2024

Strategic Plan Report

The H.O.M.E. Society

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Performance Summary

2024 truly felt like the first “normal year” since the pandemic. We were able to meet in person, participate in community events like our annual “Community Fun Day” and foster the social connections that those we serve desire.

As always, our main focus continues to be our persons served as well as our wonderful employees. The activities program was in full swing and it provided opportunities for all to gather, create, socialize, and make memories.

The COVID vaccination requirement was lifted which has allowed us to have a greater hiring power although we still recommend that caregivers vaccinate themselves against all communicable diseases.

2024 Achievements

- **Increased Social Impact**
    - Several of those we serve, volunteer within the community with support from their caregivers (MCC, Sikh Temple, Park Cleanup, Adopt-a block, ect)
    - Plans to feed the homeless are underway for the new year as we now have kitchen space on the third floor to accommodate this. This will commence in Spring 2025
    - Participation in the City of Abbotsford Canada Day Parade
    - Participation in the “Run for Water” which raises awareness and funds for countries who do not have clean and/or accessible water sources.

- **Explore the possibility of a H.O.M.E.S Medical Space**
    - The third floor plans were developed to include a space for medical use and is now completed. Arrangements are being made to furnish the space and set it up with the appropriate pieces such as a medical bed, meeting table/chairs, file storage, and reception furniture.

- **Senior Services/Age related training for employees and contractors**
    - Jozie Ballendine, one of our Program Coordinators participated in dementia training and was able to provide that training to our other coordinators with a one day age related training session. As those we serve age, the need for age related training is increasing. We are pleased to add this training opportunity for our employees to ensure continuity of care.

- **The creation of an agency wide reference guide for a variety of services**
    - This has been completed and is available on our website

- **Offer Gentle Teaching training to external agencies, businesses, ect…**
    - Karen was able to provide a Gentle Teaching presentation during a professional development day with school district 75 (Mission, B.C.)
    - Gentle Teaching training was provided to "Teddy's Home" and they would like to continue this as part of their training opportunities for their employees.

- **Expanding our Employee recognition and wellness**
    - An employee recognition night was held at Chances Casino in February for employees. Recognition certificates were presented to employees based on their length of service as well as gift cards. Games, refreshments, door prizes, and good conversation were highlights of the evening.

    - The Shared Living department held a summer bbq at Mill Lake, here in Abbotsford, as an appreciation event for their contractors. As it was the first event the turnout wasn't as big as they hoped for, however senior leadership is discussing ways in which employees and contractors can be recognized for all they do for those we serve.

    - The launch of "Sparrow" occurred this fall which is a new wellness concierge service, provided to all H.O.M.E.S employees, that supports physical and mental health.

- Employee recognition continues with the “Super H.O.M.ie” program that recognizes employees who promote and demonstrate a culture of gentleness within their caregiving and team relationships.

- **Increased social opportunities**
  - The activities program is back in full action with a variety of weekly activities being offered to those we serve as well as seasonal and community events. Some highlights of 2024 include trips to the local driving range, pottery, directed painting, trips to a local honey/ bee keeping farm, “weenie roasts” down by the Fraser River, a Halloween party,and canoeing at Manning Park.

  - The contributions in the H.O.M.E.S Activities Facebook group have increased significantly. It has been a great tool in providing announcements about upcoming events and for folks to share pictures of their adventures.

  - Mell Andrew, our beloved activities coordinator, was able to organize a camp locally for those we serve. Individuals and their caregivers were able to come up for day trips or spend two nights/three days to participate in archery, crafts, nature walks, and a variety of other fun activities. The only complaint about this event was that it wasn’t long enough! Arrangements are being made for next year to extend the length of camp.

  - “Community Fun Day” made its comeback this summer and was the biggest and best yet! With collaboration from other local agencies, donations from different businesses in our community, and a ton of hard work this was able to happen. Everyone was all smiles and can’t wait for next year.

  - Prior to the pandemic, H.O.M.E.S would rent out a theater at the local cinema, during December, so all H.O.M.ies could enjoy a Christmas movie together. We are grateful that we were able to make this happen again this year. The turn out was great and everyone had a great time!

  - The H.O.M.E.S. Christmas party took place this December and fun was had by all. Held at the Clarion Hotel, it gives our folks, caregivers, and their families the opportunity to gather, connect, and celebrate the holiday season as one big family.

- **Increased employment opportunities for persons served**
    - The H.O.M.E.S Lawn Crew continues to provide employment opportunities for those we serve. They help maintain H.O.M.E.S. properties as well as community members at a discounted rate. They provide moving services for our folks as well as community partners like Sara for Women.

    - With the activities program we have been able to increase employment opportunities for those we serve. The activities program and offering has expanded which has created opportunities for our folks to host and plan different activities in which they are paid for their time.

- **Activity Space; working kitchen, movie area, ect…**
    - The completion of the third floor has provided all of the above mentioned. Folks are able to gather, create, socialize, and have fun in our bright new space. As we now have a large kitchen we will be bringing back our "Cooking Club" and will introduce a "Baking Club" in the new year!

- **Succession Planning**
    - Succession planning for the future was completed. Mentoring for those roles has begun and new roles are being created as well.

Carried Forward

- **Expanding services**
    - Creating programs for children and youth, including afterschool programs, still remains a goal for the H.O.M.E. Society and we are confident that over the next few years we will be able to implement something in this service area. Within the sector as a whole we are short staffed so, at this time, finding qualified caregivers or early childhood educators could create a barrier. Obtaining funding streams and approval will also take time with agencies such as MCFD.