

# SOUTH ASIANS' INTERNATIONAL VOLUNTEER ASSOCIATION (SAIVA)

## FINAL STRATEGIC PLAN 2014 – 2017

### OUR MISSION

SAIVA is a central Texas-based 501(c) (3) nonprofit organization that promotes a sense of well-being, belonging and fulfillment for older adults of South Asian heritage through community engagement, education, partnership building, and advocacy & civic involvement.

### SAIVA'S VISION

SAIVA's vision is of a society where everyone aspires to age, and has a meaningfully engaged, purposeful and dignified life with independence and choice, and that SAIVA, the organization, shall have established and sustainable programs, as well as adequate resources that will support this vision in perpetuity.

### OUR CORE VALUES/BELIEFS OR GUIDING PRINCIPLES

SAIVA very firmly believes that:

- *“Saiva Bhaav” - a sense of service and a belief in giving back to the community – is key to a sense of belonging;*
  - *A rooted identity includes, and equally respects, home (America) and heritage (South Asian);*
    - *Dignity and freedom of choice is core to a good quality of life;*
    - *All people are valued equally, regardless of their cultural background, religion, or nationality;*
- *People should interact with each other with respect, regardless of personal preferences or beliefs; and*
- *Intergenerational interaction promotes a strong sense of belonging. Aging should be an aspiration, as it offers a treasure of wisdom and experience for all.*

## SAIVA's STRATEGIC PROGRAMMATIC PRIORITIES (MISSION FOCUS)

### ***Programmatic Priority I: Community Engagement***

#### **Goals:**

- Identify and offer SAIVA-led volunteer opportunities to its members to engage in (volunteering through SAIVA's in-house activities)
- Enable SAIVA members to use their specific skills for direct engagement with other organizations or individuals (SAIVA-enabled external volunteering/activities with other organizations/individuals)
- Establish/create a network of SAIVA "Enhancers" that further the SAIVA's capabilities and enhance its functions, by identifying volunteer opportunities within the organization (volunteering for SAIVA).

### ***Programmatic Priority II: Education***

#### **Goals:**

- Promote computer and technology literacy through ongoing training opportunities
- Create mechanisms for strengthening members' communication skills, with a focus on nuances of language and accents
- Provide information on healthcare resources for older adults

### ***Programmatic Priority III: Partnership Building***

#### **Goals:**

- Build culturally competent networks focused on basic healthcare, behavioral health, caregiving
- Work with a network of partners to establish qualitative and quantitative awareness about the housing, transportation and food needs of the current and potential SAIVA members over the next ten years
- Identify and work with partners on creating options for culturally competent food, housing and transportation
- Identify and secure partnerships for shared resources that are culturally sensitive to SAIVA's members (space, services like counselling, etc.)
- Facilitate, through SAIVA members and volunteers, the creation of similar services for other cultural communities
- Explore the possibility of, or interest for, an intergenerational spiritual knowledge-sharing partnership with spiritual/religious institutions in central Texas

#### ***Programmatic Priority IV: Advocacy and civic engagement***

##### ***Goals:***

- Partner with and support, the Indian American Coalition of Texas (IACT), to establish and empower a strong base of advocacy and civic engagement within the South-Asian community in Central Texas
- Engage the SAIVA membership base to build public and policy support for culturally competent services (housing, food, transportation and healthcare) for SAIVA members and older adults from other cultural communities in Central Texas

### **SAIVA's STRATEGIC ORGANIZATIONAL PRIORITIES (MISSION SUPPORT)**

#### ***Organizational Priority I: Engaged Governance and Efficient Management***

##### ***Goals:***

- Continue to build a strong, effective and diverse board that functions under a clear structure, with focus on board development, identifying new leadership potentials, and succession planning
- Institute a system of self-monitoring of the board, to ensure the successful implementation of the Strategic Plan and the goals therein (timely execution of strategies and tasks)
- Create an effective and focused administrative infrastructure to support SAIVA's administration and human resource needs (staff, volunteers, etc.)

#### ***Organizational Priority II: Transparent and Accurate Finances***

##### ***Goals:***

- Develop sound financial systems to comply with IRS regulations, to enhance proactive fundraising, and to facilitate financial management and maintain financial stability.
- Establish guidelines for a sound annual budgeting process that is supported by the annual fundraising plan.

#### ***Organizational Priority III: Programs and Organization supported by a strong and sustainable Development and Fundraising Program***

##### ***Goals:***

- Build near-term and long-term financial sustainability through an effective Fund Development Program, with a three-year Development Plan, and a 12-18 month Fundraising Plan.

#### ***Organizational Priority IV: Effective Marketing and PR***

##### ***Goals:***

- Establish an annual marketing plan, to ensure ongoing “touches” with the SAIVA “Client Group”, members, donors and the larger greater Austin community

#### ***Organizational Priority V: SAIVA “Enhancers”***

##### ***Goals:***

- Create a sustainable, effective and active network of SAIVA “Enhancers” – volunteers who offer their time and talent to support SAIVA’s programs and activities
- Recognize the SAIVA Enhancers on a regular basis to ensure continued commitment to the organization