

# **Community Living Society Strategic Plan (2009 – 2012)**

## **CLS Key Directions and Goals**

### **Leadership**

- Re-establish the organization as a recognized leader in community living.
- Support the leadership potential within all persons-served.
- Strengthen family leadership, engagement and support for the organization.
- Strengthen the leadership capacity of the employee team to participate in the success of the strategic plan.
- Continue to revitalize and strengthen the capacity of the Board and senior team to lead the strategic plan.

### **Recognized Service Excellence and Innovation**

- Develop options to support the needs and interests of the aging population and their families.
- Develop options to support the needs and interests of young people and their families.
- Revitalize vocational options focusing on an employment-first, individualized, community-based approach.
- Expand the existing continuum of residential options, in response to the unique and individual needs of people currently served and new people coming into the organization.
- Ensure each person has an individualized plan, developed according to best practices, and that processes are in place to ensure the effective implementation, monitoring and evaluation of those plans.
- Continuously improve quality and consistency of residential and vocational outcomes through the development and implementation of monitoring and reporting mechanisms.

## **Engaging Employees through Progressive Employment Experiences**

- Maintain the status as a distinctive and flexible employer through excellence in human resources practices.
- Attract and retain an engaged workforce.
- Foster a culture of open communication, support, recognition and respect for each other.
- Support training and development promoting individual and sector-wide professionalism and excellence.
- Continue to make every effort to provide employees with competitive compensation.

## **Long-Term Sustainability**

- Pursue opportunities in new areas where CLS can effectively respond to requests for services and build organizational capacity for excellence.
- Develop relationships and partnerships with funders and other stakeholders at the provincial and local levels and create innovative approaches to meeting needs and opportunities for joint funding.
- Expand capacity of the organization to offer home sharing and semi-independent living options to individuals and home sharing oversight services to the funder.
- Establish CLS as a host agency for Individualized Funding.
- Continue to operate a financially effective, efficient and responsible agency.
- Ensure effective risk management and financial protection of all CLS assets.
- Diversify the funding base.