

7(b)-2

**AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT**

FOR THE IT Committee portion of the Strategic Planning **COMMITTEE**

FOR THE January 20, 2017 **EXECUTIVE COUNCIL MEETING**

FROM (Name): Frank L. Sayers

ACCOMPLISHMENTS:

Begin identification of the improvements proposed after completion of the database project.

Requested to be included in Program Committee meetings where IT is being discussed.

ACTIVITIES:

Consolidate specific requests with current activity statement:

MEMBER REQUESTS

- Be able to enter all Special Programs at one time
Will be implemented during ESR creation and Edit.
- As many dropdowns as possible

This is being done as the project develops. Wherever the choices are known. Additionally, they are being created so additional entries can be added by the administrator.

- Calendar search that lists events by day

If it can be limited by a list of states. There are possibly hundreds of events happening on a single day throughout the US. So, if you were planning a trip from San Antonio to Las Vegas, you should be able to choose the date and states of Texas, New Mexico, Arizona, Nevada to return the walks taking place on that date. Possibly also restrict by event type. This is a project scope increase, but will take a look at what can be done.

- Subscription access to event details

Will be there.

-- Continued in the Concerns Section --

CONCERNS:

--Continued from above --

- Pay online

We should be able to do this. I am doing it for convention donations, convention registration.

From John McClellan

> Many of the pieces we need are out there already: GPS mapping & directions; etc. the thing will be -- do we find the \$\$s in AVA to invest in development of a 360 degree application that captures what we do now, except online, and can be integrated into the new AVA Db in such a way that the new walker who wants the mobile app interface can:

>

> (a) create an AVA account, pay dues, renew, purchase merchandise, and access their walk records;

> (b) register for events and pay, then receive a download of instructions to mobile app (a la the current online start box initiative, except - not a .pdf to print a paper copy, but an interface to the mobile app... i.e. no paper

> (c) do the event "paperless" with their GPS phone or tablet as the guide (map & directions) along with sightseeing notes, etc. and features added along the way that make the walk "fun"...

> (d) upon completion of a trail, log into their account and record the event completed ("stamped") and receive credit for the event, distance, any special programs it qualified for, etc. and then

> (e) that event becomes part of his/her digital record with AVA added to all their other walks in their online "books" until

> (f) they reach a milestone that then triggers issuing a certificate/pin/patch as now.

>

RECOMMENDATIONS:

> Finally, can the walker

>

> (g) log into their AVA account and "see" their record of achievements in real-time i.e. a "dashboard" heads-up display that shows: you have completed 27 events and 253 km; you have completed 3 of 51 Capitals; you have completed 13 walks this year in your Centurion Program... so forth.

>

> That would be holistically replicating our 40-year old system for the 21st century...

There was also some talk about creating an App.

*** Once the database is in production, each of the above, plus whatever else gets requested, will need to be evaluated for possibility, function, interface to the database, estimate of effort, etc. Then plans can be made for implementation. ***

Please attach any additional material that is part of your report.

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Submit AVA Committee Report to AVA Headquarters by Email

AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT

7(c)

FOR THE Standards and Evaluation COMMITTEE

FOR THE January, 2017 EXECUTIVE COUNCIL MEETING

FROM (Name): Suzi Glass

ACCOMPLISHMENTS:

As promised, there have been Best Practices articles in six issues of the monthly AVA CHECKPOINT. Since anyone can access the CHECKPOINT online or request to be added to the email list, this gives the submissions broad distribution.

ACTIVITIES:

For each paragraph, I have collated practices utilized, with small differences, by several clubs. The subjects have included workable solutions for improving leadership, membership, friendship and marketing/publicity.

CONCERNS:

Several contributors mentioned information they sent to me was previously sent into AVA. Even though issues of the CHECKPOINT are found online, I fear a club planning to grow might not consider accessing back publications.

RECOMMENDATIONS:

Establish a Best Practices section on the AVA website in order to keep successful practices available. Decide on criteria for naming an idea or application a "Best Practice" and list them by subject. Seek a volunteer archivist or historian to review input and monitor additions.

Since some practices involve more than one area, Strategic Planning Committees may want to recommend or refer to Best Practices that apply specifically to them.

Please attach any additional material that is part of your report.

ATTACHMENT
#10

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**AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT**

FOR THE Standards and Evaluation SP Governance COMMITTEE

FOR THE January, 2017 EXECUTIVE COUNCIL MEETING

FROM (Name): Suzi Glass

ACCOMPLISHMENTS:

Attached is the What – How - When plan for the Governance & Leadership Action Committee. It was completed by two committee members and me.

ACTIVITIES:

To build the plan, we reviewed the Strategic Planning Committee's recommendations and gathered several sample committee charters to modify for the AVA Committees.

