

KFACC Stratplan Meeting (Oct. 1st, 9-10:30am)

<https://us02web.zoom.us/j/83769126451?pwd=NzdGYmV4MDlOVjY5bHJFMzNBU1dCdzo9>

Agenda/Discussion Guide: The Mission-Vision Session

Goal for the Session:

This Zoom call with active KFACC members will focus on reviewing the organization's mission, vision and values. The discussion will also help frame and confirm the general context for stakeholder consultations.

8:55am *Please join the call a bit in advance to ensure we're ready to go at 9am sharp.*

9:00am **Welcome | Introductions | Overview of the Session** (Rob Wood)

9:05am **Lightning Round: 30-Second Reactions to the Advance Input**

- From your own unique perspective and experience, **what stood out for you** in the advance input received to kick-start our discussion today? (See pages 3-7.)

9:15am **Framing Strategy Development: Confirming Mission/Vision**

KFACC's vision statement envisions "communities where all persons live safely, free from domestic and sexual violence".

KFACC's mandate is to 1) contribute to the eradication of violence by promoting individual and community awareness of issues relating to domestic and sexual violence, and 2) to support a coordinated community response to these issues.

Other ideas have been mentioned in the advance input, including streamlining the mission and/or making it less general in scope. (See comments page 3.)

- Should these descriptions of your core purpose and long-term vision be revised in some way, or are they fine "as is" to frame future planning in this process?
- What significant breakthrough(s) might we aim to accomplish by 2023?
- How do you envision what the organization might look like 3 years from now?
- What capabilities/capacity and structure are needed to bring that vision to life?

9:45am *Short Screen Break*

9:55am **Confirming Desired Outcomes:**

- From your own point of view, **what important concrete outcomes should be accomplished** three years from now to make progress towards your vision?
See comments under Q2 “Defining Success” in advance input (pages 4-5).

10:15am **Pivotal Values: What values should drive KFACC strategy?**

KFACC currently has a number of [belief statements](#) as well as five key principles that guide and inform its work – safety, confidentiality, respect and dignity, inclusiveness, and community awareness and education.

- Which values from this list (or other new ones you might suggest) are core to the organization’s identity and drive your strategic choices in significant ways?
- Are values something we need to confirm in consultations with the broader community or can we take them as “givens” for planning purposes?

See comments under Q4 “Core Values” in advance input (page 7).

10:25am **Recap/Next Steps (consultations) and next meeting: Nov. 5th**

Takeaways

Adjourn ~10:30am

Summary of Advance Input for KFACC Planning Oct. 1st

To help us get our discussion off to a faster start, 7 participants provided their advance input to help us find some key starting points as we start to consider KFACC's mission, vision and values for its 2020–2023 Strategic Plan.

The feedback received has been compiled for your reference on the following pages.

KFACC's Fundamental Purpose/Mission

Any organization operates within the context of its core purpose, aim or mandate. In your own words, **how would you describe the core mission for this organization?**

Responses: N=7

- Maybe we would have a list of core guiding principles: (i.e.)
 - To have a collective understanding of the different types of supports available in the K&F area.
 - To share and provide learning opportunities, both within the group and for the community.
 - To share awareness around anomalies/data or worrisome trends and do some collective problem-solving to benefit the area we all serve.
- To create and foster networking connections among those who work and provide supports for survivors of violence. Interwoven expertise in specialized care.
- To bring together various agencies that work directly or indirectly with clients experiencing violence to bring a collaborative effort to address violence in our community.
- Collaboration of organizations and agencies working seamlessly and consistently to better the needs of survivors of gender-based violence, while advocating with them and for them and providing education on the issues pertaining to sexual and domestic violence and challenging misconceptions in society while working from a feminist AR/AO perspective.
- I would define it as education and working together around the issue of domestic and sexual violence to better serve women, children and youth navigating through the system and various agencies.
- A group of local service providers working together to have a coordinated community response to domestic and sexual violence while also striving to end the violence through awareness and education.
- KFACC is a committee who aims to unite sexual violence prevention service providers in the Kingston-Frontenac region. This committee exists to help ensure agencies and companies are working towards the same goal of reducing violence in our communities. KFACC supports these agencies by providing opportunities to share resources, training, ideas and best practices.

QUESTION 2: Defining Success for the Organization

How would you define success for KFACC? More specifically, from your own point of view and in your own words: **What difference should KFACC make** in the world (i.e. what should be accomplished), **for whom**, and **at what level of effort, cost or investment** (e.g. should that level be more, less, or about the same as current levels)?

Responses: N=7

- Success is defined by meeting the goals set by the group, or by whatever the individual member representative may have through participating. —> So difficult to be more specific. SO, maybe when we set them, we review them via achievement checkpoints periodically.
- Ensuring that our community (KFL&A) acknowledges that violence transcends all boundaries and commits to all survivors having the right to access resources equally.
- KFACC should:
 - Promote awareness of anti-violence endeavors in the community.
 - Promote educational opportunities.
 - Give clients a voice in the community.
- The success is determined by the feedback from those with lived experiences who utilize the services and who have had to navigate the system.
- I would say success would be defined by hearing positive reports about how the agencies work together ... that could look like enhanced safety for victims, more seamless transitions through the agencies they have to and wish to be involved with. Less times they have to tell their stories.

The difference KFACC could make in the world is being the central spot where change is instigated around the organizing of the agencies involved.

- KFACC would be considered successful if they are seen as a valuable resource in the communities they serve; people would know who they are and what the purpose of KFACC is.

Agencies/companies who are a part of KFACC would feel that it is a good use of time and enhances their services or ability to do the work they do.

