



3-YEAR STRATEGIC PLAN



STEPPING into our own

Eva's is at a turning point in its history, and we want to embrace the legacy we have, while turning our attention to the present context to structure a guide to our future. Our mission, vision and values are our foundation, and we have been energized by a collaborative process to renew them.

WE ARE EXCITED TO PRESENT OUR REVITALIZED FOUNDATIONAL STATEMENTS:

VISION • MISSION • VALUES



Eva's is the family you choose.

~ Youth Focus Group Participant

▶ vision

Strong and diverse Black youth live in thriving communities with a safe place to call home, with the supports, respect, equity, engagement, and community belonging they need to flourish.

▶ mission

Inspiring and valuing youth leadership, we centre the needs of Black youth at all the intersections of their identities to cultivate a community that creates anti-racist and social justice solutions to youth homelessness.

▶ values

We are a proud Black legacy organization founded by Eva Maud Smith. Eva's centres the intersectional needs of the youth we serve.

We are committed to:

- Youth leadership
- Centring Black youth
- 2SLGBTQ+ positive programs and spaces
- A healthy, joyful, and engaged work culture
- Community collaboration
- Program innovation
- Anti-racism and anti-oppression leading to social justice and systems change
- Accessibility and equity in service delivery and all our operations
- Housing as a human right



STRATEGIC

Priorities

As Eva's moves to actualize its vision, we have developed the following strategic priorities to guide us along the way.

2024 - 2027

Priority 1

**CENTRING
BLACK YOUTH**

OBJECTIVES

- 1.1 Properly scope and elaborate our Black-focused plan
- 1.2 Elaborate and communicate internally and externally
- 1.3 Engage in broad and deep capacity building within the organization

Priority 2

**INNOVATION
IN OUR PROGRAM
EVOLUTION**



Priority 3

**BUILD
THE HOUSE
STRONGER**

OBJECTIVES

- 3.1 Conduct an operational review
- 3.2 Capacity building across the organization
- 3.3 Equity/ARAO bench strength, training, and program framing
- 3.4 Management philosophy/ staff wellness
- 3.5 Communications planning and implementation for Eva's
- 3.6 Diversification of fund development, community relationship building
- 3.7 Governance journey toward being a destination Board for Black and youth leadership

OBJECTIVES

- 2.1 Increase housing options for youth
- 2.2 Developing an organization-wide program planning and evaluation framework
- 2.3 Refocusing from "youth centred" to youth agency
- 2.4 Developing wrap around services

Priority 4

**DELIVER
EVIDENCE-BASED
THOUGHT LEADERSHIP
AND ACTION**

OBJECTIVES

- 4.1 Link research and policy objectives to program evaluation and measurement
- 4.2 Build out a policy role
- 4.3 Develop advocacy positions
- 4.4 Establish a research and advocacy partnership plan