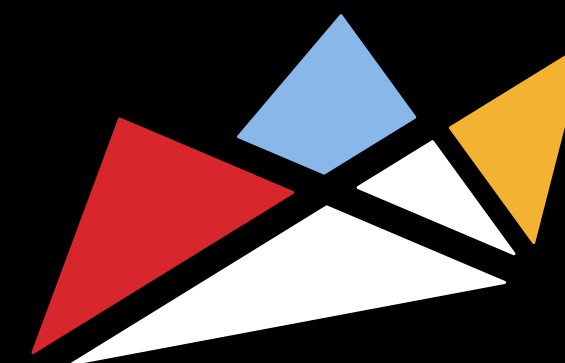




FIRST UNITED

**OUR STRATEGIC PLAN 2026–2028:
FOUNDATION, GROWTH, FLOURISH**

Guided by Dignity, Belonging, and Justice, creating a neighbourhood
where every person's worth is celebrated, and all people thrive

We pursue our mission and vision on the unceded, stolen, and traditional homelands of the Xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) Nation, and Səlílwətaʔ (Tsleil-Waututh) peoples. The land where we are located is known as Kʼemkʼemeláy, the land of many maple trees.

We hold gratitude for the generations that have protected and stewarded this land. We solemnly acknowledge the role that the United Church of Canada played in the operation of residential schools, and the ongoing impacts it has on those we serve. We are humbled by the wisdom and guidance of Indigenous leaders and Elders as we continually learn and unlearn our ways of being in the world, speak truth, and put reconciliation into action.

*Kʼemkʼemeláy, the land
of many maple trees.*



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PREFACE

For 140 years, FIRST UNITED has been a steadfast presence in the Downtown Eastside. As we move into a transformative new chapter, we are preparing to open an 11-storey building that anchors our vision: of a neighbourhood where every person's worth is celebrated, and all people thrive.

The building will feature four floors of community-centered services operated by FIRST UNITED and seven floors of Indigenous social and supportive housing, operated by Lu'ma Native Housing Society. The first four floors will have essential services for residents and the wider community and are the heart of our three-year strategic plan. Our redevelopment project has always been rooted in healing and reconciliation and our plan for the new space focuses on continuing our core services and creating new opportunities and partnerships to respond to community needs. This marks a critical moment in our history as we expand our capacity to provide services and support for the community.

In a neighbourhood that continues to battle the criminalization and racialization of poverty, increasing homelessness, and the persistent overdose crisis, our unwavering commitment to justice and healing remains at the forefront of our work. This strategic plan reflects our dedication to meeting these complex

challenges head-on, ensuring that our services not only respond to immediate needs but also contribute to long-term systemic change.

We are building a future where all individuals, regardless of their background, can experience dignity, belonging, and justice. Our new space will continue to be “the church of the open door” —a culturally safer and welcoming ministry where people can access essential services, receive care, and connect with others in community. At the same time, we will continue to amplify our advocacy for legislation and policy changes, ensuring that the voices of those we serve are heard at all levels of government.

This strategic plan is our roadmap for the next three years; it begins when we receive the keys to our new building in 2026. It builds on the lessons and strengths of our past and aligns our strategic priorities with our long-term vision. Across these three years, within the themes of foundation, growth and flourish, we will continue to lay strong roots, expand and deepen our programs and relationships and ensure the neighbourhood and community thrive. Together with community, we will protect this neighbourhood. Not out of charity, but because justice demands it.

We are building a future where all individuals, regardless of their background, can experience dignity, belonging, and justice.

***“The church of
the open door.”***



OUR STORY

FIRST UNITED recently celebrated 140 years of serving the Downtown Eastside on the unceded territories of the Musqueam, Squamish, and Tsleil-Waututh Peoples.

We are a long-standing and deeply trusted presence in this neighbourhood. We are a place where people come for connection and support. A place where all who enter are welcomed, feel like they belong and know that they matter.

We believe that social connection and belonging are just as vital as basic services when it comes to individual and community well-being.

