



Strategic Plan 2022-2025

Our Vision

To create a welcoming and inclusive community where individuals with varying developmental abilities embrace a love of life, a love of learning and lifelong friendships.

Our Mission

Crossing All Bridges Learning Centre exists to create and sustain, through compassionate dedicated staff,

- Programs to develop life skills in participants;
- Social and welcoming environments in which meaningful relationships and friendships are developed; and,
- Inclusive community experiences.

Enhanced Programs

A refreshed, upgraded slate of programs that includes more community involvement.

We Will:

- Assess and evaluate current programs to support the modification and continuous enhancement of CABLC programs.
- Analyze and organize the current structure of CABLC to place a stronger focus on program enhancement.
- Determine program needs, and financials to support an enhanced slate of programming.
- Develop and implement a methodology for program impact measure to keep parents and caregivers better informed.
- Establish ongoing transportation services to increase inclusive community experiences.
- Design a volunteer recruitment plan to provide ongoing program support.
- Increase community partnerships to support program enhancement, inclusive activities, and expanded community engagement for our participants.
- Provide annual professional development opportunities for CABLC staff to contribute to the enhancement of CABLC programming.

Strong Organizational Profile

Families and caregivers with children with varying developmental challenges are aware of the value of CABLC.

We Will:

- Create and implement a comprehensive marketing and communication plan to reach three key audiences: local school boards, perspective parents, and perspective supporters.
- Ensure the CABLC and SB website is maintained and updated regularly.
- Increase CABLC and SB presence on all social media platforms.
- Establish family support group(s) for parents/caregivers who have children living with developmental disabilities.
- Increase partnerships to build on our community capacity for belonging, diversity, and inclusion
- Strengthen relationships and collaborate with local service clubs and organizations.
- Evaluate the effectiveness of the marketing plan.

Social Enterprise

Increase revenue to sustain Shredding Barriers, research, develop, and launch a second social venture to provide employment to persons with developmental disabilities.

We Will:

- Increase Shredding Barriers revenue by 15 % annually to operationalize Job Coach position.
- Explore the potential for adding an additional social enterprise using sound market research and accessing local business supports and resources.
- Source funding to fund the creation of a business plan for new social enterprise.
- Develop a business plan for identified new social enterprise initiative.
- Launch a new social enterprise initiative.

Financial Clarity

Create financial information and reports that provide a consistent, accurate and transparent view of CABLC financials.

We Will:

- Streamline financial reporting and create financial statements that are succinct, transparent, and easily understood.
- Review, reorganize and work with current structure to streamline workloads to oversee in-house bookkeeping
- Research, select and purchase accounting software to support the current and future bookkeeping and financial reporting needs of the organization.
- Migrate all bookkeeping/accounting services from 3rd party contractor to be managed in-house.

Feasibility of Residential Services

Determine whether to proceed with the residential services initiative.

We Will:

- Establish a work group to investigate the viability of residential services and determine the scope of work.
- Create and issue an RFP to determine the feasibility of residential/respite services at current location to determine infrastructure cost and ongoing operating expenses.
- Investigate financial resources to support the cost of the feasibility study.
- Initiate Capital Campaign phase 2 for the capital infrastructure based on 'go/no go' decision.

