

ACA Strategic Framework for Assigned Task

Topic	Volunteer Development Project for the Association - 2015
Issue(s) to be Addressed	• Robust volunteer cultivation, recruitment, training, support, and recognition program for the association, specifically — ○ 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	• 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: ○ 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	• Assimilation report from July 2014

Reference Policies/Authority	• GP-2 Governing Style, and • EL-9 Treatment of Members and Volunteers
Fiscal Implications	• 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)	• 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	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.) • Co-Chairs: Richard Garbinsky and Tony Oyenarte • Primary staff liaison – Susan Yoder • Other volunteers and staff TBD
Other (efficiencies, communication, etc.)	As this assignment covers both operational volunteers and governance volunteers, coordination of work and frequent, detailed communication will be important to success.
Next Steps/Recommendations (timelines, etc.)	See the Volunteer Development Plan of Action document.