

ACA Strategic Framework for Assigned Task

Topic	Volunteer Development Project for the Association - 2015
Issue(s) to be Addressed	<ul style="list-style-type: none"> • Robust volunteer cultivation, recruitment, training, support, and recognition program for the association, specifically — <ul style="list-style-type: none"> ○ What volunteer development plan for the entire association will best meet the needs of the volunteers and the organization — and allows for numerous varied ways for people to volunteer, both long-term and short-term?
Desired Outcomes	<ul style="list-style-type: none"> • Build upon the research and assimilation work done in 2014 regarding volunteer development and engagement in the association; create a continuous, reliable, and enduring plan for the cultivation, recruitment, training, support, and recognition program for the association. • Specifically, there will be four subgroups tasked with: <ul style="list-style-type: none"> ○ Volunteer Cultivation and Recruitment Work Group - Develop plans/ideas/templates for association-wide (and customizable locally) volunteer cultivation and recruitment. ○ Volunteer Orientation and Training Work Group - Develop association-wide (and customizable locally) volunteer orientation and training. ○ Volunteer Engagement and Support Work Group - Develop plans for regular communications and opportunities for networking for volunteers in like positions across the country; and develop plan/ideas/template for other opportunities for support to volunteers. ○ Volunteer Recognition Work Group - Develop association-wide (and customizable locally) volunteer recognition opportunities – and work with the existing national awards committee.
Information Needed	<ul style="list-style-type: none"> • Assimilation report from July 2014

Reference Policies/Authority	<ul style="list-style-type: none"> • GP-2 Governing Style, and • EL-9 Treatment of Members and Volunteers
Fiscal Implications	<ul style="list-style-type: none"> • FY2016 – see attached includes Volunteer Summit expenses, VD Committee expenses and some project expenses. • FY 2017 – will be developed by the VD Committee as part of the work.
Potential Consequences (intended/unintended)	<ul style="list-style-type: none"> • This is the next step in the evolution of the unification of the organization. Without this work, there could be disjointed, inefficient, and potentially ineffective work and disconnection with volunteers. • Capacity and expectations to implement the recommendations that will be in the draft plan. • In a contemporary system, nimbleness will be imperative or we will fail to appear responsive.
Person(s)/Entities Responsible	<p>A Volunteer Development Project (VDP) Task Force that includes a 2 Co-Chairs, 4 subgroup team leaders, and appropriate staff. (The Board Development Committee Chair will be exofficio – participation level TBD.)</p> <ul style="list-style-type: none"> • Co-Chairs: Richard Garbinsky and Tony Oyenarte • Primary staff liaison – Susan Yoder • Other volunteers and staff TBD
Other (efficiencies, communication, etc.)	<p>As this assignment covers both operational volunteers and governance volunteers, coordination of work and frequent, detailed communication will be important to success.</p>
Next Steps/Recommendations (timelines, etc.)	<p>See the Volunteer Development Plan of Action document.</p>