- Success for KFACC to me would mean that survivors of domestic and sexual violence report feeling comfortable coming forward, feeling supported by wrap-around services and feeling assisted in navigating the difficult journey from the time of reporting to the conclusion of any court process for themselves, their children and family members. This would indicate that, as service providers, we are truly working collaboratively and in the best interests of our community and victims of violence.

What Difference? We should work towards developing a Collaborative Service Delivery Site to better serve survivors of DV and sexual violence . This will take a focused, greater level of effort from the membership than [we have] currently.

QUESTION 3: What is your overall vision for KFACC?

A vision statement is typically a clear and succinct description of what the organization (and/or the community of interest) should look like after it successfully implements its strategies and achieves its full potential. It also involves a blend of aspirations that preserve "the core" of the organization while stimulating progress.

Here are some visioning questions to stimulate your thinking prior to our session:

- What are we passionate about doing for those we serve?
- What are we best at and where can we continue to excel?
- What will our agencies and individuals they serve look like ten years from now?
- In serving them the best we can, what will be important for us to deliver?
- What capabilities do we want to put in place to stretch our organization and better serve agencies and the community?

In a sentence or two (or three), how would you describe your "destination postcard" for KFACC?

Responses: N=7

- I think that this is a group that is always prepared to evolve with change and the needs of the people it serves — that is certainly key. Having this umbrella group with a broader awareness of all the different types of resource groups is efficient with inner support and sharing larger messaging — we enhance the work of each other.
- Individualized case management and shared agency expertise provides consistency and contributes to positive outcomes in a world of uncertainty.
- Commitment from agencies.

- Coming together helps us to work more collaboratively and offer better services for clients and the community.

I'd like to see us do the following:

- Advocate for better services for clients and their families from the government.
- More public awareness through social media.
- More community projects to collaborate on, such as what KAVAC has done with the public service announcement.

- I believe if we could centralize all the services/agencies in one location, this would be the best approach to accomplish the above.

A one-stop approach to domestic and sexual abuse.

- A community where all survivors of DV and sexual violence feel empowered to come forward and receive wrap-around services at one Collaborative Service Delivery Site.

A community where, through education, awareness and support services, we increase the safety for all persons experiencing domestic and sexual violence and strive to prevent these forms of violence.

- KFACC will unite agencies and companies who are working on shared goal of reducing violence in our communities. KFACC will be a presence in the community, and will be known for the value they bring to the community.

Other comments for consideration

- I believe we have to re-evaluate and streamline our mission . Striving to eradicate violence is too lofty a goal for this organization which meets once a month.

We need to decide what we are about. Are we a committee who is offering education and awareness to service providers or to the community as a whole?

Are we about advancing collaboration with service providers to improve the experience a victim has when coming forward?

We cannot be all things to all people in our current format and current time commitments everyone has.

QUESTION 4:

What core service values guide KFACC & shape its culture?

We're not asking about values in general but those **pivotal core values** you feel KFACC should stick to no matter what (even if at some point the organization had to “pay a price” to live that value, or if holding that value became a disadvantage in some way in the future).

Similarly, is the core value so important you believe those who do not share the value — those who breach it consistently — simply do not belong in our organization?

From that perspective, how would you describe the core service values of this organization?

Responses: N=7

- Support that is non-judgemental.
Equity irrespective of background.
- Regardless of path that brings survivors forward or current existing barriers [i.e. Mental Health/Homelessness/Addictions], each individual should be granted facilitation to services they believe will aid in their healing process.
- Everyone has a right to live free from violence.
Everyone has a right to heal from the violence they have experienced.
- Supporting survivors of SA/DV violence.
- Helping victims of domestic and sexual abuse.
Helping to continually educate the public around these issues.
- Safety of victims.
Working collaboratively as service providers.
Respect and Dignity of all persons we serve through out our organizations.
- Compassion.
Non-violence.
Growth.
Open mind.

For Reference: KFACC Stratplan Project Workplan

Core Workplan – KFACC Strategic Planning:	Aug/Dec
<p>Project Set-up</p> <ul style="list-style-type: none"> – Initial meetings with Admin Committee to confirm a workplan. – Review of background reports, studies and KFACC documents. 	<p>August</p> <p>√</p>
<p>Session #1: <u>Kick-off Meeting with Active Members</u></p> <ul style="list-style-type: none"> – Advance input to help identify key issues. – Initial Zoom meeting with active members to go over & “commission” the process and confirm key issues to be explored in consultations. 	<p>Sept. 17</p> <p>√</p>
<p>Session #2: <u>Mission, Vision and Values with Active Members</u></p> <ul style="list-style-type: none"> – Advance input on mission, guiding principles, and future vision. √ – Zoom meeting to review input and consider initial draft statements. 	<p>Oct. 1</p>
<p><u>Gathering Input from All Members</u> and <u>Planning Session #3:</u></p> <ul style="list-style-type: none"> – Survey all members for comment on draft mission, vision & values plus feedback to help identify strategic choices, goals and issues. – Follow up meeting with <i>Admin/Project Team</i> to review input and work up some initial draft material for review with Active Members. – Zoom meeting #3 with active members to consider input from <i>all</i> members and explore some initial draft priorities & objectives. 	<p>Oct.</p> <p>Nov.5</p>
<p>Session #4 to <u>Review Emerging Priorities:</u> (with Active Members)</p> <ul style="list-style-type: none"> – Follow up meeting with <i>Admin/Project Team</i> to review progress and look at an initial draft stratplan for review with Active Members. – Zoom meeting #4 with Active Members to review/give feedback on initial draft strategic plan priorities and objectives. 	<p>Nov.</p>
<p>Finalizing the Plan:</p> <ul style="list-style-type: none"> – Follow up meeting with <i>Admin/Project Team</i> to finalize the plan. – Summary drafted for a “communications version” for sharing. – Recommended plan presented for confirmation/approval. 	<p>Dec.</p>