As an affiliate of the United Church of Canada, we are a faith-based organization historically known as “the church of the open door.” For well over a century, we’ve been a constant and responsive presence, deeply committed to our neighbours and to advancing justice. We welcome people of all beliefs and backgrounds and are committed to providing anti-racist, gender inclusive and culturally safer services and supports.

Through deep listening and reflection, we’ve identified three guiding principles: dignity, belonging and justice. When we talk about dignity, we mean ensuring access to human rights and basic needs, like food, water, and shelter. When we talk about belonging, we mean creating a community free from stigma and judgment, where everyone has space to gather, grieve, worship, and celebrate in their own way. When we talk about justice, we mean actively working alongside the community to break the cycles of poverty and oppression. These are the principles at the heart of our work and the pathway to our vision: a neighbourhood where everyone’s worth is celebrated, and all people thrive.





***A community response
that prioritizes
healing, justice, and
support for all.***

THE COMMUNITY

This is a community of deep struggles, but also of deep strength. Before we talk about the struggles, we must acknowledge the resilience, the beautiful art and cultural contributions, and the welcoming nature of this place, where people actually know your name. It's a place where social activism has shaped policies that have improved and saved lives. Yet, the struggles are immense: poverty in the DTES is staggering, with many residents living below the poverty line. There is criminalization of poverty

through bylaws and punitive measures; politicization of poverty with regressive policy directions; and racialization of poverty with Indigenous people disproportionately impacted, facing personal and historical trauma. It is a place where we say grief is a constant companion as overdose deaths occur every day, revealing a crisis that demands compassion, and bold political will that prioritizes healing, justice and support for all.

OUR RESPONSE

In response to these complex and intersecting challenges, we offer a welcoming space that nurtures the mind, body, and spirit. With our new building, we can extend our commitment to providing a reliable, consistent, and culturally safer environment that unconditionally accepts all community members. As an ever-adapting presence in the community, we respond to the needs and voices of the people we serve, as they arise and change. Community feedback drives the services, programs, and activities we

offer. Our work dismantles barriers to healing, both on a personal and systemic level, restoring power and agency to the community, and creating spaces for connection and healing, alongside life-saving services. We believe this holistic approach is essential for achieving our vision.



2025–2027 STRATEGIC VISION

The vision for this strategic plan was co-created with contributions from our staff, board and senior leadership team.

We have invested in intentional and collaborative strategic planning. The creation of this plan results from a multi-perspective and comprehensive engagement process that included:

- Board and leadership team survey to determine Strengths, Weaknesses, Opportunities and Threats (SWOT)
- Community member engagement data
- Theory of Change process
- Multiple joint board and senior leadership team strategy sessions
- Senior leadership planning sessions
- All staff engagement feedback sessions and feedback survey
- Multiple joint board and senior leadership team draft presentations and feedback



STRATEGIC PRIORITIES

We developed a Theory of Change to ensure that we are aligned on our purpose and to guide organizational decision-making. The Theory of Change process identified three strategic priorities for this strategic plan: engagement, stability, and impact.

1

We are reliably present in the community, with community

Strategic Priority ENGAGEMENT

We believe engagement is essential to doing our work in the community. Engagement at **FIRST UNITED** is building relationships with community members, employees, communities of faith, donors, governments, volunteers and advocates. We are a leader in proactive emergency response that prioritizes community input in the creation of our programs and services.

We are a human-centred organization: we take direction from the community, with whom we strive to maintain a trusting relationship. We engage with larger networks, leveraging power in numbers, to build allies to pursue our systems change work. We strive to ensure our communications are clear and powerful to advocate effectively on behalf of our community and influence change. Community members know we have their back —we are reliably present in the community, with community.

