

# The H.O.M.E Society



## Strategic Plan Report 2020



## Welcome to the 2020 Strategic Plan Report,

2020 has been an unusually trying year not only for the H.O.M.E Society, but for the entire world at large. With the COVID 19 pandemic stifling most community and family events, H.O.M.E.S has needed to shift its focus to the health and well being of all those we serve and our employees, contractors and families. We have had to keep up with the BCCDC and Fraser Health Guidelines and most importantly, keep our caregivers as informed as we can.

Because of the pandemic, many of our strategic initiatives have been put on hold until the pandemic is over. That being said, there have been some positive outcomes as well and they are as follows:

- We have worked together with like minded community agencies to ensure all PPE supplies are stocked and available. This has helped establish community partnerships.
- We have had to get creative on providing supports to folks who are used to community type events, gatherings with family and friends

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.

### **2020 Achievements**

- **Healthy, Appreciated & Well Connected Work Force**
  - Employee Appreciation Nights were replaced with ‘Appreciation Drive By’s’ and ‘Delivered Dinners and Lunches’ for entire teams.
  - The Focus group continues via Zoom. 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. Cheryl Richardson once again organized this event for four families. 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 continued its popular Coffee Club whether via Zoom or in a park on a nice day where social distancing could be maintained.
  - Karen kept the connections going with the Program Coordinators by having Friday night Zoom gatherings.

- **Community Partnerships**
  - **Expand Community Day:** HOMES Community Fun Day was put on hold because of the Pandemic.
  - **Shared GT Training:** H.O.M.E.S GT training to external agencies was put on hold during the pandemic.
  - **Local Colleges:** We have put all Practicum students and volunteers on hold during the pandemic as they are not deemed essential. One college that we work with has adjusted their practice to include ‘worked hours’ towards the student’s practicum which allows us to hire them BEFORE the required practicum.
- **Social Enterprise**
  - Our Lawn Crew continues to be a good solid social enterprise which has continued during the pandemic albeit with a reduced crew as per safety guidelines.
- **Prosperity & Sustainability**
  - H.O.M.E.S has purchased a new office building and has sold the current building. The sale of our current building has allowed us the ability to not only purchase the new building, but to do extensive renovations to make it an operating success. This will help carry H.O.M.E.S well into the future by meeting its office space needs now and for many years to come. We will be moving into the new building in May 2021.
  - Maintain financial stability by following the annual budget and allowing for adjustments to be made.
- **Lifelong Learning Opportunities**
  - With the pandemic and Provincial guidelines, we have limited our training and made the shift to various online training formats. These trainings have been very helpful and people are able to navigate the online process without much hesitation.
- **Looking into 2021**
  - Intentionally focus on Employee recognition and have MANY celebrations.
  - Expanding GT Training.
  - Increase Social Enterprises.
  - To host an ‘Open House’ for our new office space.
  - To host at least one appreciation event that is open to Caregivers and Contractors.
  - Start up Family Fun Day once again.

