

The strategic plan is developed in collaboration with our stakeholders including families we support, employees, volunteers and partners. The six areas of focus guide us towards achieving our priorities, outcomes and activities that we'll be focusing upon to achieve our Vision, Mission and Values.

## VISION

Our Vision is that all persons live in a state of dignity, share in all elements of living in the community, and have the opportunity to participate effectively.

## MISSION

Community Living Sarnia-Lambton is dedicated to enriching the lives of people with an intellectual and/or other disability and their families by providing supports and services that promote individual choice and life goal achievement.

## BY 2025 WE WILL...

- Provide more person-centred support.
- Respond more readily to persons supported with fee for service arrangements (e.g., Passport funding)
- Offer a wider range of housing options and personalized living arrangements.
- Lead in local employment supports and labour market development for people with a disability.
- Engage in fostering equity and community inclusion for people supported.
- Become a more culturally diverse organization.
- Grow stronger relationships with Indigenous communities.
- Green our organization to contribute to a greener community.
- Earn a reputation as an employer of choice in Sarnia-Lambton and have a positive organizational culture.
- Enhance existing leadership, governance, and management.
- Seek out new opportunities for partnerships and inter-organizational collaboration.



## HOW WE WILL DO IT.

### TECHNOLOGY

- Increase use of technology to support personal independence, safety, and security for all.
- Strengthen the use of technology to enhance organizational effectiveness.

### COMMUNICATION

- Strengthen communication within the agency.
- Strengthen communication with program participants, families, and other stakeholders.
- Strengthen communication with the public.

### SOCIAL RESPONSIBILITY

- Move toward being a greener, more environmentally responsible agency.
- Actively seek diversity.
- Be more open and intentional about including and welcoming all, with stronger relationships with Indigenous peoples and communities.

### SERVICES

- Increase and enhance all support services (housing, day options, respite, and employment services) in a sustainable and financially responsible way.
- Seek out and implement best practices in responding to the changing support needs within our community.
- Expand person-centred options for both housing and daily living.

### STAFF DEVELOPMENT

- Prioritize finding ways to increase staffing levels through both retention and recruitment.
- Foster an organizational culture which provides professional development opportunities for staff, encouraging the development of leadership skills and the sharing of talents and knowledge.
- Focus on staff development and succession planning at all levels.

### COLLABORATION

- Identify, increase, and develop partnerships with like-minded organizations and individuals in our community.
- Seek opportunities to work together with them to improve service to the community, share resources and reduce costs.
- Combine efforts and resources with them to reach common goals.
- Work together with them to build a healthy and welcoming community that supports inclusion and diversity.