



Our Strategic Plan 2023-2027

Warden Woods Community Centre



Overview

Warden Woods has been working collaboratively to meet the needs and interests of local community for over 50 years in Southwest Scarborough. We are a multi-service, charitable organization delivering programs and services across 6 local sites with a workforce of nearly 100 employees and 120 volunteers, in partnership with over 50 other groups.

We currently operate respite, daycare, early years, camps and afterschool programs, food security, meals on wheels, transportation support, assisted living, home help, seniors' congregate dining, intergenerational events, clinics, recreation, health + wellness programs, advocacy and civic engagement projects, and other opportunities year-round for the benefit of local people and the Southwest Scarborough community as a whole.



Mission

Our mission is to build caring, compassionate, just and interdependent communities in southwest Scarborough.

We will achieve our mission by:

- Listening + collaborating to provide appropriate programs, services and supports that meet the evolving needs and interests of the individuals and groups who make up our communities.
- Identifying + building resources, skills, capacities and leadership within our communities.
- Connecting our communities to internal and external resources and opportunities.
- Advocating to and with all stakeholders for the benefit of our communities.

Vision

We will know we're making progress toward our mission when our local communities are places where:

- Everyone can participate, engage, and belong.
- Everyone can experience connection, safety, compassion and joy.
- Community resources are developed and protected with and for the benefit of current and future community members.
- Community resources are enough for all, accessible to all, and stable enough to weather the challenges we will face together as a community.

Values

We treat each other guided by the values of self-determination, inclusion, and compassion.

We carry out our work guided by the values of collaboration, creativity and adaptability.

We communicate guided by the values of integrity, accountability and transparency.

We respond to challenges guided by the values of resilience, collective strength and growth mindset.

What is unique about us?

- We have been part of, and working with, Southwest Scarborough communities for over 50 years.
- Our workforce is rich in racial + ethnic diversity at all levels and is representative of local people.
- Our strong partnerships + community networks are deeply rooted.
- We steward a beautiful community asset of space + land in partnership with the Mennonite Church of Eastern Canada.

What will we focus on from 2023-2027?

Evolving Our Workforce

Activating
Community Vision

Advancing Justice

Powering Anti-Racism

Evolving Our Workforce

We are a diverse workforce of almost 100 staff spread across 6 sites in, and reflective of, Southwest Scarborough. We aim to co-create a uniquely productive, compassionate and enriching workplace for all.

Priorities:

- We will transform our systems to engage, support and grow the capacities of staff.
- We will engage volunteers for maximum mutual benefit to the volunteer, our organization and our community.
- We will undertake initiatives to foster collaboration, measure performance, enable accountability and celebrate achievements.



Activating Community Vision

We operate over 30 programs and services year-round for children, youth, adults and seniors. We aim to centre the work of understanding community needs and interests as on-going and never-ending.

Priorities:

- We will actively and continually seek out, document and respond to the needs and interests of our community.
- We will initiate, pursue and deepen relationships to transform our programs and services for maximum community benefit.
- We will develop and execute a space-use strategy that optimizes space for community benefit.



Advancing Justice

Since the 1970's, we have pursued justice for community members who have been marginalized. We aim to build our cultural competency as an organization in relation to Truth and Reconciliation with Indigenous Peoples, and in relation to the meaningful inclusion of 2SLGBTQIA+ community members.

Priorities:

- We will undertake on-going individual and collective learning about Truth + Reconciliation with Indigenous Peoples, and about the meaningful inclusion of 2SLGBTQIA+ community members.
- We will initiate, contribute to and lead efforts to advance justice with and for Indigenous peoples and 2SLGBTQIA+ communities.
- We will develop and implement a plan of action for our work with Indigenous communities, and 2SLGBTQIA+ communities.



Powering Anti-Racism

Our workforce, like our community, is rich with Black and racialized people across departments and functions. We aim to equip ourselves as an organization to live anti-racism and defy anti-Black racism, for the benefit of everyone.

Priorities:

- We will equip ourselves to disrupt and dismantle anti-Black and racist systems within our workplace and community.
- We will initiate, collaborate on and lead efforts to advance justice with and for Black and racialized communities.
- We will develop and implement a plan of action for our work with partners supporting Black and racialized communities.

