



CAPACITY BUILDING.
COMMUNICATION.
CONNECTION.

2022-2025 Strategic Plan



COMMUNITY LIVING
Kincardine and District
Inspiring Possibilities

"An Inclusive Caring Community"

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Summary

This strategic plan will guide the further development of the structure, culture, and quality of services provided by Community Living Kincardine & District over the next 3 years. The strategies outlined above will be foundational in the creation of our operational plan, the focal point of our program goals, and will help us to measure our collective successes across the agency. We believe that all people are capable of leading enriched and meaningful lives, and through the continued support of our stakeholders, An Inclusive Caring Community is possible.



“An Inclusive Caring Community”

Guiding Philosophy

From a person-directed approach, Community Living Kincardine & District is committed to the following:

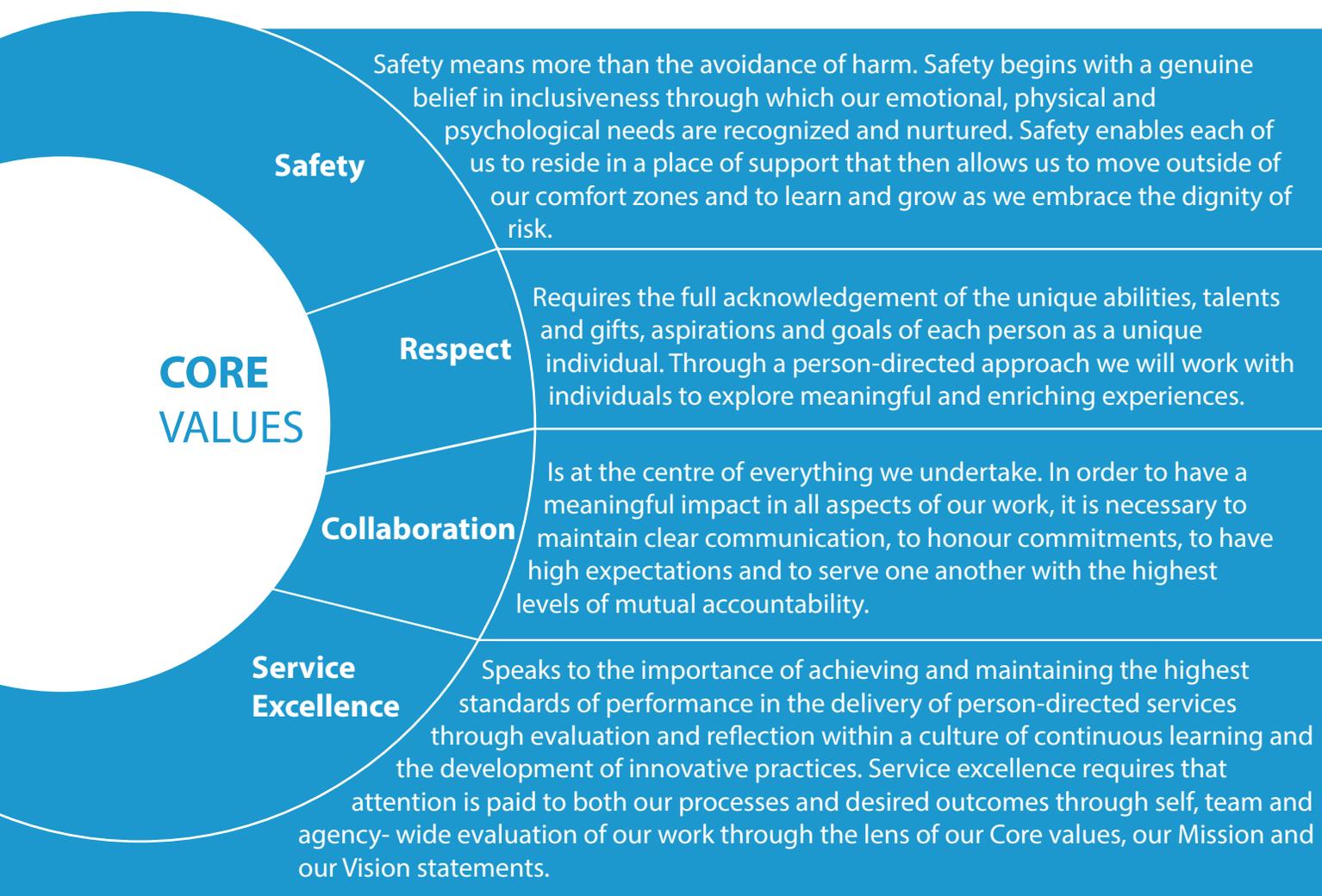
The focus is entirely on the person, never the system. It is all about how I, as a unique individual, want to live my life, how I am being supported to reach my goals, ensuring I have the right amount of support and no more and no less – just enough, listening to what I have to say, facilitate opportunities and experiences that enable me to make informed choices and recognize that I am not dependent on you and that I am empowered through my strengths and bolstered by your support.

Numerous mainstream and community resources are unearthed, considered, researched and used. These resources are the ones that would be utilized ahead of supports created within the agency.

System resources are considered after the person’s dreams, interests and gifts have been discovered and only in relationship to how those resources can be used to support people in achieving their dreams and contributing their gifts.

The process asks, “How can we do this?” rather than finding reasons why we can’t.

The process, and participation in the process, depends more on our connections with the person and what they need.



Capacity Building, Communication and Connection - “The Three C’s”

Over the past 3 years, the leadership team at Community Living Kincardine & District have evolved the 3C’s as a set of drivers around their work and the development of staff. It is evident that doing so has aligned learning practices and expectations and should continue to be acknowledged as an internal mission statement.



Mission Statement

“In collaboration with stakeholders, CLKD promotes & facilitates the full participation of people to lead enriched & meaningful lives”



Vision Statement

“An Inclusive Caring Community”



Strategic Goals

1

SERVICE EXCELLENCE

Work toward service excellence related to all areas of service delivery with supporting qualitative and empirical metrics that inform and support decision making, communication, processes and workloads.

2

SERVICE DELIVERY

To review and adapt service delivery to promote increased levels of inclusion, person-directed approaches and the formation of natural relationships in the community.

3

QUALITY OF LIFE

Better understand and assess supported individuals' experiences in conjunction with service excellence in order to strengthen practices that can be shared within the agency.

4

ORGANIZATIONAL EXCELLENCE EMPLOYEE EXPERIENCE

Highlight the "employee experience" in order to strengthen engagement and further promote service excellence.

5

BUSINESS PRACTICES & COMMUNICATION

Implement and/or strengthen practices that will promote our key drivers of achieving Service Excellence and becoming an Employer of Choice.