

# Barrie CSWB Plan Refresh

Proposed Framing and Guiding of the Work

Karie Warnar  
November 19, 2024

# Agenda

**INTRODUCTION**

**GOALS OF THE REFRESH**

**KEY CONSIDERATIONS**

**KEY ACTIVITIES AND TIMELINE**

**CSWB LESSONS LEARNED**

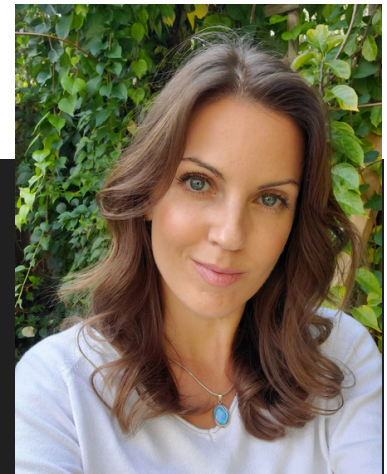
# About Us

At Avail Consulting Inc., we specialize in guiding municipalities through the complexities of Community Safety and Well-Being (CSWB) planning and implementation. Led by Karie Warnar, founder and principal consultant at Avail Consulting Inc. and independent consultant with Consilium Public Sector Services, Avail Consulting delivers tailored, actionable CSWB strategies that meet legislative standards and address community-specific needs.

Avail Consulting has supported 19 municipalities in developing their CSWB plans, led implementation activities for select communities, and worked with Police Services on internal and external CSWB approaches, thus giving us a deep understanding of the complexity involved. This hands-on experience allows us to create practical, results-driven strategies responsive to community dynamics and designed for sustainable impact.

Avail Consulting leverages a trusted network of specialized consultants and subject matter experts, bringing them on board as needed to meet the unique demands of each project. This model ensures access to a broad range of expertise while maintaining a focused, client-centred approach.

Karie holds an MBA in Leading Innovation and Change, is a Prosci-certified change practitioner, and has over 15 years of experience designing, implementing, and evaluating cross-sector strategies for complex health and social issues. Her expertise spans strategic planning, policy development, and program design, with notable work on initiatives like Health Link, Coordinated Access (Homelessness), and CSWB. Known for her collaborative approach, Karie has built partnerships across government, law enforcement, healthcare, community and social services to deliver impactful, innovative solutions for communities and vulnerable populations.



**Karie Warnar**  
Founder and Principal  
Consultant



# Goals of the Refresh

## **MEET LEGISLATIVE COMPLIANCE**

Subsection 255 (1) of the Community Safety and Policing Act, states that a municipal council must review and, if appropriate, revise its community safety and well-being plan within four years after the day the plan was adopted and every four years thereafter

## **REFINE THE FOCUS AREAS AND PRIORITIES**

Narrow the focus to fewer but higher-impact priorities

## **REFLECT EVOLVING COMMUNITY NEEDS**

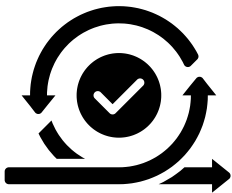
Refresh the Plan consistent with current community needs based on what is known from data and consultation

## **BUILD A MORE AGILE PLAN**

Integrate strategies and approaches that enable timely response to emerging needs, align with evolving priorities, and can weather the impact of changes that can influence the success of the Plan



# Key Considerations



- Alignment between the CSWB Plan and:
  - the Barrie Police Strategic Plan (as per legislation)
  - Broader planning tables
  - City of Barrie Strategic Plan
- Shared community partners across Simcoe County
- Need actionable and measurable strategies
- Build agility/flexibility in right from the start
- Honour the framework:
  - Inter-sectoral collaboration
  - Information sharing
  - Performance measurement
- Build in pathways and ongoing supports for the four-year refresh

