

<b>Vision</b>	Engaged and vibrant communities built on the cornerstone of volunteerism.			
<b>Mission</b>	To inspire and lead the growth of a culture of volunteerism in the community			
<b>SWOT Analysis</b>	<p style="text-align: center;"><b>Strengths</b></p> <ul style="list-style-type: none"> <li>Educational role.</li> <li>Ability to generate funds to “keep the doors open”.</li> <li>Board: strong team, wide range of skills, long standing members.</li> <li>Open to change and exploring alternatives.</li> <li>Board networking connections: connected to resources.</li> <li>Trained &amp; Experienced Staff.</li> <li>Gaining awareness as a volunteer driven organization.</li> <li>Pioneers in the field.</li> <li>Volunteer NS</li> <li>Relationship with Gov of NS</li> <li>National Relationships</li> <li>Stable community presence</li> <li>Learning Orientation.</li> </ul>	<p style="text-align: center;"><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>Lack of awareness in the community.</li> <li><u>Is our role evolving?</u></li> <li>No model for this type of organization – no networking or best practices sharing opportunities.</li> <li>Unpredictable funds.</li> <li>Inconsistent messaging – need for elevator pitch.</li> </ul>	<p style="text-align: center;"><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>Municipal support from Town of Kentville and Municipality of the County of Kings.</li> <li>Recent municipal elections – change in Councils and priorities.</li> <li>Trendsetters – no model.</li> <li>Nova Scotia economy – highlight importance of volunteerism.</li> <li>New location.</li> <li>Lots of potential partners – right time.</li> <li>Program development opportunities.</li> <li>Support in the community for the organization.</li> <li>Neutral – non threatening organization.</li> <li>Provide leadership to move this sector forward.</li> <li>Blazing a new trail –creating new stories.</li> <li>•</li> <li>Direct connection with Volunteer Canada.</li> </ul>	<p style="text-align: center;"><b>Threats/Considerations</b></p> <ul style="list-style-type: none"> <li>Funding – low budgets at the municipal level.</li> <li>Limited ideas of what volunteerism is.</li> <li>We don’t fix anything.</li> <li>Culture of volunteerism: <ul style="list-style-type: none"> <li>Change mind set.</li> <li>Undermining of concept of volunteerism.</li> <li>Engage young.</li> <li>Generational differences.</li> </ul> </li> <li>Difficult to track awareness in the community.</li> </ul>
<b>Timeframe</b>	Jan-March 2023	Jan-Dec 2023	On-Going	On-Going
<b>Goals</b>	<u>Goal 1:</u> To build capacity within KVRRC	<u>Goal 2:</u> To build and enhance the capacity of the voluntary sector	<u>Goal 3:</u> Modelling the way and leading by example	<u>Goal 4:</u> To promote volunteerism and its value
<b>Objectives</b>	a) Organizational policies and procedures kept current. b) Develop a JEDDI/DEI strategy. c) Develop a plan to meet staff and boards professional development needs. d) Implement a Board recruitment strategy and to formalize a succession plan.	a) To determine the most effective and feasible strategies for raising the capacity of the voluntary sector. b) To provide and evaluate educational programs. c) To promote awareness of capacity building opportunities and resources from all sources. d) To conduct a needs assessment of the impact sector within Kings County.	a) To explore funding opportunities. b) To audit current adherence to the Canadian Code for Volunteer Involvement. c) Implement JEDDI Strategy.	a) To identify opportunities to enhance and strengthen volunteerism within the community b) To facilitate networking opportunities for and promote collaboration within the voluntary sectors create and execute a communications plan