



**Empower
Simcoe**
BE • BELONG • THRIVE



Strategic Plan

2025-2030

empowersimcoe.ca



A Plan Rooted in Belonging

This plan focuses on what matters most to the people we support, their families and care partners, our team, our community and partners, and the sustainability of our organization.

Over the past several months, we spoke with people supported, families, employees, board members, and community partners. They told us they want services that are clear and flexible, support that reflects their choices, and relationships built on trust and respect. They want teams that are supported, systems that work, and a stronger sense of community and connection.

This plan reflects what we heard. It focuses on the essentials, which include strong support, a strong team, the right tools, and deeper community connections — all grounded in a commitment to belonging.

Together, we will keep building a future where everyone feels included, respected, and supported to live their life, their way.

About Empower Simcoe

Since 1953, Empower Simcoe has been a cornerstone of support for individuals of all abilities, driven by a passionate volunteer Board of Directors. Founded by visionary parents as a compassionate alternative to institutional care, our nonprofit organization has evolved into a dynamic network of services that empower lives across the region. From early childhood programs to community living and comprehensive housing support, Empower Simcoe is committed to fostering inclusion, independence, and meaningful connections for all we serve.



Our Vision

Everyone deserves the opportunity to live a self-fulfilling life.



Our Values

Driven

We strive to constantly move forward while celebrating successes.

Accountable

We work mindfully to empower every individual's goals.

Respect

We treat everyone with dignity, deserving of our full attention and commitment.

Community

We are accepting of all people and give each a voice.



Our Mission

To empower people to lead a meaningful and inclusive life.



Our Strategic Plan



What Our People and Team Want and Need



Empowering Inclusive and Responsive Services

Focusing on people-first service delivery that listens, adapts, and includes all voices.



Fostering a Thriving Culture and Community

Championing a supportive environment where people grow, collaborate, and succeed together.



Building Smart Tools and Strong Foundations

Investing in systems and infrastructure that enable efficiency, access, and innovation.



Expanding Reach, Deepening Impact

Driving meaningful change by amplifying efforts and scaling what works.



Our Commitment to Belonging

Our plan is underpinned by our foundational and persistent commitment to belonging. We will foster a culture where everyone feels seen, heard, and valued by embedding principles of Equity, Diversity, Inclusion, and Accessibility (EDIA) into every aspect of our work and relationships.



Funders and Partners

