

2025-2029 STRATEGIC PLAN



What we do

Together with our community, we help children, youth, and families be safe, strong, and connected.

Why we do what we do

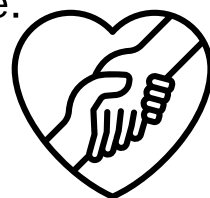
Safe children and youth, strong families, caring communities.

What is important to us

Accountability, Advocacy, Collaboration, Relationships, Inclusivity.

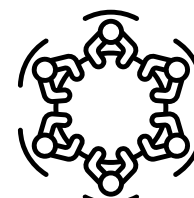
EXCEPTIONAL SERVICE

We are dedicated to delivering compassionate, responsive, and high-quality child welfare services that prioritize the safety, well-being and rights of children and youth. Through continuous improvement, fiscal responsibility, and a commitment to excellence, we strive to support families and create environments where every child can thrive.



CONNECTED COMMUNITIES

We foster strong community partnerships and collaborations to build safe, inclusive, and supportive communities for children, youth, and families. By engaging stakeholders, amplifying voices, and driving systemic change, we work together to create environments where young people feel protected, empowered and valued.



THRIVING TOGETHER

We are committed to fostering an environment where children, youth, and families and those who support them can thrive. Through our dedication to diversity, equity, and inclusion, we cultivate a culture that values every individual. By prioritizing well-being, professional growth, and a sense of belonging, we ensure that those who serve can do so with resilience, compassion, and excellence.



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Ensure timely, responsive, and high quality child welfare services that prioritize safety and well-being.

Strengthen service delivery through continuous training, innovation, and best practices.

Foster a culture of accountability, transparency, and excellence in every interaction.

Ensure responsible resource allocation to support high-quality child welfare services.



Exceptional Service

INDICATORS

- Conduct quarterly public awareness initiatives to educate communities on child safety and well-being.
- Gather annual stakeholder feedback and incorporate insights into service improvements.
- Facilitate annual training on trauma-informed care and child safety for employees who support children, youth, and families.
- Complete bi-annual audits of child protection standards to ensure alignment with best practices and compliance.
- Establish a formal risk assessment process for managing and reporting on organizational risk.
- Conduct a quarterly review of controllable and uncontrollable costs.
- Seek alternative funding sources, such as grants and partnerships.

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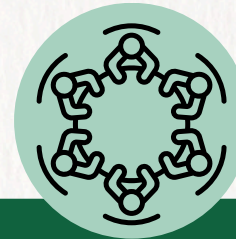


Build strong partnerships with families, organizations, and stakeholders to enhance child and youth safety.

Advocate for systemic improvements that create inclusive and supportive environments for children, youth, and families.

Empower communities through engagement, education, and collaborative initiatives.

Advocate for sustainable funding to ensure the availability of local services that meet the needs of children and youth in Oxford County.



Connected Communities

INDICATORS

- Facilitate partnership meetings annually with community service partners.
- Support at least two community initiatives per year related to child and youth safety and well-being.
- Assess partnerships and collaborations for opportunities to share resources intended to streamline services.
- Enhance volunteer and resource caregiver recruitment initiatives in Oxford County.
- Communicate twice yearly with local MPP and municipalities, regarding the activities of the Society and the need for sustainable funding.

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Promote employee well-being by integrating wellness and diversity, equity, and inclusion initiatives into organizational practices.

Cultivate a workplace culture that values diversity, professional growth, and a deep sense of belonging.

Advance policies and programs that support employee resilience.



Thriving Together

INDICATORS

- Enhance policies to support equitable, inclusive, and diverse practices.
- Promote staff wellness frameworks, including mental health support and professional development.
- Develop structured leadership opportunities to support growth and succession planning.
- Create an atmosphere that is safe and welcoming to all.
- Enhance flexible schedules that support work-life balance while addressing service needs.
- Ensure Board-approved policies are reviewed and updated every two years.
- Assess Board engagement by tracking attendance and encouraging participation in discussions and strategic decision-making.
- Enhance and strengthen governance through bi-annual Board development and learning opportunities.