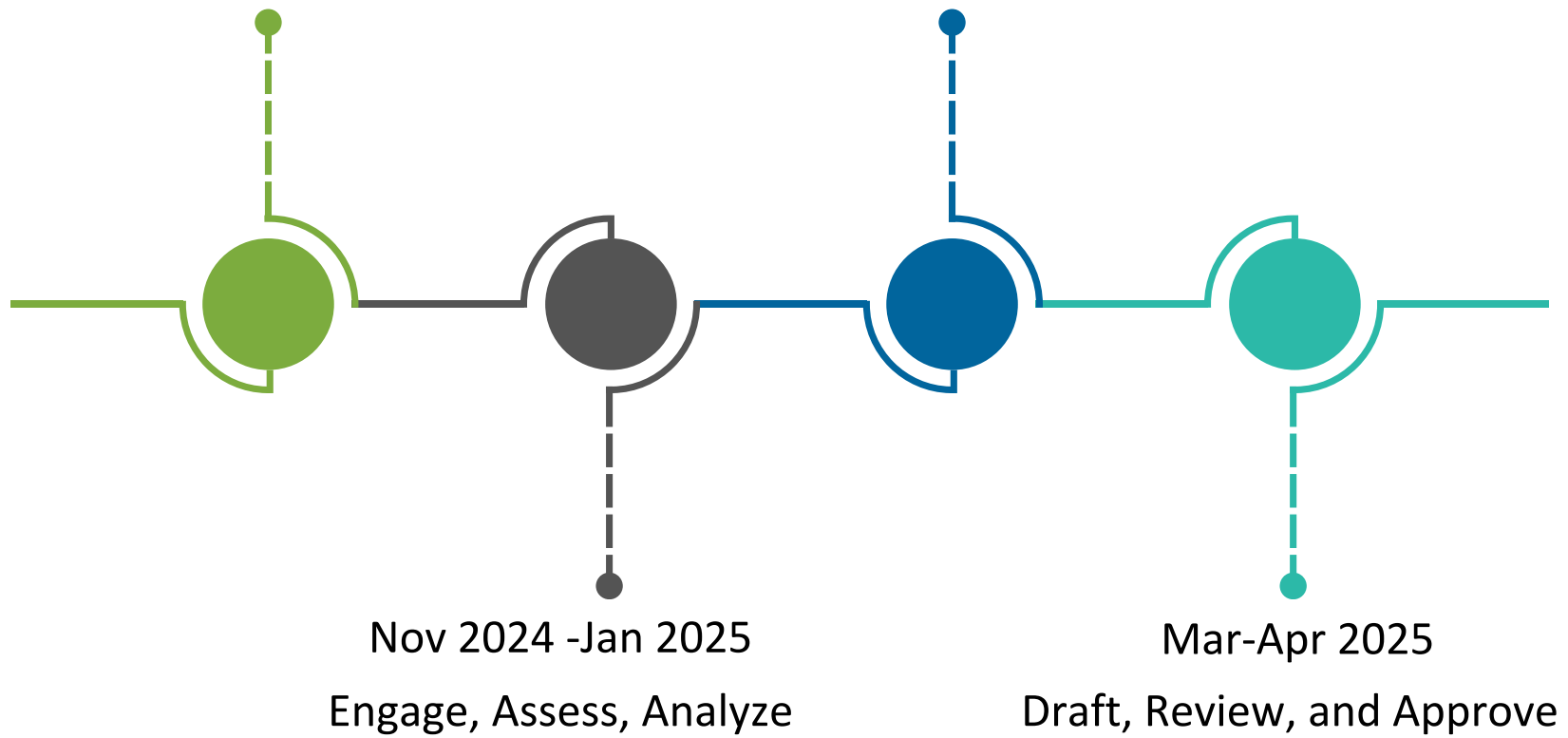
# Key Activities and Timeline

Discover and Assess

Nov-Dec 2024

Strategize and Build

Feb-Mar 2025



# Discover and Assess

## Activities

Initial CSWB Committee of Council and key stakeholder meeting(s).

Documentation review (current Plan, progress reports, evaluation data, other relevant documents)

Review and analysis of available data



## Outcome

Shared understanding of project goals, objectives and stakeholder alignment

Identify strengths, weaknesses, and opportunities for improvement

Gain data-driven understanding of community needs and factors that should inform the Plan

# Engage, Assess, Analyze

## Consultation

One-to-one key informant  
interviews  
(6-8 interviews)

Online community survey (TBD)

Telephone Polling  
(probability sampling)

Partner Provider Session

Lived/Living Experience Session  
(optional - at an additional cost)



Barrie Police Service  
Family Connexions  
School Boards  
Library  
BIA  
Simcoe Coalition  
Barrie Native Friendship Centre  
SMDHU  
Newcomer Services  
Gilbert Centre  
CMHA  
Safe Barrie  
CFS + Wellbeing  
Georgian College  
RVH  
County of Simcoe  
Barrie OHT  
Salvation Army  
Community Connection / 211  
Homeless serving sector orgs.  
Women and Children's Shelter

**SAMPLE Stakeholder List**



# Confidence to Strategize and Build

Collaborative

Data-Informed

Flexible

## **Community input and engagement**

- build in engagement as a continuous process

## **Use data-driven decision-making**

- Use community-centric indicators linked to safety and well-being

## **Re-frame your thinking and commitment regarding decision-making**

- View and engage the community as a partner in creating solutions

## **Build flexibility and agility into the planning and strategies**

- A phased approach to strategies

## **Ensure transparency and accountability throughout**

- Clear roles, measurable goals, feedback loops, evaluation, reporting, and transparent data strategies

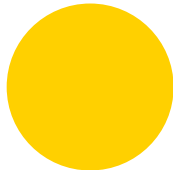
# Draft, Review, and Approve



Draft the revised Plan



Committee will review and offer edits to the (draft) Plan



Final edits made to the Plan



Release of the Plan to the Committee

# CSWB Lessons Learned

## A few common challenges...

Plans were too ambitious  
Siloed (to a degree)  
Competing demands  
Fragmented data  
Ill-defined measures  
Compromised by changes  
(partners, mandates, funding,  
priorities, etc)  
Lack of funding to implement  
strategies

Fewer, focused, evidence-based  
priorities

Prioritize integrated service  
models (+formalize)

Streamline tables and demands  
on partners

Develop a clear data strategy (e.g.  
agreements, partnerships, leverage  
dashboards, etc)

Plans needs to be focused yet  
flexible

Leverage, amplify, scale, or  
reconfigure initiatives and  
partnerships

# Discussion

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