CONCERNS:

We need to communicate better with the chair and members of the Bylaws Committee. It appears each group has received information, some of it different. We need to collate everything to create AVA results that satisfy both committees.

RECOMMENDATIONS:

Members of both committees become proficient in the use of the OnStrategy project management software. In this way, we can more efficiently complete our tasks.

Please attach any additional material that is part of your report.

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Su2.15.

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Governance & Leadership Action Committee Report			
Goal: Build board governance and management capacity to facilitate engagement and growth.			
Obj	What the Committee Will Do	How the Committee Will Accomplish It	When
4a	Develop NEC strategic governance capacity		
	4a.1 Prepare board committee and task group charters	Draft generic board committee & TG charter for NEC review, match to Bylaws & Pol. Manual	March, 2017
		Finalize board comm & TG charters for voting	June, 2017
	4a.2 Develop governance policies, principles & practices	From SP Comm report, survey results, Bylaws & Policy Manual, prioritize changes and develop new policies	June, 2017
		Present policies to NEC for review, input, voting	June, 2017
		Thereafter, ongoing changes to NEC in Jan & June	Jan, 2018
4c	Study & align AVA Regions to support club growth	Review SP Comm report, survey results, Best Practice submissions and Pathway to Excellence criteria	March, 2017
		Prioritize ideas for club growth. Format into motions	April, 2017
		Collate into a support program. Present to AVA vote.	June, 2017
			sg12/16

7(e)

**AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT**

FOR THE _____ PUBLICITY _____ COMMITTEE

FOR THE _____ JANUARY, 2016 _____ EXECUTIVE COUNCIL MEETING

FROM (Name): _____ ANDY BACON _____

ACCOMPLISHMENTS:

The publicity committee has begun to form with a membership of four from diverse areas of the country.

The publicity committee has identified publicity objectives.

The publicity committee has drafted a Publicity Plan.

ACTIVITIES:

*The Chair met with the Executive Director to discussed a common vision for publicity on September, 2016.

*The Chair solicited NEC members and Executive officers for names of volunteers willing to serve on the Committee and solicited interested parties in the October Checkpoint.

*The Chair contacted and recruited members for the committee. To date we have four.

*The Committee began work on ideas for public relations and coordinated with to Executive Director.

*The Chair researched AVA documents and Strategic Plan regarding AVA Publicity Committee responsibilities.

*The Chair developed a draft Publicity Plan and solicited Committee comments.

*The Chair called two Public Relations firms regarding a National Publicity Plan.

*The Committee brainstormed the role of an AVA national spokesperson.

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CONCERNS:

The following are a few of the Committee's concerns:

1. CAPACITY – the resources of time and personnel do not currently exist either as volunteers or as part of the National Headquarters to plan and implement a national publicity plan. This requires expertise we do not have.
2. BRANDING – are we walkers, are we kayakers, are we cyclists. What is our brand? Noncompetitive sports are generic.
3. PRIORITY – there are many good ideas voiced by many good people. A no to some and yes to others is required to accomplish a plan. Achievable priorities are crucial without continued generation of more ideas. Priorities and goals are our boundaries that keep us focused on our target.
4. MARGINIZATION – publicity needs to be engaged early and often with all aspects of programming to effectively promote AVA events; we are currently an afterthought to much of programming.
5. COLLABORATION – who, what, where, when and how are we going to collaborate with like-minded organizations and events? This is important to our future.

RECOMMENDATIONS:

The following are recommendations:

1. Review, modify and accept the Public Relations plan as a draft document.
2. Encourage a proposal based on needed services in the next six months.
3. A monthly or bimonthly telephonic meeting with the President and Executive Director with all chairs of committees. (Three ups and three downs method.)

Please attach any additional material that is part of your report.

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Submit AVA Committee Report to AVA Headquarters by Email

7(f)

AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT

FOR THE _____ Bylaws _____ COMMITTEE

FOR THE _____ January 2017 _____ EXECUTIVE COUNCIL MEETING

FROM (Name): _____ Jerry Wilson, Chair _____

ACCOMPLISHMENTS:

Four proposed amendments to AVA bylaws will be brought to the January 2017 NEC in Rogers, AR:

- Change Name of the National Executive Council to the Board of Directors. Changes throughout the AVA bylaws.
- Evaluation of Candidates for NEC Service. Changes V. Officers (5.6), and VI. Regional Directors (6.6).
- Separate National and Regional Responsibilities of Directors. Changes VI. Regional Directors.
- Standing Committees and Their Orientation. Changes X. Committees and V. Officers.

ACTIVITIES:

Reviewed and reacted to four proposed amendments to AVA bylaws submitted by some of the members of the Strategic Planning Committee (SPC) Governance Subcommittee.

