

OneAbility 2022 Action Plan



2022 Strategic Action Plan



Goal A: Deepen member's connections and capacity for pursuing their mandates.

Objectives	Actions
1. Source and/or deliver capacity building and resource development supports to (smaller) members.	<ol style="list-style-type: none">a. Identify one or two activities that you can support this year. (EG Revenue Development, Marketing, Evaluation, Admin)b. Consider multiple ways of supporting capacity: (informal) mentoring, coaching, access to on-line training (your own and others like Volunteer Victoria), work experience or member exchanges, tools or resources you can share, etc.c. Determine the mechanism by which we can offer these and what agreements are neededd. Prioritize utilizing support from internal members and then bring in external members where needed.
1. Deliver annual program delivery grant program.	<ul style="list-style-type: none">• See Goal D, 1 – provide program delivery grants to members• Develop agreement for granting & articulate as program delivery example (Mike to send BCTRA agreement)
1. Continue to offer the monthly forum, on-line learning, networking and information sharing events.	<ol style="list-style-type: none">a. Develop a calendar for the year with priority topics/conversations and identify members who can host or co-facilitate these sessions. Support co-delivery.b. Consider how these events could be tailored to appeal to non-active members, new members and other related collectives etc.c. Identify the needs and interests of members for learning and resource development as well as the expertise in these areas that could be shared.d.

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<p>1. Facilitate a variety of opportunities for members to connect and network in person and virtually.</p>	<ul style="list-style-type: none">a. Continue to tease out what members can share, what they need and what their shared interests are. (EG: classified ads/marketplace to share what you have and what you need)b. How will members seek out other members? (based on type of services, size, assets to share, what else?)c. Consider the different website audiences and needs and update the sited. Develop one or more visual maps or “streams” on the website that will allow both members and public to “see” easily key information (location, website, SERVICES, who is served, etc). Build in redundancy by noting member data in more than one area as needed.e. Structure your membership list in a way that illustrates key information and share the list with members.f. Profile new/existing members in each newsletter and give members a “spotlight” in the forum.g. Challenge members to collaborate with one or more other members, to use micro grants to collaborate and share the story of their collaboration for a prize.
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Goal B: Enhance relationships and structures for joint promotions, education and advocacy



Objectives	Actions
1. Continue to strengthen use of the shared calendar and encourage joint promotions.	a. Consider different promotions for different audiences (members: want to know about each other and the field; participants: need to know about the calendar; and funders/other NGO's: need to know about OneAbility benefits.)
1. Continue to develop strategic relationships.	a. Currently these include provincial government, Indigenous Sport Recreation and Physical Activity Council, BCANDS b. Consider targeting partnerships around specific activities such as Program grants, or capacities like marketing and building multi-year initiatives. c. Launch Para PowerPLAY program with members delivering multisport program over 6 months.
1. Enhance education & awareness opportunities to move inclusion of persons with disabilities forward	<ul style="list-style-type: none">• Identify and Connect to training opportunities (Eg. Member forum, Education Day, other resources/trainings, newsletter, Para Pro-D)• Build and deliver trainings that are supportive to certification and driving the work forward• Additional supports to training (funding, matching grants, mentorship)• Membership support to provide opportunities & engage in training• Explore credit/pro-D credit opportunities – teachers, coaches, rec, etc
1. Ongoing evaluation plan to understand and learn	<ul style="list-style-type: none">• Send out annual survey to understand the impact of the members, the value of OneAbility and• Developmental evaluation check in every quarter with members to learn and feed the ongoing ways that OneAbility operates

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Goal C: Grow the network.



Objectives	Actions
1. Continue to develop strategic relationships	<ul style="list-style-type: none"> • See Goal B, 2 • Beyond Vancouver Island – provincially and nationally. • Encouraging other regions to learn from each other. Who in OneAbility has team members in other regions? How do we get them engaged. • Recreation sector – intentionally supporting their work. (Bobbi) • Seniors sport and physical activity – BC Seniors Games connection? Masters programs. (Shelly Brown? At City of Vic, Judy Joseph Black at Seniors Games, Archie with Seniors with disabilities project)
1. Develop and implement a strategy to re-engage inactive members and recruit new members on the Island.	<ol style="list-style-type: none"> a. New membership structure (Goal D) completed. Share the benefits contributions, expectations and engagement levels out to members. b. Messaging around how members engage and support the collective. c. Discussions with target members to learn more about what benefits they want and/or how their participation could be facilitated. Remove those who are not able to participate any longer. d. Consider how to more formally connect with a key contact person, and encourage multiple people from member organizations to participate in different ways. e. Consider a “call to action” approach to members and other supporters around their contributions that could be tailored to each member category (eg: five ways to support inclusive sport)
1. Contribution model to share, learn and engage in work together.	<ul style="list-style-type: none"> • Day of connection and learning. • Collective inputs and harvest of “needs, wants and opportunities” • Host in a way that is also learning from another group.

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Goal D: Develop the internal resources, structures and tools needed to support a vibrant, connected network

Objectives	Actions
1. Continue to diversify revenue and develop new, longer term funding partners	<ol style="list-style-type: none">Victoria Foundation.Anonymous funderPartnership/Revenue Development Package – build out via board members (Gail, Tanelle, etc)Charitable applications to support collective programs/events on behalf of the members – Jumpstart, BCSPP, etcOther?
1. Develop and implement an appropriate evaluation framework and accompanying practices that demonstrates value to members so that they are motivated to participate.	<ol style="list-style-type: none">Finalize learning questions that you have about your work and impacts - what has each members done to contribute to the action plan and strategy? Scorecard for the collective?Send out annual surveyDevelop some tools and practices to integrate feedback and engage members in learning/improving together.Quarterly developmental evaluation conversations – harvest and gather ongoing inputsThis work should align OneAbility outcomes with the UN Sustainable Development Goals
1. Review the strategy and evaluation	<ol style="list-style-type: none">Identify any gaps that we need to be filling and add to the action plan accordingly.Share back to the members – scorecard idea and then hold ourselves accountable to that. Teamwork and sharing/engaging together in the collective success.