



STRIDE STRATEGIC PLAN 2022 - 2025

# STRIDE

YOU CAN WORK. WE CAN HELP.

# WELCOME!

## Who we are

STRIDE supports youth and adults struggling with mental health and or addictions as they seek meaningful employment.

## What we do

Our team considers your unique situation, helping you prepare for employment, find a job, and encourage you as you begin your new job. Whether you choose to engage face-to-face with an employment specialist, attend regular workshops or receive support from a peer mentor, STRIDE helps you build the confidence and skills needed to find and keep your job.

STRIDE promises to treat everyone with dignity and respect.





We are pleased to announce that we have a new Strategic Plan for 2022 – 2025.

STRIDE was very fortunate to have secured the services of Saba Baig to help develop this plan. It has been a comprehensive process that engaged many stakeholders including clients, internal stakeholders (staff, management, board), and external stakeholders (partners, funders, community). Our plan is supported by research, environmental scans and surveys that will prioritize our efforts, effectively allocate resources, as well as align shareholders and employees on our organization's goals.

We have learned a great deal and we are eager to share our strategic directions. The Strategic Plan is focused on three key directions; Engage, Educate and Innovate. STRIDE will build on our strengths as we identify new and innovative practices that will help people living with mental illness to secure and sustain meaningful employment.

Our work happens in a rapidly changing environment, and our strategic directions must allow room for change. With this in mind, the strategic plan was written with the intention to regularly revisit and measure successes and to account for emerging opportunities. What will remain constant, however, is that our programs will continue to provide high quality, timely, and needed employment services to the community.

We thank you for your ongoing support. As we navigate this challenging time together, we invite you to reflect on our continued efforts to excel in the provision of employment supports during this period of transition and our efforts to maintain meaningful relationships with our stakeholders. As we celebrate the launch of our strategic plan, STRIDE will continue in our efforts to make a difference in the lives of the people we support to live, work and contribute to the community in which they live.

Respectfully Submitted,

*Frank De Vuono*  
Board Chair

*Anita Lloyd*  
Executive Director

# A MESSAGE FROM OUR BOARD CHAIR AND EXECUTIVE DIRECTOR



Frank De Vuono  
Board Chair



Anita Lloyd  
Executive Director



# OUR VISION

## STRIDE

envisioning a world in which barriers to employment have been eliminated for people living with mental health and/or addictions challenges.





# OUR MISSION

STRIDE is committed to providing person centered support to empower people living with mental health and/or addiction challenges to gain and maintain meaningful employment.





# OUR VALUES

## STRIDE

### Recognizes

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STRIDE recognizes that employment and self-determination contribute significantly to a person's sense of dignity, independence and quality of life.

## STRIDE

### Believes

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STRIDE believes that people living with mental health and/or addiction challenges make significant contributions to society.

## STRIDE

### Respects

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STRIDE respects the individual needs and strengths of each person. We work collaboratively with partners and individuals we serve to assist them in identifying and achieving their employment goals.

# OUR STRATEGIC DIRECTIONS

Over the next three years, we will focus on three strategic directions and nine initiatives to bring our vision alive. We will work with our community, clients, partners, funders and staff to:

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## 1

### ENGAGE

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- Enhance employee experience
- Retain and attract talent
- Focus on equity, diversity and inclusion

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## 2

### EDUCATE

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- Actively promote STRIDE's services by clearly communicating its value proposition to the broader community
- Educate the community, clients, and employers on the employment related opportunities for those living with mental health and or/addictions

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## 3

### INNOVATE

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- Plan and build new systems to maximize value and growth for internal and external stakeholders
- Create a workplace that will take the organization into tomorrow
- Evolve services to meet the changing needs of the job market and clients
- Diversify funding opportunities

Thank you to our clients, staff, partners, funders, and community for engaging and participating in our strategic planning process.  
We are grateful for your voice and optimistic and excited for the future!



## Contact us

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### Connect with us on social media

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