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CONCERNS:

RECOMMENDATIONS:

Discuss proposed amendments to AVA bylaws and make recommendations.

Allow time on the agenda to discuss:

- Providing for Multi-state Organizations.
- Limiting the number of proxy votes allowed to be presented at convention by one seated delegate.

Please attach any additional material that is part of your report.

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Submit AVA Committee Report to AVA Headquarters by Email

Proposed Amendments Cover Letter

7(f)-1

Cover Memo to Accompany Proposed AVA Bylaws Amendments
Submitted by AVA-892, Loudoun Walking and Volkssport Club, Inc.

October 17, 2016

TO: AVA Secretary (Sam Korff) and AVA Bylaws Committee Chair (Jerry Wilson)

AVA-892 submits four proposed amendments to the AVA Bylaws for your consideration and to be voted on at the AVA's next regular meeting in June, 2017 in Billings, Montana:

1. Standing Committees and Their Orientation (pp. 2-3)
2. Evaluation of Candidates for NEC Service (pp. 4-6)
3. Change Name of the National Executive Council to Board of Directors, Effective July 1, 2019 (pp. 7-8)
4. Separate National and Regional Responsibilities of Directors, Effective July 1, 2019 (pp. 9-12)

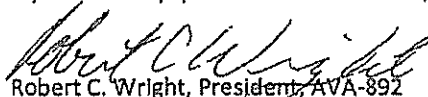
Bob Wright, Wayne Holloway, and Chris Mellen, three at-large members of the Strategic Planning Committee's Governance Subcommittee, started to collaborate soon after the June, 2016 NEC meeting to produce these four AVA Bylaws amendments designed to move the association forward. To us it is imperative that the AVA transition to a board that has the time and focus to lead the AVA, something no other body in the AVA is charged to do. While the subcommittee generated a wide range of alternative courses of action at the NEC's direction, these four measures stand out as the easiest and most effective way for the board to devote its limited time to purposeful strategic thinking and direction, effective planning, adequate financial resourcing, effective oversight and performance measurement, and ongoing board development and succession.

We observed that presently the NEC devotes much of its time to operational matters, important functions others can, and should, perform. We discovered what the AVA lacks, as a consequence, is for the board to spend the time needed to address more strategic matters that only it is charged with performing. If governance were functioning effectively, we believe it also would have time to look deeply into declining membership, events, and participation over the past 20+ years, declining revenues that have put the operating budget in the red for 6 consecutive years; time to oversee operations, not perform operations and then turn around to evaluate itself; time for directors to devote effort to national matters.

Collectively we feel these four proposed amendments would put the AVA's governance emphasis where it belongs—on the future. NEC committees would focus on the board's strategic responsibilities and internal continuity; a change from an NEC to a board of directors would send a strong signal to the AVA's stakeholders that the AVA is keeping up with the times. Clarifying the Nominating Committee's responsibility to *seek and find qualified* candidates would get the AVA looking for people with the passion and skills needed for board of director service, without changing composition or election processes and procedures. Focusing national directors on governance puts more eyes and time on strategic matters. The NEC's name change emphasizes a different way of business, one in keeping with the times.

Most important, these proposed amendments would make AVA governance more effective and better able to focus strategically on the future. This is an integral part of setting conditions for positive growth and a transition to a healthy vibrant organization.

If you have any questions or comments, please direct them to me so we may address them collectively.


Robert C. Wright, President, AVA-892

Loudoun Walking and Volkssport Club...in step with Loudoun's nature since 2000
43224 Cardston Pl, Leesburg, VA 20176, 703-737-2175, loudright_va@comcast.net

cc: AVA/ED

7(f)-1a

American Volkssport Association Proposed Bylaws Amendment

One proposed amendment per form.
Please attach all backup materials to support the proposed amendment.

Title: Change Name of the National Executive Council to a Board of Directors, Effective July 1, 2019

Motion: I move that the AVA Bylaws be amended as follows: [Approved amendments would be inserted in the Bylaws following the applicable sections with the notation that each becomes effective July 1 2019, at which time the present sections would be removed]

Change "National Executive Council" to "Board of Directors" throughout the bylaws. (Affects sections 3.2; 3.3(b); 3.5(b) and (f); 3.6(b), (d), (d)(3)-(5); 4.1 and .2; 5.2(b); 5.3(a)(1) and (4), 5.3(b)(1) and (4), 5.3(c)(1) and (4), 5.3(d)(3); 5.4; 5.5; 5.6(a) and (b); 6.1, 6.2(b), 6.3(b), (c), (i) and (j); 6.4; VII; 7.1 through .5; 7.6(b); 8.3(b); 9.1; 9.2(b), (i) and (l); 9.3 and .4; 10.1, .2, and .4; 11.2(c); 13.1; 14.2; 15.2 and .3.

