



St. Jude's Strategic Plan 2016 - 2019

"Building Our Future"

Current Core Values

1. Respect for the dignity of every human being

2. A home like atmosphere

3. Teamwork

4. Continuous improvement

5. Education and learning

6. Positive employee relationships

7. Respect for an individual's faith, spirituality and culture

8. Resect for the environment by following green and environmentally sounds initiatives

Current Mission and Vision

Mission

- Care for and support older persons in a home-like atmosphere, safe and nurturing environment and support them and their families.
- Employ current best practices
- Foster healthy employee relationships
- Advocate for exemplary eldercare.

Vision

- St. Jude's Anglican Home will be a leader in providing exemplary holistic, complex residential care to the elderly.

Strategic Plan Overview

On January 25th, 2016 the St. Jude's Board of Directors and members of the senior management team engaged in a strategic planning session that produced the following outcomes:

- A vision of St. Jude's 3 years from now
- 5 strategic priorities
- 22 strategic objectives

Strategic Priorities

The following strategic priorities align with the vision, mission and values of St. Jude's and will help build our future.

1. Financial sustainability
2. Exemplary care and services
3. Professional development and team building
4. Building and infrastructure
5. Community connections and partnerships

Financial Sustainability

We will achieve the following objectives:

- ✓ Diversify sources of funding from donors, funders and self generated revenue.
- ✓ Expand community relationships to support fundraising.
- ✓ Prepare and communicate a robust annual financial plan to stakeholders.
- ✓ Expand the activities of the Finance Committee for long-range, multi-year financial planning.
- ✓ Expand and utilize social media and other communications strategies to promote opportunities for funding sources to contribute to St. Jude's financial sustainability.

Exemplary Care and Services

We will achieve the following objectives:

- ✓ Enhance the equipment planning process to include stakeholders.
- ✓ Expand Eden philosophy by providing education and training, enhancing the physical environment, offering diversity and choice and recognizing individual cultural and spiritual beliefs and practices.
- ✓ Continue to apply best practices for specific areas of care we provide to residents.
- ✓ Enhance advocacy for our current and prospective residents to meet their unique needs and preferences.
- ✓ Be a site for learning and training for student healthcare professionals.

Professional Development and Team Building

We will achieve the following objectives:

- ✓ Improve the quality of communication with residents and families.
- ✓ Strengthen inter-professional relationships.
- ✓ Provide professional development and training for staff, families and board to promote best practices.

Building and Infrastructure

We will achieve the following objectives:

- ✓ Review, assess and plan for building and infrastructure maintenance.
- ✓ Complete a diagnostic assessment of the building to determine the risks and potential opportunities for expansion.
- ✓ Assess options and align future redevelopment plans to encompass philosophy of care, financial sustainability and changing care demographics.

Community Connections and Partnerships

We will achieve the following objectives:

- ✓ Clarify our relationship with the Anglican church.
- ✓ Explore, define and secure partners for private pay opportunities.
- ✓ Form new relationships with residential service clients.
- ✓ Partner with education and research based organizations to achieve mutually beneficial initiatives and programs.

