



STRATEGIC PLAN

2016-2020



A MESSAGE FROM THE BOARD AND EXECUTIVE DIRECTOR

Working closely with the new executive director, volunteer staff, Sport Nunavut and various members representing the interests of people actively involved in the delivery of volleyball programs and services within Nunavut, volleyball Nunavut has set an ambitious but realistic plan in place for the future. We are excited about what lies ahead for volleyball Nunavut. We are determined and committed to growing the size, scope, and popularity of volleyball in this territory.

We proudly share our future direction and look forward to working in partnership with all interested parties in meeting these objectives over the coming years.

SHYLAH ELLIOTT
President

JILL BILLINGHAM
Vice-President / Treasurer

SCOTT SCHUTZ
Program Director



OUR MISSION:

"Creating quality opportunities toward the growth and development of volleyball in Nunavut."

OUR VISION:

Volleyball Nunavut will work towards making volleyball the preferred sport of participation and recreation for all people in Nunavut. Volleyball Nunavut also wants to be recognized as the leading territorial sports organization in the territorial.

ORGANIZATIONAL VALUES:

The following is the list of organizational values for guiding Volleyball Nunavut through the 2018-2022 planning period:

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| Accountability: | By acting in a fiscally responsible and transparent manner with all Volleyball Nunavut funds. |
| Excellence: | Designing, planning and implementing the best possible programs and services for all Volleyball Nunavut members |
| Accessibility: | To all people of Nunavut regardless of gender, ethnicity, ability or socio-economic status |
| Innovative: | Becoming the leader amongst territorial sports organizations in Nunavut by continually looking for ways to do things better. |
| Collaborative: | Working with all interested individuals and organizations at the local, territorial and national level to grow the sport of volleyball. |
| Passionate: | Put every effort forth to make volleyball visible and popular in Nunavut. |
| Fair: | Be consistent in the interpretation and application of policies and procedures and on matters related to the governance of Volleyball Nunavut. |

STRATEGIC GUIDES:

Volleyball Nunavut seeks to successfully establish and achieve the following Strategic Guides.

1) Volleyball Nunavut will develop and implement programs and services based on the needs of members in a manner that will apply consistency, transparency and fairness while moving towards community self-reliance.

- Increase the visibility and popularity of volleyball in Nunavut by establishing and implementing a targeted media strategy. (Website, face-book, etc.)
- Continue to grow membership through various programming.
- Review and revise current registration policies and practices.
- Maintain and/or establish partnerships with sponsors, facilities and other relevant stakeholders that are based on cooperation and collaboration.

2) Volleyball Nunavut will offer developmental opportunities for members to advance their playing, coaching, officiating, and administrative skill sets.

- Review the current recruiting, training and retention strategy of the Volleyball Nunavut as it currently pertains to coaches, game officials and other volunteer positions.
- Work with communities in identifying both their common and unique needs on an on-going basis.
- Stage and conduct more clinics with a special emphasis on the recruitment and completion of programs by Inuit. Prepared by:
- Establish a calendar of clinics in order to allow coaches, players, officials, and other volunteers, sufficient opportunities to set out a plan for their participation.
- Establish a coaches and officials mentorship program within the athletic development program model.
- Conduct programs and symposia that offer opportunities to participants to acquire higher levels of certification.
- Stage and conduct more clinics and programs that place a special emphasis on player development.

3) Volleyball Nunavut will establish practices to ensure organizational resources are manageable and sustainable.

- Grow revenue by seeking opportunities in funding, grants and sponsorships.
- Develop a Human Resources plan for contractors and volunteers that takes into account progression planning
- Develop a long-term financial plan that includes forecasting for four years and possible capital expenditures.
- Commence a Governance review and develop a Board Procedure Manual and Board Reference Manual
- Review board structure, job descriptions and succession planning aimed at strengthening the three regions in Nunavut.

4) Develop and implement a long term development model that focusses on high performance and Major Games

- Review LTAD Model and how it can identify with Volleyball Nunavut strategies.
- Evaluate existing program and identify gaps
- Develop and implement a program map that aligns the existing program delivery with the identified LTAD modules
- Develop a coach management plan to cover development, training, retention, recruitment & compensation.
- Review the officials' management plan to cover development, training, retention, recruitment & compensation and implement revisions where required.