

# The H.O.M.E Society



## STRATEGIC PLAN YEAR END REPORT 2019



## Welcome to the 2019 Strategic Plan Report,

2019 has been a very good year for The H.O.M.E Society. We continued to take steps forward to align H.O.M.E.S service delivery with our Strategic Plan. We focused on collaboration not only with our immediate stakeholders, (persons served and caregivers) but with outside agencies and community based businesses as well. Because of this, we have built new and exciting relationships within the community and we believe we have increased the happiness and well-being of our work force.

### **2019 Achievements**

- **Healthy, Appreciated & Well Connected Work Force**

- Employee Appreciation Nights were held in May and November and we again received wonderful feedback. It was decided that in 2020 that we would host an “H.O.M.E.S Appreciation Evening” which will be open to employees and Home Share Providers and relevant contractors.
- Many employees took advantage of H.O.M.E.S Health & Wellness Grant, mainly using it towards their gym memberships. We believe a happy and healthy workforce promotes longevity and may reduce the use of sick time.
- The Focus group continues. This group is responsible for encouraging team building and comradery between employees and persons served.
- Our Work Force was once again involved in H.O.M.E.S Annual Christmas Adopt a Family. H.O.M.E.S has been involved with the Christmas Bureau for the past twenty years to provide the opportunity for less fortunate folks to enjoy the true spirit of the holiday season. This year, Cheryl Richardson organized a truly amazing surprise for an 86 year old woman who lives on her own. The woman had tears in her eyes when Cheryl and her helpers arrived and delivered a carload of food and gifts. We are so proud to be a part of this annual event and we appreciate all of the hard work that goes into ensuring it happens.
- H.O.M.E.S participated in the Run for Water Fundraiser for the second year in a row. We plan on making this an annual event open to caregivers and persons served.
- H.O.M.E.S had a small group participate in the 2019 Mental Health Awareness Walk”.

- **Community Partnerships**

- **Expand Community Day:** H.O.M.E.S Community Fun Day was a great success this year. We (again) partnered with our like-minded Community Partners (Archway, Bethesda, MSA and Communitas) to host this wonderful event. All of the agencies contributed to the costs in 2019 and have pledged their commitment for 2020.
- **Shared GT Training:** H.O.M.E.S continues to provide GT training to a variety of external agencies.

- **Local Colleges:** We continue to work together with the local colleges, including presenting at their career days. We continue to welcome Practicum students from UFV, Sprott Shaw and Academy of Learning. This has proven to be a great connection as we are fortunate enough to hire most of the students once they have finished their practicum and course.
- **Social Enterprise**
  - Unfortunately, the Donation Bin Program was discontinued Province wide in 2019 because of unsafe bin design.
  - Our Lawn Crew continues to be a good solid social enterprise. They have ongoing contracts in Mission and continue to assist the Elizabeth Fry Society with moves.
- **Prosperity & Sustainability**
  - A group from the Board and Leadership attended a three part series called 'Building it Right'. This workshop series was sponsored by Vancity and it was for leaders in the non-profit sector who are interested in redevelopment options. Through these meetings, we met Robert Brown. Robert is the President of Catalyst which is a company that develops properties for community organizations and non-profits. In late fall, we partnered with Catalyst to explore H.O.M.E.S options for potential redevelopment for a larger, more up to date office space.
  - Maintain financial stability by following the annual budget and allowing for adjustments to be made.
- **Lifelong Learning Opportunities**
  - Karen created the "I Can be Safe Online" presentation which was the basis of a four week training provided to persons served. Because of the feedback and ongoing interest, a committee has been formed to explore the options of further training. Interests are sexual health, life skills, budgeting etc.

### Looking into 2020

- Intentionally focus on Employee recognition.
- Expanding GT Training for First Responders.
- Increase Social Enterprises.
- To host an appreciation event that is open to Caregivers and Contractors.

