

The Mill*

**People making things happen*

MISSION, VISION, VALUES
STRATEGY 2013-2015



Our Vision is of a strong local community where people love to live, and know and care for their neighbours.



Our Mission is to provide a welcoming, positive, accessible and inclusive space at the heart of Walthamstow, and work with the community locally to make things happen.

Our Values are at the heart of everything we do:

- **We are for everyone:** We are welcoming to everyone. We believe that everyone has a role to play and skills to share. We believe in reflecting the balance of abilities and passions in our community.
- **We believe in people:** We believe in the unique capacities and passions that individuals bring, and work with them to make their ideas happen.
- **We focus on local community:** We love our local area, and trust the community to shape and know how to develop its potential.
- **We believe in the power of creativity:** Imagination and creativity can help people to see things differently, express themselves and inspire others.

The Mill has been on an incredible journey in the last two years as we restored and repaired our building, and worked together to make things happen in our community. In order to build on these great foundations, and to continue to make a positive difference in Walthamstow in the next 2-3 years we will focus our attention on the following areas:

IMPACTS

CONNECT More local people are connected to each other, and can know their neighbours and community better

SHARE and ACT More local people share their skills and are empowered to act on their ideas

CREATE More people try new things and express themselves creatively

INFORM and REPRESENT The activities and information available at The Mill reflect the interests of the community

SUSTAIN The Mill is sustainable and has a secure future as a trusted part of the community



Impact One

CONNECT *More local people are connected to each other, and can know their neighbours and community better*

- AIM 1** There continues to be an open and accessible space, where people in the local community can come together. We will:
- Open The Mill at least 5 ½ days per week for at least 48 weeks per year
 - Review the space and how we can make better use of it

AIM 2 More people come together through a variety of activities that reflect the priorities and interests of the local community. We will:

- Host at least four events a year for the whole community

Impact Two

SHARE + ACT

More local people share their skills and are empowered to act on their ideas

AIM 3 More people volunteer their time, skills and experience within the community. We will:

- Develop and implement a volunteering strategy to encourage more people to volunteer at The Mill in different ways, and communicate these opportunities effectively
- Develop a training and support system as part of a Volunteering Programme

AIM 4 More people feel supported and able to build on their skills and ideas, and continue to run activities and groups. We will:

- Pilot and develop packages of support for people to start and grow their ideas, including mentoring, signposting, taster room hire etc
- Develop a new seed funding approach

AIM 5 More people mentor and support others in the community. We will

- Develop and pilot a mentoring scheme through which local people support others in developing their idea





Impact Three

CREATE

More local people share their skills and are empowered to act on their ideas

AIM 6 More people are connected to each other locally through creating things. We will:

- Work with local people to create a programme of activities and events that connect people through creativity

AIM 7 More people have increased confidence and wellbeing through creating things. We will:

- Work with local people to create a programme of activities and events that encourage creative expression for all ages
- Work with local artists to provide a series of workshops in a variety of techniques and approaches

AIM 8 More people can access art locally, and are inspired to create things. We will:

- Continue to host a varied program of exhibitions in our community art space

Impact Four

INFORM + REPRESENT

The activities and information available at The Mill reflect the interests of the community

AIM 9 There is a varied programme of activities run by local people at The Mill, reflecting the interests of the community. We will:

- Develop a way to actively work with people across the community to understand their priorities and interests

AIM 10 More people are supported in a networked environment to access information. We will:

- Identify key local concerns and priorities
- Review our processes of how we support people and how we help people access the information they need.
- Develop clear and simple steps for supporting people on common issues, particularly an effective signposting system

AIM 11 More people know about The Mill and are encouraged to get involved. We will:

- Develop a Communications Strategy to ensure that the information and news we broadcast is accurate, timely and encourages participation



Impact Five SUSTAIN

The Mill is sustainable and has a secure future as a trusted part of the community



AIM 12 There is increased capacity at The Mill to support people and run the organisation. We will:

- Assess the capacity needs of the organisation and work towards securing them

AIM 13 People feel that The Mill is a trusted part of the community. We will:

- Continue to be transparent about the way The Mill is run

AIM 14 There is an increased sense of ownership and engagement with The Mill from across the local community. We will:

- Develop ways to actively engage people in feedback and decision making at The Mill

AIM 15 The Mill has a diverse and sustainable funding mix. We will:

- Develop a sustainable funding strategy that strengthens our income streams
- Develop and pilot a Membership Scheme
- Develop and test our Consultancy

AIM 16 Further improve the accessibility and suitability of the building for the community. We will:

- Develop a plan for prioritisation of work and development of the building to make it fit for purpose

AIM 17 Prioritise the safeguarding of all people who visit The Mill, especially children and vulnerable adults. We will:

- Review Safeguarding policies and procedures and develop a tailored set of practices fit to the function of The Mill
- Embed a culture of Safeguarding and empower people locally by providing training and support for volunteers, staff and the wider community

*The Mill relies on the time, experience and skills of local people to make things happen.
If you want to help us achieve the aims set out in this strategy,
please get in touch - we'd love to hear your ideas!*

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