

Vision – *“a safe, inclusive and vibrant community where all people are resilient and thriving.”*

Mission – *“to create well-being for individuals and families in our community”*

This means we will;

- 1. Deliver programs and services that yield high impact outcomes*
- 2. Collaborate across sectors to address complex social issues*
- 3. Ensure that our programs and services respond to the challenges that threaten individuals and families and leave them vulnerable*

Values

Respect & Dignity – We respect and show compassion for the people we serve, staff and volunteers. We have an appreciation for differences and a belief in the inherent good of each and every individual and family

Diversity – We are representative, inclusive and responsive to a diverse population and work to eliminate inherent and systemic bias.

Empowerment – We work from a framework of empowerment. We empower individuals, families and their communities to achieve the desired results to improve their quality of life.

Innovation – We provide client centered services, proactively identify emerging needs, and seek creative solutions to address them.

Accountability – We are accountable for our decisions and the use of our resources, as well as being transparent and acting with integrity in all that we do.

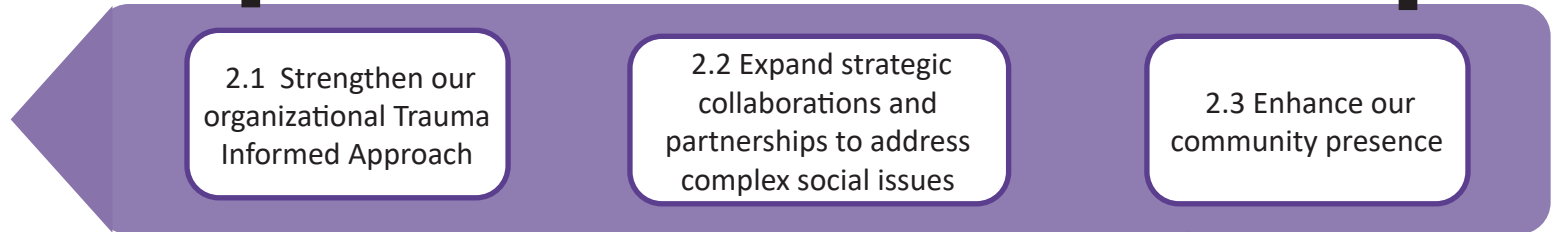
Our Vision
 “ A safe, inclusive and vibrant community where all people are resilient and thriving.”
Our Mission
 To create well-being for individuals and families in our community.
Our Values
 Respect & Dignity, Diversity, Empowerment, Innovation, Accountability

Our Strategic Priorities and Objectives

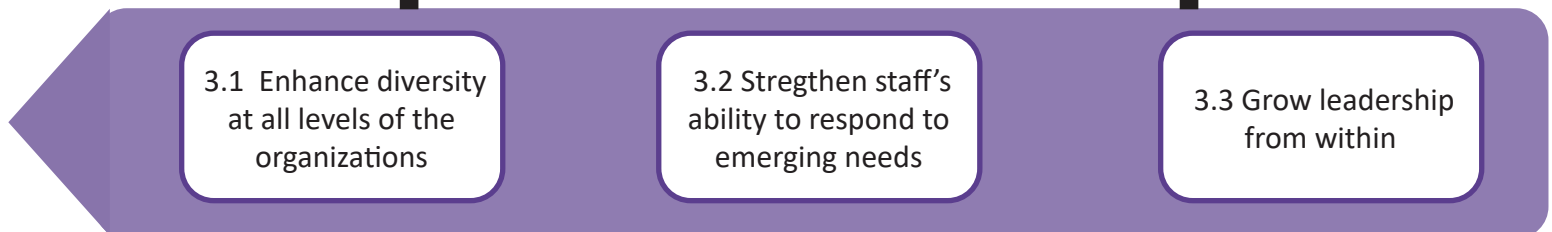
Priority 1. Invest in the people we serve and our



Priority 2. Invest in strategic, collaborations, partnerships and processes



Priority 3. Invest in our staff and leadership



Priority 4. Invest in new and enhanced funding and stewardship of our resources



**WE BELIEVE
 IN MAKING
 A DIFFERENCE**

**WE BUILD
 RELATIONSHIPS**

**TEAM
 TOGETHER
 EVERYONE
 ACHIEVES
 MORE**

**ROI
 RETURN
 ON
 INVESTMENT**

PRIORITY 1: INVEST IN THE PEOPLE WE SERVEso *individuals and families achieve wellbeing*

OUTCOME: Services and programs that support Individuals and families to have healthy, stable and responsive relationships and skills that build capabilities and conditions to thrive.

