

WindReach

celebrating all abilities

A young child with dark hair and large eyes, wearing a blue zip-up jacket, is looking towards a horse. The child is standing in a stable or barn, with a white wooden trough in front of them. The horse's head is visible in the trough, and the background is filled with straw bedding.

Reaching Forward ACTION PLAN

Aug 2020 - Aug 2021
Approved by Board (20Jul20)

WindReach Bermuda

Inspire
Empower
Change Lives

Our Mission

WindReach exists to enrich the quality of life for people with special needs.

Our Vision

An environment in Bermuda where all members of the community can participate in, and enjoy, the activities of society.

Our Tagline

Celebrating All Abilities

Registered Charity

#92

Overview

The intention of the *Reaching Forward Action Plan* is to provide structure to, and guidance for, organisational and programmatic next steps following the suspension of programmes and reduction of staff due to the Covid19 crisis.

Context

Prior to the Covid19 crisis, WindReach had 8 full-time staff: 5 programme and 3 administrative. Due to the financial constraints placed on the non-profit sector and the Government's Shelter-in-Place requirements, the Board acted strategically, and with haste, to ensure the sustainability of our non-profit for the future. All programmes and services were suspended, and staff numbers and hours were reduced to trim operational costs. At the outset, 1 staff member chose to end their employment voluntarily, while 2 others were furloughed. Currently, 5 staff members are working at much reduced hours/days.

As we prepare our reopening strategy, human resources, programme implementation, operational costs, fundraising goals and capacity assessment will need to be evaluated in a deliberate manner.

Proposed Timeline for Implementation

August 2020

Reopen Adult Day Programme

Cheree (4 days/week)

Reopen of Boundless Play Ground*

Alyssa (4 days/week)

Therapeutic Riding Programme**

Sam (4 days/week)

Equi-Force Data Inputted 100%

Whole Programme/Admin Team (-Joeann)

* Rentals access to playground only, no animal visits + animal therapy zone care, maintenance & training

** Possible morning-only lessons to begin with participants who require less individual & intense support

October 2020

Reopen Therapeutic Riding Programme

Sam (5 days/week)

Reopen Life Skills Programme

Alyssa (5 days/week)

Volunteer Partnerships Managed by Programme

Programme Managers (based on demand)

Reinvent Animal Therapy Zone

Alyssa (5 days/week)



January 2021

Reopen Facility Rentals	New Team Member <i>(to be considered)</i>
Reopen Volunteer/CSR Programmes	New Team Member <i>(to be considered)</i>
Quality of Life/Outcomes Assessment 100% Operational	Alyssa
Strategic Plan (2022-2027) Development	Tina/Board

April 2021

Assess Natural Learning Environment Development	New Team Member <i>(to be considered)</i>
Redesign of Educational Programmes	New Team Member <i>(to be considered)</i>
Equi-Force 100% Operational	Whole Programme/Admin Team (-Joeann)

July 2021

Reopen Summer Camps	Whole Programme Team (-Cheree)
Reassess BNSC Certification for 2022-2027	Tina/Board
Evaluate New Programmes/Services	Whole Team





Programme Team Updates

July 2020

Alyssa - 4 days per week (*July 24, 27, 28 & 29*)

August 2020

Cheree - increase to 4 days per week

Alyssa - increase to 4 days per week

October 2020

Sam - reinstate to 5 days per week

Alyssa - reinstate to 5 days per week

Cheree - reinstate to 5 days per week

January 2021

New Team Member - 3 days per week (*facility rentals + playground*)

April 2021

New Team Member - increase to 5 days per week

Administration Team Updates

August 2020

Joeann - reinstate to 4 days per week

Tammalita - increase to 4 days per week

Tina - increase to 3 days per week

September 2020

Tammalita - reinstate to 5 days per week



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Conclusion

Although the Covid19 crisis has proven to be a challenge in so many ways, it has also provided us with opportunities for reflection and renewed perspective. With a critical look at our operational expenses and projected income, WindReach looks to be in a good place to reopen our therapeutic and educational programmes in a staggered and measured way.

WindReach will need to continue to focus on assessing new streams of income in order to remain sustainable for 2021 and beyond. This may include increasing fee-for-service for programme users, investigating invoice billing to insurers and mission-specific Government Ministries, reassessment of facility space for rentals, increasing our Individual, Corporate and Government partnerships, increasing opportunities for gifts and services-in-kind, exploring legacy giving strategies and continuing to collaborate with other non-profits.

As WindReach prepares to initiate our reopening strategy, I feel that the Team and Board are poised for success. It will take consistent re-evaluation as we progress through this Action Plan, but working together towards our vision, I know that we will emerge from this a stronger organisation and able to continue to serve our community for decades to come.