FOCUS AREA	GOALS
DTES COMMUNITY: Community members Service-provider partnerships	1. We have implemented meaningful, safer feedback and accountability processes so that our work is community-led and informed 2. We have maintained our services and are increasing in line with staffing and funding capacity 3. We collaborate with DTES providers and grassroots groups to run programs in our building
EXTERNAL GROUPS: Media Government Donors Strategic partnerships Communities of faith	1. We are a go-to government partner for the DTES for emergency response, policy recommendations and knowledge sharing 2. We are a go-to partner with the media 3. We mobilize the UCC network to take action for social change 4. We have increased our donor pipeline by 15%
INTERNAL GROUPS: Volunteers Staff Board	1. Our staff, board and volunteers lead First’s vision and values in their work 2. Our staff, volunteers and board actively create cultural, psychological and physical safety 3. We have a racially diverse board 4. We have a racially diverse management and leadership 5. We act on board and staff survey results on our biggest areas of opportunities for growth



2

Remain a steady presence in community members' lives

Strategic Priority STABILITY

Our stability comes from building capacity through developing strong governance, operations plans and management practices in finance, development, operations and human resources. Our stability is critical to our mission so that we can be consistently present for community, delivering reliable, trustworthy services that people can rely on. Many community members experience significant instability and unpredictability in their lives, and this can increase stress and be detrimental to mental health. Therefore, our building is designed to create cultural, psychological, and physical safety. We need to ensure we can remain a steady presence in community members' lives by making stability a strategic priority.

FOCUS AREA	GOALS
PEOPLE: Volunteers Staff Board	- We increase staff engagement through professional development, succession planning and internal promotion - We have scaled our volunteer program to meet our operational needs and provide a high-impact experience for volunteers
OPERATIONS & FACILITIES: Building Operations Planning	- We have a proactive environmental/climate emergency response plan - We have a facilities plan that ensures the building is cared for - We have reliable IT systems and support
FINANCES	- We have 6-months of reserve funds - We have a capital reserve fund in place - We have secured 10-20% ongoing government operational funding

3

Bold leadership to advocate for large-scale change

Strategic Priority IMPACT

Our Impact priority encompasses programs and the outcomes of our program interventions. We focus on program adaptability and improvements informed by the people we serve, along with bold leadership to advocate for large-scale change. To ensure our programming improves the quality of life for everyone in the community, we focus on three key program pillars: spiritual care, community services, and systems changes. Programs, services, and activities may fit within one of these pillars or may overlap.

Our programs respond to the 94 TRC Calls to Action. Through our impact, we seek to be a welcoming place for our community to just be. By focusing on and promoting justice, dignity and belonging, we believe we can work toward our vision of a neighbourhood where everyone's worth is celebrated, and all people thrive.

FOCUS AREA	GOALS
SPIRITUAL CARE: Healing Multifaith ceremonies, life transitions, daily offerings Chaplaincy & pastoral care Group programs and gatherings	- Community members practice diverse ways of worship and ceremony in our sacred space - We expanded our Indigenous Christianity scope and services - Indigenous ceremonies and Elder councils are in the building - We have a spiritual care outreach program in place
COMMUNITY SERVICES: Dignity Direct response services: harm reduction, meals Social assistance: legal, tax	- Our programs take a trauma-informed and harm reduction approach that promotes social inclusion - We continue to provide essential services for the community through hygiene, nourishment, clothing and respite - We continue to provide community connection through our mail, taxes, and legal programs - We have grown our legal and tax clinics to include services and education that meet emerging critical areas of need - Our new community services including women's day sleeping, library, and expanded drop-in spaces, are being used
SYSTEMS CHANGE: Justice	- We affect legislation and policy change for human rights - We have a plan to increase our scope of response to systems change opportunities - We ethically gather data to drive policy and legislation change - Our DRIPA submissions are guided by Indigenous voices



OUR TIMELINE FOR CHANGE

YEAR

1

FOUNDATION

FOCUS: BUILDING TRUST, EMBEDDING PRINCIPLES, ACTIVATING THE NEW SPACE

This year is about laying a strong foundation for our services in the new building. We implement community-led feedback and accountability processes, maintain and grow services in line with staffing and funding and begin collaborating with DTES providers and grassroots groups. Partnerships with governments, media, donors, and the UCC network are established, while internal leadership, cultural and safety capacity are strengthened.

Our new building becomes a hub for connection. Staff, board and volunteers work together to ensure services are reliable, responsive and inclusive. Systems change begins shaping local policies and systems.

