

# STRATEGIC PLAN


2024 - 2028

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# Organization Summary

Grasslands Regional FCSS is an inter-municipal partnership designed to deliver preventive social programming. It was formed in 2004 to meet the increasingly diverse needs of communities found within the Brooks-Newell Region.



## MISSION

Grasslands Regional FCSS collaborates with local organizations to foster an environment of social well-being for individuals, families and communities.



## VISION

Grasslands Regional FCSS plays a key role in building safe, inclusive communities where all residents thrive; fostering pride, belonging and respect for diversity in all forms across the Region.

**20+**

Years of operations

**330K+**

Individuals Served

**40+**

Agencies Funded

**\$4.7M+**

Funds Distributed

**57K+**

Meals Served

**305K+**

Volunteer Hours

# Organization Structure

Grasslands Regional FCSS is governed by a Board of Directors, whose members represent the municipalities that make up the Grasslands FCSS Service Region.

## City of Brooks



**Marissa Wardrop**  
Councillor



**Angela De Blasio**  
Member at Large



**Holly Johnson**  
Councillor



**Amanda Phillpott**  
Member at Large

## Village of Duchess



**Tina Preston**  
Councillor



**Vienna Dahl**  
Member at Large



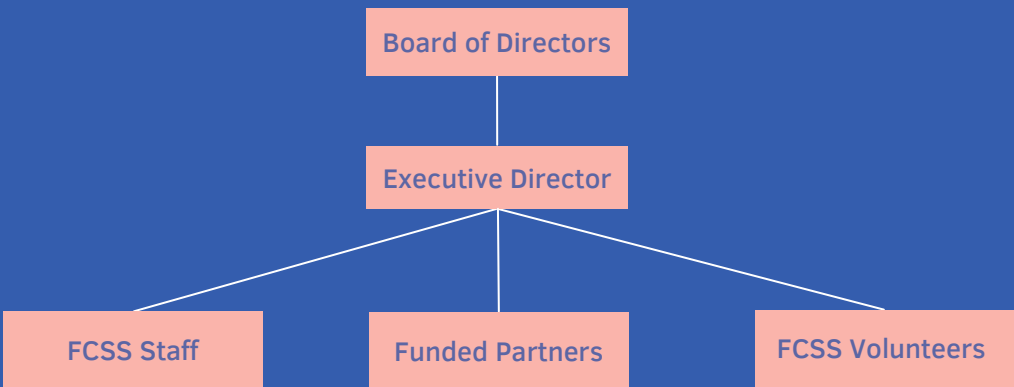
**Yoko Fujimoto**  
Councillor



**Danealle Reinke**  
Member at Large

## Village of Rosemary

## MAP OF THE ORGANIZATION



# Introduction to the Strategic Plan

The Grasslands Regional FCSS Board of Directors and Executive Director undertook a strategic planning process from January to mid-2024. An independent facilitator, Barbara Pedersen Facilitation Services Inc. was contracted to support the development of the plan. The activities of this process were:

- A planning session in February 2023 with the Board and Executive Director to review the vision and mission of the organization and to develop the goals and strategies for the 2024 to 2028 five-year term.
- The draft Strategic Plan was then written by the facilitator and Executive Director and taken to the Board for review, revisions, and approval.

## THE STRATEGIC PLAN USES THE FOLLOWING FRAMEWORK AND DEFINITIONS.

- **Five-Year Goals -** statements of what the organization would like to achieve in five years
- **Five-Year Strategies -** broad actions moving the organization towards the goals

# Five Year Goals

What we aim to achieve over the coming 5 years.

1

## FCSS IS VIEWED AS A KEY ORGANIZATION IN THE COMMUNITIES IT SERVES.

Grasslands Regional FCSS is recognized and appreciated by community residents as a key organization to provide services and support. Grasslands FCSS and its FCSS partners collaborate with the community, fostering a strong sense of buy-in and awareness of the FCSS presence. FCSS promotes community connectedness and celebrating people. The FCSS board has embraced diversity within its complement of directors to increase inclusion.

2

## FCSS PROVIDES INCREASED SUPPORTS AND PROGRAMS FOR FAMILIES.

Grasslands FCSS supports and provides programs to strengthen families and increase safety within them. Families includes all ages, "stages," and types.

