



# EXTEND-A-FAMILY WATERLOO REGION

## 2024 – 2027 STRATEGIC PRIORITIES

### Drive Financial Sustainability and Diversify Revenue

**EAFWR will develop new and innovative funding and revenue streams, while ensuring the efficient and sustainable use of our resources.**

Increase corporate and private donations.

Clearly articulate and communicate the organization’s value proposition.

Secure a new location for EAFWR’s office and programs.

Strengthen partnerships in line with our values to expand opportunities for the people we support.

Allocate resources and develop a framework to guide the organization in its EDIB initiatives.

### Enhance Our Team

**EAFWR will support employee well-being, organizational resilience and professional development through continuous learning, interpersonal connection and strengthening our organizational culture.**

Provide ongoing learning for professional growth and support employees’ mental well-being to meet job demands.

Compensate and recognize the work of team members in a way that demonstrates respect and identifies the value they bring.

Create a culture where employees feel safe and included, encouraging participation within and across teams.

Hire and keep people with the skills, values and perspectives necessary to provide excellent services and support.

Identify and eliminate organizational barriers to building a workforce that is representative of our community.

### Adapt Our Work To Meet The Needs Of Our Community

**EAFWR will improve our services and supports to meet the diverse and evolving needs of people we support, their families, networks and our community as a whole.**

Expand the development of meaningful respite programs that meet the needs of people supported and their networks.

Develop collaborative innovative housing options to enhance EAFWR’s supportive housing choices.

Build relationships across communities to ensure that the people we reach for service are reflective of our community.

Streamline processes and paperwork to make interactions with EAFWR convenient and accessible.

Provide support to families and people waiting for funding and services.

Work with community partners and funders to recognize and invest in EDIB as integral to effective service delivery.

Review and update policies through an EDIB lens.

**EAFWR will deepen our learning while developing our policies, processes, practices and services to ensure equitable impact for all community members and employees.**

**Prioritize Equity, Diversity, Inclusion and Belonging (EDIB) as foundational to EAFWR’s work**