PATH TO CHANGE

WHAT IS THE BIG GOAL:

What data will tell you if the big goal is being met or has been met?

BUILDING BLOCK

What data will tell you this building block is progressing?

What are the things that need to be true to get there?

What data will tell you progress is being made on this goal?

HOW WILL YOU MAKE THIS TRUE?

What data will tell you if your action(s) have been successful?

What data will tell you if your action(s) have been successful?

ACTION

ACTION

What data will tell you if you have what's needed to start the action(s)?

Is something else required for the action to work?

Is something else required for the action to work?

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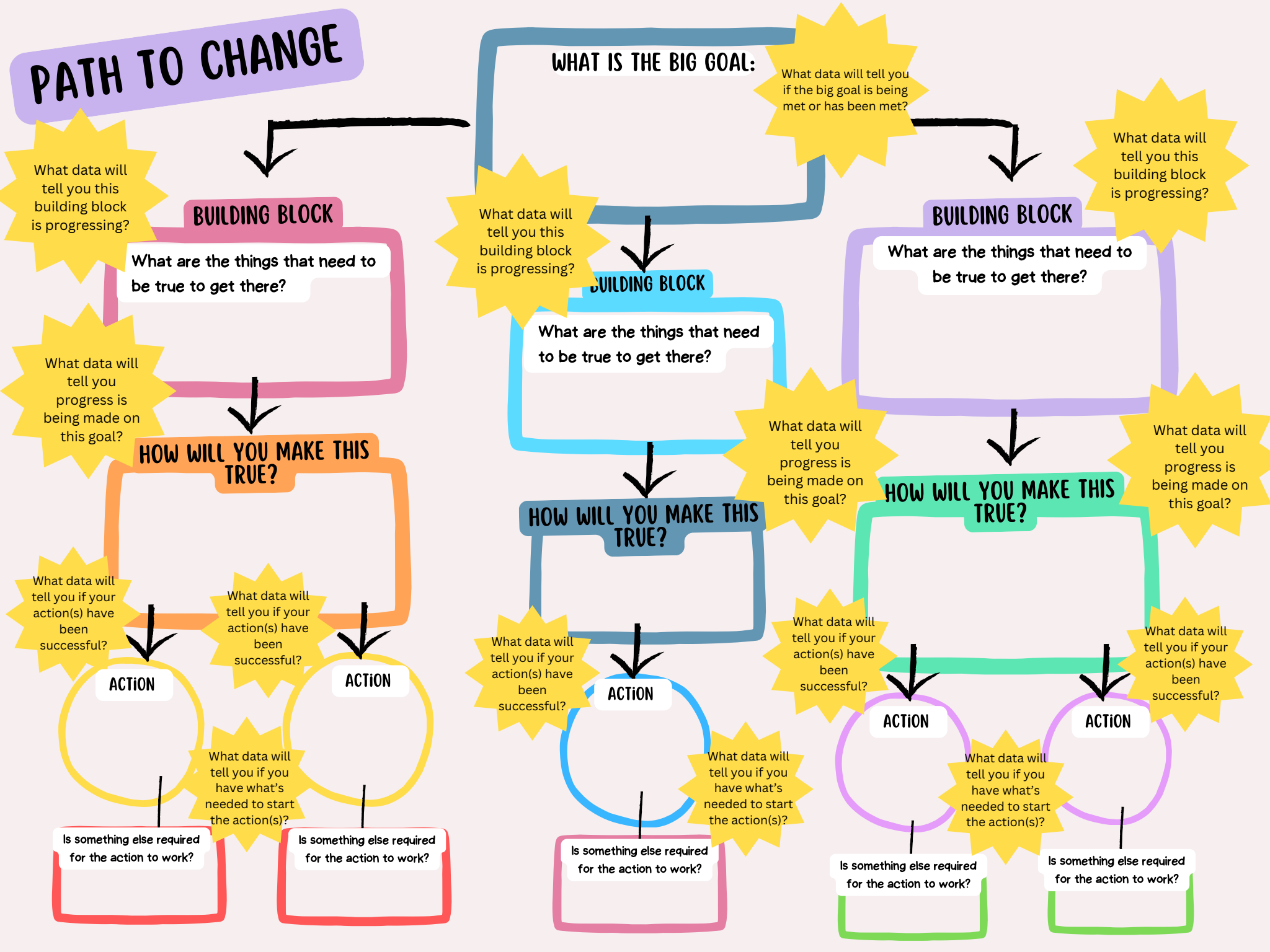
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EXAMPLE

WHAT IS THE BIG GOAL:

Reduce poverty in Nelson by 500 people

What data will tell you your big goal is being or has been met? LIM-AT, MBM Housing Tenure

Unemployment rate Self-reported ability to find a job

BUILDING BLOCK

SA Caseload # LW employees MBM

What are the things that need to be true to get there?