OCTOBER - DECEMBER 2026

ENGAGEMENT

- We have implemented meaningful, safer feedback and accountability processes so that our work is community-led and informed
- We have maintained our services and are increasing in line with staffing and funding capacity

STABILITY

- We increase staff engagement through professional development, succession planning and internal promotion
- We have scaled our volunteer program to meet our operational needs and provide a high-impact experience for volunteers
- We have a proactive environmental/climate emergency response plan

IMPACT

- Community members practice diverse ways of worship and ceremony in our sacred space
- We have expanded our Indigenous Christianity scope and services
- Indigenous ceremonies and Elder councils are in the building

JANUARY - MARCH 2027

ENGAGEMENT

- We are a go-to partner with the media
- We mobilize the UCC network to take action for social change

STABILITY

- We have a facilities plan that ensures the building is cared for
- We have reliable IT systems and support
- We have six months of reserve funds

IMPACT

- Our programs take a trauma-informed and harm reduction approach that promotes social inclusion
- We continue to provide essential services for the community through hygiene, nourishment, clothing and respite

APRIL - JUNE 2027

ENGAGEMENT

- We have increased our donor pipeline by 15 percent
- Our staff, board and volunteers lead First United’s vision and values in their work
- Our staff, volunteers and board actively create cultural, psychological and physical safety

STABILITY

- We have a capital reserve fund in place
- We have secured 10-20 percent ongoing government operational funding

IMPACT

- We continue to provide community connection through our mail, taxes and legal programs
- We have grown our legal and tax clinics to include services and education that meet emerging critical areas of need
- Our new community services, including women’s day sleeping, library and expanded drop-in spaces, are being used

JULY - SEPTEMBER 2027

ENGAGEMENT

- We have a racially diverse board, management and leadership team in place
- We act on board and staff survey results on our biggest areas of opportunities for growth

IMPACT

- We affect legislation and policy change for human rights
- We have a plan to increase our scope of response to systems change opportunities
- We ethically gather data to drive policy and legislation change



YEAR 2

GROWTH

**FOCUS: DEEPENING RELATIONSHIPS,
EXPANDING PROGRAMS,
INFLUENCING SYSTEMS**

This year is about expanding our reach, strengthening partnerships and embedding programs more deeply in the community. We continue to build trust, scale our services and strengthen internal capacity while increasing our influence on systems and policy.

OCTOBER - DECEMBER 2027

ENGAGEMENT

- We have strengthened feedback and accountability processes so community input continues to guide our work
- We have maintained and scaled services
- We have deepened collaborations with DTES providers and grassroots groups

STABILITY

- We have enhanced staff engagement through professional development, mentorship and succession planning
- We have refined the volunteer program to fully meet operational needs
- We have updated the environmental and climate emergency response plan

IMPACT

- Programs continue to provide diverse ways of worship and ceremony
- Indigenous services and Elder councils are fully active
- Essential services are consistently delivered

JANUARY - MARCH 2028

ENGAGEMENT

- We are a go-to government partner for the DTES for emergency response, policy recommendations and knowledge sharing
- We are a go-to partner with the media
- We have expanded mobilization of the UCC network for social change initiatives

STABILITY

- Facilities, IT and operational systems are fully reliable
- We have six months of reserve funds

IMPACT

- Spiritual care outreach is fully operational
- Trauma-informed and harm reduction programs are consistently delivered
- Essential services are fully accessible
- Our DRIPA submissions are guided by Indigenous voices

APRIL - JUNE 2028

ENGAGEMENT

- Leadership continues to exemplify First United's vision and values
- Cultural, psychological and physical safety are maintained

STABILITY

- Capital reserve fund is established
- Ongoing government operational funding is secured
- Staff and volunteer programs fully meet operational needs

IMPACT

- Indigenous ceremonies and Elder councils are in the building
- Legal and tax clinics expanded
- New community services thriving

JULY-SEPTEMBER 2028

ENGAGEMENT

- Board and management maintain racial diversity
- Staff and volunteers act on feedback

STABILITY

- Operations consolidated for sustainability

IMPACT

- Advocacy begins achieving measurable influence
- Opportunities for systems change responses implemented
- DRIPA submissions fully operational



YEAR

3

FLOURISH

FOCUS: SUSTAINABILITY,
SYSTEMS CHANGE,
NEIGHBOURHOOD THRIVING

This year is about embedding sustainability in our operations, programs and community presence. We maximize the impact of our services, advocate for systemic change and ensure that community, staff and leadership thrive in an inclusive, culturally-safer and responsive environment.

