

## Tamarack Recovery Centre Strategic Plan 2026-27, abridged

Priorities	Outcomes and Goals 2027	Initiatives
<b>SAFETY</b>	Tamarack and The Branch are safe and welcoming workplaces and treatment environments for staff, participants, and visitors.	A culture of continuous policy review, staff feedback, and training reinforces a healthy and safe workplace.
<b>QUALITY</b>	Continuous Quality Improvement results in effective, data-informed programs that reflect Truth and Reconciliation, equity, and community priorities.	A comprehensive Quality Improvement Plan guides program design, including pre-treatment supports that improve access and readiness, alongside DEI-informed training and development that foster safer, more inclusive spaces for Indigenous and 2SLGBTQIA+ participants.
<b>FINANCIAL SUSTAINABILITY</b>	Financial Sustainability is achieved through government funding that reflects depth, breadth and quality of service, augmented by project-specific grants and private philanthropy partnerships.	Continued collaboration with the Provincial Government to develop a realistic and sustainable funding strategy for Tamarack. Meaningful engagement with private philanthropy, funders, and supporters to strengthen long-term relationships and support organizational sustainability.
<b>MARKETING</b>	Tamarack's community presence and digital visibility is expanded to strengthen profile and reach.	Website, socials and newsletters serve to communicate breadth and quality of programs, facilities, and unique offerings and strengths
<b>FACILITY</b>	Tamarack's facilities are safe, welcoming, high-quality physical spaces that reflect and reinforce program excellence.	A dedicated team ensures ongoing facility upgrades and maintenance to keep spaces functional, safe, and of consistently high quality.
<b>OCCUPATIONAL HEALTH And HR</b>	Tamarack is a safe, inclusive workplace where staff thrive, grow, and stay, supported by fair wages, a positive environment, and professional development opportunities.	Tamarack prioritizes staff wellbeing and health, supported by the Occupational Health and HR team through DEI, mental health, and wellness initiatives.
<b>GOVERNANCE</b>	Tamarack's Board of Directors is knowledgeable and engaged on key governance areas, including DEI, Truth and Reconciliation, and fostering safer spaces for staff and participants.	The Board plays an active role in advancing DEI at both the governance and organizational level through policy and strategy oversight and participation in training opportunities. Board composition reflects the diversity of the communities served.