More money in people's pockets

WHAT WILL HELP MAKE THIS TRUE?

LW employers # CVITP filers CLB, RESP uptake rate SA policy changes

Employers pay living wage
- More people file taxes through CVITP
- Increase CLB, RESP, CCB uptake
- Change SA exemptions to incentivize work

businesses attending LW workshops LW Calculated # media articles with preferred framing

ACTION:
Living wage calculation and campaign

CVITP partners # CVITP referrals $ returned

ACTION
CVITP expansion through partners

$ raised # partners engaged # aligned programs or actions

Is something else required for the action to work?
Build capacity to host a campaign

Is something else required for the action to work?
I dentify and engage more partners to run CVITP

BUILDING BLOCK

Housing tenure Core housing need Housing waitlist Vacancy rate

What are the things that need to be true to get there?

Everyone has access to affordable housing

affordable units # evictions prevented # supportive units

WHAT WILL HELP MAKE THIS TRUE?

More affordable units
Fewer evictions
Supportive housing

Strategy created with roundtable input # policies changed # programs introduced Scale and scope

ACTION
Inform municipal housing plan to create diverse housing options

council deputations # roundtable partners participating in consultations

Is something else required for the action to work?
Build a relationship with the municipality

BUILDING BLOCK

What are the things that need to be true to get there?

Education that meets the local labour market

jobs offering learning # youth self-reporting skills to find job # barrier-free trainings for adults

WHAT WILL HELP MAKE THIS TRUE?

People can learn on the job
Young people graduate with the right skills
Adults can up-skil

apprenticeships # students served New skills gained Post-grad success rate

programs offered # program participants New skills gained Post-grad success rate

ACTION
Partner with businesses to offer apprenticeships from HS

employers engaged # schools or classes engage

ACTION
MORE NON-PROFITS OFFER UPSKILLING PROGRAMS

Is something else required for the action to work?
Engage employers and the High School

Is something else required for the action to work?
N/A

How To Use This Tool

1. Start with the **big goal** at the top. Then, work your way down by filling in the boxes - what needs to happen to reach that goal? Add as many branches as you need to map out the steps.

2. **Add indicators** for each box. Think: what specific data points could we collect to see progress? (Not broad outcomes, as those should already be in the boxes.)

3. Step back and **review** the full plan. Can your community realistically do all this?
   - If not, who else do you need?
   - What would make it more doable?
   - Should you focus on a smaller goal or just a few key actions and sub-goals for now?

   Reflect on:
   - Where there's most energy or momentum in the community
   - What resources (skills, knowledge, money, etc.) you have or could get
   - What fits best with current or emerging leadership in your community

Need help choosing indicators?

Here are some well-known frameworks that list trusted, population-level indicators. You can look through them for ideas that match your big goal and building blocks:

- **Quality of Life Framework** – tracks what makes life better in communities
- **Canadian Index of Wellbeing** – covers a broad range of areas like education, environment, and community belonging
- **Sustainable Development Goals** (SDGs) – global goals like ending poverty, improving health, and protecting the environment
- **Canadian Poverty Dashboard** – lists key measures for tracking poverty across Canada
- **Social Determinants of Health** (SDOH) – shows how things like housing, income, and education affect health
- **Sustainable Livelihoods Framework** – helps map the resources people rely on to get by

Community Journey Map - tracks how your community is building the foundations (like trust, leadership, and partnerships) needed to reach bigger, population-level outcomes

Other Tips

How long will it take?
Plan for 1–2 full days if you want to dig deep and build a solid plan together. **OR** half a day if your plan is done and you're collaboratively creating indicators. **OR** 1-2 hours if you're plan is done and you're mapping indicators independently.

What materials do I need?
Use flipchart paper or something with lots of room, especially if you're mapping a full community-wide plan. You'll want lots of space to add boxes, branches, and show how things connect.

Who should be in the room?
This works best as a collaborative session with your leadership group or core team. Aim for a group that's small enough for real discussion, but diverse enough to bring different perspectives.

How do we share the map?
It's meant as an internal planning tool, not for public sharing. Use it to guide priorities, test feasibility, pick indicators, and build your story; but don't worry about making it look polished for outside audiences.