OCTOBER - DECEMBER 2029

ENGAGEMENT

- We have strengthened community-led feedback
- We have deepened collaborations
- We have expanded United Church organizing

STABILITY

- Emergency response procedures are refined
- We maintain reserve funds
- Operational and facilities systems continue to be optimized

IMPACT

- Trauma-informed harm reduction programs fully operational
- Indigenous ceremonies and spiritual care outreach thriving
- Essential services consistently accessed

JANUARY - MARCH 2029

ENGAGEMENT

- We have strengthened media and government partnerships
- We have expanded donor relationships

STABILITY

- Operations, IT and facilities fully optimized
- Ongoing government funding secured

IMPACT

- Community connection programs and new services fully utilized
- Programs adapt to emerging needs

APRIL - JUNE 2029

ENGAGEMENT

- Leadership, board and volunteers exemplify vision and values
- Safety and inclusion maintained
- Community partnerships maximized

STABILITY

- Governance and operations fully sustainable

IMPACT

- Advocacy achieves measurable legislative and policy influence
- Programs operate at full capacity

JULY - SEPTEMBER 2029

ENGAGEMENT

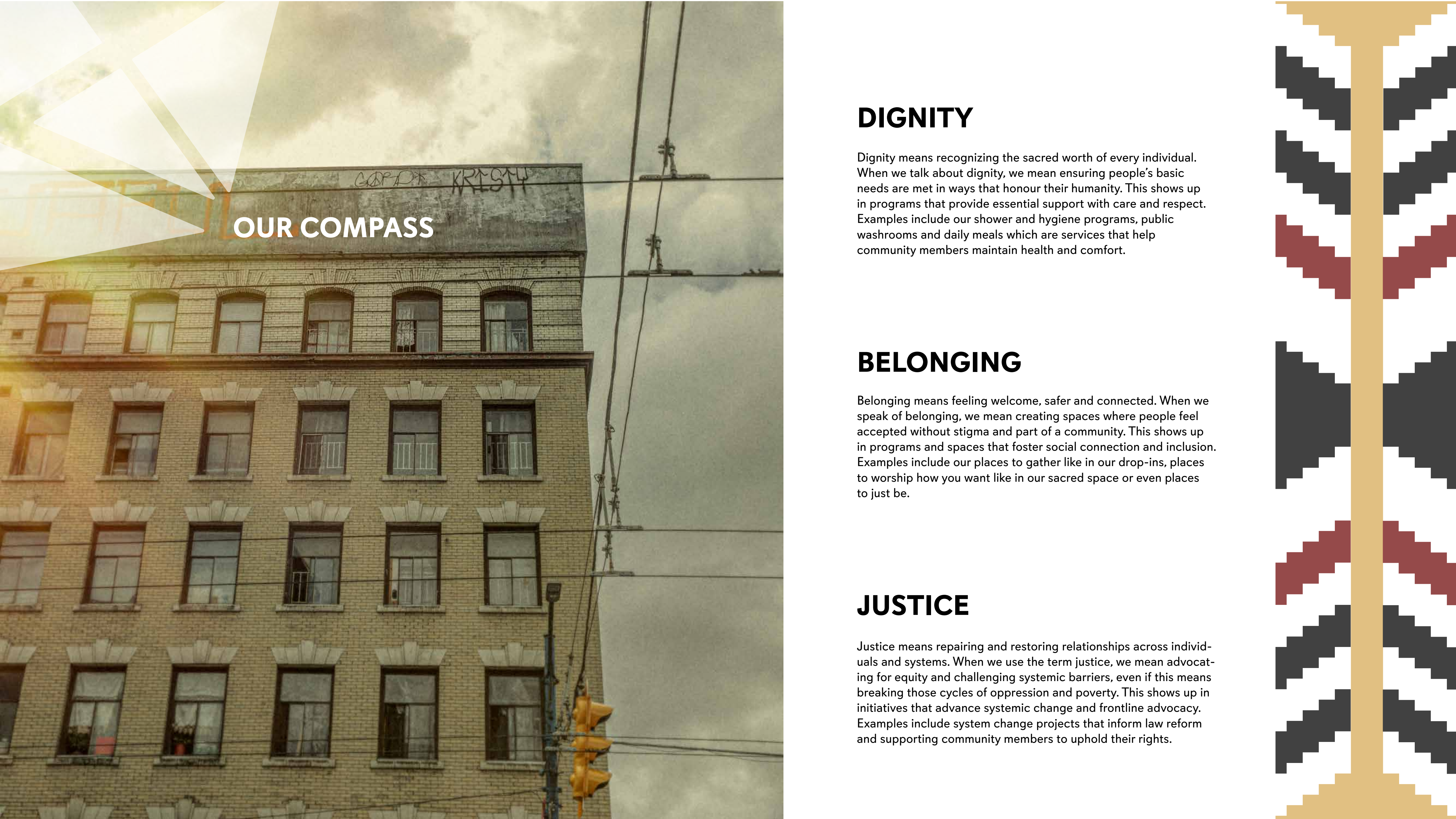
- Leadership fully reflects diversity and inclusion
- Staff and board act on feedback

