

Community Living Greater Sudbury

2022-2025 Strategic Plan



INSPIRING
A COMMUNITY
OF POSSIBILITIES
CLGS STRATEGIC PLAN
INSPIRER
UNE COMMUNAUTÉ
DE POSSIBILITÉS
PLAN STRATÉGIQUE ICGS



Message from Board Chair

“Everyone receives compassionate support enabling them to live their best lives,” encapsulates what the people who helped to build this strategic plan told us mattered most to them. Through information gathered using surveys of Board members, senior staff, front-line staff, people who use our services and their families/caregivers, and our community partners, we challenged everyone to think about how we can provide the highest quality person-centred support in the future and how our Agency can help them get there. Their views and words are the foundation of this 2022-2025 Strategic Plan and form the core of our values – to respect and empower people to reach for their own goals. Through this process we are excited and committed to building a future that:

- Puts the people we serve first
- Excels in person-centred safety and quality service
- Cultivates a culture of accountability, transparency and teamwork
- Strategically develops mutually beneficial external partnership

Paul De Luisa

Board Chair, Community Living Greater Sudbury

Message from the Executive Director

I am very excited to present our Community Living Greater Sudbury Strategic Plan 2022-2025, which was developed through extensive input and collaboration. The mission of our plan is to **“recognize challenges and provide the highest quality service and support that empowers our people to reach for their own goals.”** We are an organisation that is all about people and we are dedicated to making their lives better by creating a welcoming and rich environment that is respectful of everyone. We are enthusiastic about setting our strategic plan into motion, through a newly created “Annual Action Plan” that establishes action goals, objectives and assigns accountabilities with timelines for getting the work done. Our dedicated Board Members and staff team will work closely with the people that we proudly support, celebrate and acknowledge and their families to create an inclusive process to reach our vision for the future.

Sherry Salo

Acting Executive Director, Community Living Greater Sudbury





VISION: Everyone receives compassionate support enabling them to live their best lives

MISSION: To recognize challenges and provide the highest quality service and support that empowers people to reach for their own goals

VALUES:



Respect: We honour the ideas and beliefs of others with humility, equity and compassion.

Compassion: We actively care for others.

Accountability: We hold ourselves and others to a high standard of performance in everything we do.

Choice: We ensure that the people we serve have a choice in what happens to them.

Excellence: We envision what Community Living Greater Sudbury can be and create a process to reach that vision, both individually and collectively.

STRATEGIC DIRECTIONS:

- 1 Put the people we serve first by improving their overall person-centred experience.
- 2 Excel in person-centred safety and quality.
- 3 Cultivate a culture of accountability, transparency, and teamwork.
- 4 Strategically engage with external partners.

CLGS History

Community Living Greater Sudbury (CLGS) was initially formed in 1963 by a group of dedicated and passionate citizens. Operating under the name of the Valley Association for the Mentally Retarded, their early work and that of advocates throughout the country, served as the platform for what would later become the Valley & District Association for Community Living in 1991 and ultimately, Community Living Greater Sudbury/Intégration communautaire Grand Sudbury in 2000.

CLGS has a history of providing quality supports to people living with an intellectual disability. These supports have grown steadily over the years, from the first group home in 1970 to the first day program for adults in 1987.

With funding support from the Ministry of Children and Community and Social Services (MCCSS), CLGS continues to support individuals living with development disabilities through a range of services including eight residential programs, day programming, and the host family program.

CLGS Today

- 180 employees
- 90 people supported
- \$13 million annual operating budget
- Supported Individual Living services
- Intensive Support services
- 8 Group Home residences
- Lifeskills and Community Participation Centre
- 50 Host Family Providers
- 1 Respite Care centre

CLGS Strategic Directions & Goals

1

Put the people we serve first by improving their overall person-centred experience:

- Provide empowerment opportunities that enable people to make informed decisions and actively participate in their own needs and life plans
- Expand the skills and elevate the motivation of the support team to enable them to become more person-centred
- Use metrics to measure and monitor the changes needed to improve the quality of support that is person-centred

2

Excel in person-centred safety and quality:

- Lead in the development of performance and of person-centred safety initiatives and measures
- Integrate standardized best practices to achieve quality support and outcomes
- Lead in the development of strategies that support timely, sustainable, and appropriate access to support and life choices

Cultivate a culture of accountability, transparency and teamwork:

- Foster a respectful work environment organisation wide
- Strengthen and develop systems that clearly identify, support and measure accountability throughout the organisation
- Cultivate and sustain a 'positive and inclusive culture' across the organisation
- Provide experiences and opportunities that facilitate teamwork, professional development, advancement and succession planning

3

Strategically engage with external partners:

- Work with regional and provincial partners to identify and act on opportunities to collaborate
- Collaborate with community partners to deliver innovative approaches to person-centred planning
- Create opportunities for cross-learning and training to build a 'community living' system of support and resources that attracts and retains professionals

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