KAAAV Two Year Strategic Plan   June 2007-June 2009   Updated May 2009, December 2011

Goal	Objectives	Strategies	Original Indicators of Success	Original Time Line	Outcome as at December 2011
Critical					
New Member Recruitment	**Increase KAAAV membership & area**	Develop list of possible places to promote KAAAV and recruit new members in the community Increasing public awareness Suggested strategies: 1 Find out where other AVA's are 2 Ask members what their geographical areas are 3 Determine where we promote KAAAV	Increased numbers of new members Increased use of web-site Brochure to include location of other AVA's for potential members Define area served	Sept 2008	New potential members indentified Oct 2008 (VP) AVA Representative reports to KAAAV (when applicable AVA newsletter includes KAAAV info (when applicable) Recruitment, Retention & Promotion Plan established at 2011 AGM & new Executive position entitled Media Relations Coordinator manages this plan. see meeting attendance chart below over the last 5 years
Member Support	**Skills Bank: To create a skills bank that allows each member to indicate their willingness to answer occasional questions**	Skills Bank to include: Potential committee members Potential education session speakers Transferable skills that members have	1 increased support for members * 2 increased participation on committees # 3 increased access to meeting speakers ** 4 increased networking opportunities *	June 2008	Skills Bank developed & posted on web Set/08 (WEBCORD) - website itself cannot track usage (it tracks each update made to any page as a visit) **Number of skills bank/mentoring questionnaires received:** AGM & autumn 2008: 15 forms 61 skills bank + 57 mentoring AGM & autumn 2009: 13 forms 62 skills bank + 14 mentoring AGM & autumn 2010: 13 forms 104 skills bank +19 mentoring AGM & autumn 2011: 7 forms 41 skills bank + 3 mentoring [note: in 2008 Paulette Kinmond & in 2010 Rosemary Mason selected a lot of topics; & in 2010 & 2011 a couple of people just said to use their old questionnaires **Evaluation form on main skills bank mentoring page asks users to give us feedback on their usage, (see below):** * (1; 4) no formal evaluations have ever been received, even though anecdotal evidence suggests that some people do make use of the bank # (2) committee positions continue to be filled, but it is unknown whether VP has consulted skills bank to search for candidates ** (3) 2008/09 education committee checked skills bank to find presenters for a workshop
Goal	**Objectives**	**Strategies**	**Original Indicators of Success**	**Original Time Line**	**Outcome as at December 2011**

Goal	Objectives	Strategies	Original Indicators of Success	Original Time Line	Outcome as at December 2011
Member Support	**Tool Kit/Welcome Package**	Tool Kit/Welcome Package to include: Current up to date list which includes: Executive member list name and organization Testimonials from other members Community Mapping-Where do we fit? Education/Networking meeting brochure List of possible mentors Information about VIK, PAVRO-O, CAVR	All members receive a toolkit Subsequent years all new members receive a toolkit Increased use of web-site	On-going	New member package created in Sept 08 (VP) As of Dec/11 Update: Toolkit being tweaked and updated on an ongoing basis. Presently looking at making the kit totally electronic so it can be forwarded to new/potential members. The VP remains in charge of welcoming new members and contacting potential members.

Member Support	**All members are given opportunity to benefit from mentoring.**	Develop list of possible mentors for members	Use of mentoring process	Sept 2008	Mentor list developed & on web (sept 08- WebCoord)
					
					See above for stats on Skills Bank/Mentoring questionnaires
					- evaluation form on main skills bank mentoring page asks
					  users to give us feedback on their usage, BUT
					  no formal evaluations have ever been received, even though anecdotal evidence suggests that some people do make use of the bank

