

## **Community Living Welland Pelham**

### **WORKPLAN**

#### **Strategic and Management Plan (SMP) 2018-2025**

##### **Our Vision**

An inclusive caring community where all people belong and have equal opportunity to participate effectively.

##### **Our Mission**

Advocate for, promote and facilitate full participation, inclusion and citizenship of people who have an intellectual disability.

##### **Key Result Areas for Organizational Improvement 2018-2025**

The following six (6) key result areas (KRA) highlight where careful investment can lead to significant organizational improvement, sustainability and assurances of more meaningful lives for people.

##### **1. The Application of Values and Principles**

To develop a deeper understanding of the implication and application of values and principles by the Board of Directors in their role as policy makers and by all employees in their role as either direct service professionals or managerial leaders.

##### **2. Facilitating Meaningful Lives for People**

To improve and enhance practices, personal supports and the Lifestyle Planning process and related accountability in an

urgent manner that will lead to constructive action and more meaningful lives for people.

##### **3. Coordinated Family Support and Engagement**

To plan and implement a coordinated approach to the involvement with families from within funded services to ensure consistent and important messaging and methods that promote stronger, more informed and resilient families.

##### **4. Leadership Development and Succession Planning**

To ensure that an effective plan for the continuation of strong principled governance and managerial leadership is developed and enacted.

##### **5. Improved Organizational Accountability**

To develop the structure, processes and practices that enable effective and efficient service delivery in a trusting work environment.

##### **6. A Role Beyond Government Funded Service**

To plan, resource and develop a sustainable education and community development capacity that will organize and galvanize the interests and concerns of families, people with an intellectual disability, their allies, community leaders and relevant community partners.

