



**Canadian Mental
Health Association**
Mental health for all

 **McKenna Associates**



Strategic Plan 2018 – 2020



**A New
Vision**

THE PLAYBOOK

APPENDIX C: CMHA-SIMCOE COUNTY STRATEGIC PLANNING 2018–2020 FINAL

OUR VISION

An inclusive society which values human dignity and enhances the well-being of all.

OUR MISSION

To work in collaboration with individuals and their families offering a full spectrum of addiction and mental health services based on a philosophy of recovery and a respect for individual uniqueness and choice.

OUR STRATEGIC DIRECTIONS	OUR STRATEGIC OPPORTUNITIES	OUR STRATEGIC QUESTIONS
<p>1. Creating Space for Equipping Staff</p>	<ul style="list-style-type: none"> • Reduce the burden of data collection through <ul style="list-style-type: none"> ○ training in relevant IT protocols, ○ adapting procedures of collaborative assessment and reporting that issue in stream-lined, relevant data that are meaningful for the agency, staff and clients, ○ advocacy for increased funding to support improved system infrastructure for better, more accurate and granular data collection. • Create a culture that is inclusive, culturally sensitive, more trauma-informed, more CBT-informed. • Schedule more reviews of goals and achievements (quarterly) that enable safe and transparent, intentional conversations within a mindful organisational culture committed to support and innovation, paying attention to boundaries on work that can easily become boundary-less. • Improved and standardised orientation content and procedures 	<ul style="list-style-type: none"> • What do our staff need in order to do an even better job than they are doing already? • How do we ensure that the culture of kindness extends to ourselves?

OUR STRATEGIC DIRECTIONS	OUR STRATEGIC OPPORTUNITIES	OUR STRATEGIC QUESTIONS
<p>2. Creating Space for a Growing Clientele</p>	<ul style="list-style-type: none"> • Celebrate and build awareness around the 'success' in anti-stigmatisation programming and story-telling while advocating for the necessary increased funding from province and LHIN that comes with this 'success' • Better integration of youth from Youth System to Mental Health System...; continued conversations/improved communications about how to effect early identification and intervention with youth at risk of SMI. • Building on our work in identifying current CM practices, models and opportunities for improvement, expand CM. • Build on successes in implementing peer support initiatives – including new opportunities for client involvement in planning, reporting and decision-making. Keep CMHA programme graduates involved in peer support; leverage staff lived experience to enrich peer support capacity. • Increase staffing for opiate work. 	<ul style="list-style-type: none"> • How can we prepare for 'success' in a context of reduced stigma? • Does our planning for improved access and quality reflect the culture of kindness that we know drives our work?
<p>3. Creating Space for Collaborative Community Leadership</p>	<ul style="list-style-type: none"> • Rationalise crisis services delivery across all relevant partners (Crisis Steering Committee): access protocols and escalation procedures, whom to call/to refer and place • Participate in the creation of the Barrie sub-LHIN, building on the SGB model • Building on the evidence-supported success of the COAST pilot, plot the path to 24/7 provision of this service • Identify opportunities for collaborative governance through sub-LHIN regional groups. • Identify areas through sub-LHIN regional groups for sharing resources, co-location opportunities, re-allocation of resources, joint advocacy and the development of a core basket of services. 	<ul style="list-style-type: none"> • How can we strengthen CMHA-SC's leadership in collaborative delivery of full-spectrum mental health services? • Does our planning for deeper integration call out in us a culture of kindness?
<p>4. Creating space for SPACE!</p>	<ul style="list-style-type: none"> • Create a long-term strategy for managing multiple sites • Identify and resource service-delivery space in Innisfil • Diversify housing stock • Relocate the crisis centre 	<ul style="list-style-type: none"> • What are the barriers to rationalising an adequate supply of owned service delivery space?

OUR VALUES: FOR CLIENTS & THEIR NATURAL SUPPORTS, STAFF, PARTNERS & COMMUNITY

RESPECT	EXCELLENCE	COURAGE
<ul style="list-style-type: none"> • Kindness matters • Hope is essential • Recovery is possible • Fair & equitable access to services • The role of community partners • Individual uniqueness • Dignity for the individual • Empowerment & Choice 	<ul style="list-style-type: none"> • Commitment to a Harm Reduction and Holistic approach <ul style="list-style-type: none"> • Commitment to Quality Improvement • Accountability to clients, key stakeholders and community <ul style="list-style-type: none"> • Financial Stewardship • Integrity, transparency and honesty <ul style="list-style-type: none"> • Safety and confidentiality • Workplace Health • Ethical behaviour and practices <ul style="list-style-type: none"> • Duty to accommodate • Diversity 	<ul style="list-style-type: none"> • Reduce stigma • Advocate on behalf of clients • Be creative • Be innovative • Challenge barriers