



## AUCKLAND JUSTICES OF THE PEACE ASSOCIATION Inc Strategic Plan 2020-2024

<p><b>OUR VISION:</b> To be the professional body meeting Auckland’s diverse cultural and community needs for Justice of the Peace Services.</p> <p><b>MISSION:</b> To support AJPA members deliver effective and efficient services to their communities in a range of locations.</p>	<p><b>What success might look like:</b></p> <ul style="list-style-type: none"> <li>• Justices’ needs for training, support and information met</li> <li>• Engaged with and across our entire membership</li> <li>• A sustainable organization amidst change and growth</li> <li>• Sufficient active and competent Justices meeting greater Auckland’s diverse needs</li> </ul>
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Goals:	Strategies:	Looks like:	Activities include:
A. Governance and management that is sustainable, future focused and responsive to a rapidly changing environment	1. Council receptive to both client and Justice needs	1a. Competent, skilled people standing for Council  1b. Meetings conducted effectively and efficiently  1c. Effective relationships with Royal Federation and other stakeholders	1a.1 Identify needed skills sets, and encourage those with the right skill sets to stand for Council 1a.2 Encourage diversity of Council nominees through mentoring  1b.1 Meetings, planned, structured, and delivered time-effectively to meet skilled individuals’ needs 1b.2 Professional development sessions varied, efficient and delivered to timed plans  1c.1 Recruitment and training of suitably skilled Justices for stakeholder roles, including Royal Federation, Ministry of Justice, and DHBs
	2. Financial best practices in place	2a. Finances meet statutory and activity priorities, and follow best practice	2a.1 Informative monthly reporting to Council 2a.2 Budget approved before YE 2a.3 Set fees and receive payments to fund budget 2a.4 Source additional funding for unbudgeted projects and resources 2a.5 Ensure the role of Treasurer is effectively carried out
	3. AJPA recognized as the professional and ethical body for Auckland Justices	3a. Membership attractive to Justices, and increasing  3b. Celebration of volunteers providing free services all over Auckland  3c. Efficient and accessible Registrar support  3d. New skilled individuals appointed as Justices	3a.1 Keep informing members about professional development and competence; fellowship; service; assistance with tools  3b.1 Reinforce free, competent service by volunteers in publicity, advertising, etc 3b.2 Recognize commitment and service; retirement; significant milestones/roles  3c.1 Maintain Registrar role and administration to support activities  3d.1 work with MPs to increase nomination of individuals who better reflect society
B. Justice of the Peace services that facilitate enacting justice in the community.	4. Client needs met through increased Service Desk delivery model	4a. Expansion of Service Desks to meet demand for weekends, evenings, locations	4a.1 Monitor SD usage and facilitate expansions to meet high usage places and times 4a.2 Define SD roles and liaison to ensure effectiveness 4a.3 Target new/increased SD hours in places of demonstrated need 4a.4 Regularly review SD locations to ensure requirements can be met

		4b. Support Group Coordinators know their people and those not involved	4b.1 Support and train Support Group Coordinators & Rosterers 4b.2 Facilitate succession planning 4b.3 Provide lists of Members in each SG area
	5. All Justices are active and current and accredited	5a. Active members and in-actives monitored	5a.1 Encourage Accreditation in all AJPA communications 5a.2 increase number of accredited Justices annually 5a.3 Manage re-accreditation process through Support Group encouragement and/or study groups 5a.4 Follow up complaints appropriately to facilitate learning
	6. AJPA members mentored and developed to deliver services in a current and electronic environment	6a. Technology plays an appropriate role in communication, rostering and record-keeping  6b. Justices competent and confident with electronic certification	6a.1 Use email and texts for good communication 6a.2 Develop and use electronic rostering systems  6b.1 Hub sessions and Support Group meetings used to give Justices confidence in certifying electronic documentation in line with societal norms
	7. Professional development is delivered in environments that support learning e.g. electronic, service desks, Support Groups	7a. Professional development delivered in a variety of ways, including Hubs, SG meetings, mentoring, and on line	7a.1 Train new Justices formally and gain accreditation 7a.2 Promote path to accreditation through workshops 7a.3 Deliver Hub professional development on range of dates, days, venues, etc. 7a.4 implement electronic professional development options
	8. Support Groups play key roles in connecting Justices, coordinating Service Desks and delivering professional development	8a. Good candidates for Support Group leadership identified and mentored  8b. Role outlines available and used by Support Group leaders	8a.1 Use Council liaison persons to ID good leaders 8a.2 ID those requiring support, and mentor  8b.1 Review role outlines for SGCs and Rosterers; and encourage shared leadership teams
	9. Well-trained members provide specialist and judicial services	9a. SG Coordinators and Liaison persons identify and promote good candidates for specialist roles	9a.1 Actively look for and mentor Justices interested in specialist roles 9a.1 Review activity of those in specialist roles and suggest any changes
C. Clients and Justices access the information they need.	10. Marketing and communication plans and document resources are developed, resourced, and implemented	10a. Promotion and marketing planned annually  10b. Internet access options exist for up-to-date education and resources	10a.1 Review marketing and promotion, and plan an annual calendar 10a.2 Focus on volunteer, free, service in promotional material 10b.1 Ensure website, Facebook page is current and access is promoted  10b.1 Make internet references (Manual) and professional development available for changing tasks
D. AJPA meets the needs of members	11. Clear measures for success exist, that members understand	11 a. Success as Association is measured and used for future planning	11a.1 Increase number of members annually 11a.2 Reduce number of inactive Justices annually 11a.3 Measure relationship between attendance at training and active Justices