

# Sea to Sky Hospice Society (S2SHS) Strategic Action Plan

Timeframe: Jan 2023 - Dec 2023

**Mission** Promoting and providing compassionate care for all Sea to Sky residents with life-limiting illness and ongoing support for their loved ones.

**GUIDING PRINCIPLES**

1. Each person’s experience is unique, and they will be valued, affirmed, accepted non-judgmentally and treated with dignity, respect and understanding.
2. Life is a precious journey of growth and development and dying and grieving are a natural part of this journey.
3. Individuals’ choices will be accepted and respected to allow life to be lived to its fullest; while enabling each person’s physical, emotional and spiritual needs to be met on their own terms.
4. Strength comes from our volunteers and partnerships with the community, and we strive to promote and encourage an interdisciplinary, community-wide program of hospice and palliative care.

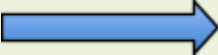
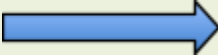
<b>VALUES</b>	<b>Compassion</b>	Compassion is at the heart of all we do for the community we serve.
	<b>Collaboration</b>	We collaborate with each other, the health sector, our stakeholders, funders and the community at large.
	<b>Integrity</b>	We demonstrate integrity and professionalism and are consistently accountable and reliable.
	<b>Respect</b>	We treat each other and everyone who engages with Sea to Sky Hospice Society with respect.
	<b>Engagement</b>	We are committed to community engagement, sharing our knowledge, services and passion for Hospice with the Sea to Sky community.

<b>NOTES ON STRATEGIC PLAN:</b>	<b>COMMITTEES REQUIRED:</b>	<b>Recommendations for working together:</b>
	<ul style="list-style-type: none"> <li>● Fundraising and Community Engagement Committee</li> <li>● Finance</li> <li>● Governance</li> <li>● Program Committee</li> <li>● Executive Committee</li> </ul>	<ul style="list-style-type: none"> <li>● Be open to new ways of doing things</li> <li>● Have productive board meetings</li> <li>● Bring solutions for concerns or problems you’ve observed</li> </ul>

- Art Committee
- Garden Committee

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<b>KEY FOCUS AREAS:</b>	<u>Goals</u> Outline where we're going and the outcomes we want to achieve for each focus area. 	<u>Strategies</u> High-level courses of action for moving goals forward. 	<u>Action Steps</u> The main tasks or actions required to achieve strategies.
<b>OUR ORGANIZATION</b>	<ol style="list-style-type: none"> <li>1. Develop board skills and governance competencies</li> <li>2. Expand Volunteer Program</li> <li>3. Create and Action Sustainable Funding Strategy (both short-term and long-term)</li> <li>4. Create staff development plan</li> </ol>	<ul style="list-style-type: none"> <li>• Implement Board reviews</li> <li>• Develop Board education program</li> <li>• Improve and confirm board processes</li> <li>• Foster greater collaboration across board</li> <li>• Create Volunteer Recruitment, Retention, Training and Recognition Strategy</li> <li>• Develop fundraising strategy that leverages the stories of Sea to Sky Hospice</li> <li>• Implement annual review process for all contract positions</li> <li>• Create learning/Pro D plans for each contractor</li> </ul>	<ul style="list-style-type: none"> <li>• Provide more frequent information/committee updates to the board. Highlights presented at board meetings.</li> <li>• Create on-boarding package for new board members</li> <li>• Develop organizational chart that articulates roles of board and staff and reporting structure/conduits</li> <li>• Implement and monitor volunteer strategy</li> <li>• Poll volunteers on how to best provide recognition</li> <li>• Develop corporate relationships to court funders</li> <li>• Explore estate planning donations</li> </ul>
<b>PROGRAMS AND CARE</b>	<ol style="list-style-type: none"> <li>5. Provide barrier-free access to our programs</li> <li>6. Foster and promote continuity of programs – programs are always ongoing</li> </ol>	<ul style="list-style-type: none"> <li>• Work with Volunteer Drivers to access transport to services</li> </ul>	<ul style="list-style-type: none"> <li>• Schedule in advance all planning and training meetings for the year – ensure the required complement of volunteers are available.</li> </ul>

**COMMUNITY  
ENGAGEMENT**

- 7. Sea to Sky community is aware of and understands Hospice services
- 8. Sea to Sky medical providers actively promote the services of S2SHS
- 9. Outreach programs increase S2SHS users and engagement

- Champions/Ambassadors program delivers S2SHS education programs
- Excellent partnerships with all stakeholder groups (med, gov, community)
- Develop and implement social media and digital outreach strategies

- Create a story bank