

STRATEGIC PLAN



CAMROSE ASSOCIATION FOR COMMUNITY LIVING

Approved May 2020, Revised 2021
(Board Motion 46: 2019-2020)

2020-2025

Strategic Result # 1

Encourage an environment of innovation in order to meet ongoing and changing service needs.

Objectives
A. Staff are informed and educated on relevant and new technology to increase ongoing use.
B. Funding and staffing models support the use of new technology (ie staff support for individuals, money to purchase new technology)
C. Innovative initiatives in service delivery are explored.
D. Best Practices are utilized

Strategic Result # 2

Be a leader in educating and enhancing awareness for families, individuals in service, staff and the community.

Objectives
A. Community Education needs are met.
B. Formalized plans for education are developed within program areas.
C. Community Partnerships are maintained
D. Maintain a high level of competence within CAFCL staffing team (ie trainers, experts)
E. Stakeholders are engaged in organizational activities.

Strategic Result # 3

Enhance services through the development of a formal volunteer program

Objectives
A. CAFCL has a volunteer coordinator
B. Promote the benefits of an effective volunteer program
C. Develop a comprehensive volunteer program
D. Establish effective recruitment and retention strategies

Strategic Result # 4

Attract, recruit, and retain quality staff.

Objectives
A. Expand and explore innovative employee compensation (wages and benefits)
B. Maintain/Develop competitive wage grids in line with regional trends and averages.
C. Grow with trends and technology in relation to attracting and recruiting staff
D. Staff Turnover is managed
E. Succession plans are in place
F. Staff are provided with effective training.

Strategic Result # 5

Ensure fiscal responsibility in order to maintain quality programs and services.

Objectives
A. Contracts with funders are monitored maintained, and reported on within timelines.
B. Investments and reserves are maintained as per board policies.
C. Relationships are developed and maintained with key funders and elected officials.
D. Facilities, equipment and other property are up to date and well maintained.
E. Generate revenue to support organizational capacity and new initiatives.

Strategic Result # 6

Support life stage and transition planning for individuals and families.

Objectives
A. People in services are supported with transitions due to aging or other change in life circumstance (ie marriage, employment)
B. People in service are supported with transitioning and navigating <u>service</u> or funding changes

Strategic Result # 7

Health, Wellness and Safety are promoted.

Objectives
A. Ongoing organizational safety practices are implemented.
B. Effective training is provided to employees and individuals/families in service.
C. Formal organizational risk management practices are in place.
D. Support and build resilience with individuals and families in service.
E. Support and build resilience of staff

Definition:

Resilience is what gives people the psychological strength
1 to cope with stress and hardship
2 to utilize their skills and strengths to recover from problems or challenges

Key Factors to Building Resiliency:

- Strong relationships or connections
- Finding meaning in life
- Lifelong learning
- Hope or optimism
- Taking care of yourself (physically, emotionally, mentally)
- Being proactive