STABILITY

- Organization demonstrates long-term sustainability

IMPACT

- TRC Calls to Action enacted across programs
- DRIPA and Indigenous guidance fully integrated
- Community thriving across spiritual, social and systemic dimensions



OUR COMPASS

DIGNITY

Dignity means recognizing the sacred worth of every individual. When we talk about dignity, we mean ensuring people's basic needs are met in ways that honour their humanity. This shows up in programs that provide essential support with care and respect. Examples include our shower and hygiene programs, public washrooms and daily meals which are services that help community members maintain health and comfort.

BELONGING

Belonging means feeling welcome, safer and connected. When we speak of belonging, we mean creating spaces where people feel accepted without stigma and part of a community. This shows up in programs and spaces that foster social connection and inclusion. Examples include our places to gather like in our drop-ins, places to worship how you want like in our sacred space or even places to just be.

JUSTICE

Justice means repairing and restoring relationships across individuals and systems. When we use the term justice, we mean advocating for equity and challenging systemic barriers, even if this means breaking those cycles of oppression and poverty. This shows up in initiatives that advance systemic change and frontline advocacy. Examples include system change projects that inform law reform and supporting community members to uphold their rights.



OUR MARKERS OF CHANGE

Success criteria determine how we are achieving the goals of the strategic plan and our vision.

Our metrics of success are measured in how we actuate dignity, belonging, and justice through our strategic priorities of engagement, stability and impact.

Metric: **DIGNITY**

The sacred nature of each individual's personhood. Dignity is about celebrating each person for their individual worth which is baked into our vision.

1. I know your name, you know mine.
2. We are a culturally safer space where community members feel respected, free from shame and judgement.
3. Human rights aligned with daily needs are being met.
4. People have choices.
5. Our communications have a destigmatizing lens and outcomes.
6. We use community-led, evidence-based practices in our programs.
7. We use community security, not police.
8. We measure harm reduction through community engagement and feedback.

Metric: **BELONGING**

A sense of feeling welcome; feeling physically, emotionally, and psychologically safe. Belonging ensures people feel unconditionally welcome.

