



**We exist to strengthen communities  
so that kids can be safe,  
loved, and heard.**

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## **STRATEGIC PLAN 2019 - 2022**

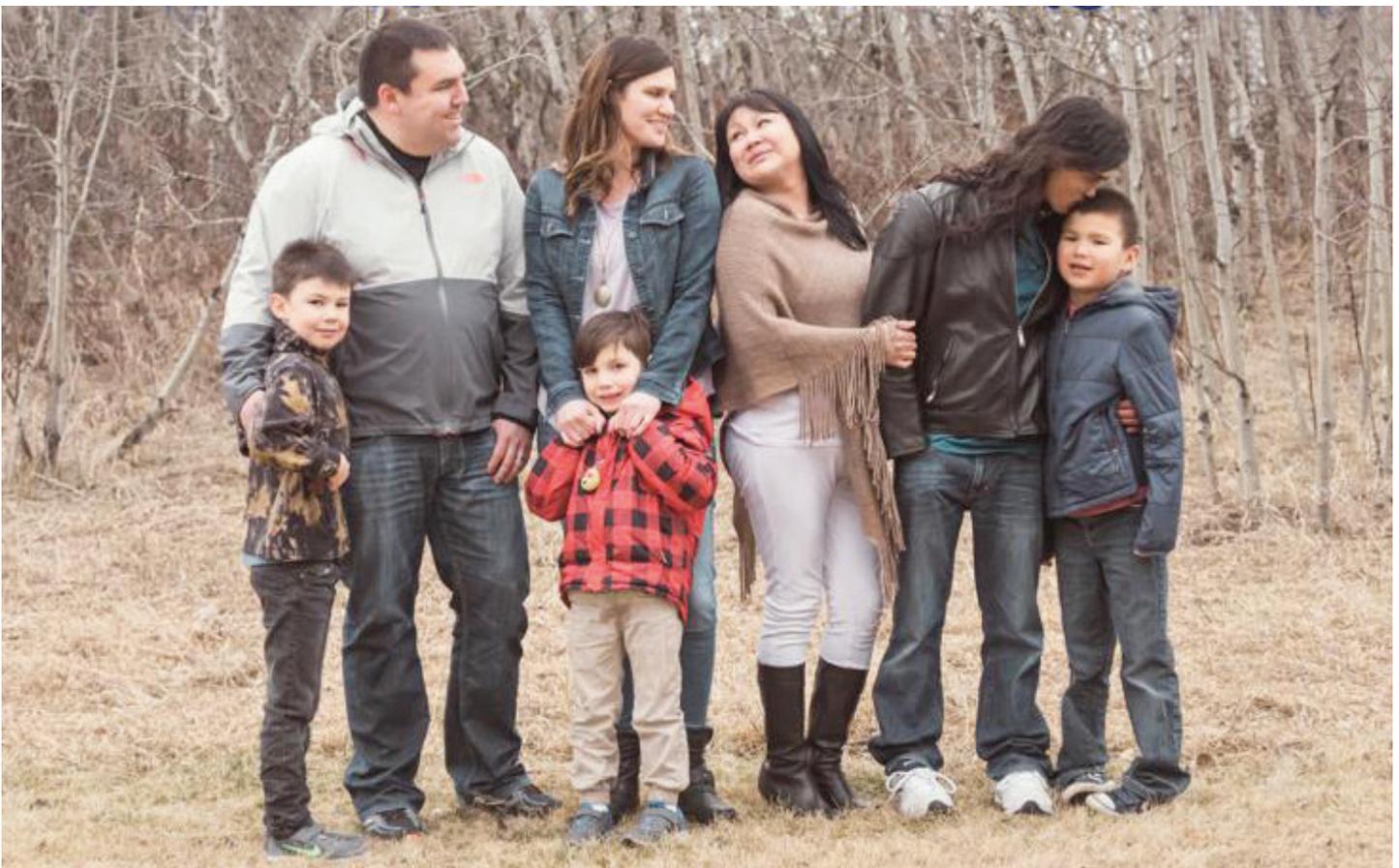


**3-4** About the Foster Family Coalition of the Northwest Territories (FFC-NWT)

**5-7** What We Offer

**8-10** 2019–2022 Strategic Priorities

**11** Contact



We are an organization that serves and supports foster and adoptive families across the NWT.

The decision to form this organization began in June 2001, after the Yellowknife Foster Family Association hosted the National Foster Care Symposium. Delegates at this symposium unanimously agreed there was a need for a Territory-wide organization.

