



# EXTEND-A-FAMILY WATERLOO REGION 2024 – 2027 STRATEGIC PRIORITIES

Drive Financial Sustainability and Diversify Revenue	Enhance Our Team	Adapt Our Work To Meet The Needs Of Our Community
<p>EAFWR will develop new and innovative funding and revenue streams, while ensuring the efficient and sustainable use of our resources.</p>	<p>EAFWR will support employee well-being, organizational resilience and professional development through continuous learning, interpersonal connection and strengthening our organizational culture.</p>	<p>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.</p>
<p>Increase corporate and private donations.</p>	<p>Provide ongoing learning for professional growth and support employees' mental well-being to meet job demands.</p>	<p>Expand the development of meaningful respite programs that meet the needs of people supported and their networks.</p>
<p>Clearly articulate and communicate the organization's value proposition.</p>	<p>Compensate and recognize the work of team members in a way that demonstrates respect and identifies the value they bring.</p>	<p>Develop collaborative innovative housing options to enhance EAFWR's supportive housing choices.</p>
<p>Secure a new location for EAFWR's office and programs.</p>	<p>Create a culture where employees feel safe and included, encouraging participation within and across teams.</p>	<p>Build relationships across communities to ensure that the people we reach for service are reflective of our community.</p>
<p>Strengthen partnerships in line with our values to expand opportunities for the people we support.</p>	<p>Hire and keep people with the skills, values and perspectives necessary to provide excellent services and support.</p>	<p>Streamline processes and paperwork to make interactions with EAFWR convenient and accessible.</p> <p>Provide support to families and people waiting for funding and services.</p>
<p>Allocate resources and develop a framework to guide the organization in its EDIB initiatives.</p>	<p>Identify and eliminate organizational barriers to building a workforce that is representative of our community.</p>	<p>Work with community partners and funders to recognize and invest in EDIB as integral to effective service delivery.</p>
<p>Review and update policies through an EDIB lens.</p>		
<p>EAFWR will deepen our learning while developing our policies, processes, practices and services to ensure equitable impact for all community members and employees.</p>		
<p>Prioritize Equity, Diversity, Inclusion and Belonging (EDIB) as foundational to EAFWR's work</p>		