

# COMMUNITY LIVING BRANT – STRATEGIC PLAN REPORT

## UPDATE To Board November 1<sup>st</sup> 2021 - Outcomes achieved since June 2021

*Gratefulness to the resilience of staff and supervisors to keep meeting our strategic plan goals in the face of change.*

### **FACTOR 4 – Community Connection**

*Through an asset-based lens community encompasses place, people, culture, services and trust. We support members to connect to people and assets within the community and perform valid social roles in return. This ensures full citizenship for organization and individuals.*

#### **Accomplishments:**

##### **Belonging Brant**

##### **New Groups**

1. Drum Circle – Tamarack Presentation
2. Hygy book Club
3. Spanish Speaking group- Celebration – Partnering with Brant Skills, ESL and Blessed Sacrament

**3 New Podcasts** published on Belonging bringing us to 10 total podcasts Outstanding New Podcast about Addictions called Helping Each Other and Helping Ourselves (Can access on through Facebook but also on Spotify etc. )

**Election Outreach** – Help conversation with local officials around Accessibility and Voting.

- A Place to be is meeting in person once a week
- Meeting with Befriend with Community Folk and group leaders' great connections and conversations
- Pumpkin Conversations Outreach – Northern Gardens, FACS and Stepping Stones

### **Symposium**

- 4<sup>th</sup> Annual ABCD Symposium Planning Meetings have started

### **Core Gifts**

- Hiring taking a gift approach to interview questions – in process
- Held Hope at Work this fall for Staff and leadership who haven't received training

### **ABCD Provincial Circle**

- Meeting Monthly on Friday's
- Presented to Community Living Ontario Annual Conference Fall of 2021  
Session feedback below
- **Title of Workshop - Conversation, Connection and Change**
- Overall Rating: 33% Excellent/67% Good
- Length: 1% Just right/67% Too short
- What People Found Useful: Found that the session provided creative, practical strategies/tactics to engage their community
- Suggested Additions: Dive into how to create a working plan
- General Comments: The Community Passport idea was appreciated.

### **Peter Pula**

- Community Connections – We have held upwards of 6 sessions and inviting folks to join.

## **Factor 2 Person Centred Planning**

*Person-centred planning keeps the focus on each person as the key decision maker in their life. This life planning process is rooted in what is most important to the person and involves the person directly with their community, network of connections and close personal relationships in order to attain life goals and dreams.*

### **Accomplishments:**

- Diversity and Inclusion work is connected to this Factor as well as it is our goal to improve our work in folks planning and how their culture is communicated and shared.
- We have engaged Mending the Chasm and are working on the workplan/dates
- We are sharing opportunities around celebration and recognizing culture
- CLB was gifted a flag for the National Day for Truth and Reconciliation and Orange Shirt Day. We have a new flagpole installed at the Dunn and it was raised the last week in September.
- Wise is training Virtually this fall to do two weeks of training in Person Centred Planning – one week of doing the plans, and one week of implementing and working one on one with folks on the plans

## **Factor 5 - Workforce**

*A person-centered focus is built on an engagement cycle of learning about, listening to and responding to people. The ongoing learning process about personal priorities provides focus on diverse cultures and ideas of people we support, employees and overall community.*

### Accomplishments:

#### **Hiring**

- Met with HR and updating Workplan with a goal to onboarding 25 new staff by March of 2022 we will do this across Marketing, Streamlining Onboarding /Interview Process and Orientation.
- New Marketing campaign to align with Giving Tuesday and Post Media Combining our own Employment Supports and Recruitment
- Continue incentive program that encouraged staff to refer new staff, last new staff half (3) new staff were referred by current staff.
- New draft interview questions aligning with Gift Culture and Work
- Overall increase in student placements – updating policy and procedures. Currently 3 full time (30-40 hours a week student placements) and our Team of Nurses – Laurier BA Student for Winter Term all set and referred by current employee.

#### **Staff Engagement**

- Staff Engagement Survey and Focus Groups complete - covering Workforce Satisfaction, Communications, and suggestions.
- Special Staff Engagement Event on November 20<sup>th</sup> and 21<sup>st</sup> 9-5. Free Seasonal Photos opportunity.
- 80 total respondents to survey and 25 participants in focus groups
- Held Committee Meeting at Five Oaks and we are starting to create our workplan from the data/ideas we have found.

#### **Findings from Survey**

- 90% of staff feel secure in their job.
- 80% of staff feel in the loop over all in communications
- 81% of staff feel valued by their team
- Preferred Communication – 30% Work Email, 26% personal Email, 24 % Text
- **Areas of improvement** – Communication of Career Path and Wellbeing / Mental Health

### **Diversity and Inclusion Working Group**

- Created a Diversity and Inclusion working group will be adding new members. 2 staff reached out to us during September, and we will be inviting them to join us in this working group.
- Starting to plan dates and logistics with Mending the Chasm
- Safer spaces trainer presented to Fedcap/Regional Employers
- September Recognized the first National Day for Truth and Reconciliation
- Presented to Cultivating Community Provincial Community Practice on how to do a Mindful Land Acknowledgment

### **Staff Wellness and Mental Health**

- Fedcap is holding training sessions on Trauma Informed Practice for 6 of our staff , 2 supervisors and 1 director
- Participation in a Mental Health in the Workplace Pilot through our Health and Safety, Safety Group in Spring and Last Week. Helps you to build a plan for your organization.
- One day full training in September for Tools for Wellness from TEND Associates and Inspirational Speaker Joe Roberts
- Cultivating Community of Practice Members in a Community of Practice through OASIS on Mental Health. They have a 3-prong approach with monthly webinars, community of practice meetings and ECHO – They continue to support us through ongoing initiatives. We were accepted as one of 25 agencies' out of over 100, to do Queens Continuing Ed Mindfulness Certificate Training, We have asked to join Mental Health First Aid and their Support around Participation.
- Five Oaks Meetings held this Summer and Fall to gather and work in person together and team build.