



BONAVENTURE
SUPPORT SERVICES

Strategic Plan Outcome 2023

Mission:

Dedicated to common-unity, holding space where people are empowered.

Vision:

To cultivate an environment dedicated to unlocking the potential of self and community

June 21,2023: 1 Day Strategic Plan- Leadership and HO

- Reviewed Mission and Vision Statements
- Reviewed Employee onboarding and exiting demographic Report (Cost Vs Expense)
- Reviewed CARF Outcome Report
- Reviewed Satisfaction Survey outcomes: Individual/Stakeholder/Employee
- Reviewed, modified, and updated 4 strategic focus Goals.

1) Community Partnerships

- Created an Employment & Recruitment Coordinator
 - Work collaboratively with school liaison, present a BSS presentation to classroom students.
 - Register and participate in local job fairs
- Build on community presence and participation: 3 of 4 agency committees have a community integration/inclusion focus;
Cultural and Inclusion Awareness Committee:
 - Ensure diversity in committee members, including representation from various backgrounds such as gender, race, ethnicity, and sexuality.
 - Develop and lead training sessions on cultural and inclusion awareness.
 - Plan and coordinate cultural and inclusion events and celebrations.Interagency Committee:
 - Organize events that bring together individuals from various agencies.
 - Host training sessions that are open to multiple agencies.
 - Develop interagency programming that benefits all participating agencies.Volunteer/Community Contribution Committee:
 - Volunteer in the community at least once a month.
 - Organize volunteer programming for individuals, such as beach cleanups and other community service events.
 - Attend community events and promote the organization's visibility in the community.

2) Recruitment and Retention

- Created an Employment & Recruitment Coordinator
 - Work collaboratively with school liaison, present a BSS presentation to classroom students.
 - Register and participate in local job fairs
- Recruitment & Recognition Committee
 - Recognize and celebrate employees for their achievements and contributions.



BONAVENTURE
SUPPORT SERVICES

Strategic Plan Outcome 2023

- Participate in job fairs to promote the organization as an employer of choice.
- Develop engagement initiatives to keep employees motivated and involved.
- Schedule and conduct interviews for potential new hires.
- Cross Training
 - Ensure employees are crossed trained in several programs
- Bon-Boarding
 - Initial training and intro to agency and position
- Create a robust casual call out procedure

3) Professional Development

- Manager Training
 - OnBoarding-Robust Manager training
 - Conflict Resolution
 - Interview Training
 - Manager 101/HR Fundamentals
 - Professional Communication
- Self-Care Training
 - SIVA- Expand on the self-care module, creating a 1 day training
 - Mental Health Awareness- EFAP, available resources, Heart Month
 - Inhouse SafeTalk Trainer
- Agency workshops
 - Provide 2 x annual workshop by external facilitator
 - Invite other agencies to participate/attend

4) Program/Individual

- Provide quarterly training for supported individuals/monthly for Employment supported Individuals
- Expand SV tracking capabilities
 - BM Tracking
 - Food/Diet TRACKING
 - Seizure Tracking
 - Behavior Tracking ect
- Mixer Social Events
 - Utilize BSS space to create social events after hours
 - Program specific annual hosted events

5) Business Function

- Comvida employee self-serve payroll system
- SV Employee onboarding platform
- SV HR portal-digitize personnel files
- Create an additional Directors position- required to expand Housing to two more programs