3

## FCSS IS MORE DIRECTLY INVOLVED IN COMMUNITY PROGRAMS.

Grasslands Regional FCSS provides internally planned and delivered events and projects in addition to funding programs and projects delivered by community partners. FCSS staff and Board members are more directly involved in community programs and funded projects.

4

## FCSS PROVIDES TARGETED MENTAL HEALTH SERVICES.

Grasslands Regional FCSS provides mental health services with a focus on rural needs and individuals involved in agricultural, hospice, and palliative cares services.

5

## FCSS DELIVERS AND SUPPORTS MORE PROGRAMS IN RURAL AREAS.

Grasslands Regional FCSS delivers and supports other organizations to provide programs in rural areas. The focus is on the senior population in rural communities.

# Goals Setting: Results and Strategies

A journey towards the organization's vision

## 1. FCSS Is viewed as a key organization in the communities it serves.

RESULTS	STRATEGIES
GRASSLANDS REGIONAL FCSS IS POSITIVELY PROMOTED THROUGHOUT THE REGION	<ol style="list-style-type: none"> <li>1. Work with a communications specialist on a short-term contract to gain knowledge on how to best engage the communities within the region.</li> <li>2. Implement suggested advertising for FCSS opportunities, programs and events to gain increased visibility</li> </ol>
GRASSLANDS REGIONAL FCSS ENGAGES IN OR DEVELOPS COMMUNITY WIDE AWARENESS CAMPAIGNS	<ol style="list-style-type: none"> <li>1. Create yearly community wide awareness initiatives to increase awareness of FCSS presence within the Region and support the development of individuals and the community as a whole</li> </ol>
GRASSLANDS REGIONAL FCSS HAS AN INCREASED NUMBER OF FUNDED PARTNERS	<ol style="list-style-type: none"> <li>1. FCSS creates RPFs to target key areas to develop within the Region.</li> <li>2. FCSS promotes "micro-grants" to increase the community reach of their funds</li> </ol>

## 2. FCSS Provides increased supports and programs for families.

RESULTS	STRATEGIES
FAMILIES WITHIN THE REGION HAVE ACCESS AND ARE ABLE TO PARTICIPATE IN LOW-COST PROGRAMMING	<ol style="list-style-type: none"> <li>1. FCSS works to provide direct services, including free event type programs for families to attend in various communities throughout the Region.</li> </ol>
GRASSLANDS FCSS HAS FOUND NEW WAYS TO MEET THE NEEDS OF RESIDENTS	<ol style="list-style-type: none"> <li>1. Work with the Board of Directors to identify specific community needs within each of their areas and implement an RFP process for the community to help meet these targeted needs</li> <li>2. FCSS offers more programs internally</li> </ol>



### 3. FCSS is more directly involved in community programs.

RESULTS	STRATEGIES
GRASSLANDS REGIONAL FCSS HAS INCORPORATED DIRECT PROGRAMMING ALONG WITH ITS FINANCIAL SUPPORT OF FUNDED PARTNERS' PROJECTS.	<ol style="list-style-type: none"><li>1. Offer staff training to support the new direction of the agency</li><li>2. Build partnerships with organizations in the community to provide programs within the Region</li><li>3. Engage staff and board in participating in internally planned programs.</li></ol>
GRASSLANDS FCSS BOARD AND STAFF ENJOY STRONG RELATIONSHIPS WITH FUNDED PARTNERS.	<ol style="list-style-type: none"><li>1. Increase board members awareness of services provided by funded partners</li><li>2. Create opportunities for board members to participate in funded partner's events.</li></ol>
GRASSLANDS FCSS HAS MORE WAYS TO MEET THE NEEDS OF RESIDENTS.	<ol style="list-style-type: none"><li>1. FCSS consults with individuals and stakeholders to find out areas where services can be increased to create healthy and desirable communities.</li><li>2. FCSS creates targeted funding opportunities and allows the community to present ideas as to how they would meet the needs defined by FCSS.</li></ol>

