



STRATEGIC PLAN 2022

1 MARCH 2022

Developed for WA Peer Supporters Network

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2022 Strategic Plan

Our Purpose and Vision

Peer support is accepted, recognised, acknowledged, and utilised as a key role in society and at the heart of humanity

Key Goals

Connect and Support	Develop and Grow	Advance and value	Expand leadership
To be an independent peer-to-peer network providing connection to support the wellbeing of Peer supporters.	Peer supporters advance their roles and skills through peer-led education, supervision, and resources.	Grow the availability of Peer support through working together to advise and advocate on policy and service design.	WAPSN members take on ownership to implement and deliver initiatives in this plan.

Initiatives to support our goals

Peer-to-Peer co-reflection sessions Community building through informal connection opportunities Regular information sharing through the network Explore creating a sustainable online connection space	Publicly available list of recognised Peer Supervisors Provide Peer-led professional development sessions Create and make available Peer-developed resource guides on Peer practice	An event promoting the value of Peer support, sharing evidence and successes of Peer support. Attend sector conferences or events and submit proposal presentations. Explore resourcing options and opportunities for WAPSN	A working group of WAPSN members. Short-term volunteer opportunities included in the newsletter. Modernise and update membership database.
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Key performance indicators

4 Peer-to-peer co-reflection sessions held per year. 4 informal or social connection sessions held per year. Newsletters circulated via email each month. Report recommending online space option by end of 2022. 50% of events must be accessible to regional members.	List of Peer Supervisors is reviewed and updated every 6 months. 4 professional development sessions per year 2 resource guides per year 50% of professional development opportunities must be accessible to regional members.	Host 1 key promotional event per year, inviting sector stakeholders. WAPSN agrees at least 1 representative to send to 2 sector conferences per year. Representatives must provide summaries of their activities for inclusion in the WAPSN newsletter. Report recommending resourcing and funding options by end of 2022.	Working group made up of 5 people meets at least 4 times per year by the end of 2022. At least 2 Initiatives are led, delivered, and completed by volunteers from the WAPSN working group and network. Complete clean up of WAPSN database by end of 2022.
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Unique value of WAPSN

WA-based organisation led by people with lived experience, bringing together Peer supporters across experiences and sectors.

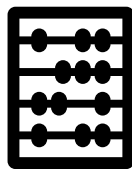
WAPSN exists to create community and a shared voice for the people who create change, provide support, and build relationships informed by their lived experience.



WAPSN target membership

All Peer supporters across WA are welcome and included within WAPSN.

This includes paid, voluntary & informal Peer Workers, and Peer Supporters across multiple spaces and specialities such as mental health, alcohol and other drugs, disability, LGBTQIA+, regional, young people, and sex work.



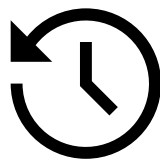
WAPSN resources

WAPSN is supported by the equivalent of one day per month of staff time by CoMHWA. The following in kind support is also provided by CoMHWA: printing, event space, catering, insurances, payments and acquittals, video conference hardware and software, website hosting and maintenance, newsletter creation and distribution, member list maintenance.



How WAPSN fulfils a need for members

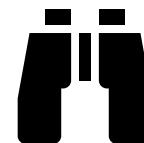
Peer supporters need access to Peer-led and developed ongoing professional and personal development, which recognises Peer support as a distinct profession or vocation, with a specific set of skills and tools.



WAPSN history

WAPSN was established in 2014 as an outcome of a co-design forum hosted by both CoMHWA and Carers WA. Since that time, WAPSN has brought together Peer supporters for co-reflection and social opportunities, as well as co-hosting events with CoMHWA to promote the value of Peer support.

As at March 2022, WAPSN has approximately 500 members.



WAPSN long-term vision

WAPSN aims to steadily build strength, capability, and support to be able to incorporate as an independent organisation within WA.

WAPSN's long-term ambitions also include being able to lead research into Peer support, provide advice to government and policy makers, and act as a best-practice hub sharing tools and approaches to Peer support.

Background to development of this Strategic Plan

Development of this Strategic Plan

This Strategic Plan has been developed in consultation with WAPSN members over a three-stage process.

- **Stage One**

Workshop hosted via Zoom with WAPSN members. Summary of sector context and overview of WAPSN's work and successes to date. Reviewed key features of the previous strategic plan, sought advice on whether the core goals remain relevant, and invited members to brainstorm a wide range of potential activities members would like to see and which would support achieving the goals.

