



Family and Children's
Services OF FRONTENAC,
LENNOX and ADDINGTON
Safety. Comfort. Hope. **Together.**

FACSFLA

Strategic Plan

2024-2029



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About Our Strategic Plan

Family and Children's Services of Frontenac, Lennox, and Addington (FACSFLA) is pleased to share our 2024 - 2029 Strategic Plan. This plan was developed in consultation with community and will guide our work over the next five years. Our sincere gratitude to community members and our organizational team for their guidance in providing a solid direction for the organization to continue FACSFLA's child-centered, family-focused, and community-aligned approach to our work.

Consultative Approach

FACSFLA took a collaborative approach to the development of our 2024-2029 strategic plan to ensure that the plan is aligned with community voice, and reflective of shared community priorities, recognizing that we all share an overarching goal of belonging, safety and well-being for children and young people. Based on organizational team and community inputs, FACSFLA's Board of Directors developed four strategic directions to support the organizational vision and mission, moving us forward to where we want to go.



Message from the Board Chair and Executive Director

As we embark on the path outlined in the 2024-2029 strategic plan for Family and Children's Services of Frontenac Lennox and Addington, we extend our appreciation for the engagement and input from community members, partners, caregivers, volunteers, and the FACSFLA organizational team.

Your perspectives have been instrumental in shaping our Vision, which has been reimagined to reflect the collective vision we all share for children and young people in our communities of belonging, safety and well-being.

We recognize that our efforts are part of a strong and dedicated network of social service partners, and community members. With continued collaboration, we are confident in our ability to navigate challenges and embrace opportunities as we realize this shared vision.

Our Mission is newly developed, and provides clarity on why our organization exists, who we do this for and how we do our work. We step forward with our Values and Principles out front, living our commitments to Truth & Reconciliation and equity through our actions.

Through this process, we have developed four strategic areas of focus that the Board of Directors, leadership and organizational teams will be working on over the next five years. We look forward to continued conversation, and opportunities to share back how we are doing in fulfilling our commitments.

Norma Jean Barrett
Chair, Board of Directors

Amanda Colacicco
Executive Director

Our Vision

FACSFLA upholds our responsibility to a community-wide vision of belonging, safety and well-being for children and young people within family, community and culture.



Our Mission & Values

We support children, young people, parents, and families through advocacy and collaboration, walking alongside communities and partners to ensure that help is provided at the appropriate time.

We do this by delivering services from a child-centered, family-focused, and community-aligned approach, living our commitments to Truth & Reconciliation and equity through our actions.

We pursue **Truth & Reconciliation** and **Equity** in all aspects of our work.

We **Collaborate** with families and community partners with **Respect** and **Humility**.

We are **Accountable** and **Transparent**, with a commitment to improvement in all areas.

We act with **Courage** and **Integrity** to embrace **Innovation**, knowing that positive change may be disruptive.



Where We Are Going

Truth and Reconciliation: We acknowledge the strength and resilience of Indigenous families, communities, and Nations who have unique practices, values, approaches, and knowledge around raising healthy and thriving children and young people.

We will work in partnership with Indigenous communities and organizations, honouring Indigenous children and young people's inherent right to their cultures.

Equity and Belonging: We will ensure services are culturally informed, identity-affirming, and support inclusion and accessibility. We will ensure the full provision of French language services.

Empowerment and Self-Determination: We will place children and young people at the centre of decision-making. We will listen carefully to those we serve, and partners, acknowledging the responsibility we hold and the weight of decisions that are made.

Transparency, Accountability and Service Excellence: We value authentic relationships and will invest in our team to provide high quality services that meet the needs of children, young people, and families in a respectful, thoughtful, professional, and efficient manner.



Strategic Direction 1: Equitable Service Delivery

Goal

We will reduce over-representation for Indigenous and equity-deserving children, young people, and families.

Supporting Actions

Adapt practice approaches to meet all statutory requirements to Indigenous children, young people and families outlined in Indigenous child well-being laws, the Child, Youth and Family Services Act (2017) and An Act Respecting First Nations, Inuit and Métis Children, Youth and Families (2019)

Increase capacity of organization to work with families using an equity-based and culturally sensitive lens

Collect, analyze, and report on meaningful data, utilizing it for actionable, tangible goals that are regularly reviewed

Focus on prevention and early intervention, including policy change, advocacy, community partnerships

Focus on and remove barriers to placement with kin and cultural groups wherever possible



Strategic Direction 2: Team Investment

Workplace Health & Wellbeing

Goal

We will invest in building a healthy workplace with trusting, authentic engagement throughout the organization.

Supporting Actions

Continue bold and difficult conversations in the areas of Truth & Reconciliation and equity

Invest in building trust and growing work relationships

Uphold accountability towards the organizational vision

Align wellness supports with evolving needs

Successfully implement system that supports development and goal achievement

Manage change through increased communication and responsiveness to feedback



Strategic Direction 3: Collaborative Community Response

Goal

We will collaborate with partners towards service excellence through the local harmonization of social and community services to families.

Supporting Actions

Actively engage in a responsive local social service network that promotes organizations interacting collaboratively for and with children and their families

Develop and implement models of service with community partners that support community needs (HUB Models, multi-sector teams, etc.)

Build capacity of kin and foster caregivers to address complexity for children and young people who may need out of home care

Offer a continuum of support and options that suit the needs of families, children, and young people to promote family-based care



Strategic Direction 4: Financial Sustainability

Goal

We will secure stable, flexible funding in order to invest in prevention and priority needs.

Supporting Actions

Purposefully invest funds towards prevention and a collective approach through service integration opportunities

Continue to demonstrate responsible financial stewardship

Advocate with provincial and local governments towards nimble, sustainable sector funding and to increase understanding of local-level contexts

Engage community, increasing awareness, and sharing the impact of the work being done

Focus on fundraising capacity and build long-term relationships to increase flexible dollars





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This Strategic Plan has been developed collaboratively with FACSFLA and
Varma Consulting with design from BmDodo Strategic Design

