

STRATEGIC PLAN (2026–2029)

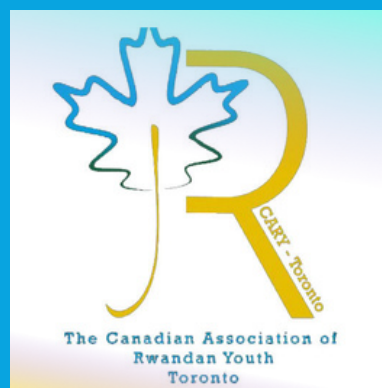


CARY TORONTO

Strategic Plan

2026 - 2029

Building Connection
Strengthening Community
Creating Pathways



www.carytoronto.com

Who We Are

CARY Toronto (Canadian Association of Rwandan Youth) is a community-led organization in the Greater Toronto and Hamilton Area. We bring together Rwandan youth, young adults, and newcomers through culturally grounded programs, shared experiences, and opportunities for growth.

Why We Exist

CARY exists to support individuals as they build their lives in Canada. Many face challenges navigating systems, accessing opportunities, and staying connected to their culture. At the same time, there is a strong need for spaces that foster belonging, connection, and growth.

We create pathways for:

- Newcomer support and community connection
- Career and skills development
- Community building, cultural connection, and belonging

Our Direction (2026–2029)

CARY Toronto is focused on four key areas that guide our work and reflect the needs of our community.

Newcomer Support

Ubufasha ku bantu bashya

- Supporting newcomers as they navigate life in Canada through guidance, resources, and community connections.

Career & Skills Development

Iterambere ry'umwuga n'ubumenyi

- Creating pathways for young people and newcomers to build practical skills through training, mentorship, networking, and access to professional opportunities.

Community Building & Engagement

Kubaka Umuryango Mugari

- Creating meaningful and culturally grounded opportunities for people to connect, participate, build relationships, and strengthen their sense of identity, pride, and belonging.

What We Do

CARY Toronto delivers programs that support different stages of the community's journey, from newcomers building their foundation to young people growing professionally and staying connected to community.

Newcomer Support

Ubufasha ku bantu bashya

- Orientation and settlement support
- Workshops on housing, employment, and navigating systems
- Resource and information sessions

Career & Skills Development

Iterambere ry'umwuga n'ubumenyi

- Resume and interview preparation
- Financial literacy and skill-building workshops
- Mentorship and networking opportunities

Community Building & Engagement

Kubaka Umuryango Mugari

- Social, wellness, and community-building activities
- Youth and young adult engagement initiatives
- Cultural events, language, storytelling, and shared experiences
- Intergenerational and community gatherings
- Community initiatives such as Umuganda, rooted in collective responsibility

How We Engage

CARY Toronto is shifting its approach from hosting events to creating experiences.

This means designing programs and activities that are:

- Relevant to the realities of the community
- Interactive and relationship-centered
- Consistent and easy to access
- Rooted in culture and shared experience

We are also strengthening how we connect with the community through consistent communication, outreach, and information sharing, ensuring that more individuals are aware of available programs and opportunities.

Engagement is a Journey

Community members may first connect through a social event, return for a program, and later take on volunteer or leadership roles. Each interaction builds a stronger connection to the community.

Our Approach

CARY Toronto's work is grounded in community, culture, and shared responsibility. As we grow, we continue to strengthen how we deliver programs, engage the community, and build long-term impact.

Community-Led

- Our work is shaped by the community. Programs and initiatives reflect lived experiences, needs, and priorities.

Culturally Grounded

- Culture remains at the center of everything we do. We create spaces that reflect identity, language, and shared experiences.

Partnerships

- We work with organizations and institutions to expand opportunities, strengthen programs, and increase our reach.

Volunteer Leadership

- Volunteers are central to our work. They support programs, lead initiatives, and contribute to the growth of the organization.

Capacity & Growth

- We are strengthening our structure, roles, and systems to ensure consistent, sustainable delivery as we grow.

Looking Ahead

- CARY Toronto is focused on strengthening its impact and expanding how it supports the community.

Our Priorities

- Our Priorities
- Expanding newcomer support and access to resources
- Strengthening career and skills development pathways
- Deepening community building and engagement through culturally grounded and meaningful experiences

Moving Forward

- As we continue to grow, our focus is on building programs that are practical, accessible, and grounded in the realities of the community. We are strengthening what works, addressing gaps, and creating more opportunities for connection and growth.

Where We're Headed

CARY Toronto is building a future where community is strong, connected, and supported.

A future where newcomers find guidance as they navigate life in Canada, where young people access opportunities and grow with confidence, and where community members remain connected to their culture, identity, and shared experiences.

CARY is growing as a trusted community hub, a place where individuals come to connect, build relationships, and move forward together.

This future is shaped by the community and carried forward together.