These inputs were used to develop and refine the unique value proposition for WAPSN, the target membership, and the initiatives for the strategic plan.

This attracted 15 attendees on 16 September 2021.

- **Stage Two**

Opportunity for WAPSN members to submit contributions using an online form, in their own time and in writing. The form captured the primary questions of the first workshop.

This attracted two responses total.

- **Stage Three**

Workshop hosted via Zoom with WAPSN members. Summary of recent developments in Peer Work in WA. Reviewed draft outcomes of stages one and two, sought advice on proposed initiatives and key success metrics, discussed resourcing and how things get done within WAPSN, and the member appetite for change.

These inputs were used to expand the proposed initiatives in line with member requests, develop key performance indicators, add an additional goal, specify a focus on regional engagement, develop the operating model and refine the unique value proposition of WAPSN.

This attracted 14 attendees on 20 January 2022.

Notes from member consultations are included in the attachments to this Strategic Plan.

Relationship to previous Strategic Plan (2014)

This Strategic Plan builds on the good groundwork of the 2014 Strategic Plan. Elements such as the original three focus areas (now key goals), the values, and vision were maintained and brought forward to the 2022 Strategic Plan.

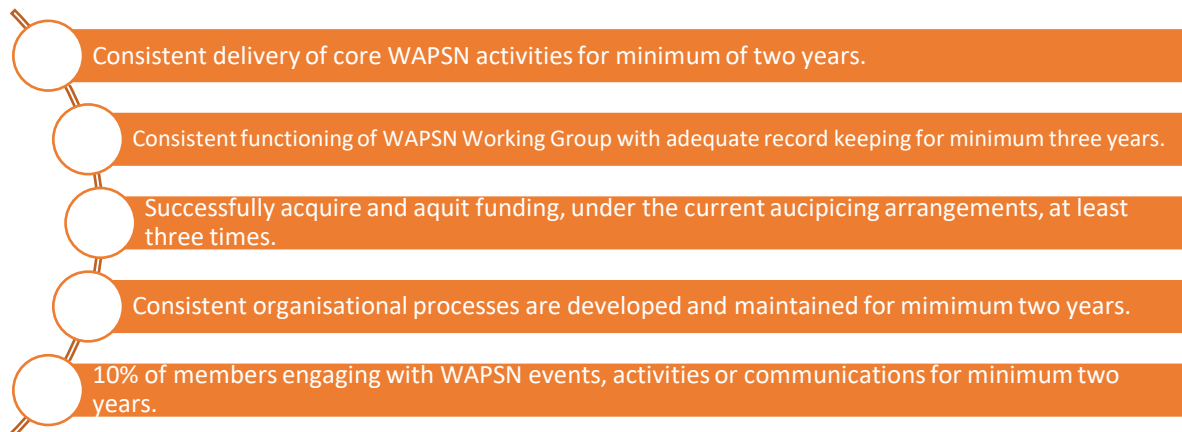
Other elements of the 2014 Strategic Plan, such as the ambition for an independent peer support organisation and an advisory group had not been realised at the time of developing the 2022 Strategic Plan. These concepts have been reviewed and modified in line with lessons learned over the last eight years, including feedback from the WAPSN Convenor.

Some elements of the 2014 Strategic Plan, including the objectives and strategies, require significant additional groundwork and additional resources before they become achievable for WAPSN.

A key change has been the development of key performance indicators, which provide specific, measurable and time-limited metrics for WAPSN members and the Auspicing body to use to evaluate progress against this Strategic Plan. This enables clear expectations and accountabilities.

Milestones to meet before Incorporation

For clarity on the steps required to achieve the long-term vision, the below milestones are proposed as the key steps members should seek to achieve prior to progressing incorporation as a viable independent association. These milestones are intended to provide a specific roadmap of goals to guide member expectations and which the WAPSN Working Group and Auspicing body can work towards collaboratively. Specific advice on incorporation requirements and process should be sought from the Department of Mines, Industry Regulation and Safety.



For the ambition of independent incorporation to be achieved, WAPSN will require significant additional engagement from members to support its activities. Core activities may eventually attract a base-level of funding from an external body, however growing the organisation would require significant work from a Management Committee, both in delivering activities and in pursuing funding. Developing this collaborative and engaged culture whilst auspiced will enable the organisation to demonstrate a strong track record, establish organisational processes, and build the leadership capability, experience, and skill of members without members needing to take on the personal risk of leading an incorporated association.