Member Support	**Resources & Information Sharing** To increase access of information & resources for KAAAV members	Utilize minutes & meetings to share resources/info Ensure VIK/ PAVR-O rep has opportunity to share info Use of Web-Site to share information Ensure that networking meetings allow time for sharing	Increased attendance at ntwrk meetings Increased use of web-site VIK & PAVR-O/AVA Web Site standing items on Agenda	On-going	VIK/PAVR-O/AVA & Website was added to agenda in Sept/08 General meeting time extended to two hours at AGM June 2007 - website itself cannot track usage (it tracks each update made to any page as a visit) the agenda includes a more proactive networking/sharing time (since 2009) - blog created for 2010 AGM, but it has never been accessed, possibly due to log-in requirement. We can make the blog open-access to overcome that, but then there would be no privacy for discussions (a criterion when originally created)
Member Support	**On-Going Support** To provide a venue for members to access peer support & share best practices in a nurturing environment	The following will be maintained: PAVR-O Certification Working Group (Ad Hoc) Informal Working Groups (Ex; Strategic Plan) Regular Monthly Education Networking Meetings Annual Education Events Bursary Annual AGM	Maintaining or increasing membership Increased number of Bursary applications Increased number of members certified Increased attendance at meetings. Increased networking opportunities at general meetings & other events	On-going	Strategic Planning incorporated into the Exec Meeting All groups have been maintained as needed encourage discussio/seeking information & direction stats in bursary from KAAAV/PAVRO (people & $amount - see AGM Reports)

Member Support	Workshop/Education Events	The following will be planned:	MOV training event occurs	AGM June 2007	MOV Event May 2008, Oct 08 Nov 08, Jan 09 , June 09
	In order to fulfill KAAAV's purpose, events will be planned to support MOV's as opposed to recognizing volunteers. KAAAV will use	One annual MOV training event IVMAD-November event Media recognition of volunteers during IDV, NVW	IVMAD Event Occurs Media recognition NVW, IDV events Updated Terms of Reference		Review & Update of terms of Ref at AGM IVMAD Day is now added to Tof Ref pamphlet produced every year MOV events are part of Special Events Education Feedback Stats: from the 119 feedback forms submitted from February 2011 to November 2011: 89 returns found the topic area Very Useful, 28 found the topic area Somewhat Useful, and only 2 found the topic Not Very Useful.
Vision Statement	**To create a Vision Statement in order to have words to plan KAAAV's future by**	Look at other vision statements Review mission/purpose/vision Recommended that All KAAAV members be given the opportunity to give input.	Creation of Vision Statement	June 2008	Vision & Core Values developed (ad hoc team) Adopted at 2008 AGM
Partnerships	**Maintain opportunities for KAAAV members to develop links with others**	KAAAV will interact & network with on a yearly basis and will maintain membership when possible with: VIK-KAAAV representation on Board PAVR-O attend AVA meetings when possible CAVR Following are some examples of other networking opportunities: HR-Ontario Chamber of Commerce Develop a KAAAV presentation	Increased opportunities to network Increased new partnerships Increased awareness of KAAAV Increased awareness of other orgs	Sept 2007 Ongoing	Link with VIK maintained until closure in June 2010 Link with PAVRO maintained via AVA when possible Exec& membership made aware of AVA updates via the AVA rep United Way Relationship established Setp/11 Constitution amended in 2011 to reflect a need for flexibility in naming of organizations Link with CAVR & Volunteer Canada when possible
Advocacy	**Ensure that KAAAV has a voice on Volunteer Management issues**	Work within our Vision/Mission to address local, provincial, national, and international issues affecting MOV's	Recognition as a viable organization Response is acknowledged	on-going	Promotion during NVW IVMD-media communication from other organizations non member attendance at meetings website maintained advertising (newspaper inserts, PSA's) developed new media position Executive All Members

Attendance Chart for the last 5 years:				*A few of the dates were missing and minutes were missing

	2007	**2008**	**2009**	**2011**
Feb	19	24	14	19
June - AGM	24	*	21	19
Sept	27	*	18	21
Nov or Dec	20	20	17	19
AVG	**22.5**	**22**	**17.5**	**19.5**

Status
Recommend that this is carried over to 2012 SP
Closed
Proposed Status

Closed No need to move forward
Closed
Closed
Closed
Proposed Status

Closed
Closed
Closed
Recommend to be ongoing for 2012 SP
closed