Change "NEC" to BoD" throughout the bylaws. (Affects sections 9.2(b) and (k).)

Current Wording: National Executive Council or NEC

Proposed Wording: Board of Directors or BoD

Rationale for Proposed Amendment:

The AVA has outgrown governance by a council deeply involved in *executing* the day-to-day operations of the association. With so much effort devoted to operations, the NEC historically has not had the time to effectively address many of the key responsibilities of a *directing* body. This shortcoming is evidenced by the small amount of time devoted to purposeful strategic thinking and direction, effective planning, adequate financial resourcing, effective performance measurement, and ongoing board development and succession.

This proposed amendment, coupled with the proposed amendment on board committees, would focus the AVA's governing body strategically on high-level direction, leaving operations to the Executive Director, headquarters' paid staff, and committees of staff and volunteers who could devote greater attention to the day-to-day requirements of the AVA. Moreover, by not doing operational work the board would be in a better position to provide oversight and assessment. This is achievable with the robust national volunteer program being instituted.

This may seem trivial, but it also sends a powerful message that governance is changing to directing, vice executing, the AVA's mission and purpose.

This amendment would not become effective until July, 2019 in fairness to candidates; they should not be seeking an office in a structure that might change at the same convention as their elections.

Submitted By:

Loudoun Walking and Volkssport Club (0892), Robert Wright (President), rwright2@jhu.edu, 703-737-2175

Date: October 17, 2016

AVA Bylaws Committee Use Only:

Recommendation: Recommend Approval Recommend Rejection

Rationale for Recommendation:

NEC Use Only:

Recommendation:

Recommend Approval

Recommend Rejection

American Volkssport Association Proposed Bylaws Amendment

One proposed amendment per form.
Please attach all backup materials to support the proposed amendment.

Title: Evaluation of Candidates for NEC Service

Motion: I move that the AVA Bylaws be amended as follows:

5.6(b): It shall be the duty of the Nominating Committee to seek and nominate qualified candidates for the National Offices to be filled by election at the regular membership meeting. No member of the Nominating Committee may accept nomination for a National Office. If a committee member does choose to run for National Office, such candidate's membership on the Nominating Committee shall terminate and the National Executive Council shall immediately elect a replacement. Candidates shall be evaluated in terms of the following, but not limited to:

- (1) passion for the AVA mission;
- (2) leadership and communication skills;
- (3) prior board experience;
- (4) understanding of the nonprofit sector through service and/or alternate means;
- (5) specialized expertise required to achieve the AVA's strategic goals;
- (6) understanding of the responsibilities and expectations of the office being sought.
- (7) willingness to commit the time necessary to the position;

6.6(b): It shall be the duty of the Regional Nominating Committee to seek and nominate qualified candidates for Regional Director in that Region. No member of the Nominating Committee may accept nomination for Regional Director. If a committee member does choose to run for Regional Director, such candidate's membership on the Nominating Committee shall terminate and the Regional Director shall immediately appoint a replacement. Candidates shall be evaluated in terms of at least those listed in section 5.6(b).

Current Wording:

5.6(b): (b) It shall be the duty of the Nominating Committee to nominate candidates for the National Offices to be filled by election at the regular membership meeting. No member of the Nominating Committee may accept nomination for a National Office. If a committee member does choose to run for National Office, such candidate's membership on the Nominating Committee shall terminate and the National Executive Council shall immediately elect a replacement.

6.6(b): It shall be the duty of the Regional Nominating Committee to nominate candidates for Regional Director in that Region. No member of the Nominating Committee may accept nomination for Regional Director. If a committee member does choose to run for Regional Director, such candidate's membership on the Nominating Committee shall terminate and the Regional Director shall immediately appoint a replacement.

Proposed Wording:

5.6(b): It shall be the duty of the Nominating Committee to seek and nominate qualified candidates for the National Offices to be filled by election at the regular membership meeting. No member of the Nominating Committee may accept nomination for a National Office. If a committee member does choose to run for National Office, such candidate's membership on the Nominating Committee shall terminate and the National Executive Council shall immediately elect a replacement. Candidates shall be evaluated in terms of the following, but not limited to:

- (1) passion for the AVA mission;

- (2) leadership and communication skills;
- (3) prior board experience;
- (4) understanding of the nonprofit sector through service and/or alternate means;
- (5) specialized expertise required to achieve the AVA's strategic goals;
- (6) understanding of the responsibilities and expectations of the office being sought.
- (7) willingness to commit the time necessary to the position;

6.6(b): It shall be the duty of the Regional Nominating Committee to seek and nominate qualified candidates for Regional Director in that Region. No member of the Nominating Committee may accept nomination for Regional Director. If a committee member does choose to run for Regional Director, such candidate's membership on the Nominating Committee shall terminate and the Regional Director shall immediately appoint a replacement. Candidates shall be evaluated in terms of at least the qualifications listed in section 5.6(b).

