



THEORY OF CHANGE ACTIVATION FRAMEWORK

JUNE 2024-2027

STRATEGIC PRIORITIES				
	Enhance upstream prevention and intervention through strategic partnership	Maintain complex capable, accessible healthcare support	Advance organizational sustainability and diversify funding	Foster employee wellbeing
ACTIVITIES	ACTIVATION			
Develop a foster care model, obtaining licencing, to provide service to youth in care	<ul style="list-style-type: none"> Provision of housing and support options specific to youth under 16 provided to address complex needs 		<ul style="list-style-type: none"> Provision of additional funding stream through MCCSS Per diem funding model for high demand service 	<ul style="list-style-type: none"> Development of new service stream for scoped population provides structure and opportunity in service delivery
Work towards becoming a Health Service Provider, as part of the journey to finding find sustainable hub funding	<ul style="list-style-type: none"> Addressing complex needs before youth enter housing 	<ul style="list-style-type: none"> Using evidence informed approaches to meeting standards of care and to address youth health and safety needs 	<ul style="list-style-type: none"> Exploration of funding stream for healthcare delivery, supporting core services that require embedded healthcare to operate, but don't fund it 	<ul style="list-style-type: none"> Provision of expertise embedded in programs, supporting employees to deliver complex care
Redesign program model and formalize expansion of "New Way" education program	<ul style="list-style-type: none"> Co-designing new iteration of New Way with school board and other partners to address current and future program gaps 	<ul style="list-style-type: none"> Developing pathways between the concurrent hub service and New Way for clinical oversight and complex-capable care 	<ul style="list-style-type: none"> Formalization of program model to support increased funding advocacy 	<ul style="list-style-type: none"> Ensuring a well-designed, stabilized program for clarity
Leverage strategic partnerships to formalize prevention pathways, extending wraparound support to age 12 (School Board, FACS, The Grove)	<ul style="list-style-type: none"> Enhancing opportunities for earlier prevention and screening Increasing awareness, visibility of and access to diversion services Further integration of health and housing services 	<ul style="list-style-type: none"> Integration of care pathways for greater visibility and upstream access 	<ul style="list-style-type: none"> Leveraging collaborative advocacy Exploration of service sharting / shared funding opportunities 	<ul style="list-style-type: none"> Promotion of inter partnership connection and learning opportunities Reducing care burden by distributing with service integration
Exploration development of built for purpose space which may include the colocation of housing & service delivery space	<ul style="list-style-type: none"> Creation of more housing options for people at risk of homelessness 	<ul style="list-style-type: none"> Provision of permanent hub space 	<ul style="list-style-type: none"> Leveraging resources to build more capital reserve 	<ul style="list-style-type: none"> Creating a fit for purpose, safe, well-designed space to facilitate ease, effectiveness, and quality of service delivery
Support increasing capacity of board members in fulfilling strategic, fiduciary, and generative duties		<ul style="list-style-type: none"> Board engagement in strategic advocacy for funding of health services 	<ul style="list-style-type: none"> Supporting board in development of structures and resources to ensure meaningful contribution and risk assumption 	<ul style="list-style-type: none"> Increasing strategic and operational leadership capacity
Create conditions that support occupational wellness and balance			<ul style="list-style-type: none"> Engaging in wage advocacy Supporting positive labour relations 	<ul style="list-style-type: none"> Shifting internal processes and structures to better support employees at work, schedule changes, wellness supports
Creating pathways for connection within and across organization			<ul style="list-style-type: none"> Enhancing employee capacity, program support, and onboarding Increasing pathways for accountability 	<ul style="list-style-type: none"> Development of connection opportunities and holding of monthly activities



THEORY OF CHANGE MEASUREMENT FRAMEWORK

JUNE 2024-2027

PROGRESS	EXPERIENCE	IMPACT	ULTIMATE IMPACT
YOUTH			
<ul style="list-style-type: none"> # of instances of diversion # of additional permanent/long term housing solutions created / nature of contribution to more robust spectrum of youth housing options # of housing placements # of clinical treatment sessions # of psychiatry appointments # of primary care appointments # of OT assessments # of case management appointments % of clients with access to clinical services who did not previously have access # of Naloxone kits provided # of case management referrals # Youth receiving harm reduction education # Overdoses reversed / prevented # Youth working towards high school diploma or employment # New Way credits, % attendance, access to programs 	<ul style="list-style-type: none"> # of youth diverted staying out of active homelessness # Youth housed, nature of housing outcome through WH intervention # Instances of prevention of community displacement % Reduction of inflow to homelessness # Youth < 16 with complex needs experience support # of harm reduction strategies employed # accessed pathways to connection and care # youth attained high school diploma or employment % Youth reporting positive service experience % decrease: <ul style="list-style-type: none"> - Hospitalization / ER visits - Police interactions / days in custody 	<ul style="list-style-type: none"> % Increase in social & cultural connections % Youth self-identified needs met Decrease in % of youth chronicity on BNL Housing stability - % youth remaining housed > 1 yr 	<ul style="list-style-type: none"> Youth identified experience and description of successful living (% and impact story) % youth reporting positive quality of life 
WYNDHAM HOUSE			
<ul style="list-style-type: none"> # of shifts in internal processes and structures to support employees # employee connection pathways created & % attendance # of capacity building opportunities offered & % attendance # of pathways for accountability created # of opportunities for funding advocacy # of structures and tools developed to support board 	<ul style="list-style-type: none"> % Employees experiencing support and improved wellbeing <ul style="list-style-type: none"> - Increased predictability in work environment # Additional career opportunities with service streams % increase in multidisciplinary work experience opportunities Leadership report being supported for strategic operations Funding streams diversified - # and nature of new funding sources % Reduction of operational funding burden through colocation % Board engagement in strategic advocacy 	<ul style="list-style-type: none"> % increase in employee engagement % increase in employee retention % Increase in organizational resources, capacity, and service delivery 	