The Foster Family Coalition of the NWT (FFCNWT) was formed in June 2002, and on October 2, 2002, became incorporated under the Societies Act. The FFCNWT became a registered charitable organization on September 5, 2003. In the fall of 2013 we expanded our services to support pre- and post-adoptive parents as well.

Our office is located in Yellowknife at 5125 50th St. We are open Monday to Friday 8:30 am to 4:30 pm. The FFCNWT has three full-time employees - Executive Director Tammy Roberts, Executive Assistant Meagan McDougall, and Program Coordinator Korry Garvey. From June - August, we hire seven additional staff to work at Camp Connections.



## Mission

The Foster Family Coalition of the NWT is a unified voice dedicated to improving quality of life for children, youth, and families.

## Goals

1. Help families to advocate for children receiving services under the Child and Family Services Act, Department of Health and Social Services, Government of the Northwest Territories (GNWT) to ensure that their physical, mental, emotional, spiritual, and cultural needs are met;
2. Collaborate with Child and Family Services to develop standards, policies, procedures and protocols that support children and families;
3. Provide a comprehensive support network for Northwest Territories foster/adoptive families; and
4. Participate in the development and delivery of foster care and adoption training across the Northwest Territories.

## Executive Summary

The strategic plan of the Foster Family Coalition of NWT (FFCNWT or organization) has been developed to outline the operational procedures of the organization with checks and balances to ensure its success.

The key stakeholders of the FFCNWT are GNWT, First Nations governments, foster care providers, adoptive families, families involved with social services, and ultimately the children of NWT.

The strategic plan serves to guide the FFCNWT in identifying priorities, responding to opportunities, and maintaining a professional, respected organization.

The FFCNWT Strategic Plan is the tool that the FFCNWT will use to communicate WHY the FFCNWT exists and will be used to measure its effectiveness in achieving the mandate and mission of the organization.



## Camp Connections

For those who are currently, or have been, involved with social services.

The camp was started in 2003 and has remained one of the FFCNWT's biggest projects. Hundreds of kids in foster care, those who have been adopted, and birth children living in foster or adoptive homes, have benefited from the life skills, knowledge, artistic activities, physical activities, and most importantly FUN that is at Camp Connections!

Who can attend Camp Connections?

Priority is given to children and youth aged 7-18 who:

- live in a foster home (birth and adoptive), or have in the past
- live in an adoptive home
- are receiving services from Social Services
- are interested in having a great time at camp!



The FFCNWT strives to partner with the Territorial Health & Social Services Authority and its regions as well as the Department of Health and Social Services to broaden the adoption and foster care network, and continually strengthen the foster care system across the NWT.

### **FACEBOOK GROUPS**

We have private groups on Facebook that are available to people who are interested in having open or private discussions about foster care and adoptions. For more information about our groups and how to join them go to [www.ffcnwt.com](http://www.ffcnwt.com)

### **PARENT SUPPORT GROUP**

We hold monthly parent support groups, on the first Monday of every month. These are for parents who are having difficulties with their children. Children of any age, and difficulties of any kind.

### **TOLL FREE SUPPORT LINE**

Call 1-866-233-0136. You can call with any question, concern, or suggestion you might have. If you call after hours, please leave your contact information and then we will contact you as soon as possible.

### **ONE ON ONE SUPPORT**

We are available to speak with foster and adoptive parents for one-on-one support on request. Feel free to give us a call or stop in at anytime.

### **P.R.I.D.E. TRAINING**

We deliver P.R.I.D.E. Training (Parent Resources for Information, Development, and Education) to people across the territory who are fostering, or are interested in fostering or adopting. The training is delivered online. Training may also occur in live sessions. If you are interested in being a trainer in your region, please contact us.

### **CAR SEAT TECHNICIAN**

The FFCNWT is happy to check over your car seats to ensure that it is installed correctly. We can help you get the best fit for the babies and infants in your care. Send us an email at [support@ffcnwt.com](mailto:support@ffcnwt.com) if you want to set up a session with us. We also have a connection to technicians in Fort Good Hope and Fort Providence, so give us a call or send an email if you live in these communities and would like to have your seat checked.



### NEWSLETTERS

The FFCNWT publishes a quarterly newsletter, with information about current news and events in the NWT, as well as relevant information about fostering and adopting in the territory. To access any of our newsletters, go to [www.ffcnwt.com](http://www.ffcnwt.com)

### RESOURCE LIBRARY

The FFCNWT has a wide range of resources covering topics from fostering and adoption to special needs and life skills. Sources also include many books and videos for children at the office. Please drop by to sign out materials.

