



2026 – 2029 Strategic Plan Trail Association for Community Living



- “TACL’s Mission is to remove barriers and create a community where everyone can thrive.”



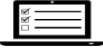
- “TACL’s Vision is of an inclusive community where individuals of all abilities have equal opportunities to belong and succeed.”



Information Gathering Process



Focus Groups



e-Surveys



Interviews



Review of
Documentation

Objectives

1. Sustain existing growth and budget figures over the next fiscal year.
2. Advocate for the building of a permanent shelter.
3. Meet or exceed an 80% success rate for individual goals annually.
4. Purchase an online tracking system that will increase efficiency of reporting and tracking e.g. Sharevision.
5. Explore options for the existing Fruitvale property.
6. Host a yearly event to invite community in to share info and celebrate our success.
7. Increase the number of board members to 10.
8. Increase the staff and stakeholders survey response to 80%.
9. Maintain a job satisfaction rate of 80% annually for employees.
10. Increase the capacity for the program staff to accurately document incidents.
11. Lost time incidents decreased by 50% until 0.
12. Hire qualified staff to fill vacant and on call positions.
13. Increase the participation on the self-advocacy group by 5 individuals from the community-based programs.
14. Increase staff awareness and pride in working at TACL.

1. Maintain all existing contracts and follow up with new ones as we have the capacity and it meets our mandates.
2. Continue working with BC Housing & the City of Trail to explore options.
3. Continue to provide training for existing and new staff for SMART goals and PLPs.
4. Gather information about options and request a quote from relevant systems e.g. Sharevision to present to the board and staff.
5. Identify the staff member that will meet with CLBC, BC Housing & KSCL to identify a plan.
6. Develop a community event committee that will follow up with the engagement plan.
7. Promote board participation at the community events as well as with other board members actively recruiting in the community.
8. Tie it to Performance Reviews or staff meetings and/or other incentives. Offer various methods of replying.
9. Provide more training opportunities as well as exploring the existing staff strengths & interest in the development of training options.
10. Add review of all incident reports follow ups to staff meeting agendas.
11. Focus on training for staff that are high risk on the various sites e.g. Mandt, Pivot Point training, ongoing reviewing of the positive support strategies.
12. Post on the Indeed site with ensuring the expectations of employment are clear. Network with the college and actively participate on the various advisory committees. Engage with other community colleges for graduates.
13. Develop a breakdown of which program is coming and what incentives could be developed to encourage others to come.
14. Staff from other programs are invited to attend staff meetings at other sites to increase awareness and team building.