



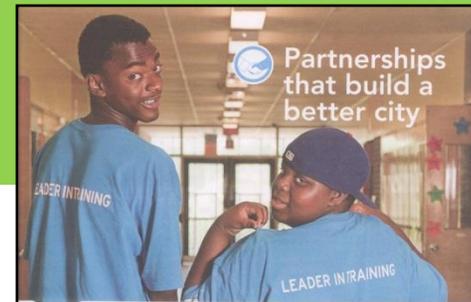
Albion Boys and Girls Club
A good place to be

Strategic Plan

2013–2018

Mission

Albion Neighbourhood Services works in partnership with the Community to enhance peoples' lives through the delivery of programs, services and supports that are engaging, accessible and responsive.



Our Vision

Empowered, healthy communities

Shaping The Future Of Albion Neighbourhood Services Strategic Plan 2013-2018

In 2012, ANS' Board of Directors initiated a process to develop a new set of strategic directions to guide the organization's work over the next five years. As part of this process, ANS engaged external consultants Heather Graham and Jan Campbell to design and facilitate the overall process. The first phase of the process, Strategic Analysis, involved consulting with representatives within and outside of the organization regarding their understanding of current organizational strengths and challenges, community trends and priorities, and future organizational strategies/opportunities. The consultants also conducted a focused review of relevant internal and external documentation. This environmental scan report summarizes the findings of this first phase of the strategic planning process and is intended to inform discussions at the Planning Retreat.

Albion Neighbourhood Services (ANS) has developed an ambitious Strategic Plan to direct our work with and on behalf of our community over the next five years in pursuit of ANS' mission and vision. The planning process included a diversity of stakeholders input and an analysis of the current internal and external environment. Strategic priorities were finalized at a Board and Management Retreat and implementation strategies are underway. The Strategic Plan will provide the framework for the development of all ANS' operational plans and will build on our commitment to our vision, mission and values, with an emphasis on:

Strategic Priorities

Strengthen Our Programs and Services
Enhance Our Infrastructure and Sustainability
Strengthening Strategic Collaborations and Partners



ANS' Values

Respect & Dignity

We are a caring organization that reflects and appreciates the dignity, abilities, beliefs, values, opinions and expressed needs of our community and each other. Our employees, volunteers and community members model honesty, fair play, positive attitudes, and respect for self and others.

Equity and Access

We actively outreach to those who face barriers accessing community services. We support people experiencing their full potential and well-being and that they not be disadvantaged because of their race, ethnicity, religion, gender, age, social class, socio-economic status, or other socially-determined factor.

Diversity

We appreciate and value the diversity and individual strengths of our employees, volunteers and people in our community. We demonstrate this through our organizational policies and practices, decision making, sharing of information, and in the ways we ensure access.

Client-Centred

We are committed to clients receiving the highest quality programs, services and supports from well-informed, skilled staff and volunteers.

Collaboration

We recognize the strengths and knowledge of our employees, volunteers, partners and community members. We encourage broad stakeholder engagement to identify community strengths and opportunities to enhance the way we respond.

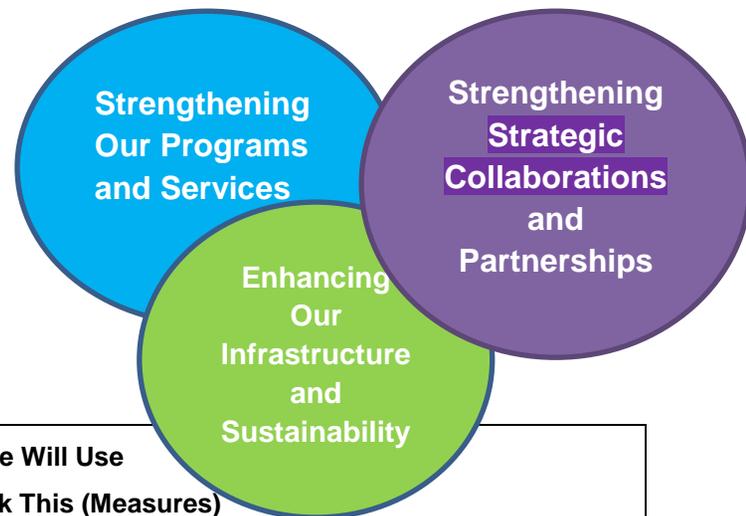
Accountability

We demonstrate responsibility for our actions and results. We are committed to measuring, evaluating and reporting results and to using all funding effectively and efficiently.



Strategic Goals

To achieve our strategic goals, we will focus on the following areas, building on the priorities of the last plan:



What We Will Do (Strategic Direction or Goal)	What We Will Deliver (Outcomes or Results)	What We Will Use To Track This (Measures)
1. Strengthening Our Programs and Services	<ul style="list-style-type: none"> A focused and accountable organization 	<ul style="list-style-type: none"> ANS scope and its program, service and support model aligned with mission, vision core competencies and opportunities Evaluation and reporting on select programs and services
2. Enhancing Our Infrastructure and Sustainability	<ul style="list-style-type: none"> A workplace of choice Coordinated and efficient governance, service delivery and administrative processes An agency that is prepared for the future 	<ul style="list-style-type: none"> Staff retention rates Staff and volunteer satisfaction Organizational processes reviewed against leading practices IT suited to current needs Volunteer oversight and management Updated policies and procedures Balanced staff skills with need Funding aligned with needs Demonstrated innovation and learning
3. Strengthening Strategic Collaborations and Partnerships	<ul style="list-style-type: none"> An accountable and engaged partner and collaborator 	<ul style="list-style-type: none"> Formally defined role and relationships within the Rexdale Community HUB (RCH) Defined collaborations and partnerships related to program, service delivery and administrative back office activities Staff actively engaged in a range of RCH activities Demonstrated achievement of RCH partnership goals Demonstrated achievement of RCH overall goals Achieve relevant Boys and Girls Club of Canada priorities