

Nova Scotia Community Living Organizations (NSCLO) Strategic Plan

MISSION

Nova Scotia Community Living Organizations is an association that strengthens the ability of member agencies to pursue excellence in community-based service.

VISION

As we work toward our mission, we see ourselves...

- Ensuring excellence in training and province-wide access to learning opportunities
- Supporting agencies, programs, and NSCLO members through transition, innovation, and growth
- Leading the change in disability support services and community-based living
- Strengthening financial stability and organizational sustainability
- Building a strong and significant membership body over time
- Maximizing knowledge, resources, and partnerships to benefit members
- Enhancing quality of life outcomes for people supported
- Elevating our profile and influence within Nova Scotia and beyond
- Celebrating life through inclusion, community, and joy

Strategic Priority Area		Long Term Outcomes
A	Leadership	<ul style="list-style-type: none"> • Recognized as a leader in the disability support provision.
B	Sustainability	<ul style="list-style-type: none"> • Secured financial stability.
C	Training	<ul style="list-style-type: none"> • Improved access to quality training. • Enhanced training standards.
D	Quality of Life	<ul style="list-style-type: none"> • Increased quality of life for people with disability in Nova Scotia.
E	Organizational Management	<ul style="list-style-type: none"> • Operationalized best practices in HR and Finance policies and practices for NSCLO employees.
F	Awareness	<ul style="list-style-type: none"> • Increased NSCLO's profile with the community.
G	Partnerships	<ul style="list-style-type: none"> • Enhanced partnerships within and outside the sector.
H	Membership	<ul style="list-style-type: none"> • Improved member engagement. • Increased membership within NSCLO.

Nova Scotia Community Living Organizations (NSCLO) SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> • Unified and experienced staff team with strong leadership and support. • Engaged, knowledgeable Board and Executive Directors with effective collaboration and relationships. • Clear mission, bylaws, and well-executed strategic plan guiding operations. • Strong organizational structure with improved communication and governance. • Positive community presence and visibility. • Staff skilled in grant writing and financial management. • Growing membership and staff base with renewed energy and commitment. • Solid partnerships and connections across the community and sector. 	<ul style="list-style-type: none"> • Uneven participation and engagement from all member agencies. • Ongoing communication challenges across the network. • Dependence on government funding, especially for staff positions. • Limited secure or permanent funding sources. • Diversity gaps on Board and committees. • Geographic spread of Board members creates barriers to in-person collaboration. • Some policies and financial processes still under development. • Public relations and external communications still evolving.
Opportunities	Threats
<ul style="list-style-type: none"> • Strengthen and formalize collaborative relationships with partners (e.g., DANS, Directions, CCANS). • Build on strong relationships with government and funders. • Take a leadership role in sector-wide policy, advocacy, and training. • Expand representation on councils and committees to increase influence. • Promote the value of member agencies and highlight their community impact. • Seek new funding streams (e.g., DSP) for staff, training, and sustainability. • Leverage growth in the sector to enhance visibility and partnerships. 	<ul style="list-style-type: none"> • Limited member agency capacity (budget/time) affecting engagement and participation. • Ongoing uncertainty about funding stability for key staff positions. • Potential loss of government or grant funding. • Competition or fragmentation within the sector (new or rival associations). • Government preference for consolidating to a single provincial association. • Perception issues or tension between associations and government relationships. • Sustainability concerns for smaller and rural member agencies. • Sector turnover and retirements affecting continuity.