

## Strategic Plan 2024-29

### Mission

We protect, support, and strengthen the wellbeing of children, youth, adults, and families.

### Vision

Working together to help our community thrive.

### Values

We are:

Child-centered

*The needs of children and young people are paramount. We value their voices and unique perspectives.*

Compassionate

*We are caring and treat everyone with dignity and respect.*

Accountable

*We honour our responsibility to the community by adhering to high ethical standards in everything we do.*

Collaborative

*We value everyone's contributions to the wellbeing of children, youth, adults, and families.*

### Strategic Directions

#### Serving and Supporting

At its core, FACS Niagara is an agency that is here to help. We recognize there are times where everyone needs assistance to be their best selves. We commit to being there for one another, and the children, youth, adults, and families who need our support.

#### Equity and Inclusion

We all want to feel like we belong in a community that respects and values our unique identities. We celebrate diversity in all its forms, both on our team and in the

community. FACS Niagara is committed to providing equitable services that honours people's individuality.

## **Connection and Unity**

We recognize that no one can do it alone. We rely on one another and work together as an interdependent team of professionals to support the needs of our community. The partnerships we build with others enhance our reach, impact, and effectiveness.

## **Strategic Directions and Goals**

### **Serving and Supporting**

Provide early intervention supports to strengthen families and keep children and youth safe.

Our practices are informed by evidence and delivered with care and compassion.

We strive to achieve permanency for children and youth who cannot remain at home.

We assist youth in making a successful transition to independence.

Enhance fiscal sustainability to ensure needed resources are available to our community.

### **Equity and Inclusion**

Children, youth, and families receive equitable services that support their unique cultural, social and emotional needs.

We work with families using a trauma informed lens.

FACS Niagara commits to doing the work to advance the cause of Truth and Reconciliation. We promote an environment that supports Indigenous pride, healing, and self-determination.

We reach out to develop and enhance relationships with equity deserving groups on our team and in the community.

## **Connection and Unity**

We foster partnerships within our community to provide culturally appropriate services that meet the diverse needs of those we serve.

Enhance a culture of respect, belonging, and trust in the workplace. Work collaboratively across sectors.

Recruit and retain highly qualified team members passionate about our vision. Provide job-embedded professional development.

Recruit and retain a team of diverse and motivated foster parents and volunteers. We invest in their skills and development.