

Paddle Alberta 3 Year Strategic Plan

PADDLE ALBERTA ONGOING GOALS/RESULTS

#	Paddle Alberta Goals	2022 Results	Evaluation Criteria	Responsible
1	<ul style="list-style-type: none"> • Provide ongoing support to member clubs and organizations through the Insurance program. • Other Credit Based Funding, and • Special Grants Programs. 	<ul style="list-style-type: none"> • Insurance program subsidy cost provided to 15 Org Members for \$7,590 (+43% from 2021) Insurance cost down by - \$2,189 • Other Credit based funds down by \$7113 (-74% from 2021) • No Special grants given in 2022, end of 3 year Casino cycle due to Covid. 	<ul style="list-style-type: none"> • Maintenance or Increase support to member clubs and orgs. Increase Insurance cost + or - \$ from previous year. • Credit Based Funds down/up by X Member orgs and down by \$X over previous year. • Was the Special Grants program run this year, how much up and down by \$ and Orgs over previous grant cycle? 	PSC, Executive
2	<ul style="list-style-type: none"> • Paddle Alberta staff have at least 1 performance review a year with the personal committee. • Paddle Alberta staff and executive maintain regular communication with timely responses. 	<ul style="list-style-type: none"> • Done: 1 meeting and Performance review completed. • Partially Done: trying out different apps to help organize and streamline board/staff communication. 	<ul style="list-style-type: none"> • Were performance reviews completed? • Were requests from PSC to Executive responded in a timely manner. 	President, PSC
3	Provide Support and reference materials on our website for club development and governance training.	Done: Links updated to Resources tab and Safety Menu	Were sections updated?	PSC

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4	<ul style="list-style-type: none"> Continue to support Paddle Canada Instructor & Education programs and provide feedback and advocacy for program accessibility. Continue PA Instructor Certification Upgrade Subsidy (matching up to \$300 per individual) \$3000 total budgeted. 	<ul style="list-style-type: none"> Done: 157 courses (+30 from 2021) Done: \$585 Instructor Upgrade Subsidy for 3 instructors (+\$285 and +1 instructor from 2021) 	<ul style="list-style-type: none"> # of Paddle Canada skills, and instructor programs offered each year. + or - from previous year. Total \$s requested each year and # of instructors supported. 	Education Director, PSC
5	Encourage local PA Members to monitor Municipal, Prov. & National Park plans / developments and to advocate for the protection of the paddling environment.	<ul style="list-style-type: none"> Canadian Heritage River designation support letter for North Saskatchewan River. Red Deer River Access and Gravel Pitt issue communicated to Member Clubs. Continue to communicate and collaborate with ORCA. 	Were paddlers involved for consultations for municipal, Prov & National Park plans and developments?	PSC, Environment Director

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6	<ul style="list-style-type: none"> Continue to support and advocate Leave No Trace principles and maintain Affiliate Membership with LNT Canada. Continue to provide information on Alberta Watershed protection and Aquatic Invasive Species and prevention measures. Wilderness Throne program, continue to provide thrones and support to volunteer groups for wilderness placement and maintenance as needed. 	<ul style="list-style-type: none"> Done Done, more links added on website. Information updated and improved. Done but: New intensive TFA application process needed to install new thrones. Old ones all applied for and grandfathered in. Maintenance ongoing at current sites. No new thrones placed in 2022. 	<ul style="list-style-type: none"> Was membership paid? were materials and education links distributed Number of thrones installed and / or maintained each year. 	Environment Director, PSC
7	Continued distribution of the Paddle Alberta Safety Brochure.	Done: 137 distributed (-215 down from 2021)	Were more or less brochures distributed each year?	PSC, Safety & Touring Director
8	<ul style="list-style-type: none"> Continue to monitor the development of, and provision of canoe tripping and safety information in Alberta. Continue to review additional support materials that may be added to or linked to the Paddle Alberta website-Safety Section. 	<ul style="list-style-type: none"> Done: 29 email responses (-15 from 2021) 2 phone inquiries (-11 from 2021) Updated links to Club Trip coordinator info and Water Flows. 	<ul style="list-style-type: none"> # of inquiries responded to. Maintenance/Growth? Was additional material added to the website or updated? 	Safety & Touring Director PSC Executive

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9	Support Member Orgs paddling programs for underrepresented groups across the province.	Done: 1243 participants (+366) from 2021)	Maintenance or growth of events targeting under-represented groups.	Ed Director, PSC
10	Fill empty spaces on board	Provide Information for benefits of being on Board, experience they will gain , etc. Target Camps/NFP's in particular. Partially Done: 3 new board members elected from NFP's	# of people that join the board.	PSC, Board

