

RE AOTEAROA

OPERATIONS PLAN

FY25/26 - FY27/28



Purpose

This plan is designed to keep our daily operations sharply focused and aligned with **our mission**, as outlined in our Theory of Change: **an Aotearoa free from sexual violence.**

This plan does the following...

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- 01 Identifies the most critical **risk** to achieving our mission - financial instability
- 02 Focuses our operations activities to address this risk
- 03 Provides an overview of operational activities for 3 years from FY 25/26 to FY 27/28, as well as metrics to measure success*
- 04 Demonstrates the alignment between our operations and the Theory of Change

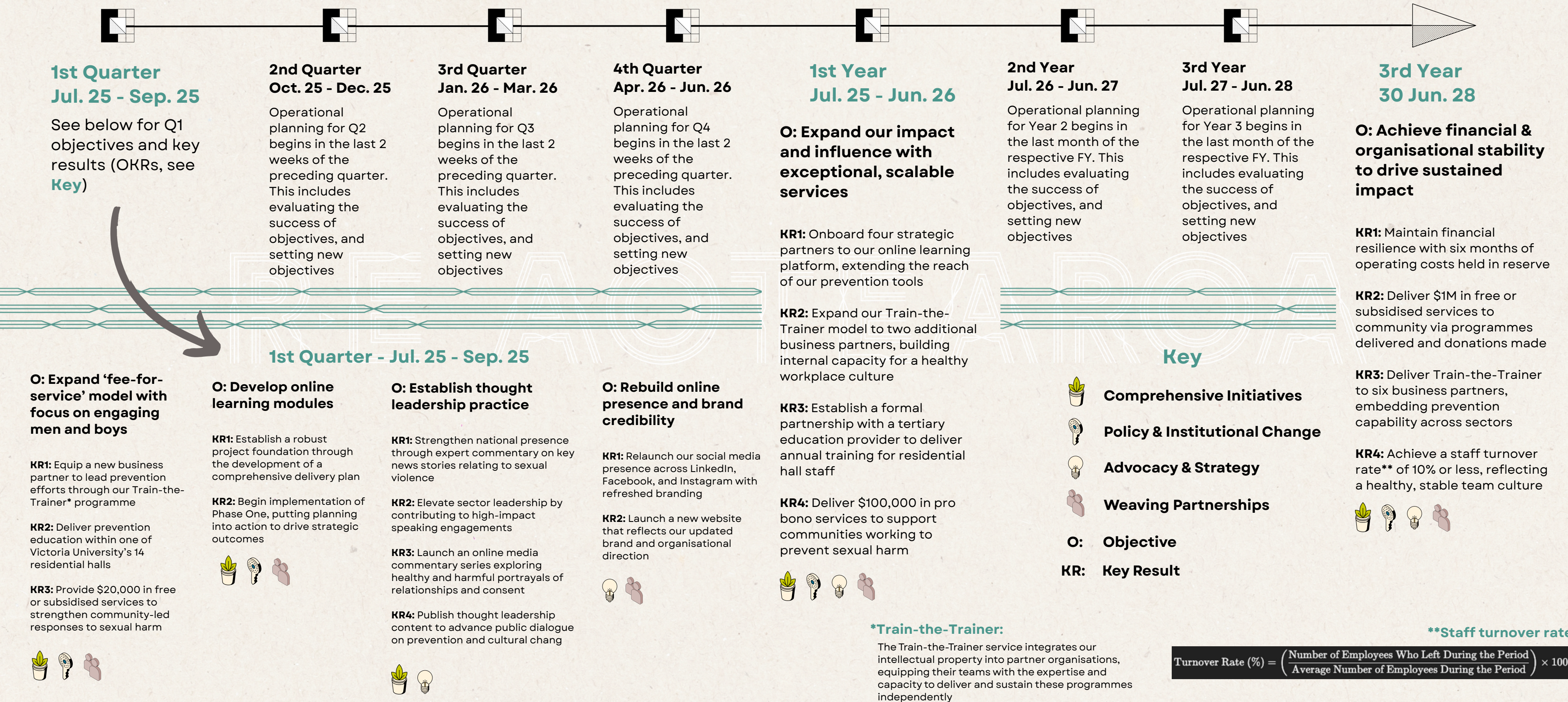
* An **evaluation framework** will be provided before the commencement of this plan

Operations plan & timeline

This three-year plan charts a path to long-term financial stability while running alongside our business-as-usual operations. It is designed to strengthen our organisation’s sustainability without compromising delivery. To demonstrate how this plan aligns with our Theory of Change (ToC), we’ve included a Key that uses icons to map each initiative to our ToC Impact Streams. This ensures every action contributes meaningfully toward our medium- and long-term strategic goals (slide 4).



Risk: Our sustainability as an organisation is uncertain due to financial instability - this 3 year plan addresses this risk.



Theory of Change

Beyond the Impact Streams

The objectives outlined in this operations plan were designed using the ToC Impact Streams as a strategic framework, guiding the planning process. This approach ensured alignment between our planned operational activities and the ToC medium- and long-term outcomes. This alignment is demonstrated below:

Medium-term Outcomes

Gender equity and positive social norms	Our objectives and programmes are focused on addressing harmful beviour in men and boys	Expanding access to supportive services	We deliver services in a way that acknowledges our clients have potentially experienced harm, scaffolding them into appropriate services where necessary
Developing safe and supportive environments	Our objectives target all levels of society and community to shift pervading culture and deter violence		
Increasing community support and connectedness	Our operational focus - increasing revenue - connects organisations to community by enabling them to fund our work in communities through fee-for-service, while our broader initiatives build a collective responsibility to prevent SV	Strengthen cultural and community connection and identity	As a tauwiwi organisation, we frequently consult tāngata whenua and diverse communities to create healthy social norms and organisational culture

Long-term Outcomes

Equitable systems for all	Safety, freedom, and restoration
We target high impact communities and organisations through diverse initiatives which gives us the best opportunity to create an Aotearoa free of SV	Our fee-for-service model includes policy consultation for public and private organisations, supporting freedom and safety
Relationally healthy people, families, and communities	
	While we don't work directly with families, we strive to deliver our services where people work, pray, and play, supporting healthier relational connections and societal wellbeing

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Theory of Change Beyond the Impact Streams

Our everyday workflow integrates the Theory of Change (ToC) Connection-Driven Change Model. By involving communities directly in our design processes, we respond to their specific needs—meeting them where they are to support long-term success.

Our services are all
underpinned by our
Connection-Driven
Change Model



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