year.

- 3.2 Provide a means of evaluation that ensures that good practice is reflected upon and continually addressed.
 - a. Encourage participants to complete a written evaluation after all events.
 - b. Encourage facilitators to complete a written evaluation after all events.
 - c. Complete individual "Exit Interviews" with all participants within the first week following an event.
 - d. Commission an evaluation by an outside consultant.

- 3.3 Create a sense of ownership by providing opportunities for participants to help shape future events (related to Objective 3.1).
 - a. Identify the needs of past participants regarding future work with the organisation.
 - b. Provide training to past participants to increase capacity in relation to future work with the organisation.
 - c. Create pilot for involvement of past participants in work with the organisation.
 - d. Conduct regular meetings with past participants to discuss the work of the organisation.

- 3.4 Explore ways of assisting individuals in connecting with support groups that are accessible and local.
 - a. Contact and build relationships with groups and organisations in areas local to participants.
 - b. Create an ongoing list of support resources for participants.
 - c. Disseminate a list of organisations that can provide support to participants at the end of each event.

Strategic Aim 4: To maintain ongoing links and create new links to look at ways of sharing ideas, models and structures at local, national and international levels and continually learning from other people's post-conflict experience.

Objectives

- 4.1 Explore the possibility of creating a forum for dialogue-based organisations throughout Northern Ireland, the Republic of Ireland, and the United Kingdom.
 - a. Identify dialogue-based organisations.
 - b. Assess need for a forum by consulting said organisations.
 - c. Pilot a one-day gathering of organisations, if deemed necessary.
 - d. Assess need for continued contact after one-day pilot.

- 4.2 Develop links with international organisations doing dialogue and storytelling-based work.
 - a. Identify individuals and organisations that are doing storytelling and dialogue work in order to create a database.
 - b. Make contact with said organisations to create links and to pass on information regarding the organisation.

- 4.3 Develop a multi-media infrastructure that allows national and international organisations to connect to the work of TUH.
 - a. Develop and launch a website for the organisation.

Strategic Aim 5: To build the capacity and sustainability of the organisation.

Objectives

- 5.1 Develop good working practice around the governance of TUH.
 - a. Review the organisational capacity of the organisation twice a year.
 - b. Develop a comprehensive information pack to be distributed to new members of the management committee and staff.
 - c. Conduct an induction for all new members of the management committee and staff.

- 5.2 Continually assess and manage change in social, political, and funding environments.
 - a. Assess such changes on both management committee and staff levels.
 - b. Discuss such changes as a management committee and staff.

- 5.3 Develop and implement a funding strategy that will allow TUH to exist beyond the current funding period (Sept. 2005) if deemed necessary.
 - a. Identify and lobby key funding bodies.
 - b. Refine funding need based on an organisational review.
 - c. Seek continuation funding up to 2006, if deemed necessary.

- 5.4 Provide quality training for all facilitators participating in TUH events.
 - a. Identify a pool of facilitators and trainers for ongoing work.
 - b. Arrange two one-day training programmes.