PADDLE ALBERTA SPECIFIC GOALS/RESULTS & 3 YEAR PLAN

#	Paddle Alberta Goals	2022 Results	Paddle Alberta 2023-25 Goals & Actions	Evaluation Criteria	Responsible
1	Support Professional Development clinics with improved Paddle Alberta Social Media marketing on Facebook and Twitter.	Instructor Rep E-News sent out to all instructors detailing support available for PD. No clinics offered in 2022.	<ul style="list-style-type: none"> • 2023- Move to Ongoing Goals 	Were clinics offered and number of programs and participants involved	Education Director, PSC
2	**Credit Based Funding Program full funding model based on Credit earned from AGM attendance, Volunteer shifts at Casino and on PA Executive.	**Went back to Matching Funds in 2022 Credit based funds earned \$9000 (-\$3,442 from 2021) \$2,450 used in 2022 (-7113 from 2021)	<ul style="list-style-type: none"> • 2023- Go back to full funding model • 2024-Evaluate and Continue to offer program if budget allows • 2025- Evaluate and Continue to offer program if budget allows 	Maintenance or growth of funds earned and requested AGLC funding increased or decreased over the previous cycle?	PSC, Board
3	Support remote Skill and Instructor Certification courses. Assess if and where support is needed, support groups looking for training.	None offered in 2022. A few camp groups enquired, but timing and getting instructors proves to be a challenge.	<ul style="list-style-type: none"> • 2023 – Assess need by working with Alberta Camping Association to network with remote camps. • 2024 – offer 1 remote training course if possible. • 2025- offer 1 remote training course if possible. 	Were courses offered? (#) and many participants (#)	Education Director, PSC, PC Regional Rep
4	Review the Volunteer Management Policy manual as needed and upload to website.	Done, revisions made, updated on website.	<ul style="list-style-type: none"> • 2023- Remove from Goals 	Were revisions made?	Board Members, PSC

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5	Finish event sponsorship policy. This will be tied to the Special Grants Program.	Partially Done	<ul style="list-style-type: none"> • 2023- Evaluate policy, and adjust as needed based on demand and budget. • 2024 - remove from Goals 	Was a policy made?	Board, PSC
6	Review succession plan for PSC position and adjust if needed.	Partially Done	<ul style="list-style-type: none"> • 2023- finish plan. • 2024- Remove from goals 	Was a plan developed?	PSC
7	Provide remaining Covid relief funds for Member Orgs if needed. (PPE, Sanitizing supplies)	No Covid Supplies Subsidies given None requested. \$0 (-\$3256 from 2021)	<ul style="list-style-type: none"> • 2023- Remove from goals 	Were funds provided? How much?	PSC,
8	Develop a Teacher Paddling Certification Subsidy.	Partially Done	<ul style="list-style-type: none"> • 2023 – Evaluate need for Teacher Certification Subsidy policy and PA’s capacity to support this initiative. Explore other options for supporting teachers. • 2024- Add to Ongoing Goals if program successful and budget allows. 	Was a Subsidy developed? Were funds given out?	Safety & Touring Director PSC Executive

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9	Canvas Org members and create an inventory of youth programming currently running	Not Done	<ul style="list-style-type: none"> • 2023 – connect with “Get Kids Paddling” Org. See if we can collaborate on Alberta Safety and Risk Management practices resources, and/or Canada wide practices on their website. • 2024 – continue collaboration with Get Kids Paddling if successful. • 2025- Move to Ongoing goals 	<p>Were clubs canvased? How many?</p> <p>Was there any collaboration with Gets Kids Paddling organization?</p>	Education Director, PSC
10	Continue to consult and support paddling safety guidelines. Current best practices and industry standards.	Done: Continued Consultation with Injury Prevention Centre to finalize guidelines for SPHERes. Updated website links to new guidelines	<ul style="list-style-type: none"> • 2023- Move to ongoing goals 	Were updates or changes made and with what governing body?	PSC, PC Rep, Ed Director
11			<ul style="list-style-type: none"> • 2023- Host Paddle Canada Instructor Symposium Flat Water Canoe • 2024- Host Paddle Canada Instructor Symposium Moving Water Canoe • 2025- Host Paddle Canada Instructor Symposium Flat/ Moving Water Canoe 	Was a Symposium hosted? How many participants?	PSC, Ed Director PC Rep

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12			<ul style="list-style-type: none"> • 2023- Host Camps specific Instructor Event, Waterfront /LNT at Camp Kuriakos • 2024- Host Camps specific Instructor Event, Waterfront /LNT • 2025- Host Camps specific Instructor Event, Waterfront /LNT 	<p>Was an event hosted</p> <p>How many participants?</p>	PSC, Ed Director, Env Director