Key observations from the Strategic Plan consultation

There is significant support and appetite for WAPSN to continue existing activities and to expand activities. Members proposed many creative activities and initiatives to support Peer supporters across WA. Aspirations for WAPSN exceed the current resourcing available.

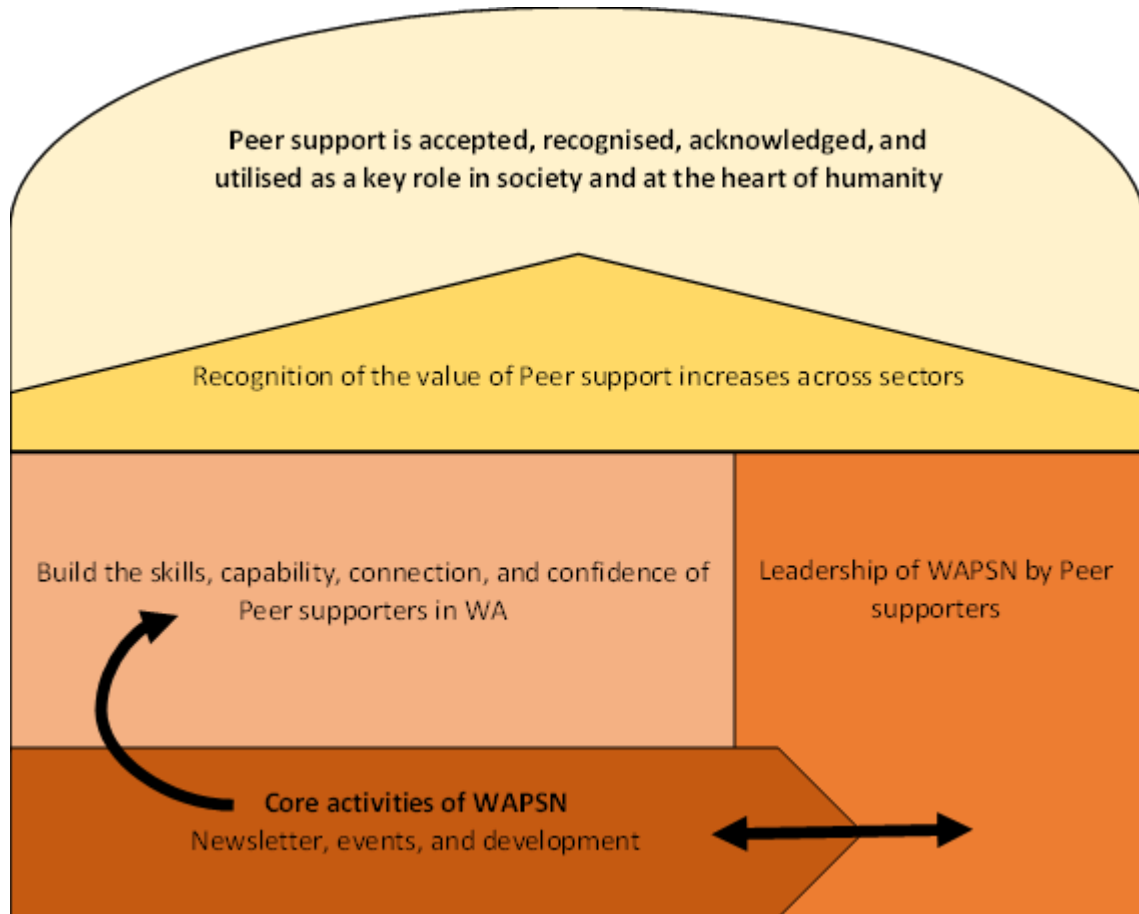
- A key strength identified in WAPSN has worked in the last few years is the combining co-reflection with social/informal opportunities. This method should continue.
- Members indicated a desire for on the ground activities in regional centres, not just online opportunities. This is noted as requiring member or volunteer leadership.
- Online spaces to connect in member-led ways. This is noted as needing member or volunteer leadership to set up, develop content, and moderate.
- There is a strong commitment to diversify membership beyond mental health.
- Members may be time poor due to multiple commitments, so a volunteering model will require flexibility.
- Membership is approximately 500, however this member list requires review. Members should nominate what type of engagement they would like with WAPSN (e.g. volunteering, information only, skills development, sharing experience etc)

The Operational Plan to implement this Strategic Plan separates core activities from stretch activities. Stretch activities identified through consultation were important to include, but are

considered stretch as achieving these activities require significant member leadership which is a change to the WAPSN Operating Model.


