

2021



The H.O.M.E Society
101-33140 Mill Lake Rd
Abbotsford, BC
V2S 2A5

Strategic Plan Report 2021

In 2021, despite the pandemic, we continued to take steps forward to align H.O.M.E.S service delivery with our Strategic Plan. First and foremost, we continued to focus on our immediate stakeholders; persons served and our amazing work force.

2021 has been a challenging year for social events and gatherings due to the changing guidelines surrounding the pandemic. H.O.M.E.S is a very social agency and not being able to continue having summer BBQ's, large birthday parties, Christmas banquets, fun days etc. has been difficult. We had to put our "Welcome to the New Office Building Open House" on hold but, we are definitely planning it for when we are able to.

The following goals were set in the 2020 Strategic Plan year end report. Unfortunately, because of the Pandemic, many of the goals had to be put on hold.

- Intentionally focus on Employee recognition and have MANY celebrations. (while we did recognize employees and their hard work and commitment, we were unable to have large celebrations)
- Expanding GT Training. (in progress)
- Increase Social Enterprises. (on hold)
- To host an 'Open House' for our new office space. (on hold)
- To host at least one appreciation event that is open to Caregivers and Contractors. (on hold)
- Start up Family Fun Day once again. (on hold)

2021 Achievements

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

- Employee Appreciation continued 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.
- 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. We are so proud to be a part of this annual event and were happy to make a substantial donation to the Food Bank in 2021.
- 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:** H.O.M.E.S Community Fun Day was put on hold because of the Pandemic.
 - **Shared GT Training:** H.O.M.E.S GT training to external agencies continues to be on hold during the pandemic.
 - **Local Colleges:** In September 2021, we were able to once again host Volunteers and Practicum students if they were fully vaccinated.
 - **Working Relationships:** We were able to maintain our connections with E-Fry and Firth via helping with moved throughout the year. The Home Share department continued its Outreach connections with the Cyrus Center and the Act Team in 2021.
- **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 moved into its new office building in June 2021.
 - H.O.M.E.S is in a good financial position to move into the future.
 - H.O.M.E.S will maintain financial stability by following the annual budget and allowing for adjustments to be made.
- **Lifelong Learning Opportunities**
 - In 2021, once we moved into our new office space, we were able to host smaller in person training events as per Provincial Health guidelines.
 - H.O.M.E.S was able to receive a training grant to provide leadership training through Eclipse Leadership Institute. The training began in October 2021 and will end in March 2022.
 - Through the Canadian Gentle Teaching group, future mentors are being selected to attend GT Conferences to enable them to make connections that will carry GT well into the future.
 - All leadership have memberships with Conversations that Matter. Different videos are being watched during team meetings for educational purposes. This online conference center is also used sometimes for goal setting for caregivers.