STRATEGIC OBJECTIVE 1.1 Improve access to services

Definition:

- Ensure that anyone accessing programs and service that FSR offers are free from barriers including wait lists

STRATEGIC OBJECTIVE 1.2 Expand services to address gaps

Definition:

- Through community collaborations and listening to of our clients we will work to enhance current programs and services as well as develop and implement new service offerings that align to our impact scope of programs and services.

STRATEGIC OBJECTIVE 1.3 Enhance organizational impact through prevention

Definition:

- Moving beyond the perception that prevention is merely education all programs, services and activities offered by FSR will be evaluated against the Spectrum of Prevention

PRIORITY 2: INVEST IN COLLABORATIONS*through meaningful relationships and well-designed processes*

Outcome: FSR is a respected sector leader that plays a key role in an integrated community continuum of care supporting strong individuals and families and inclusive communities for people to thrive

STRATEGIC OBJECTIVE 2.1 Strengthen our Organizational Trauma Informed Approach

Definition:

- Embed a trauma informed approach at all levels, and within the culture, of FSR which includes all principles of the TRC. Develop meaningful relationships with First Nation's leaders to support our learnings and strengthen cultural humility.

STRATEGIC OBJECTIVE 2.2 Expand strategic collaborations and partnerships to address complex social issues

Definition:

- Work in collaboration with peer organizations in a way that enhances the collective impact of the sector. This will include participating in the right networks to help drive the discussion on the leading social issues in our community as well as exploring service and referral partnerships that will strengthen outcomes for people we serve.

STRATEGIC OBJECTIVE 2.3 Enhance our community presence

Definition:

- Building on our brand, to be seen as a leader in the sector, we will work with top-level sector leaders to facilitate greater collaboration within the Non Profit Sector overall and with other sectors with the primary objective to facilitate system-wide social change and generate greater community impact.

PRIORITY 3: INVEST IN STAFF and LEADERSHIP*supporting strong, diverse and cohesive teams and knowledge staff*

Outcome: A dynamic, strong and diversified organization sustainably building capacity and enabling important work.

STRATEGIC OBJECTIVE 3.1 Strengthen staff's ability to respond to emerging needs

Definition:

- Prioritize staff professional development opportunities that support staff in creating innovative service solutions and leading practices to strengthen outcomes for the people we serve. Supporting staff through change including staff wellness initiatives ensuring a strong and supportive organization wide culture of care.

STRATEGIC OBJECTIVE 3.2 Enhance diversity at all levels of the organization

Definition:

- Build our staff and Board diversity to better serve our diverse client base.

STRATEGIC OBJECTIVE 3.3 Grow leadership from within

Definition:

- Invest in our leaders present and future we will prioritize and actively support professional development for supervisors and program leaders that are related to leadership character, competencies and commitments supporting internal leadership succession and community leadership through collaborations and partnerships.

PRIORITY 4: INVEST IN new and enhanced funding....creating sustainability for years to come

Outcome: Diversified and sustainable funding that enables FSR to play a key role in the community building internal and external capacity working towards the achievement of our mission.

STRATEGIC OBJECTIVE 4.1 Grow diverse funding/revenue sources to support new and existing programs and critical infrastructure

Definition:

- Seek new core funding sources and work with existing funders to expand funding to grow critical program capacity. Look for new funding opportunities while ensuring a strong diversification of funding

STRATEGIC OBJECTIVE 4.2 Enhance donations and Philanthropic giving

Definition:

- Become a charity of choice for dedicated individual donors and build ongoing corporate organization/program sponsorship