WAPSN Operating Model


Operating Model provides a blueprint for how value will be created and delivered for Peer supporters across WA.



The core activities of WAPSN provide the strong base of the organisation. These activities build the skills and capabilities of Peer supporters in WA. When the core activities of WAPSN are supported and expanded through leadership of Peer supporters, these core activities are strengthened. Through building skilled Peer supporters and through visible leadership by Peer supporters, recognition of the value of Peer support will be increased. This ultimately helps WAPSN achieve its vision and purpose.

Operational plan for WAPSN from March 2022 onwards

Month	March	April	May	June	July	August	September	October	November	December
 Core activity	Newsletter	Newsletter	Newsletter	Newsletter	Newsletter	Newsletter	Newsletter	Newsletter	Newsletter	Newsletter
	Professional development	Co-Reflection	Professional development	Co-Reflection	Professional development	Co-Reflection	Professional development	Co-Reflection	Sector event (WAAMH conference)	Social event
	Open applications for working group	Working Group meeting		Working Group meeting		Working Group meeting		Working Group meeting		Report on progress against initiatives
Responsibility	Auspicing body	Auspicing body	Auspicing body	Auspicing body	Auspicing body	Auspicing body	Auspicing body	Auspicing body	Auspicing body	Auspicing body

Month	March	April	May	June	July	August	September	October	November	December
 Stretch activity			Membership list review and clean up	Resource guide published	Promotional event	Review and update of Peer Supervisor list	Report on online social space options	Resource guide published	Report on resourcing options	Regional social event
	Responsibility			Volunteers supported by Auspicing body	Working Group and/or volunteers	Working Group and Auspicing body	Working Group and/or volunteers	Working Group and/or volunteers	Working Group and/or volunteers	Volunteers supported by Auspicing body

Definitions

Auspicing body: Organisation that provides support, sponsorship, and guidance to another group. CoMHWA is the auspicing body for WAPSN.

Sector Conferences: meetings or events hosted by other organisations to bring together a wide range of stakeholders. Relevant conferences for WAPSN include:

- WA Association for Mental Health conference
- WA Council for Social Service conference
- WANADA conference
- YACWA State of the Youth Sector Forum

WAPSN: WA Peer Supporters Network

CoMHWA: Consumers of Mental Health WA

Attachments

Notes from Stage One

Existing strategy

The group looked at the current Vision, Values, and Goals for WAPSN, and believes these could be maintained for the next strategic plan.

WAPSN Vision:

Peer support is accepted, recognised, acknowledged, and utilised as a key role in society and at the heart of humanity

WAPSN Values:

Respect, Compassion, Self-Empowerment, Inspiration, and Humanity

WAPSN Goals:

1. Connect and Support
To be an independent peer-to-peer network for connection, support, wellbeing, and development.
2. Develop and Grow
Peer supporters can advance their roles and skills through peer-led education, supervision, and resources.
3. Advance and value
The network grows and advances peer support through working, advising, and advocating together.

Discussion

The group discussed some key questions about the role of WAPSN and the unique contribution WAPSN makes in the space and created the below ideas

Discussion area	Notes
What can only WAPSN do?	<ul style="list-style-type: none">• Notice the work not systemically noticed as work and:<ul style="list-style-type: none">○ Value this contribution○ Acknowledge this contribution○ Celebrate this contribution

	<ul style="list-style-type: none"> • Actively create community which supports people who carry the weight of taking lived experience into work spaces. • Bring the voice of Peer Support to the table through consulting and bringing a shared voice • Create a safe space for people with shared experiences to be heard
Who does WAPSN focus on?	<ul style="list-style-type: none"> • WAPSN is for anyone who identifies as a Peer Supporter. • WAPSN is inclusive of voluntary and informal Peer Supporters, and peer support across multiple spaces like Alcohol and other drugs, disability, LGBTQIA+, young people, sex work etc. • WAPSN is for people with lived experience, Peer Supporters, and Peer Workers.

The group split into different break out groups to brainstorm all the activities WAPSN members could do to contribute to our shared goals. The below is the entire brainstorm of ideas – WAPSN will not be able to do all of these at the same time.

