

## Tamarack Recovery Centre Strategic Plan 2024-25, abridged

Priorities	Outcomes and Goals 2025	Initiatives
<b>SAFETY</b>	Tamarack and The Branch are healthy and safe workplaces and treatment environments for staff, Participants and visitors.	Policy review, surveys and training to ensure Tamarack's strategic priority of 'healthy safe work' is maintained.
<b>QUALITY</b>	Quality Improvement (QI) remains an ongoing strategic priority. Evaluation tools document participant success and satisfaction with program. Programming demonstrates commitment to truth and reconciliation and incorporation of treatment modalities that reflect needs of community.	Comprehensive Quality Improvement Plan guides program planning including Pre-treatment; DBT; Indigenous Knowledge and best practices for creating safe(r) spaces for Indigenous and 2SLGBTQIA+ Participants
<b>FINANCIAL SUSTAINABILITY</b>	Contracts and funding reflect quality and depth of services provided and meet agency need.	Ongoing collaboration and engagement with existing service funders and partners.
<b>MARKETING And FUNDRAISING</b>	Tamarack's online presence and visibility is strengthened. Tamarack sustains Participant Subsidy fund and funding sources are augmented by private philanthropy.	Key website renewal and development. Funding model and strategy followed by ED & Board, including 50 <sup>th</sup> anniversary planning.
<b>FACILITY</b>	Development of treatment facility to create additional work and Participant spaces. Greater options available to accommodate participants at 60 based on preference and need.	Renovation project as well as essential upgrades and maintenance overseen by Operations Team.
<b>OCCUPATIONAL HEALTH And HR</b>	Staff wellbeing and health is a strategic priority for Tamarack. Staff provided with opportunities to develop themselves personally and professionally and retention remains high.	Occupational Health and HR Team oversees staff mental health and wellness, retention and wage parity plans.
<b>GOVERNANCE</b>	Board of directors are well-informed & knowledgeable about board-specific subjects and are exploring truth and reconciliation from a governance perspective.	Training opportunities facilitated throughout year. Subcommittee develops plan, moves process forward with board around reconciliation at governance and agency level.