WBYO Vision - Children realizing their potential.

WBYO Mission - West Broadway Youth Outreach provides a safe, fun and caring environment where children are provided opportunities to learn and grow. Free structured programming and positive role models instil a sense of accountability, teach life skills, encourage positive behaviour and support children towards achieving their infinite potential.

WBYO Values - Self-respect, Pride, Community, Opportunities, Respect, Fairness, Accountability, Consistency, Empowerment, Safety, Nurturing, Ownership, Authenticity

Last Updated: June 16, 2026

Priority	Rationale	Strategic Goals	Strategic Initiatives	Action	Responsibility	Progress Indicators	Timeline
Where should the organization and board focus its efforts?	**How do the priorities related to the overall vision, mission or values of the organization?**	**What do we want to accomplish**	**How are we going to accomplish our goals?**	**What specific actions are we going to undertake?**	**Who is responsible for ensuring that this goal is accompolished**	**What indicators will show us that progress has been made or that the goal has been accomplished?**	**When do we want the goal to be achieved**
Funding	We believe we need stable, multifaceted, motivated funders so that a growing number of participants have the opportunity to be involved and **enable WBYO to meet the growing needs of our community.**	To secure three new multi-year funding partners	Revisit past funding partners to determine eligibility and potential for new funding	Connect with Deb (bookkeeper) and Loana (grant writer) for list of previous funders, funding dates, amounts, and final reports (if possible) that we submitted.	**Executive Director, Operations Manager**	**3 new funding partners secured**	September 2026
		Having a funding / grants “catalogue” to determine eligibility and application requirements	Development of the Fundraising and Grants Contact List	Create spreadsheet	**Administrative Coordinator,** Finance Committee	**Live List**	Completed
		Engage grant and fundraising administrator	Assess present staff and potential supports in the writing of grants	Define position needs and develop hiring criteria	Executive Director, **Personnel & Policy Committee**	Job Advertisement created with salary range available	Completed
				Determine position budget			
				Post position opening			
				Hire Grant and Fundraising Administrator		Grant and Fundraising Administrator Hired	Completed
				Log costs of position	**Operations Manager, WBYO Bookeeper**	Monthly	Completed
Community Partnerships	We believe community partnerships matter because they enhance the effectiveness of WBYO in working to meet the needs of participants and families.	Define Community Partnership Terms of Reference and the processes required for adding a community partner	Create a list of our partners	Board discussion regarding how to define a community partnership (Brainstorming)	**Executive Director,** Board of Directors	**Community partnership defined, process for adding partners completed and documented in Personnel Manual**	August 31, 2026
		To secure 2 more (new) community partnerships	Board members to liaise with Executive Director to select and court community partnership candidates	Design flow chart to create path to community partnership	**Executive Director, Operations Manager,** Board of Directors	**1 more new community partnerships secured**	August 31, 2026
Board Development	We believe that Board Development is essential to ensure that the Board has the knowledge and skills to support, promote, and advance the vision, missions, and goals of WBYO and assist the organization in meeting its priorities.	**To have an effective succession plan for recruiting and maintaining a minimum of nine (9) Board members with a diverse set of skills and experience, both formal and lived.**	Develop and share Board recruitment poster with Volunteer MB Board Connect and other volunteer recruitment agencies.	WBYO staff to create recruitment poster.	WBYO Staff	Poster created	Completed
			Share Board recruitment with current partners.	Connect with volunteer recruitment agencies.	**Executive Director, Board of Directors**	List or hired person	Completed
			Connect with the families of participants and encourage involvement with the Board.	Share Board recruitment with current partners.		List or hired person	Completed
			Develop a written process for recruiting, onboarding, and training Board members.	Connect with the families of participants and encourage involvement with the Board.		**Engage 3 organizations to source new Board members**	August 31, 2026
				Research board processes at similar organizations.	**Executive Director, Board of Directors**	**Standard Board recruitment, onboarding, and training process in place**	August 31, 2026
			Create a standard Board training calendar.	Develop onboarding process.			August 31, 2026
			Access Board development and training funds.	Create training program.			August 31, 2026
				Research and refine training calendar for Board.		Annual training calendar for **2026–27** developed	August 31, 2026
			Access Board development and training funds.	Research grants for staff professional development training and board development.	**Operations Manager, Administrative Coordinator**	**Data list created**	Completed
				Write grants for staff professional development and board training.	**Operations Manager, Administrative Coordinator**	3 grant applications submitted	September 2026
Staffing	We believe staffing is a priority because the ability to execute programs requires trained, passionate people looking to make a difference	To augment current full-time staffing levels to meet program requirements	**Engage Staff in professional development to maintain consistent training amongst staff, improve awareness of community resources, continued adherence to best practices**	Review and develop standardized hiring process including scoring system	**Executive Director, Operations Manager**	**Job Position review and approved by Personnel & Policy Committee**	Completed
						Standaized hiring process, scoring system completed and documented in Personnel Manual	October 31, 2026
				Develop annual training calendar for staff. Aiming for minimum of 4 training days (1 quarterly) per year	**Executive Director, Operations Manager**	Training Calendar developed	October 31, 2026
				Implement quarterly training/learning opportunity		Training Calendar implemented	October 31, 2026
				Connect to past board members or community leaders for training support	Executive Director	List of community-based trainers established	Cancelled
				Develop projected staffing Budget	**Operations Manager, Board Treasurer**	Budget has been created	Completed
Lease	Our current lease expires in July 2026. The space is meeting our current needs at a very low cost.	Negotiate Lease renewal with Ken Campbell of Sussex Realty for another 5 year agreement	Prepare a written case for presentation to Ken Campbell to renew the Lease for another 5 years	Discuss and get new Lease in hand from Sussex	**Operations Manager, Board Of Directors**	New Lease signed	Completed