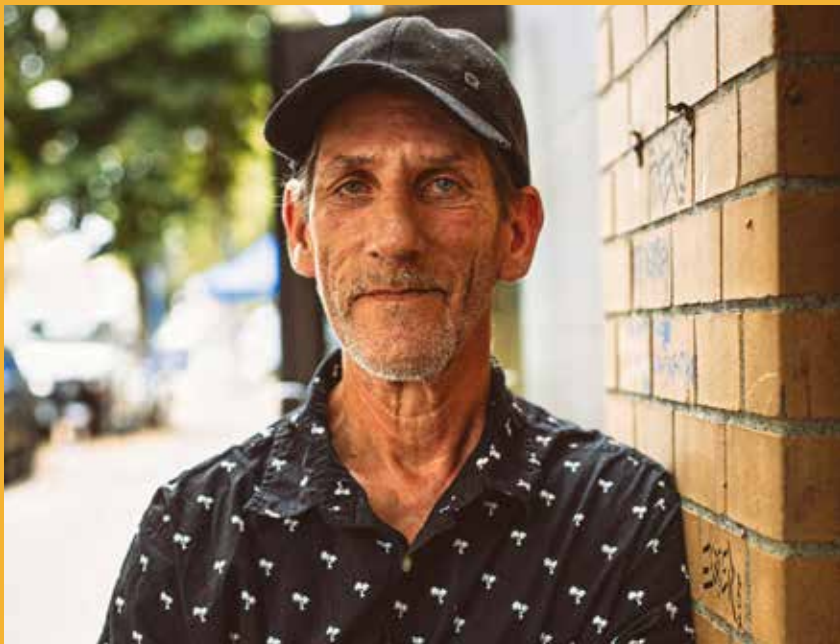
1. You have a right to be where you are and who you are. We honour where you are.
2. Our building is accessible to everyone.
3. People come for connection, not just support.
4. We have consistent, responsive hours.
5. We have cultural safety in language, food, religion, spirituality and art.
6. Our policies and programs are intersectional.
7. Community members are using multiple programs.
8. Community members trust the building and our staff are here for them.

Metric: **JUSTICE**

Repairing and restoring relationships among individuals, between individuals and systems, and between systems (such as Indigenous and colonial legal systems). Justice enables people to feel safer in their communities and systems.

1. Everyone has access to a lawyer when they need it.
2. Our advocacy and system change work is influencing provincial and federal policy, including advancing housing as a human right.
3. Government is actively discussing our recommendations on policy and law change.
4. We are involved in and aligning with community activism.
5. Everyone at First has a living wage.
6. The leadership team and board are racially diverse and serve as a safer space for marginalized and racialized people.
7. We have enacted multiple TRC Calls to Action.
8. Equitable and transparent systems of justice employ tolerance, leniency, and a focus on recovery.

WHEN WE ASKED COMMUNITY MEMBERS, STAFF, BOARD AND SUPPORTERS WHAT DIGNITY, BELONGING, AND JUSTICE MEAN TO THEM, THEIR RESPONSES BROUGHT THESE PRINCIPLES TO LIFE IN THEIR OWN WORDS:



WHEN I THINK OF DIGNITY I THINK OF:

- Doing things carefully, thoughtful, and with pride.
- Being proud of what you have done for yourself
- People's basic needs are met.
- Can eat, sleep, wash and find joy without hassle or explanation with privacy
- Sense of worth and value
- Kindness
- Sympathy
- Safety
- Feeling respected
- Who you actually are
- The opportunity to look forward to tomorrow
- Consideration, compassion for our fellow human beings

- Being able to have a safe private space of your own
- Doing something you enjoy
- Don't feel ashamed of needing help
- Being in a space where no one needs to feel shame or embarrassment
- Provided access to basic human needs and human rights
- Good bathrooms
- Needs are met. Taking the time with people. There are resources for me to use. I can hang out all nobody pesters me to do stuff.
- Self-worth
- Feel at peace
- My meal is not rushed

WHEN I THINK OF BELONGING I THINK OF:

- Feel welcome
- Sense of community, comfort and acceptance
- Feel part of something
- People can be in space and not moved along.
- That space is FOR them
- Acceptance; genuineness; positive regard
- Feeling comfortable to voice your opinion and be yourself
- Non-judgemental interactions; allowing for all presentations of person (happy, upset, angry etc)
- Feeling like you have access to, and the opportunity to benefit from the people and resources present in a specific community.
- Safer and braver spaces to be, live and share

