



## **STRATEGIC PLAN 2011**

### **BACKGROUND**

From what began in very humble beginnings in 2001 as one rack of free clothing in the basement of Mina Wahidi's basement, Compassion Society has emerged into a very dynamic and integral part of the Halton community.

This emergence was made possible through the support of various highly committed individuals and generous community groups. These included Aldershot Presbyterian Church which provided Compassion Society with its first public space, as well as United Way which provided the initial funding in 2006.

Today, Compassion Society is proudly supported by a broad range of donors from various faith, community and business groups.

### **THE STRATEGIC PLANNING PROCESS**

A three-step facilitated process was undertaken in the Fall of 2010 involving community leaders, current partners, staff, other community service providers and agencies and Board Members. By making the participation process broad-based, it allowed for and encouraged a wide range of community perspectives and assessment of current needs, present practices, new opportunities and future direction.

## **MISSION**

Compassion Society responds to the needs of our community by providing clothing, food and referrals to community services.

## **VISION**

Compassion Society will make a demonstrable difference in the lives of children, youth, adults, seniors and families we serve.

## **VALUE STATEMENTS**

Compassion Society will:

1. Collaboration:

Work in partnership with our volunteers, donors, investors, visitors and agencies to benefit all.

2. Dignity:

Demonstrate respect, confidentiality, sensitivity, inclusion and a desire for social justice and well-being.

3. Engaging:

Engage the broader community to provide the necessary resources to support the work of Compassion Society.

4. Resourcefulness:

Use the resources entrusted to us effectively.

5. Accountability:

Be accountable to all our stakeholders including funders, partners and volunteers.

## **KEY STRATEGIC PRIORITIES**

### **1. EFFECTIVE COLLABORATIVE RELATIONSHIPS WITH OTHER COMMUNITY AGENCIES AND SERVICE PROVIDERS.**

- Optimize current relationships with service clubs, churches, government and food banks through a more collaborative approach.
- Identify further partnered relationship opportunities as well as more informal alliances and coalition potential.

### **2. STRONG EFFECTIVE BOARD GOVERNANCE**

- Further develop a highly functioning Board that meets the highest governance needs of the organization and governance standards of donors, funders and grantors.
- Ongoing Board development and succession planning with particular attention to policy development, bylaw frameworks, risk management and outcome based performance.

### **3. EFFECTIVE COMPREHENSIVE COMMUNICATION**

- Increase the awareness and impact of Compassion Society and to raise awareness of the resources required for Compassion Society to fulfill its mandate of service and supports.

### **4. A COMPREHENSIVE FUND DEVELOPMENT STRATEGY**

- Develop a Fund Development Strategy that will ensure the sustainability and growth of Compassion Society.

## **IMPLEMENTATION STRATEGIES**

For each of the Strategic Priorities, a comprehensive Business Plan has been developed to guide the Strategic Implementation Process.

The Business Plan includes:

- Specific Objectives
- Detailed Strategies and Tactics
- Identification of Required Resources
- Timelines
- Associated responsibilities
- Expected Outcomes
- Measurement Criteria

A detailed copy of the Strategic Plan is available upon request.