

Northwest Central FASD Services Network Society 2020-2023

Vision - “Communities working together in a culture of hope, acceptance, understanding, and support to prevent and respond to FASD across the individual’s lifespan.”

Mission Statement - “As a network, our mission is to prevent, support, diagnose, and stand by people impacted by FASD. We achieve this through inclusive, responsive, innovative collaborative action to promote knowledge and wellness, and build community capacity.”

Values – **Respect, Community, Integrity, Commitment and Relationships**

Focus Question – “What do we need to do in the next 3 years to ensure that our organization survives, thrives and is sustainable, helping us to achieve our vision?”

Goals	Ideas That Developed Goal	Strategies				Success Indicators/ Performance Measures
		Action	By Whom	By When	Resources	
1. To continue to maintain and create strong community engagement, building intentional and sustainable relationships creating an understanding of FASD	Community Partners	Attend interagency meetings	Front line staff	Ongoing	Community agencies	Increased community partners
	Maintain and continue relationship building with community and government	Regular communications; front line staff face to face with community agencies	Front line staff	More often	In kind space	Increased community partners. More FASD awareness & informed services
	Continue working toward building community capacity					
	Create and/or connect to FASD resources	Ensure access to available FASD resources to internal and external partners	Leadership & Executive Director	Ongoing	Relationship building skills	Increased availability and access to funding (gov, CMC, grants)
	Streamline services and collaboration	Relationship with and between internal and external partners	ED & Network staff	Quarterly review	Relationship building skills	Increased stats on referrals/requests for training
	Governance relations	Build connections/relationships with MLA’s	ED & staff	Quarterly review	Relationship building skills	Increased community centered supports

	<p>Acquire more physical space to meet clients</p> <p>Infiltrate difficult to access communities and agencies</p> <p>Potentially host or support an FASD conference</p>	<p>Build on community capacity in areas that are still un-accessed</p> <p>Connect with community agencies for needs assessment details</p> <p>Explore sponsorships for NWC FASD conference</p>	<p>ED</p> <p>Leadership, ED & Staff</p> <p>Leadership & ED</p>	<p>April 2021</p> <p>Ongoing</p> <p>April 2021</p>	<p>Sponsor & \$\$\$\$</p> <p>Relationship building skills</p> <p>Partnerships</p>	<p>Increased client connection and comfort</p> <p>Increased engagement and access to services</p> <p>NWC FASD Conference sponsorship acquired and planning started</p>
--	--	---	---	---	--	---

--	--	--	--	--	--	--

Goal	Ideas That Developed Goal	Strategies				Success Indicators/ Performance Measures
		Action	By Whom	By When	Resources	
2. To create a diverse team to build a holistic approach to enhance network services and delivery	Build a leadership team strategically	Intent – succession planning	ED/Chair & Executive	1-3 yr. Ongoing	Deb Hagman Leadership & Staff	Annual retreat for team building Fair representation on Leadership AGM
	Develop an annual business plan (include board involvement)	Build the plan	ED, Executive	Review every 6 months	Time & knowledge	Great programming Better communication
	Recognition of the value of individual experience & background	Hiring/recruiting invested & committed individuals	ED	As needed	Training & funding	Stronger team of employees
	Opportunities for staff and leadership to come together informally	Invite Leadership to attend a portion of staff meetings Invite staff to attend a portion of Leadership meetings	Everyone has a voice; staff, ED & Leadership team	Meeting together every 6 months when funding allows	Funding, board room, training opportunities	Increased communication between Leadership and staff, everyone has a voice, stronger team

--	--	--	--	--	--	--

Goal	Ideas That Developed Goal	Strategies			Success Indicators/ Performance Measures	
		Action	By Whom	By When		Resources
3. Expand program delivery capacity and audience	Build on and from RCMP, First Responders in Reach Project to include other professionals such as AHS, Children's Services	Promote Can FASD 101 free training, Prevention Conversation training and other available online courses	ED/Staff	Ongoing	Newsletter/social Media, word of mouth, brochures, meetings	Staff cross trained, internal & external stakeholders taking training
		Advertise in newsletter	Portfolio holder	Ongoing	Quarterly newsletter/Year in Review \$\$ for travel & time	Completion of a newsletter
	More understanding with certain school divisions that don't get it – life skills programs	Create "shadowing opportunity" for presenters	ED & Staff	Ongoing		
		Approach school divisions and Children's Services Regional Managers about annual training being individualized	ED & Staff	Ongoing	Community Connections & relational skills Time, communication skills	Measure numbers of trainings in school division Increased collaboration with Children's Services in the NWC region
	Cross training	All staff trained in Prevention Conversation, FASD 101, PCAP	ED & staff	Ongoing	Community input Time & \$\$\$ for training	Staff & Partners increasing knowledge & confidence in sharing information

	Ideas That Developed Goal	Strategies				Success Indicators/ Performance Measures
		Action	By Whom	By When	Resources	
<p>4. Create and build a plan for clients to access and utilize supportive services to maximize safety and success</p>	<p>PDD IQ influence Housing influence Funders/Funding Employment programs FSCD AISH Appeal FSCD Respite influence</p>	<p>Use network mailbox for important client mail ie. ID, As a last resort use our community address Strong advocacy by the mentor for services Collaborate with Chief & Council and middle management More representation at table Ongoing networking</p>	<p>Network, Yvette Front Line ED/Donna Network Staff (Angel, Ron & Erica) Everyone on board</p>	<p>Ongoing Ongoing Requires renewal at the clinic</p>	<p>Yvette to manage Contract Agency Supervisors Government Agencies CMC Chief/Council & Nation Agencies External agencies</p>	<p>More clients receive important documents More clients eligible for PDD More clients have and create better FSCD contracts More clients receive AISH Increased FASD informed services & Community awareness in schools Revisions to program delivery</p>

