

# Balanced Score Card Focused Strategy Map



## Neighborhood Empowerment and Resource Centre Incorporated (NEARC Inc.)

**2019-2021**

### **Mission:**

Our mission is to thrive to empower immigrants, newcomers and under-represented youth groups by providing guidance, support and integrating with Indigenous youth.

### **Vision:**

NEARC envisions a just society with culturally diverse, socially empowered, and financially sustainable communities.

### **Values:**

Partnership and Networking with Stakeholders, Governance Collaboration & Reciprocity, Truth & Reconciliation, Environmental Stewardship, Diversity & Inclusion, and Mutual Respect

### **Purpose:**

To address and prevent obstacles faced by newcomer children and youth, and enable their full participation in Canadian society, by facilitating and providing life-skills training, academic guidance, personal mentorship, and connections to employment opportunities.

### **Objectives:**

- To promote reconciliation, maintain community harmony and peace
- To foster skills for youth employment, apprenticeship, economic growth
- To educate Sustainable Development Goal Agendas and engage in issues of Climate Change
- To enhance partnerships and need-based stakeholder services
- To advance diversity, inclusion and work towards eliminate racism collaboratively
- To build target groups' capacity to deliver for well-being for everyone
- To help connect young people with resources and, equips with right tools and knowledge to overcome barriers towards successful settlement and integration

## Balanced Score Card Focused Strategy Map for NEARC Inc.

<b>Clients/Stakeholders</b>	<b>C1</b> Maximize economic well-being of newcomers and immigrants with focus on youth	<b>C2</b> High schools, unions, employers, non-profits, ethno-cultural groups and governments to maximize trade skills, leadership qualities and employability	<b>C3</b> Focus on racialized and underrepresented youth irrespective of gender and physical abilities	<b>C4</b> Indigenous leaderships to advance social relationships through for Reconciliation efforts
<b>Internal Process</b>	<b>IP1</b> Grow and diversify resources and further partnerships with stakeholders, schools, employer's apprenticeship unions for training and mentoring	<b>IP2</b> Enhance civic engagement, process for effective board governance and youth representation	<b>IP3</b> Thrive for learning and partnership opportunities, and steward existing relationships	<b>IP4</b> Improve communication and networking with Indigenous leaderships and non-profits representing racialized populations
<b>Learning and Growth</b>	<b>L1</b> Identify individual challenges of underrepresented youth and communities; educate and help develop employability skills and on-the-job training with community of practice for apprenticeship development	<b>L2</b> Update resource pools on labour market dynamics, and provide a safe, fun and rewarding work/volunteer experience by providing culturally appropriate mentoring support	<b>L3</b> Strengthen respect and inclusive team work irrespective of gender identity, race, faith, physical ability and sexual orientation	<b>L4</b> Enhance learning opportunities for staff and board members on democratic board governance and organizational sustainability
<b>Financial</b>	<b>F1</b> Responsible fiscal management, maximize efficiencies and value for money	<b>F2</b> Balance the operating budget and strive for sustainable, multi-year and diversified sources of funding	<b>F3</b> Report outcomes for every source of money	<b>F4</b> Engage board in the efforts for diversifying funding source