

Dixon Transition Society

Strategic Plan

2011 – 2014



transition **society**

shelter, guidance, & hope
for women & children fleeing violence



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INTRODUCTION

From the Chair

Serving the community since 1973, Dixon Transition Society helps to reduce the impact of domestic violence by providing a safe haven for women and children through our transition house, second stage and third stage housing programs. Further support, including counselling and outreach, complete our continuum of services to support women and their children to lead safe and healthy lives free of fear and violence.

Dixon Transition Society undertook this strategic planning process to ensure that operation and service development plans were aligned with vision and mission of the Society. The strategic priorities identified in this document will guide Dixon Transition Society's operations and service development for the next three years and set the road map for achieving our mission and vision.

We would like to acknowledge the contribution of staff, clients, funders and community partners to this process. We would also like to thank Caron Tauber and Patrice Rother, members of the strategic planning committee, for the number of hours they worked on this project.

This 2011-2014 strategic plan outlines Dixon Transition Society's areas of opportunity, sets goals to maximize our strengths and to improve our areas of opportunities in order to more fully serve our clients and educate our community. We welcome your comments and suggestions which can be electronically submitted to director@dixonsociety.ca. Your input is greatly valued and will help us continue to shape the future of Dixon Transition Society.

Kathleen Blom, Chair



WHO WE ARE

OUR VISION

Women and children are free from violence

OUR MISSION

To raise awareness about and to provide a continuum of services including safe housing, support, counselling and education for women and children impacted by violence.

OUR VALUES

Respect:

Celebrating individuality and diversity

Trust:

Providing an environment of safety, confidentiality and security

Acceptance:

Freedom of choice and unconditional support

Education:

Increasing awareness of the impact / issue of violence against women and children



ENVIRONMENTAL SCAN

Understanding the environment in which Dixon Transition Society operates is an important aspect of strategic planning. The strategic planning committee; made up of Executive Director Panteha Aghili and Board members Patrice Rother and Caron Tauber issued a survey to staff, board members, clients, funders and interested members of the community to review internal and external factors that had an impact on the work being done in the Society.

The results of the survey sparked lengthy and complex discussions with a group of employees and a group of board members beyond the strategic planning committee. These discussions covered topics ranging from the vision, mission and values, to the role our society plays in the community we serve, to the requirements for operational excellence to ensure our mission is met and our vision celebrated.



STRATEGIC PRIORITIES

The following four strategic priorities are the culmination of thinking that we believe will address our areas of opportunity, maximize our strengths and minimize our weaknesses to more fully serve our clients and educate our community.

1. Increase **Community Presence** to raise awareness and develop partnerships
2. Expand and diversify **Programs and Services** to meet the changing needs of the community we serve
3. Increase **Financial Resources** to ensure we can continue to both deliver and expand the services we provide
4. Achieve **Excellence** in: workplace quality, operations, service delivery, and board governance to meet our mission