



# CMHA SIMCOE COUNTY – STRATEGIC PLAN 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 full spectrum of addiction and mental health services based on a philosophy of recovery and a respect for individual uniqueness and choice.

OUT STRATEGIC DIRECTIONS	OUR STRATEGIC OPPORTUNITIES	OUR STRATEGIC QUESTIONS
<b>1. Creating Safe Space For Equipping Staff'</b>	<ul style="list-style-type: none"> <li>• Reduce the burden of data collection through               <ul style="list-style-type: none"> <li>○ training in relevant IT protocols,</li> <li>○ adapting procedures of collaborative assessment and reporting that issue in stream-lined, relevant data that are meaningful for the agency, staff and clients,</li> <li>○ advocacy for increased funding to support improved system infrastructure for better, more accurate and granular data collection.</li> </ul> </li> <li>• Create a culture that is inclusive, culturally sensitive, more trauma-informed, more CBT informed.</li> <li>• Schedule more reviews of goals and achievements (quarterly) that enable safe and transparent, intentional conversations within a mindful organizational culture committed to support and innovation, paying attention to boundaries on work that can easily become boundary-less.</li> <li>• Improved and standardized orientation content and procedures</li> </ul>	<ul style="list-style-type: none"> <li>• What do our staff need in order to do an even better job than they are doing already?</li> <li>• How do we ensure that the culture of kindness extends to ourselves?</li> </ul>
<b>2. Creating Safe Space For Growing Clientele</b>	<ul style="list-style-type: none"> <li>• Celebrate and build awareness around the 'success' in anti-stigmatization programming and story-telling while advocating for the necessary increased funding from province and LHIN that comes with this 'success'</li> <li>• 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.</li> <li>• Building on our work in identifying current CM practices, models and opportunities for improvement, expand CM.</li> <li>• Build on successes in implementing peer support initiatives - including new opportunities for client involvement in planning, reporting and decision-making. Keep CMHA program graduates involved in peer support; leverage staff lived experience to enrich peer support capacity.</li> <li>• Increase staffing for opiate work</li> </ul>	<ul style="list-style-type: none"> <li>• How can we prepare for 'success' in a context of reduced stigma?</li> <li>• Does our planning for improved access and quality reflect the culture of kindness that we know drives our work?</li> </ul>

OUT STRATEGIC DIRECTIONS	OUR STRATEGIC OPPORTUNITIES	OUR STRATEGIC QUESTIONS
<b>3. Creating Safe Space For Collaborative Community Leadership</b>	<ul style="list-style-type: none"> <li>Rationalize crisis services delivery across all relevant partners (Crisis Steering Committee): access protocols and escalation procedures, whom to call/to refer and place</li> <li>Participate in the creation of the Barrie sub-LHIN, building on the SGB model</li> <li>Building on the evidence-supported success of the COAST pilot, plot the path to</li> <li>24/7 provision of this service</li> <li>Identify opportunities for collaborative governance through sub-LHIN regional groups.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>How can we strengthen CMHA's leadership in collaborative delivery of full-spectrum mental health services?</li> <li>Does our planning for deeper integration call out in us a culture of kindness?</li> </ul>
<b>4. Creating Safe Space For Space!</b>	<ul style="list-style-type: none"> <li>Create a long-term strategy for managing multiple sites</li> <li>Identify and resource service-delivery space in Innisfil</li> <li>Diversify housing stock</li> <li>Relocate the crisis centre</li> </ul>	<ul style="list-style-type: none"> <li>What are the barriers to rationalizing an adequate supply of owned service delivery space?</li> </ul>

<b>OUR VALUES:</b> For clients and their natural supports, staff, partners and community:		
<p style="text-align: center;"><b>Respect</b></p> <ul style="list-style-type: none"> <li>Kindness matters</li> <li>Hope is essential</li> <li>Recovery is possible</li> <li>Fair &amp; Equitable access to services</li> <li>The role of community partners</li> <li>Individual uniqueness</li> <li>Dignity for the individual</li> <li>Empowerment &amp; choice</li> </ul>	<p style="text-align: center;"><b>Excellence</b></p> <ul style="list-style-type: none"> <li>Commitment to a harm reduction and holistic approach</li> <li>Commitment to Quality Improvement</li> <li>Accountability to clients, Key stakeholders and community</li> <li>Financial stewardship</li> <li>Integrity, transparency and honesty</li> <li>Safety and Confidentiality</li> <li>Workplace health</li> <li>Ethical behaviour and practices</li> <li>Duty to accommodate</li> <li>Diversity</li> </ul>	<p style="text-align: center;"><b>Courage</b></p> <ul style="list-style-type: none"> <li>Reduce stigma</li> <li>Advocate on behalf of clients</li> <li>Be creative</li> <li>Be innovative</li> <li>Challenge barriers</li> </ul>