

The Sudbury Women's Centre Board of Directors is committed to our Mission - We support women to reclaim their self-worth and thrive, through access to: Basic Needs, Resources, Services & Education. As a recognized leader in women's services, we intend to continue to meet our clients' needs, in collaboration with the Ministry of the Status of Women and all our partners. We are moving forward with our 2018-2021 Strategic Plan and support our Executive Director and the SWC Team to implement the following strategic initiatives. **Our Vision - SUDBURY WOMEN'S CENTER - A part of Sudbury Womens' lives. Supporting them to thrive!**

| PRIORITIES | AGENCY DEVELOPMENT | SERVICE OPTIMIZATION |
|------------|--|---|
| GOALS | Increase Capacity, Sustainability & Growth | Enhance and increase services & programs, to support more women, with relevant, life-enhancing results. |
| STRATEGIES | <p>Explore & develop Expansion Plan to better serve our clients and which includes:</p> <ol style="list-style-type: none"> 1. Social Enterprise 2. Hub 3. Transitional Housing 4. Outreach: include Sex trade worker support / explore Outreach Worker position creation <p>Partnership Development:</p> <ol style="list-style-type: none"> 1. Increase number of partnerships 2. Further develop existing partnerships <p>Improve community awareness & presence through:</p> <ol style="list-style-type: none"> 1. Web Site 2. Social Media 3. Increased Networking with partners, traditional media, relevant groups <p>Fund Development (FD) - Increase, through:</p> <ol style="list-style-type: none"> 1. Annual FD Plan 2. Development of stable annual base funding 3. Increased donation flow: including Cash donation boxes / Annual campaign/drive 4. Major Anchor Event, IWD March 2019 5. Grant access: Develop process / Train staff / Increase applications <p>Community partnerships & sponsorships</p> <p>Staff & volunteer growth, development & retention through:</p> <ol style="list-style-type: none"> 1. Current Position Descriptions aligned with Performance Appraisal 2. Ensuring optimal compensation package 3. Personalized annual plans 4. Clinical supervision: EAP / Explore counselling support partner(s) 5. Team building & Self care 6. Renewed Volunteer program <p>Creating Volunteer Coordinator position</p> <p>Implementation of sustainability support tools:</p> <ol style="list-style-type: none"> 1. IT system 2. Explore: Board portal / Online HR tool 3. Event Plan <p>Implement succession plan for staff and board leadership:</p> <ul style="list-style-type: none"> • Develop Policy <p>Evaluate current Org. Structure for possible revision</p> | <p>Align programming according to Client group, needs, risks & Staff including:</p> <ol style="list-style-type: none"> 1. Senior Women 2. Caring Moms 3. Art Therapy 4. Anger Management 5. Support groups <p>Develop Specialty programs & services including:</p> <ol style="list-style-type: none"> 1. Legal 2. Housing Coordination <p>Explore potential improvements and development by:</p> <ol style="list-style-type: none"> 1. Evaluating client experience with programs & services 2. Tracking relevant indicators 3. Implement key Data collection re.: Client population characteristics & need <p>Explore strategies to meet the needs of women currently unable to access the SWC, including:</p> <ol style="list-style-type: none"> 1. Seniors 2. Women with transportation challenges <p>Successful delivery of Community Kitchen program (2018-2020):</p> <ol style="list-style-type: none"> 1. Implement sustainability elements for womens' skill building 2. Invest in womens' futures including: <ul style="list-style-type: none"> • Through participation • Acquiring work experience |