Rationale for Proposed Amendment:

Presently the AVA has no explicit qualifications for candidates for NEC positions. Specifying general qualifications would lead to better candidates for office and better NEC performance. These qualifications should be the same for officers and directors.

The specific rationale for including each qualification purely as an evaluation criterion is:

1. Passion is the most important qualification. If they're passionate, they'll do a great job.
2. The board needs leaders since the its job is to lead the AVA; without good communication skills you can't effectively lead and advocate for the AVA.
3. Prior experience is helpful, but not mandatory, because the number of opportunities to serve on a nonprofit board are limited; for-profit experience is also valuable.
4. The nonprofit sector is different from the government and for-profit sectors; since prior experience isn't always possible, looking at the candidate's actions to acquire an understanding of nonprofits, such as through education and volunteering, would also demonstrate their levels of interest and commitment.
5. Specialized expertise is very helpful when striving to achieve strategic goals. It's not imperative that every board member bring a special talent.
6. If candidates don't understand what's expected, responsibilities and obligations, they may seek NEC positions without grasping the AVA's expectations for them. This would be a disservice to the candidates and could have negative consequences for the AVA.
7. Candidates need the time to commit to the position. This is a major expectation, for without it the board would govern with a handicap. The candidate must understand this to serve the AVA well.

Moreover, the AVA should proactively seek qualified candidates, not wait to see who wants to come forward and hope they are qualified. To find the best candidates sometimes you have to ask to get who would be a good fit and valuable asset.

Submitted By:

Loudoun Walking and Volkssport Club (0892), Robert Wright (President), rwright2@jhu.edu, 703-737-2175

Date: October 17, 2016

AVA Bylaws Committee Use Only:

Recommendation: Recommend Approval Recommend Rejection
 Rationale for Recommendation:

NEC Use Only:

Recommendation: Recommend Approval Recommend Rejection

American Volkssport Association Proposed Bylaws Amendment

One proposed amendment per form.
Please attach all backup materials to support the proposed amendment.

Title: Separate National and Regional Responsibilities of Directors, Effective July 1, 2019

Motion: I move that the AVA Bylaws be amended as follows: [Approved amendments would be inserted in the Bylaws following the applicable sections with the notation that it becomes effective July 1, 2019 at which time the present sections would be removed.]

6.3: Duties. Each Regional National Director shall:

- (a) apply their regional familiarity to the general national supervision of the AVA;
- (ab) with the national headquarters coordinate and promote the AVA program of activities within the represented Region;
- ~~—(b) maintain liaison between Members in his Region, the National Executive Council and the National Headquarters;~~
- ~~—(c) review applications for membership from groups in the Region and recommend action to the National Executive Council;~~
- ~~—(d) approve Volkssport event scheduling for Members within his Region or appoint a designee to do so;~~
- ~~—(e) approve event sanctioning and provide notice of sanction approval to the National Headquarters or designate someone to do so;~~
- ~~—(f) review delinquency reports and follow up to ensure that all reports have been submitted and debts to the AVA have been paid;~~
- ~~—(g) implement disciplinary action against AVA members in the Region for violations of the AVA or IAV rules;~~
- (hc) with regional assistants promote the development of new clubs within the Region by visiting, corresponding with or making presentations to interested groups to promote the growth of the AVA;
- ~~—(i) recommend to the National Executive Council disciplinary action against Members within the Region for violation of the AVA or IAV rules;~~
- (jd) perform such other duties as are prescribed by the AVA President and the National Executive Council.

6.6(a): A Nominating Committee shall be appointed in each Region by the Regional respective National Director at least nine twelve months prior to the regular membership meeting. It shall work in coordination with the National Nominating Committee to ensure the Board of Directors has members with the expertise it needs to lead the AVA strategically.

6.6(b): It shall be the duty of the Regional Nominating Committee to seek and nominate qualified candidates for Regional National Director in from that Region. No member of the Nominating Committee may accept nomination for Regional National Director. If a committee member does choose to run for Regional National Director, such candidate's membership on the Nominating Committee shall terminate and the Regional National Director shall immediately appoint a replacement. The Regional Nominating Committee shall consider the same qualifications as in section 5.6(b) when considering candidates to be nominated.

