



# SHAWENIM ABINOOJII Inc.

2021 – 2024  
Strategic Plan







## LETTER FROM THE BOARD

The Board of the Shawenim Abinoojii would like to present our 2021 - 2024 Strategic Plan.

As we have grown, we have been committed to building a solid foundation, and our work continues to evolve to meet the needs of our children, families, and communities. We are excited about our organization's capacity and determination to drive positive and measurable impact and change the course for generations to come.

We have taken the time to examine our core and establish our strategic directions through the planning process. It has helped us set ambitious goals for growth, organizational effectiveness, financial accountability, and how to operate more fully and equitably where needed.

We appreciate those who have contributed to this plan's development and all who will work collaboratively to focus on our Mission and attain our Vision and the Goals outlined within.

Miigwetch, SAI Board of Directors

## VISION

Culturally healthy children, families, and communities.

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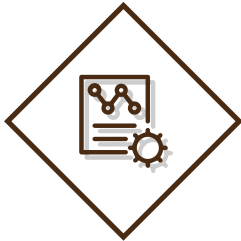
## MISSION

Shawenim Abinoojii Inc. nurtures our children through culturally relevant programs and services supporting the needs of the community.

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# STRATEGIC DIRECTIONS



## Organization Vitality



## Equitable Community-Driven Programs & Services



## Collaborative Development & Partnerships

## ORGANIZATIONAL VITALITY

Through continued strength, stability, and sustainability in governance, administration, and financial resources, we will invest in our capacity to be trusted and effective in supporting our children, families, and communities.

### Goal 1

Strengthen the resources and training for our board and staff to enable systemic change while ensuring those doing and leading the work are reflective of our communities.

### Goal 2

Improve policy, practices, and organizational capacity to instill the highest level of financial accountability and reporting at all levels of our organization.

### Goal 3

Develop and maintain the highest standard of communication and communication strategies for greater accountability, awareness, and presence.

# Equitable Community-Driven Programs & Services

We will deliver culturally appropriate programs and services to benefit our children, families, and communities equitably and inclusively.

## Goal 1

Maintain and develop programs and services that guarantee we meet the needs of those we serve.

## Goal 2

Strengthen and develop policies, procedures, and systems that make our programs and services easier to access and use.

## Goal 3

Manage, align, and invest in assets to meet the needs of our children, families and communities.

# Collaborative Development & Partnerships

We cannot do this alone. We must work in partnership to achieve sustained opportunities and improvements with and for the communities we serve.

## Goal 1

Establish and utilize the gifts of our communities and elders to enhance the work that we do.

## Goal 2

Strengthen our existing partnerships to align with our agreements and protocols and increase our internal and external supports.

## Goal 3

Partner with community-based organizations or service providers that complement our organization and bridge the gaps of our programs and services.

