



	REPORT No.: 2019-59
MEETING DATE: NOVEMBER 20, 2019	DATE PREPARED: NOVEMBER 8, 2019
SUBJECT: POLICY - TBDSSAB MISSION, VISION AND VALUES	

RECOMMENDATION

THAT with respect to Report No. 2019-59 (CAO Division), we, The District of Thunder Bay Social Services Administration Board, amend the Mission, Vision and Values Policy #BRD-01:60 as presented.

REPORT SUMMARY

An updated practical vision and goals were developed through a process facilitated by ICA Associates for the years 2020 to 2023, involving the Board, Executive Management, and a cross-section of people representing management and staff.

BACKGROUND

A strategic planning session for the Board and Executive Management was facilitated by ICA Associates on September 10 and 11, 2019. During that session there was a discussion regarding the Mission, Vision and Values for the organization. There was no change contemplated by the Board for the Mission statement but that the Vision should reflect the change contemplated in 2017, however, it was determined that the Values required updating because in many cases they were not viewed as Values.

The 2017 discussions regarding the 2020 Strategic Plan identified that the long-term Vision statement required an amendment. That Vision statement was developed in 1999 when the TBDSSAB was responsible for delivery of the Ontario Works program. It was recognized in 2017 that the Vision statement should reflect that TBDSSAB now delivers more than social assistance. Therefore, the last part of the long-term Vision statement should be removed, i.e. "*and break the cycle of social assistance.*" However, the Mission, Vision and Values Policy was not officially amended at that time.

COMMENTS

The Board and Executive Management identified that a number of the Values currently listed are not Value statements and should be removed and replaced with statements that more clearly reflect what the TBDSSAB stands for. Therefore, each of the existing Value statements was discussed and a one-word replacement was determined.

The following one-word values were indicated by Board members during the September 11, 2019 discussion on the Mission, Vision and Values Policy:

- Respect
- Acceptance
- Collaboration
- Understanding
- Integrity
- Wellness
- Empathy

It is proposed that these value statements be modified to action statements and that the Value section of the Mission, Vision and Values Policy read as follows:

VALUES:

At The District of Thunder Bay Social Services Administration Board, we:

1. Respect
2. Accept
3. Collaborate
4. Understand
5. Are empathetic
6. Have integrity
7. Promote wellness

FINANCIAL IMPLICATIONS



There are no financial implications related to this Report.

CONCLUSION

It is concluded that amendments to the TBDSSAB Mission, Vision and Values Policy are recommended following the Board's strategic planning sessions.

REFERENCE MATERIALS ATTACHED

Attachment #1 [Draft Policy #BRD-01:60 Mission, Vision & Values](#)

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POLICY

SECTION

BOARD - GENERAL

SUBJECT

MISSION, VISION & VALUES

Mission Statement:

The District of Thunder Bay Social Services Administration Board delivers provincially mandated services on behalf of the citizens of the District of Thunder Bay in an equitable and cost-effective manner.

Vision:

The District of Thunder Bay Social Services Administration Board provides quality services within the context of a commitment to social justice and recognition of people's potential to achieve self-sufficiency. ~~and to break the cycle of social assistance.~~

Values:

At The District of Thunder Bay Social Services Administration Board, we:

1. ~~Respect~~ ~~Acknowledge that all people have the right to dignity, respect and quality of life.~~
2. ~~Accept~~ ~~Respect the diversity of cultures, skills and abilities of all people.~~
3. ~~Collaborate~~ ~~Work in partnership with stakeholders to find innovative solutions.~~
4. ~~Understand~~ ~~Provide opportunities for life-long learning that are responsive to people's needs.~~
5. ~~Are empathetic~~ ~~Embrace open communication.~~
- 5-6. ~~Have integrity~~
- 6-7. ~~Promote wellness~~ ~~Effectively manage our human and financial resources.~~