

STRATEGIC PLANNING

LIFETIME NETWORKS

WHAT IS STRATEGIC PLANNING?

- Strategic Planning is a meeting that businesses and organizations use to create goals and to keep themselves accountable.
- It is very similar to the Person Centered Plans that you have all completed for the programs that you participate in.



WHY ARE STRATEGIC PLANS IMPORTANT TO YOU?

- When Lifetime Networks creates strategic plans and goals, these goals are used to make sure that staff are doing the best job that they can.
- These strategic plans also help staff to make sure that programs and services are going to help participants and their families in the areas that are most important to them.



HOW DID LIFETIME NETWORKS CREATE THE 2017 STRATEGIC PLAN?

- At the end of January 2017, we met for 3 days to create this plan.
- 22 people were part of this planning group, including members of the board of directors, directors, management, front line staff and volunteers.
- The plan that they created will be used for the next 3 years.



GOAL 1: GUIDE, PROTECT, AND SUSTAIN LIFETIME NETWORKS

- Recommitment to Lifetime Networks mission, vision, values and principles
 1. review Lifetime Networks Mission, vision, values and principles to ensure shared understanding of their meanings.
- Clarify, define and strengthen Lifetime Networks' role in advocacy and self-advocacy support.
 1. Create a new self-advocate advisory committee or strengthen the ambassadors initiative to clarify its role in self-advocacy development and support
 2. Research additional/alternative strategies to strengthen self-advocate input into Lifetime Networks decisions; including, possibly, the recruitment of self-advocates to join the board.
- Plan to guide growth and sustainability for Lifetime Networks

GOAL 2: MANAGE GROWTH AND CONTINUE TO PERFORM IN PURSUIT OF EXCELLENCE

- Reinvigorate the commitment of all programs and staff to Lifetime Networks' person centered approach.
 1. Clarify and Define Lifetime Networks' Person Centered Approach and Planning
 2. Continue to enhance the “individualization” of group programming where limitations of funding and requests by individuals and families requires group programming.
- Increase the influence and clarify the role of other members of Lifetime Networks Staff and volunteer team in Lifetime Networks decision making
- Explore careful and intentional growth without compromising integrity
- Sharing Lifetime Networks expertise and experience

GOAL 3: BUILD EVEN STRONGER AND MORE RESILIENT RELATIONSHIPS FOR INDIVIDUALS IN PURSUIT OF LIFELONG SUPPORT

- Increase all Lifetime Networks staff's ability to build, maintain and measure effective support networks for individuals in all Lifetime Networks endeavours while maintaining over all staff satisfaction.
- Deepen intentional practice of using all Lifetime Networks endeavours to build informal and formal networks and relationships.
 - I. Consider creating social events to increase interaction for more isolated individuals.
- Explore various ways to share Lifetime Networks' expertise and story internally and externally.

STRENGTHS

- 1. Passion & commitment of the staff
- 2. Openness of the organization
- 3. Culture of caring and inclusion
- 4. Flexibility, accountability, intentionality, responsiveness
- 5. Staff work together as an effective team
- 6. Long-term commitment of the staff and the served families
- 7. Provides great career opportunities for the staff
- 8. Diversity of the staff and volunteers
- 9. A history of connection to the Community Living philosophy
- 10. Excellent reputation

STRENGTHS

- 11. The fee-for-service funding model
- 12. Experienced with Individualized Funding and fee-for-service
- 13. Creates a great first impression
- 14. Can evolve new services and opportunities as participants' needs change
- 15. The organization's Vision
- 16. Quite successful at fundraising
- 17. Very effective at using the available funding well
- 18. The Board is supportive and has a variety of skills
- 19. Complete set of formal policies and procedures in accordance with The Policy Governance Model, created by Dr. John Carver.

WEAKNESSES

- 1. The Networks program is only financially sustainable if much of the associated overhead costs are borne by other Lifetime Networks programs.
- 2. Generational shift could result in lack of knowledge of history of organization and Community Living movement.
- 3. Poor visibility among youth aged 16-18.
- 4. Lack of a plan to better support older participants if we are truly “Lifetime”.
- 5. We need to continue to market Lifetime Networks, and we need more skills and resources in this area.
- 6. Employee benefits are lacking, and can adversely effect staff retention
- 7. The Board is small, needs some additional skill sets, and needs to participate more.
- 8. Loss of any key staff would be very problematic (especially in view of the growth rate).
- 9. Space is at a premium, and is exacerbated by the growth rate.

OPPORTUNITIES

- 1. Community Living British Columbia is shifting from Global Contract funding to Individualized Funding (our speciality).
- 2. “Networks” is becoming the in-word in the Community Living movement.
- 3. Potential to create cross-program opportunities at Lifetime Networks.
- 4. As we grow, more group activities, social functions, and niche groups become practical because we have a critical mass of supported individuals. (such as the Music program, and Guys Group)
- 5. An increase in our size makes it practical to consider having Network Nights.
- 6. Potential to increase business connections from the Chamber of Commerce.

OPPORTUNITIES

- 7. We are well-regarded in the community.
- 8. Many youth aged 16-18 and their families are searching for organizations like Lifetime Networks.
- 9. Community Living British Columbia's new Individual Family Preference policy plays to our strengths.
- 10. Additions to the Board could expand our skill set and contact list.
- 11. Partnership opportunities with other service providers.
- 12. Opportunities with seniors; particularly with regards to Networks.

THREATS

- 1. We are no longer seen as being unique with Individualized Funding.
- 2. Because families now have a choice of provider, we must continue to create a great first impression.
- 3. High growth rate and a generational shift could result in the organization's history being lost.
- 4. Community Living British Columbia funding is flat, even though demand for services is growing.
- 5. Becoming over-extended (trying to meet too many needs).

HOW YOU CAN GET INVOLVED

- As a participant at Lifetime Networks, you have the right to review this plan and offer suggestions at any point!
- If you would like to access this document or have any suggestions, please ask any Lifetime Networks staff member and they will help you.

