



Building on Legacy, Leading through Innovation.

**STONEHENGE THERAPEUTIC COMMUNITY
STRATEGIC PLAN 2018-2021**



STONEHENGE
Therapeutic Community

INTRODUCTION

In September of 2017, members of the Board, Leadership and staff of Stonehenge Therapeutic Community came together to consider the future direction of the organization and to create a strategic plan to guide their efforts. This plan, created as a vision for the future of the organization was co-created by this diverse group. Driven by vibrant dialogue, this strategic plan represents actions to realize a shared vision—one where Stonehenge Therapeutic Community takes pride in its legacy of innovation and stewards leadership in addictions and mental health care. This plan is about building on the legacy of Stonehenge, created over decades of care through the model of therapeutic community. It is about leveraging the strengths of a dynamic organization that continues to be forward thinking through innovation, growth and leading addictions and mental health care.

STRATEGIC GOALS

Setting a vision for the future is crucial. The practical vision identifies what success will look like for Stonehenge over the next 3–5 years.

These are the top five strategic priorities that we will be striving to achieve by 2021.



Stonehenge will provide safe spaces for more clients, matched to their needs at each stage of the recovery process.

Create supportive employment opportunities

Increase access to the Withdrawal Management continuum of services

Develop sustainable housing option across the Harm Reduction continuum

Actualize residential services expansion plan



Stonehenge will enhance existing communications systems and structures to support clarity of understanding and ease of use for all stakeholders.

Integrate electronic record and enhanced technology

Improve physical accessibility

Enhance knowledge-sharing and transition between agency programs

Become an accredited agency

Complete expansion of Administration Building

“Stonehenge’s Strategic Plan is inspired by the courage of those we serve. It will be driven by the passion, innovation and dedication of our entire team—Alumni, Staff, Leadership and Board. We will take the journey together!”

HEATHER KERR | EXECUTIVE DIRECTOR



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Stonehenge will increase and actively develop opportunities for specialized services.

Increase capacity to support specialized populations (i.e. forensic, Indigenous, victims of human trafficking)

Focus on concurrent-capable services

Continue to enhance inclusivity

Increase collaboration with primary care

Well-established TC culture across the agency

Explore opportunities for group service provision in the community

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Stonehenge will clarify and communicate our role as experts, and we will attract partners and staff who support and enhance this role.

Increase resources to enhance brand and marketing

Promote a balanced identity of community and residential services

Promote our addiction and concurrent expertise

Expand fee-for-service professional training

Increase diversity on staff team and Board

Actively work to destigmatize addiction

Develop broad and diverse partnerships (i.e. primary care, County of Wellington, etc)

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Stonehenge will enact strategies to build resilience for the organization, and to build a culture of success for staff.

Diversify revenue sources to ensure growth and sustainability

Take a deliberate and coordinated approach to growth

Continue to lobby for competitive wages

Improve staff retention

Maintain and enhance a healthy workplace culture

Continue to evaluate and optimize our staffing structure

OUR MISSION

Stonehenge Therapeutic Community works together with individuals, families and communities impacted by substance use and co-occurring mental health issues to restore hope, dignity, and self-respect and to support ongoing opportunities for positive change and growth.

OUR VISION

Stonehenge leads the way in helping people living with co-occurring substance use and mental health issues to be empowered to make healthier life choices and to pursue opportunities to thrive and contribute within their communities.

We envision a world in which all people living with co-occurring substance use and mental health issues are welcomed and accepted within their communities.

OUR CORE VALUES

Stonehenge Therapeutic Community will;

- > Ensure that our programs and services promote principles of self-help, mutual support and lifestyle change
- > Ensure that clients remain our primary focus
- > Respect our staff, alumni and peer supports as valued resources
- > Maintain the highest standards of holistic prevention and treatment
- > Respect the needs of our clients by providing services across the harm reduction continuum
- > Encourage innovation and organizational learning
- > Promote honesty and integrity
- > Foster professional and personal accountability at all levels
- > Practice shared decision-making and teamwork
- > Uphold high standards of fiscal responsibility
- > Promote and respect diversity
- > Strive for continuous organizational improvement
- > Act in a manner that reflects commitment to a clear statement of purpose and vision

