



2017 Strategic Planning Review

Background:

The Comox Valley Family Services Association (CVFSA) provides a range of services to residents of the Comox Valley since 1974. There was Staff then Board retreat(s) to review strategic directions. **Summary of the six (6) key areas reviewed is listed below:**

A. Board Governance:

Overall the tone of the conversation reflected much focus and work that has already been done, and a clear path towards what needs to happen to continue to strengthen what is already a very strong Board.

B. Capacity to respond:

This strategic direction seems most connected to facilities/space at this time, and so there is a focus on determining how to move forward to accurately assess physical capacity.

C. Strategic Partnerships:

The Board did not identify any gaps and do not see a need to grow this area at this time, other than continuing to maintain current relationships (of which there are many). The consensus was that there is no need to expand this area further other than responding to invitations on an individual basis.

D. Communication Strategy/Profile Raising

Great work has been done with the new web site, which is easy to use and staff are now trained to assist with managing it. No major gaps in communications were identified.

E. Human Resources Strategies:

There are funds for succession planning already set aside. Other ongoing initiatives are underway. The Board expressed a continued commitment to membership in CSSEA (Community Social Services Employers Association).

F. Financial Viability:

There was a need for training dollars expressed, and also a desire to keep some reserves to support facilities decisions as they are made. The organization as a whole is relatively financial stable and no concerns were expressed in this area noted by the Board or external accounting firm.