



Our Mission: Providing services through collaboration, leadership and innovation that create positive change and contribute to a healthy community.

Our Vision: A healthy community where everyone thrives.

Our Values: We are respectful to the uniqueness of the individuals we serve, collaborative, caring and committed to competent and accountable practices that are both ethical and responsible.

Strategic Direction #1

To enhance the quality of life for those who live in our communities and particularly the most vulnerable.

- 1.1 To assess the housing needs of our community.
- 1.2 To develop an appropriate response to the above stated needed assessment.
- 1.3 To identify key partners and funders to support this initiative.
- 1.4 To effectively communicate this initiative to the greater community.

Strategic Direction #2

To ensure our long-term financial sustainability, our organization needs to address those financial pressures within our direct control.

- 2.1 Develop strategies to address cost pressures as it relates to existing services within the organization.
- 2.2 Pursue funding options that will assist our agency in maintaining its financial viability.
- 2.3 Identify alternative funding sources outside the traditional government funded contracts (social enterprises initiatives).

Strategic Direction #3

Our staff are engaged, valued and respected. Our staff are highly skilled and prepared to assume leadership roles.

- 3.1 Provide mentorship and training opportunities to support leadership development of managerial staff.
- 3.2 Craft a succession plan strategy for review in September 2016.
- 3.3 Research and evaluate organizational models maybe introduced and implemented within the organization.

Strategic Direction #4

Recruitment and retention of qualified skilled employees is an ongoing commitment of our organization.

- 4.1 Efforts will be made to maintain existing wages and benefits for regular employees that are inline with unionized employees in larger centers.
- 4.2 Efforts will be made to develop an employee pension plan that could potentially be implemented in April 2017.
- 4.3 Relationships with post secondary institutions will be strengthened in hopes to encourage new graduates to consider our agency as a career option.

Strategic Direction #5

We are a community impact organization: We facilitate conversations, engagement and partnerships, and deliver excellent services that have a measurable impact on the quality of life in our region.

- 5.1 The community understands our scope of service (what we do and where we do it).
- 5.2 Develop awareness of, influence and collaborate with local and provincial governments.
- 5.3 Create strategic partnerships to develop services throughout the region.
- 5.4 Measure and report on how our services impact the quality of life in the region.