

**CANSW Strategic Plan
2004 - 2005**

Goals	Objectives	Strategies	Responsibility	Target Date
<p>Infrastructure of CANSW</p> <p>To ensure that CANSW maintains good business practice.</p> <p>To ensure that CANSW is utilizing its resources at hand effectively.</p>	<p>1. To ensure the consistency of administration of CANSW.</p>	<p>a) One day working meeting to strategize and write up policies</p>	<p>Executive</p>	<p>June 2004 completed</p>
		<p>b) Utilize CANSW members for conference planning committee (free up Executive)</p>	<p>Membership with Treasurer</p>	<p>Completed for this year.</p>
		<p>c) Membership applications with additional info to be shared with Exec & Reps to be able to invite directly to help vs. indirectly</p>	<p>Secretary/ Treasurer</p>	<p>Pending</p>
		<p>d) Develop Conference Planning Guide</p>	<p>Executive</p>	<p>Draft done April 2004</p>

	2. To strengthen the financial mechanisms of CANSW	<p>a) Budget to be prepared with quarterly budget review by Executive with scheduled timelines</p> <p>b) Create financial policies and procedures</p>	<p>Treasurer with Executive</p> <p>Executive</p>	<p>Pending</p> <p>Completed</p>
Infrastructure of CANSW Cont'd	3. To have greater role of the Regional Reps	<p>a) Have Regional Reps be contacted first for Provincial Issues</p> <p>b) Reevaluate number of Regional Reps based on Membership Distribution</p> <p>c) Commitment to Reg. Reps/Conf Committee, via Financial Assistance Policy</p> <p>d) Evaluate need for budget for Regional Rep.</p> <p>e) Meeting at AGM to review roles</p>	<p>All</p> <p>Regional Reps and Executive/AGM</p> <p>Executive</p> <p>Executive</p> <p>Executive & Regional Rep and Editor</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Policy approved June 2004</p> <p>Pending-Sept.'04</p> <p>Pending-Sept.'04</p>

	4. Welcome and support new renal social workers	<ul style="list-style-type: none"> a) Welcome policy for new members to maintain consistency b) Mentoring program 	<p>Executive with rollout by Exe/Rep and Editor</p> <p>Membership & Executive</p>	<p>Policy approved June 2004</p> <p>Pending (sign up sheet for AGM)-Sept.'04</p>
<p>Promotion of Renal Social Work</p> <p>Increase involvement of CANSW members</p> <p>Increase awareness of CANSW to external parties.</p>	1. Advocate for Renal Social Work as a profession.	<ul style="list-style-type: none"> a) Create position statements b) Display at Patient Symposia re: role of renal social work c) Fact sheet on renal social workers d) Website redevelopment 	<p>Adhoc group at AGM</p> <p>Adhoc Ont. group/ S. Ont. regional rep</p> <p>Adhoc Group at AGM</p> <p>Executive & Reps</p>	<p>Pending (sign up sheet for AGM)-Sept.'04</p> <p>Pending-Oct.'04</p> <p>Pending-Sept.'04</p> <p>Pending-Jan.'05</p>
	2. Increase involvement of CANSW members in CANSW.	<ul style="list-style-type: none"> a) Have time-limited projects for members to join up with (as above) b) Post regional minutes on web server c) Expanded applications with info allowing for direct vs. indirect contact of 	<p>Adhoc Group at AGM</p> <p>Regional Reps</p> <p>Secretary/Treasurer</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Sept.'04</p>

		members d) Send invites to join to renal units & Pt Services at KFOC with no CANSW members	President	June 2004
Promotion of Renal Social Work Cont'd	3. Collaboration with other groups	a) Withdrawal of Dialysis Brochure with CANNT and KFOC b) Speak with C.A.N.N.T. and A.N.D. re: joint ventures in future	Adhoc Group formed Executive	-Draft Sept.'04 Ongoing
	4. Increase involvement of CANSW at regional, provincial and national levels of KFOC.	a) President attend the KFOC NAGM b) Communicate to National KFOC re: vacancies available c) Encourage local & provincial participation	President President All	June 2004 Pending Ongoing
	5. Explore opport. out of Ontario for AGM	a) Bring AGM to BC in 2005	Conf Planning Cte. & Executive	Plans underway May 2005

<p>Advocacy</p> <p>To ensure CANSW maintains a voice for renal social workers across Canada.</p> <p>To strengthen our input into Regional, Provincial and National advocacy issues.</p>	1. To provide support for Renal Social Workers in relation to the profession.	a) Create position statements on professional issues such as staffing guidelines, non-rotational positions, and role of renal social worker.	Membership	Ad-Hoc Comm. (sign-up sheets at AGM) Sept. '04
	2. Increase communication throughout CANSW	<p>a) Utilize the list server for advocacy issues per province</p> <p>b) Encourage submissions to The VOICE</p>	<p>Membership</p> <p>Executive and Reps</p>	<p>Ongoing</p> <p>Ongoing</p>

	<p>3. Increase involvement of CANSW members</p>	<p>a) Explore membership involvement in positions where issues are discussed (provincial advocacy groups, National levels)</p> <p>b) Provide opportunities to participate thru small projects (Psychosocial and Withdrawal of Dialysis Brochures)</p>	<p>Executive (Secretary, Treasurer)</p> <p>Membership</p>	<p>Sept.'04</p> <p>Ongoing</p>
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<p>Advocacy Cont'd</p>	<p>4. Support and strategize with Regional Reps</p>	<p>a) Create tools with Regional Reps for provincial social workers to lobby</p>	<p>Ad hoc committee</p>	<p>Pending Sept 04 AGM sign up</p>
<p>Research</p> <p>To support research by CANSW members.</p>	<p>1. To encourage research by CANSW membership</p>	<p>a) Keep CANSW member at Allied Health/KFOC</p> <p>b) Advocate with KFOC for social work involvement in bigger studies (ie KRESCENT program)</p> <p>c) Explore small grant for research from CANSW</p>	<p>Executive Member</p> <p>President and Allied Health CANSW Member</p> <p>Executive</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Pending</p>