

Bernadette McCann House

Strategic Plan

May 2025- May 2028

October 2025



Land Acknowledgement

We acknowledge that Bernadette McCann House, our various Outreach facilities and our work to support women and gender-diverse individuals are located on the traditional and unceded territory of the Algonquin Nation. We recognize their enduring presence on this land and their role as its original stewards.

As an organization dedicated to providing safety and healing, we also acknowledge the historical and ongoing impacts of colonization, including violence against Indigenous women, girls, and 2SLGBTQIA+ people. Through awareness and engagement initiatives, we are committed to building cultural and intercultural understanding, appreciation, and respect within our organization. Moreover, we strive to support clients and staff by removing barriers and providing opportunities to encourage success for all. We commit to learning, understanding, and working towards reconciliation and justice.

We offer our gratitude to the Indigenous peoples who have cared for this land since time immemorial, and we strive to create a safe, inclusive, and equitable space for all who seek our support.

Mission of Bernadette McCann House

“The Mission of Bernadette McCann House is to work for change that will end abuse by providing safety, support and education to all those who experience abuse.”

(Approved Feb. 2022)

Statement of Philosophy

Accountability and respect for diversity are fundamental, guiding principles of Bernadette McCann House. To live free of fear, oppression, and any form of abuse is a basic human right. Every person should be free to make their own choices regarding the direction of their lives. All people, including children affected by abuse, should be free to speak and be heard, and have their individual needs acknowledged. Abusers must accept accountability for the short and long-term effect their abuse has on others.

(Approved Oct. 2022)

Strategic Areas of Focus 2025-2028

- **Enhancement of Partnerships**
- **Succession Planning**
- **Expansion of Services for Men**

Enhancement of Partnerships

Preamble:

- Summary of Partnerships provided to Board Members prior to Board Training in September 2025
- Board Members provided ED with definitions of Partnerships after Board Training

GOAL	TACTICS	OUTCOMES
<p><i>Enhance current partnerships and develop new partnerships within Renfrew County</i></p>	<p>2025/26 Goal- To enhance/ develop partnerships by 10%</p> <ol style="list-style-type: none"> a. Develop baseline of existing partnerships, identifying client need and desired outcomes, costs. b. Survey Clients to identify 3 priority need areas, to be enhanced or developed through partnership connections. c. Develop list of partnerships that could be enhanced/developed based on survey results. d. Develop Year One Workplan for Partnership Enhancement/Development e. Survey to be completed with clients who are involved with enhancement or new partnerships, at end of Year One. 	<p>Tracking Tool implemented</p> <p>Survey results will identify starting points for partnerships, based on needs of clients</p> <p>Priority list developed</p> <p>Workplan to be developed that reflects needs of clients and targeted partnerships to be enhanced/developed</p> <p>Survey results to be shared on website</p>
	<p>2026/27 Goal- To enhance/develop partnerships by 10%</p> <ol style="list-style-type: none"> a. Survey Clients to identify 3 priority need areas, to be enhanced or developed through partnership connections. b. Develop list of current partnerships that could be enhanced/developed based on survey results. c. Develop Year Two Workplan for Partnership Enhancement/Development d. Survey to be completed with clients who are involved with enhancement or development of partnerships 	<p>Survey results will identify starting points for partnerships, based on needs of clients</p> <p>Priority list developed</p> <p>Workplan developed that reflects needs of clients and targeted partnerships to be enhanced/developed</p> <p>Survey would seek feedback on whether the client feels they have benefitted from the Partnerships. Survey results to be shared on website</p>

	<p>2027/28 Goal- To enhance/develop partnerships by 10%</p> <ul style="list-style-type: none"> a. Survey Clients to identify 3 priority need areas, to be enhanced or developed through partnership connections b. Develop list of current partnerships that could be enhanced/developed c. Develop Year Three Workplan for Partnership Enhancement or Development. d. Survey to be completed with clients who are involved with enhancement or new partnerships 	<p>Survey results will identify starting points for partnerships, based on client needs</p> <p>Priority list developed based on Survey results.</p> <p>Workplan developed that reflects needs of clients and targeted partnerships to be enhanced or developed</p> <p>Survey would seek feedback on whether the client feels they have benefitted from the Partnerships. Survey results to be shared on website</p>
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Succession Planning

Preamble:

- Current Executive Director has been in position since 2001 and will be retiring in next 3-5 years
- No internal candidates wishing to pursue Executive Director role, at the time of this Strategic Plan
- The Board and ED have identified the need for succession/transition planning in preparation for the next Executive Director

GOAL	TACTICS	OUTCOMES
Develop a Succession Plan for Executive Director position	<p>2025/26 Goal-</p> <p>Board and ED to participate in Succession Plan Training on September 13th, 2025.</p> <p>-Board to identify Board tasks -ED to identify staff tasks</p>	Tasks to be identified with target dates for completion, for the Board and ED.
	<p>2026/27 Goal-To be determined</p> <p>Develop a Second Year Plan based on Succession Plan achievements in Year One Plan</p> <p>-Board to identify Board tasks -ED to identify staff tasks</p>	Tasks to be identified with target dates for completion, for the Board and ED.
	<p>2027/28 Goal- To be determined</p> <p>Develop a Third Year Plan based on Succession Plan achievements in Second Year Plan</p> <p>-Posting, Interviews etc. -transition from current ED to new ED</p>	Tasks to be identified with target dates for completion, for the Board and ED.

Expansion of Services for Men

Preamble:

- Since 2012, Ministry of Attorney General (MAG) Family Court Support Program has provided services to Females and Males, and BMH has provided the Caring Dads Program
- The Crisis/Support Line responds to Male callers
- The Ministry has been open to VAW Sector working with men. Program Supervisor approved BMH request to run a male group beginning in 2022/2023 fiscal year, which continue today.
- There is no Shelter for males experiencing abuse in Renfrew County
- BMH Staff were trained in the Safety and Repair (S&R) Program in April 2025. This program originated In Nova Scotia and is evidence based. The work involves those who have been harmed and those who have harmed others

GOAL	TACTICS	OUTCOMES
Provide Safety and Repair Program	<p>2025/26 Goal- To implement the Safety and Repair Program internally</p> <p>Develop a One Year Plan for the implementation of the S&R Program. Program participants would be partners of current clients during first year.</p>	<p>6 men complete S&R Program</p> <p>Implementation of Statistical data regarding male services</p> <p>Summation of participant feedback</p>
	<p>2026/27 Goal- To expand the Safety and Repair Program to outside service providers.</p> <p>Develop a Second Year Plan for implementation of the S&R Program. Program participants would continue to be partners of current clients, with the expansion of referrals from the community.</p>	<p>12 men complete the S&R Program</p>
	<p>2027/28 Goal- To secure funding for the Safety and Repair Program</p> <p>Develop a business plan, reflecting annualized funding to continue the Safety and Repair Program, and look at other funding options that become available.</p>	<p>24 men complete the S&R Program</p>