



Steps towards a thriving community

2021-2026

CAMPBILL HOLLYWOOD

Strategic Plan

MAINTAINING THE CAMPHILL ETHOS

THREE GUIDING PRINCIPLES

When the first Camphill communities began, they were built upon the work of inspirational philosophers, the teachings of Rudolf Steiner and the intention of the founding members which formed the basis of the Camphill ethos.



MEANINGFUL
SELF
DEVELOPMENT

ENRICHING
SOCIAL
COMMUNITY

SUSTAINABLE
ECONOMIC
FELLOWSHIP

FREEDOM AND
OPPORTUNITY TO
CONTINUE LEARNING
AND DEVELOPMENT
THROUGHOUT ONE'S
WHOLE LIFE,
CULTURALLY
PRACTICALLY,
THEORETICALLY AND
SPIRITUALLY.

SUPPORTING EACH
OTHER, UPHOLDING
RIGHTS AND
RESPONSIBILITIES TO
ENABLE ALL TO LIVE
SOCIAL LIVES OF LOVE
AND HARMONY WITHIN
COMMUNITY TOGETHER
AS EQUAL CITIZENS,
FRIENDS AND CO-
WORKERS.

WORKING IN
COMMUNION WITH ONE
ANOTHER, WITH THE
EARTH AND THE
ECONOMIC
ENVIRONMENT SO THAT
RESOURCES ARE USED
FAIRLY AND
SUSTAINABLY

Camphill Holywood translates the Three Stars of Camphill and the Three Pillars of Camphill into three guiding community principles.




Camphill Holywood Strategic Goals

Inspire and support more people to join the community:
through day opportunities programmes, living and care opportunities, volunteer opportunities, employed opportunities and Board opportunities.

Strive for and foster a sustainable community:
through financial sustainability and prudent use of community resources, promoting and developing environmentally responsible practices within the houses and workshops and by reducing carbon footprint of the community.

Support individuals to learn and develop skills:
through social therapeutic practice, supporting individual social, cultural activities, and intellectual training and development opportunities for all community members, providing opportunities to take on responsibility and grow the community.





Inspire and support more people to join the community:

through day opportunities programmes, living and care opportunities, volunteer opportunities, employed opportunities and Board opportunities.



We will increase the number of placements available and the quality, variety and number of day opportunities programmes available by developing the programmes and promoting the service



We will increase the number of residential placements available by maximising the use of existing resources and by investing in and developing a second residential home



We will support volunteers to participate in the community by ensuring they are supported appropriately and by developing exciting and compelling volunteer opportunities for people of all ages, skills and backgrounds



We will maintain a positive and supportive working environment for employees by recognising their investment in community, the value they create and providing opportunities for staff to take up varied and responsible roles in community



Strive for and foster a sustainable community:

through financial sustainability and prudent use of community resources, promoting and developing environmentally responsible practices within the houses and workshops and by reducing carbon footprint of the community.

We will ensure the community remains financially sustainable by increasing income and revenue streams.



We will use community resources prudently, reduce waste, energy consumption, loss and breakage through responsible use and maintenance.



We will promote low carbon footprint by ensuring the goods, products and services offered to the community and the public are organic or locally sourced and by offering space for other Camphill communities to promote and sell their goods.



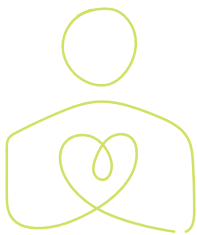
We will make the workshops a centre of sustainability in Holywood by investing in practices that reduce plastic and encourage responsible consumerism.



By improving the look and feel of the workshops and customer engagement we will promote a positive view of the Camphill ethos and the work of Camphill Holywood.

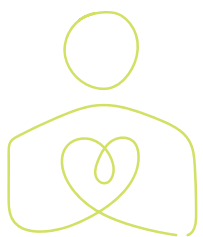
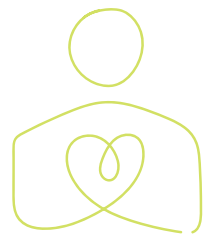
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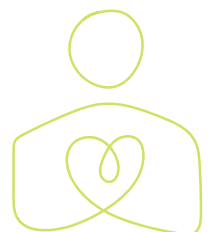
We will continue to improve our workshops, social and cultural activities to engage community members and encourage them to have a meaningful cultural and social life.

We will ensure staff receive training in health and social care, socially therapeutic practice and the Camphill ethos so that they feel invested in their work and in community.



We will ensure that our day opportunities are holistic and meaningful, measure and evaluate the quality of our care and workplaces for learning and improvement to maximise the outcomes for individuals.

We will strive to enable each individual to engage with our Camphill ethos and to take on responsibility, to bring their own flair, skill and ideas to shape their roles and the community.



HOW WE WILL WORK TO OUR STRATEGIC GOALS

WORKING WITH OUR GUIDING PRINCIPLES

ENRICHING SOCIAL COMMUNITY

Each community member will be able to say that through their work they have:

inspired and supported more people to join or remain in the community.

SUSTAINABLE ECONOMIC FELLOWSHIP

Through prudent use of resources, promoting & developing environmentally aware practices in all areas, each community member will be able to say that they have:

strived for and fostered a sustainable community.

MEANINGFUL SELF DEVELOPMENT

Each individual will have shown committment to learn & develop their own skills & the skills of others and will be able to say they have:

supported themselves and other individuals to learn and develop skills.