### 4. FCSS Provides targeted mental health services

RESULTS	STRATEGIES
MORE COMMUNITY PARTNERSHIPS FOR AGRICULTURAL MENTAL HEALTH SERVICES ARE IN PLACE	<ol style="list-style-type: none"><li>1. FCSS build partnerships within the Region and across the province to offer mental health services with a focus on those who live and work in an agriculture or farm setting.</li></ol>
RESIDENTS HAVE A STRONG KNOWLEDGE OF MENTAL HEALTH INITIATIVES AND SERVICES ALREADY AVAILABLE WITHIN THE REGION	<ol style="list-style-type: none"><li>1. FCSS staff and board have a strong knowledge of community resources offered within our Region and they promote them actively.</li></ol>
INCREASED NUMBER OF MENTAL HEALTH INITIATIVES IN THE COMMUNITIES	<ol style="list-style-type: none"><li>1. FCSS looks for ways to partner with already existing community resources to enhance them and increase awareness of their availability</li><li>2. FCSS advocates for services that fall outside of the FCSS mandate and provides support to these services where possible increase quality of life for those living in the Region.</li></ol>



## 5. FCSS Delivers and supports more programs in rural areas.

### RESULTS

### STRATEGIES

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**OLDER INDIVIDUALS ARE BETTER SUPPORTED IN RURAL AREAS**

- 1.FCSS provides increase programs in rural communities to support seniors ability to age in place
- 2.FCSS advocates for services that fall outside of the FCSS mandate and provides support to these services where possible increase quality of life for those who wish to remain in their community as they age

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**FCSS IS A STRONG PARTNER IN ADVOCATING FOR INCREASED HOME CARE SERVICES AND SUPPORTS WITHIN THE REGION.**

- 1.FCSS engages with data collection and advocacy to showcase the importance in increased access to Home Care and Home Support Services

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**RESIDENTS LIVING IN RURAL COMMUNITIES HAVE INCREASED ACCESS TO PROGRAMS AND SERVICES ACROSS THE REGION.**

- 1.FCSS advocates and collects data where appropriate to encourage the development and ongoing support from Municipalities for transport programs within our Region.

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**INDIVIDUALS LIVING IN RURAL COMMUNITIES WITHIN THE REGION HAVE ACCESS TO SERVICES THEY NEED TO REMAIN IN THEIR COMMUNITIES**

- 1.FCSS works to provide and fund programs that are implemented in rural communities within our Region.
- 2.FCSS collects information from residents, board members and stake holders to identify service gaps for those living in rural areas and works to develop or fund programs that targets these identified areas.

# Summary

## THE VALUE OF FCSS

### Looking Forward

A community is a village, a town, a city, a neighborhood. A community is also more powerful than geography: it's people who are connected to one another. Grasslands Regional FCSS is in the business of building communities - *real communities*, not streets of houses to which people retreat after a day's work, as they age, as they struggle silently to raise children and make ends meet. Community is one of Alberta's most valuable assets and we join FCSS offices from across the province in working to transform government funding into social profit.

**We like to think of ourselves as builders.**

**We build Albertans.**

## BUILDING A FOUNDATION FOR THE FUTURE

### WHO WE AIM TO BE

Grasslands Regional FCSS strives to be a steadfast ally for the communities within our region. Our aim is to establish ourselves as a pivotal organization that community groups, municipal governments, and service providers turn to initially when devising plans to foster healthier communities.

### WHAT WE WILL ACHIEVE

FCSS is dedicated to fostering resilient communities throughout the region. Through innovative programs and targeted funding opportunities tailored to address the distinct needs of each community, we aim to catalyze positive change. Crucially, we will empower individuals and communities to collaboratively identify and address their specific needs, fostering a sense of ownership and unity in community development efforts.

### HOW WE WILL GET THERE

Over the next four years, FCSS reaffirms its commitment to furthering and strengthening its vested interest in bolstering the capacity of communities within our region. FCSS remains unwaveringly dedicated to actively engaging with communities at all levels and forging partnerships aimed at identifying and addressing the distinctive needs of each area we serve.

### WHY WE VALUE THESE INITIATIVES

FCSS Strives to build healthy, safe, inclusive and engaged communities where people in our Region believe they matter. We know that through these prevention-based initiatives stronger people, families and communities are built. When FCSS programming helps one person feel safe and healthy, they contribute to a stronger family. When families are strong, they're a bigger part of their community. And when communities are healthy, we've built a stronger Alberta.





*stronger together*