Goal	Ideas
To be an independent peer-to-peer network for connection, support, wellbeing, and development.	<ul style="list-style-type: none"> • Regular meetings to connect with other people with similar lived experience and doing similar things • Connect organisations that do peer support (e.g. referral pathways within a network of organisations) • Recognised training and credentialing (similar to how CoMHWA offers training) – bridge between basics training and the Cert 4 Peer Work. • Options for development outside out the Mental Health context – general peer support/using lived experience training. • Accessible platform for members to connect outside of meetings – self-directed connection, support each other on an as needed basis. Increases the amount of time and connection available outside meetings. • Providing Intentional peer support. • Training for members to offer 1:1 co-reflection for free. (different to supervision) • Retreats for people involved in peer support/peer work/working from lived experience
Peer supporters can advance their roles and skills through peer-led education, supervision, and resources	<ul style="list-style-type: none"> • Provide an informal connection space. • Connect people interested in offering peer mentoring. • Maintain a list of recognised Peer Supervisors. • Hold a forum or event which allows for the promotion of the role of Peer Support, skills sharing, and connection between all kinds of Peer Supporters. • Create resource guides on common topics, including boundaries and burnout. • Create a lived experience speaker network, which can promote Peer Support at community speaking opportunities.
The network grows and advances peer support through working, advising, and advocating together.	<ul style="list-style-type: none"> • Create a mission statement/elevator pitch for WAPSN and for Peer Support. • Map the current network of places Peer Support is offered (within organisations and in grassroots contexts) and monitor the growth and health of Peer Support in WA.

	<ul style="list-style-type: none"> • Attend forums and advisory opportunities and monitor which voices are not in the room – actively connect under-represented voices to opportunities. • Create a central place for the evidence base of the effectiveness of Peer Support. • Advertise opportunities for paid contributions to people who provide Peer Support.
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Submissions from Stage Two

Submission One

1. What can only WAPSN do?

Foster connection, support, care, growth and advocacy within the Peer Support worker space.

2. Who does WAPSN focus on?

WAPSN focuses on Peer Workers and organisations that employ or may benefit from the experience of peers.

3. Brainstorm all of the potential activities WAPSN could do in order to... be an independent peer-to-peer network for connection, support, wellbeing, and development.

Host networking and social events, workshops. Be a resource for peers to obtain information on rights, pathways, education, opportunities, as well as information on obtaining support for wellbeing, and thriving as a peer worker.

4. Brainstorm all of the potential activities WAPSN could do so that... Peer supporters can advance their roles and skills through peer-led education, supervision, and resources

Awareness campaigns of the value of Peers, providing statistics / outcomes, interview Peer Workers and get our stories out there, create a peer directory, Peer Support Awards recognising outstanding work, Camps? Conference? Day for Celebration / Awareness for Peers? Phone line - support for peer workers, online resources for peer workers, advocacy - being on the lookout for opportunities to expand peer work into diverse areas.

5. Brainstorm all of the potential activities WAPSN could do so that... the network grows and advances peer support through working, advising, and advocating together.

Workshops, obtaining funding for activities, assistance for peers in applying for grants and tenders for peer workspace based ideas, mentorships.

6. Do you have any other thoughts or ideas you would like to share?

Thank you for doing what you do!

Submission Two

1. What can only WAPSN do?

Bring together LE voices for support needs. Be the spear head for bringing the intersecting peer needs together

2. Who does WAPSN focus on?

Peers in mental health

3. Brainstorm all of the potential activities WAPSN could do in order to... be an independent peer-to-peer network for connection, support, wellbeing, and development.

look at intersects - ie Alcohol and other drug, homelessness etc education around what peer supervision looks like... support for more than peer work workers

4. Brainstorm all of the potential activities WAPSN could do so that... Peer supporters can advance their roles and skills through peer-led education, supervision, and resources

links to whats available

5. Brainstorm all of the potential activities WAPSN could do so that... the network grows and advances peer support through working, advising, and advocating together.

intersects, as above

6. Do you have any other thoughts or ideas you would like to share?

[No response]

Notes from Stage Three

Changes to “What can WAPSN do that no one else can do?”, “Who does WAPSN exist for?”, and Activities were recorded in the slide deck throughout the workshop session.

Resourcing

- Resourcing via grants
- Donating in kind staff time
- Sourcing support through interns

Volunteer model

- Specific activity and/or project volunteering
- Expression of interest for volunteers
- Volunteer working party
- Asking people to commit to a year is a long time

WAPSN is different because

- WA Based
- Lived experience led
- Not mental health specific
- Embraces co-existing experiences
- Opportunity for cross pollination
- Whole human beings, whole human experience – diverse

Do and or change

- Focus on what makes us different
- Member type clean up – what engagement type would you like
- Online opportunities
- 500-person membership list – do some engagement specifically with regional