7.6(a): **Membership.** The elected National Officers, a two representatives of the Regional National Directors who has been elected by the Regional National Directors, and the Executive Director shall constitute the Executive Committee. Each member of the Executive Committee shall have one vote, except the Executive Director who shall have no vote.

Change "Regional Director" to "National Director" throughout the bylaws. (Affects sections 6.3; 6.6(a), (b), (d), (f), and (h); 6.7; 6.8; 7.1, and 7.6(a).)

Change "DRD" and "Deputy RD" to "DND" in section 6.8.

Change "RD" to "National Director" throughout the bylaws. (Affects sections 6.6(h)(2) and 6.8.)

Move the regional duties deleted from section 6.3 to a new policy on regional administration.

Current Wording:

6.3: Duties. Each Regional Director shall:

- (a) coordinate and promote the AVA program of activities within the represented Region;
- (b) maintain liaison between Members in his Region, the National Executive Council and the National Headquarters;
- (c) review applications for membership from groups in the Region and recommend action to the National Executive Council;
- (d) approve Volkssport event scheduling for Members within his Region or appoint a designee to do so;
- (e) approve event sanctioning and provide notice of sanction approval to the National Headquarters or designate someone to do so;
- (f) review delinquency reports and follow up to ensure that all reports have been submitted and debts to the AVA have been paid;
- (g) implement disciplinary action against AVA members in the Region for violations of the AVA or IVV rules;
- (h) promote the development of new clubs within the Region by visiting, corresponding with or making presentations to interested groups to promote the growth of the AVA;
- (i) recommend to the National Executive Council disciplinary action against Members within the Region for violation of the AVA or IVV rules;
- (j) perform such other duties as are prescribed by the AVA President and the National Executive Council.

6.6(a): A Nominating Committee shall be appointed in each Region by the Regional Director at least nine months prior to the regular membership meeting.

6.6(b): It shall be the duty of the Regional Nominating Committee to nominate candidates for Regional Director in that Region. No member of the Nominating Committee may accept nomination for Regional Director. If a committee member does choose to run for Regional Director, such candidate's membership on the Nominating Committee shall terminate and the Regional Director shall immediately appoint a replacement.

7.6(a): **Membership.** The elected National Officers, a representative of the Regional Directors who has been elected by the Regional Directors, and the Executive Director shall constitute the Executive Committee. Each member of the Executive Committee shall have one vote, except the Executive Director who shall have no vote.

Proposed Wording:

6.3: Duties. Each National Director shall:

- (a) apply their regional familiarity to the general national supervision of the AVA;
- (b) with regional assistants coordinate and promote the AVA program of activities;
- (c) with regional assistants promote the development of new clubs within the Region;
- (d) perform such other duties as are prescribed by the AVA President and the National Executive Council.

6.6(a): A Nominating Committee shall be appointed in each Region by the respective National Director at least twelve months prior to the regular membership meeting. It shall work in coordination with the

National Nominating Committee to ensure the Board of Directors has members with the expertise it needs to lead the AVA strategically.

6.6(b): It shall be the duty of the Regional Nominating Committee to seek and nominate qualified candidates for National Director from that Region. No member of the Nominating Committee may accept nomination for National Director. If a committee member does choose to run for National Director, such candidate's membership on the Nominating Committee shall terminate and the National Director shall immediately appoint a replacement. The Regional Nominating Committee shall consider the same criteria as in section 5.6(b) when evaluating candidates to be nominated.

7.6(a): **Membership.** The elected National Officers, two representatives of the National Directors who has been elected by the National Directors, and the Executive Director shall constitute the Executive Committee. Each member of the Executive Committee shall have one vote, except the Executive Director who shall have no vote.

Rationale for Proposed Amendment:

The dual regional and national responsibilities of RDs limit the RDs' effectiveness at the national and/or regional level in most cases. The NEC historically has not had the time to effectively address many of the key responsibilities of a governing body. This shortcoming is evidenced by the limited amount of time devoted to purposeful strategic thinking and direction, effective planning, adequate financial resourcing, effective performance measurement, and ongoing board development and succession. Freeing Directors to address national matters would make the NEC more productive strategically while also serving the regions better.

Regional duties would move to regional assistants, or whatever term the ED would like to use, who would report to the Executive Director (ED); these details are not part of governance which is the purpose of bylaws, but the intent of the membership would be for the ED to appoint these regional assistants after consultation with National Directors, state organization presidents, and club presidents in the regions since these assistants would be working closely with clubs and state organizations on the regional duties removed from section 6.3. Clubs and state organizations still would have direct access to the AVA headquarters where the work is getting done through their regional assistants and national headquarters staff; strategic policy matters still would be submitted to the NEC for action.

