



Strategic Plan 2024 - 2027

Mission

To engage with NWT communities, families, children and youth, in and from care, to help them thrive

Vision

Strengthening, Nurturing, Empowering - Kids , Families, Communities

OBJECTIVES:

- 1. Organizational Culture** - To be an awesome place to work/volunteer
 - Recruit and retain committed board members;
 - Increase strong collaborative teams;
 - Celebrate diversity;
 - Reduce number of sick days;
 - Reduce workplace accidents;
 - Focus on staff retention; and
 - Conduct consistent performance reviews to measure perceived support.

- 2. Community and Partnerships** - To foster connections and partnerships across the NWT to support and enrich the lives of our families, youth and communities
 - Increase capacity – people, coordination, and funding;
 - Respond to all potential partnerships that are presented;
 - Seek out / cultivate new partnerships; and
 - Make more connections across the NWT as measured by comments and feedback.

3. Programs and Services - Provide sustainable, structured and adaptable programs and services that recognizes the needs of families and the communities

- Increase funding;
- Programs meet client needs;
- Develop a model for therapeutic foster care; and
- Increase the structure, sustainability and adaptability as measured by annual program evaluations.

4. Education and Training - To provide training and education for staff and caregivers that is relevant to supporting youth in the North.

- Increase training of all staff;
- Ensure 100% of staff complete the mandatory training;
- Increase our scope of training partners outside the organization;
- Participate in the development and delivery of training for foster caregivers; and
- Increase the number of times we are asked to deliver training.

Implementation of these objectives will be completed or delegated among the staff team by the Executive Director, considering staff members' capacity, job expectations, and unique skills and abilities.