--	--	--	--	--	--	--

Goal	Ideas That Developed Goal	Strategies				Success Indicators/ Performance Measures
		Action	By Whom	By When	Resources	
5.To create sustainable funding plan increasing revenue generation to support existing and new program expansion	Apply for multi-year funding whenever possible	Apply for grants using writing skills, knowledge, expertise, determination	ED/Management/ Leadership	Ongoing	Chair Staff Community resources Partners Internet	Long term funding Staff stability/retention More funding \$\$\$
	Secure sustainable funding	Grant writing workshops for everyone	Board, ED & Staff	April 2021		Sustainable enhanced programs
	Bring funding opportunities forward	Obtaining and keeping letters of support on file, with annual updates	ED, staff & Board	As needed with annual updates	K & J Street Grant company	
	Leadership wants to do more	Building relationships with external agencies and having ongoing conversations with them	ED, staff & board	ongoing	Interested, active Leadership	Increased engagement and responsibilities of Leadership members
	Casino paperwork done	Ad-Hoc casino committee 6 months prior to casino	Casino Committee & ED	as needed	AGLC, Network members & volunteers Casino and non government grants allows us to apply for matching grants	Casino held regularly as cycle allows

--	--	--	--	--	--	--

Goal	Ideas That Developed Goal	Strategies				Success Indicators/ Performance Measures
		Action	By Whom	By When	Resources	
6. Adapt Prevention Conversation (PC) to be community centered	De-stigmatize prevention conversation (be mindful)	<p>Consultation with communities</p> <p>Be mindful of audience</p> <p>More focus on services available</p> <p>Trauma, mental health focus with correlation to addictions</p> <p>Consultations with individuals & families we support</p> <p>Adapt to age, culture, background, & area</p> <p>Pilot Projects</p>	<p>Leadership, ED & staff</p> <p>Collaboration with community partners</p>	<p>Ongoing</p> <p>Always updating and adapting to audience</p> <p>New research</p>	<p>First Nations Communities, rural communities, families</p> <p>Research info</p> <p>Community based connections/ relationship skills</p>	<p>More women coming forward for assistance & assessment</p> <p>Reduction in FASD</p> <p>Increase/expansion in areas served</p> <p>Reduction in FASD stigma/shame/blame</p> <p>Increase in PCAP clients</p>
	Adapt Let's Talk	<p>a.Let's Talk presentation (created by teens for teens)</p>	<p>ED, staff, Leadership, Zany, representatives from community</p>	<p>2023 Complete</p>	<p>Research examples of other adapted programs</p>	<p>Presentation that is meaningful to the teen audience</p>
	Adapt Prevention Conversation to First Nation	<p>b. Engage a community to participate in developing an adapted PC</p> <p>Include adaptation of all PC/Let's Talk material complete with language adaptations ie. 100%</p>	<p>Donna, Rod, Erica, Angel & Community Representatives</p>	<p>2023 Complete</p>	<p>Find funding for research & resource creation</p>	<p>Culturally sensitive, appropriate and meaningful Prevention Conversation program</p>

		preventable...utilize cultural competencies in programming				
--	--	--	--	--	--	--

Goal	Ideas That Developed Goal	Strategies				Success Indicators/ Performance Measures
		Action	By Whom	By When	Resources	
7. To enhance communication among service providers & users for improved safety and service delivery	Formalize safety protocol/update communication calendar	Add communications portfolio to ED's job description	ED & Board	Immediately	Develop communications portfolio	Addition of communications portfolio to ED's job description
	Quarterly newsletter (use to celebrate successes)	Gather success stories from staff	ED & Portfolio Holder	Ongoing	staff	Number of success stories gathered and utilized for reporting and promotion
	Create a resource map	Create a newsletter template	ED	Immediately	Microsoft Office Templates	The addition of the creation and maintenance of a resource map to an existing job description
		Add the creation of a resource map to an existing job description	ED	April 2021	Existing staff with room in their job description	
		Gather resources list according to network zones Gather online list	Portfolio Holder			

--	--	--	--	--	--	--

Goal	Ideas That Developed Goal					Success Indicators/ Performance Measures
8. Develop protocols and resources to inform and update internal and external stakeholders	Webpage, Facebook Quarterly Newsletters with last being a Year in Review Invitation to AGM	Create and assign a Portfolio for: <ul style="list-style-type: none"> a. weekly maintenance of Webpage/Facebook b. Quarterly newsletters and Year in Review Ensure all stakeholders receive an AGM invite, potentially asking them as guest speakers or for a presentation	ED & Portfolio Holder	Immediately Portfolio Holder by Sept. 2020	Microsoft Office Template Existing newsletters from external sources Existing staff with room in their job description Large e-mail list of contacts	Addition of Portfolio to a job description Weekly updates on Facebook and Webpage Creation and distribution of Quarterly newsletters and Year in Review Invitations for AGM out to all Stakeholders, increased presence of stakeholders at AGM

--	--	--	--	--	--	--

Executive Director

print - Angela Kemble

sign - *Angela Kemble*

date - April 20, 2020

Board Chair (signed and scanned on separate document)

print _____

sign _____

date _____