WRT section 6.3: Added the responsibility to lead from a national perspective; removed responsibilities not of a national nature. This underscores what is already implied in the NEC Handbook—to always act for the good of the volkssporting community. Those responsibilities which are operational extensions of the national headquarters would transfer to regional assistants reporting to the ED. As a national advocate for the AVA National Directors would work with regional assistants to grow the AVA.

WRT section 6.6(a): Adds a sentence to have Regional Nominating Committees coordinate with the National Nominating Committee so they work in concert to fill NEC positions. Increases the lead time for the Regional Nominating Committees so they have more time to seek out and vet qualified candidates.

WRT section 6.6(b): Puts an emphasis on seeking *qualified* candidates. Presently the AVA has no explicit qualifications for candidates for NEC positions. Specifying general qualifications would lead to better candidates for office and better NEC performance.

WRT section 7.6(a): Adds a second National Director to the Executive Committee to provide greater regional perspective.

This amendment would not become effective until July, 2019. In fairness to the ED he should have time to prepare for implementation—set up policies and procedures, line up people for the assistant positions. Also, in fairness to candidates, they should not be forced to seek an office that could change in nature just before they take office.

Submitted By:

Loudoun Walking and Volkssport Club (0892), Robert Wright (President), rwright2@jhu.edu, 703-737-2175

Date: October 17, 2016

AVA Bylaws Committee Use Only:

Recommendation: Recommend Approval

Recommend Rejection

Rationale for Recommendation:

NEC Use Only:

Recommendation: Recommend Approval

Recommend Rejection

American Volkssport Association Proposed Bylaws Amendment

One proposed amendment per form.
Please attach all backup materials to support the proposed amendment.

Title: Standing Committees and Their Orientation

Motion: I move that the AVA Bylaws be amended as follows: [Deletes struckthrough in red; adds in Blue: Note: the amendments are slightly out of order to better understand the proposed changes.]

10.1: Board committees, standing and special, as deemed necessary by the National Executive Council to carry on the work of the AVA-NEC shall be appointed by the AVA President with the advice and approval of the National Executive Council. All committees dealing with day-to-day operational subjects shall be established by and report to the Executive Director.

10.2: All committees, standing and special, shall consist of at least one member of the National Executive Council. ~~have a majority of the members shall not be members of~~ from the National Executive Council. No One member of the National Executive Council shall be on the Nominating Committee. The AVA President shall chair the Governance Committee and be a member ex-officio of all other board committees except the Nominating Committee.

10.3: There shall be the following standing committees: Audit, Finance and Investments, Governance, and National and IVV Awards. ~~Bylaws, Convention, Internet Technology, Publicity, and Standards and Evaluation.~~

5.3(a)(2): [The President shall] ~~serve~~ chair the Governance Committee and be a member ex-officio ~~as a member of~~ all other board committees except the Nominating Committee.

Current Wording: Standing Committees

10.1: Committees, standing and special, as deemed necessary by the National Executive Council to carry on the work of the AVA shall be appointed by the AVA President with the advice and approval of the National Executive Council.

10.2: All committees... shall consist of at least one member of the National Executive Council. A majority of the members shall not be members of the National Executive Council. No member of the National Executive Council shall be on the Nominating Committee. The AVA President shall be a member ex-officio of all committees, except the Nominating Committee.

10.3: There shall be the following standing committees: Audit, Bylaws, Convention, Internet Technology, Publicity, and Standards and Evaluation.

5.3(a)(2): [The President shall] serve ex-officio as a member of all committees except the Nominating Committee.

Proposed Wording:

10.1: Board committees, standing and special, as deemed necessary by the National Executive Council to carry on the work of the NEC shall be appointed by the AVA President with the advice and approval of the National Executive Council. All committees dealing with day-to-day operational subjects shall be established and overseen by the Executive Director.

10.2: All committees, standing and special, shall have a majority of members from the National Executive Council. One member of the National Executive Council shall be on the Nominating Committee. The AVA President shall chair the Governance Committee and be a member ex-officio of all other board committees except the Nominating Committee.

10.3: There shall be the following standing committees: Audit, Executive, Governance, Finance and Investments, and National and IVV Awards.

5.3(a)(2): [The President shall] chair the Governance Committee and be a member ex-officio of all other board committees except the Nominating Committee.

Rationale for Proposed Amendment:

10.1: This amendment shifts the board's focus to strategic matters, where it belongs, leaving operational matters and committees supporting them under the Executive Director. The board cannot objectively oversee and evaluate areas in which it is involved day-to-day nor can it devote adequate time to strategic matters purely within the board's purview when it has so much operational work to do. The AVA's future success requires that the NEC devote more attention to strategic needs, something only the board can do; this is how the AVA should make the time for that.