- The place you feel safe and can trust
- Being listened to
- Welcoming all people without judgment
- The right to be where you are who you are
- Helping each other out
- Saying hi to everybody
- Part of the family
- I can have a bad day
- We can find fun things to do here!
- People feel good coming to us
- Space to be LOVED
- Different communities using spaces
- My tradition represented and honoured
- All denominations welcome

WHEN I THINK OF JUSTICE I THINK OF:

- Doing things right
- Truth
- Fairness and equality
- Decisions that are made are fair for all involved
- Rights and fairness
- Solidarity
- Reconciliation
- Acting with integrity
- Equal rights and responsibilities
- Equitable and transparent systems of justice that employ tolerance
- Upholding all human rights
- A fair chance
- Acknowledgement
- Vindication

- Equity of access and opportunity
- Systems of law that serve all people fairly and lift people up
- Breaking systems of oppression
- Shifting power
- Repairing relationships and healing harm
- Involving folks with living experience in decisions
- Shifting hearts and minds
- Affordable
- Anti-racism
- Decolonizing
- Charity to justice
- Living wage employer

OUR VISION, IN A STORY

It's 2028. We have a new, purposefully-built building that is changing lives and rejuvenating the neighbourhood. It's at the corner of Gore and Hastings and stands 11 storeys tall.

The exterior is alive with art and house posts welcoming you in from the Musqueam, Tsleil-Waututh and Squamish nations and honour the unceded land where we work. Four floors hold wraparound services, clinics and a warming and cooling centre. Seven floors offer culturally-safer housing. Residents live above and come down to the lower floors, making the building a true living room for the DTES. It's bright, clean, calm, warm and welcoming to all. Natural light filters in through big windows where you can see trees, plants and greenery.

The kitchen smells delicious with food that invites people to sit down and share a meal. A totem pole stands tall in the main area. It reflects our commitment and action toward truth, reconciliation and healing. From interfaith ceremonies and Indigenous Christian gatherings, our spiritual life flourishes alongside essential services. This is the church of the open door, where people can come as they are, for life's milestones, celebrations of life, funerals and ceremonies, or quiet reflection. People come not only for essential support but for connection and belonging. We are a place where community members feel at home. Our building has laughter. We are a welcoming and safer space to just be.

Casual conversations ripple through the spaces as staff and community members gather to chat, rest or hang out. Indigenous, women, black and trans people feel safer here. Staff and community members interact on an

equal level. Grassroots groups, local artists, advocacy organizations and healthcare outreach teams animate our shared spaces. They rehearse music, run workshops, hold meetings, respond to health needs and cook together. These partnerships bring energy, skills and culture into our everyday life. We provide safer, accessible spaces and support. Together we co-create opportunities that strengthen the community and deepen relationships. Our programs and spaces evolve in response to community voices. What we offer reflects what people need and want. There is no hierarchy, no waiting rooms and no barriers to connection. Our shelter continues to operate off-site, where staff provide essential daily support to people who are unhoused, ensuring continuity of care and connection.

Operations run smoothly with well-built and successful programs that community members are using. Our financial stability ensures these doors stay open. Across all of our programs, our strong relationship with our union reflects our shared commitment to dignity in the workplace, fair wages, and the wellbeing of staff and community alike. Programs continue without interruption. The space grows to meet the community's evolving needs. When emergencies arise, we are a trusted presence. We respond swiftly and thoughtfully alongside the community. We are guided by care and collaboration. We are a leader in emergency response. Our donor base is solid and growing, with a dedicated network of supporters mobilizing with us for change. We have organized with community on several successful campaigns. We have a full roster of volunteers who believe in our vision.

Our leadership team and board are racially diverse. Together we work in solidarity. We have a clear purpose. There is a deep sense of hope and possibility. People are heard, welcomed and supported in ways that honour their worth. While laughter and life fill the hallways, our work also ripples outward. We shape policies, influence systems and advance justice for people across BC. Every interaction here reflects dignity, belonging and justice. We are here, together supporting our vision for a neighbourhood where every person's worth is celebrated and all people thrive.

We know your name. You are seen.