### INSURANCE

The FFCNWT worked for a number of years to secure foster parent insurance and now it's here! Please go to our website to download the 'consent to release information' form and we will add you to the insurance. Once the insurance company receives your information, you will be sent a certificate with your policy number. Please keep this as you will need it in order to access support and services from the insurance.

### COMFORT KITS

The FFCNWT compiles and provides Social Services with 'comfort kits', to hand out to any child or youth in care. 'Comfort kits' are backpacks filled with essentials such as a sweater, hygiene items, books, pencils, a USB drive, and more. They are age and gender specific.



# STRATEGIC PRIORITY AREAS

## Risk Assessment

This section outlines the risks faced by the organization along with strategies to counter these. Board members have a fiduciary responsibility, which includes managing risk. There are five main areas in which the FFCNWT faces risks to the pursuit of its organizational goals. These include risks associated with organization management, financial management, board operations, the activities of members, and the public perception of fostering.

## Organizational

- a. The organization faces risk associated with high staff turnover draining resources that could be directed to achieving the organization's goals.
  - i. The agency needs to consider management and staff retention strategies in order to focus resources on the agency's business.
- b. The organization faces risk associated without a succession plan for the executive director.
  - i. The agency needs to consider an ED succession plan in order to ensure the long-term viability of the organization.

## Financial

- a. The operation of the FFCNWT is entirely dependent on outside funding, including a top-down allocation from the GNWT and specific projects funded by other outside agencies/organizations.
  - i. The FFCNWT will provide transparent financial reporting to ensure financial accountability to these agencies.

## Board of Directors

- a. As any non-profit organization, the FFCNWT faces risk associated with board dysfunction and ineffectiveness.
  - i. The FFCNWT will require board members to participate in training to ensure they understand their roles and responsibilities and operate in alignment with the FFCNWT's policies and procedures.
  - ii. The agency should define strategies to recruit and retain board members.



# STRATEGIC PRIORITY AREAS

## Members

- a. The organization faces risks associated with limited availability of foster homes, inadequate support, and training for foster care providers.
  - i. The FFCNWT will engage in initiatives to recruit and retain foster care providers.
  - ii. The FFCNWT will collaborate with agencies to develop support and training for foster and adoptive care providers.
  - iii. The FFCNWT will engage with social services to develop policies and standards that will enhance the quality of foster and adoptive care.

## Reputation

- a. The FFCNWT is vulnerable to public perception of fostering, which is subject to misconceptions driven by media representation of negative events.
  - i. The FFCNWT partners with media agencies to promote positive representations of foster care and adoption.
  - ii. The FFCNWT will collaborate with the department to promote positive perceptions of foster care and adoption.

## The strategic plan will focus on five strategic areas:

1. FFCNWT and Community
2. Retention/Support of Foster/Adoptive Families
3. Recruitment of Foster/Adoptive Families
4. Children and youth receiving services
5. Organizational/Financial Management

## FFCNWT and Community

- Increase participation at a local and regional level
- Enhance education and awareness on the role and services of the FFCNWT
- Increase transparency to the board
- Provide PRIDE training



# STRATEGIC PRIORITY AREAS

## Retention/Support of Foster and Adoptive Families

- Improve relationships with members and regions
- Improve, develop, and maintain relationships with Government(s)
- Develop more advanced training programs for Foster & Adoptive Parents
- Develop and manage programs (Legal Defense Fund, Training, Camp Connections, Comfort Kit Project)

## Recruitment of Foster & Adoptive Families

- Provide training for Foster & Adoptive Parents
- Improve and develop relationships with members and regions
- Increase positive awareness of fostering (media)
- Advertisement, sponsorship

## Children and Youth Receiving Services

- Networking opportunities
- Programs for youth (ie. Camp Connections)
- Funding for other youth initiatives
- Support/create opportunities for child and youth advocacy

## Organizational/Financial Management

- Continue to provide transparency for members and stakeholders
- Mutual accountability
- Increase transparency to local funding reports
- Maintain External auditor and internal audit committee (as required)
- Adhere to the approved budget allocations and priorities
- Seek out additional revenue sources/partners
- Develop funding model to support growth in resources



## Contact Information

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NWT's Health Minister, Glen Abernethy