

Operation plan/actions								
Strategic Focus	Year 1	Responsibility	Year 2	Responsibility	Year 3	Responsibility	Future/Ongoing	Responsibility
<b>Ideal Future Long Term</b>	Supportive coach framework including mentoring, Standardized Athlete Skill Development (see document) and back up partners	Coaching Committee, Board with Executive Director	Multi-tiered programming Elite, Developmental, Recreational	Coaching Committee, Board with Executive Director	Ensuring more opportunities for athletes such as coaching, officiating or adult programming	Board with Executive Director	Have a plan in place for a permanent home	Board
	List of certified coaches/refs (school and other community coaches), alumni, parents who would be able to fill in as needed	Coaching Committee, Board with Executive Director	More opportunities for athletes to explore other avenues within volleyball such as coaching and refereeing	Coaching Committee, Board with Executive Director			Self sustaining Club (funding, athletes, coaching)	Everyone
	Consistency with practice times and dates	Executive Director and Admin	Annual Officiating training	Coaching Committee, Board with Executive Director			Accountability for coaches, managers, ED, Admin - paid positions	Coaching Committee, Board with Executive Director
	Promotion network, strong community presence within the East Kootenay	Everyone	Promotion network, strong community presence within the East Kootenay	Everyone	Promotion network, strong community presence within the East Kootenay	Everyone	Create an environment of empowerment and life skill development rather than a strict focus on competition and winning	Everyone
	Recruitment with Fall Camps	Everyone	Community presence - ie: Parades, other sport events, COTR matches, etc.	Everyone		Everyone	Teaching schools for athletes	Board
	Up to date Contact list	Everyone	Up to date Contact list	Everyone	Up to date Contact list	Everyone		
<b>Club Longevity</b>	MOU with COTR	President					Maintain coaches and managers meetings	Coaching/Manager Committees
	Increase awareness and encourage younger kids to play (Smashball, Atomic, mentoring from EKVC athletes		Increase awareness and encourage younger kids to play (Smashball, Atomic, mentoring from EKVC athletes		Increase awareness and encourage younger kids to play (Smashball, Atomic, mentoring from EKVC athletes		Sustainable financial model - fundraising, fees, initiatives	
	Strong Community partners (COTR, all school levels, community programs, City)		Strong Community partners (COTR, all school levels, community programs, City)		Strong Community partners (COTR, all school levels, community programs, City)		Annual start up event to support all areas of development - mental, nutritional, physical wellbeing	
	Oversee external social media accounts; Instagram, Facebook, website	Communications Committee					Financial support of training and certification - coaches, referees	
	Strong alumni participation		Strong alumni participation		Strong alumni participation		Strong alumni participation	
<b>Community Involvement</b>	Strong Social media, affiliates and other interested groups sharing content, attend Sam Steele parade, Wildcat Days, Julyfest and other events, become a household name	EKVC Network	Attending community registration events, school tournaments, coaches recruiting		Sponsorship opportunities for jerseys	Fundraiser/Sponsorship/Events Coordinator	Hosting large events - BC Games, Provincials, Nationals	

	Participation in other organizations; strong relationships where EKVC athletes give back	Board and EKVC Network	Annual food drives and community clean ups - creating initiatives with other organizations/Clubs, athletes volunteering at events - Avalanche games, Sam Steele, etc.				Collaborations and partnerships with numerous community resources	
	Partnering with schools, City, Aqamnik, Kinbasket, Fernie Volleyball Club, High Altitude (Elkford) Volleyball Club	Board and EKVC Network	Participation in other organizations; strong relationships where EKVC athletes give back		Participation in other organizations; strong relationships where EKVC athletes give back			
	Promotion and community awareness	Everyone	EKVC athletes in elementary schools, youth programs					
<b>Building Resilience</b>	Volunteer orientation manual	Policy Committee	Funding resources not limited to BC Gaming grants, CBT, fundraisers, etc.		Funding resources not limited to BC Gaming grants, CBT, fundraisers, etc.		Interactive cooperatively	Intentional communication with internal and external stakeholders
	Mentoring on all levels - board members, coaches, managers, equipment coordinator, administration, Executive Director		Mentoring on all levels - board members, coaches, managers, equipment coordinator, administration, Executive Director		Mentoring on all levels - board members, coaches, managers, equipment coordinator, administration, Executive Director		Maintaining perspectives	Purpose driven with a commitment to vision mission, and values
	Recruitment on all levels (volunteers, athletes, coaches, referees, board		Recruitment on all levels (volunteers, athletes, coaches, referees, board		Recruitment on all levels (volunteers, athletes, coaches, referees, board		Building networks	Creating and tracking alumni, community partners, stakeholders and
	Providing more information to community about what EKVC is and how to become involved		Providing more information to community about what EKVC is and how to become involved		Providing more information to community about what EKVC is and how to become involved		Foundational capabilities	Challenges faced head on while maintaining faith in ultimate success of goals and aspirations
	Being pro-active with communicating needs to the community		Being pro-active with communicating needs to the community		Being pro-active with communicating needs to the community		Shared leadership	Empowered to be an inclusive organization with a culture that embraces shared leadership
	Avoid volunteer burn out with broader delegation and not biting off more than we can chew		Avoid volunteer burn out with broader delegation and not biting off more than we can chew		Avoid volunteer burn out with broader delegation and not biting off more than we can chew		Future orientated	Forward looking planning practices