10.2: With committees strategically focused, the emphasis on their membership shifts to the NEC itself. Hence, the majority should be NEC members; furthermore, the AVA President should chair the all-important Governance Committee, which would incorporate Bylaws (subcommittees of this comparatively larger committee are common). Non board members should continue to serve on these committees, not only to involve club members and experts in specialized fields but also to evaluate those people for future board membership (a key part of board succession planning). With only one NEC member on the Nominating Committee this emphasizes the membership's role in the process.

10.3: NEC committees should focus on NEC operations and subjects that focus strategically on the long term. The committees listed reflect strategic governance areas. Those deleted are operational and should be continued under the Executive Director.

5.3(a)(2): Again, the AVA President should chair the all-important new Governance Committee which would be responsible for all governance-related issues for the AVA, including Bylaws. It should have a comparatively larger membership in order to deal with typical subareas—e.g., bylaws, nominations and elections, board development.

Submitted By:

Loudoun Walking and Volkssport Club (0892), Robert Wright (President), rwright2@jhu.edu, 703-737-2175

Date: October 18, 2016

AVA Bylaws Committee Use Only:

Recommendation:	Recommend Approval	Recommend Rejection
Rationale for Recommendation:		

NEC Use Only:

Recommendation:	Recommend Approval	Recommend Rejection
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8(a)

**AMERICAN VOLKSSPORT ASSOCIATION
OFFICER REPORT**

FOR THE OFFICE OF _____ Special Programs
FOR THE _____ January 20-22, 2017 _____ EXECUTIVE COUNCIL MEETING
FROM (Name): _____ Bonnie Johnson, Special Programs Chair

ACCOMPLISHMENTS:

Two new Special Programs begin January 1, 2017 which were approved at the 2016 January NEC Meeting.

The NEC also approved the updated and revised Special Program Policy which was incorporated into the AVA Policy Manual 4.05, becoming effective February 1, 2016.

One new Special Program is being introduced for approval at the January 2017 NEC Meeting in Rogers, AR. This program is entitled "Walk Like An Olympian" and comes from the South Bay Striders Club, San Jose, CA. If approved by the NEC, this program would become effective January 1, 2018.

Attachment #1: Proposal for Special Program

ACTIVITIES:

A spreadsheet will be handed out at the January 2017 NEC meeting with compilation of the total number of books sold and the total number of books completed and redeemed as of December 31, 2016 on each of the Special Programs.

ATTACHMENT
#14

CONCERNS:

None

RECOMMENDATIONS:

None

Please attach any additional material that is part of your report.

Print Form

Reset Form

Submit AVA Officer Report to AVA Headquarters by Email

New Special Program Proposal for 2018

Walk Like An Olympian

Proposal by the South Bay Striders Club, San Jose, CA; POC: Suzie Glass

In recognition of the International Olympic Games, walkers will complete AVA and IVV sanctioned events in modern Olympic Game host cities and/or American cities of the same name to receive their Olympic medal patch.

Any route with a Start Point or mileage in one of the 43 American or foreign cities that has hosted the Summer or Winter Olympic Games between 1896 and 2020 would qualify. A list of the 43 city names can be found on the club's website for reference. www.SBStriders.org

Example: Any event in the American cities of Atlanta, Lake Placid, Los Angeles, St. Louis, Salt Lake City and Squaw Valley qualify. Additionally, any American city with the same name as a host city counts. For example; AVA events in Amsterdam, NY, Athens, GA, London, KY, Melbourne, AR, Moscow, ID, Rome, WI, Stockholm, SD and Vancouver, WA also qualify.

Qualifier: 20 events. There is no limit on the repetition of an event. For example, the current Salt Lake City, Capital YRE may be used all twenty times to fill the book. There are three levels of completion. Walkers can finish ten (10) qualifying events and then turn in their book for the patch and bronze level medal. After fifteen (15) events, they can add the silver medal and after twenty (20) events have been logged, they can add the gold.

With the proliferation of Olympic sports, not all competitions were held in the host city. For this program, however, the cities listed on the Olympic website and logo will be the only ones that count. Cities must have the same name as the host city: there can be no addition of "City" (except Mexico City), "New", "Old", "Township" or any other variation. Likewise, cities with names spelled differently than the host cities, such as Perris or Roma, would not be accepted.

Cost of Book and Dates of Program: \$10.00 for the book (to include the patch, and medals - bronze, silver and gold with book redemption) Events can be stamped in the Walk Like An Olympian book from January 1, 2018 through December 31, 2021. However, the sale of books ends December 31, 2020

Patch: 4" x 3 1/2"

Estimated expense budget: Based on 100 books sold: patches with additions - \$270, book printing \$127, postage and envelopes -\$136, AVA fee \$300 = \$833 Total

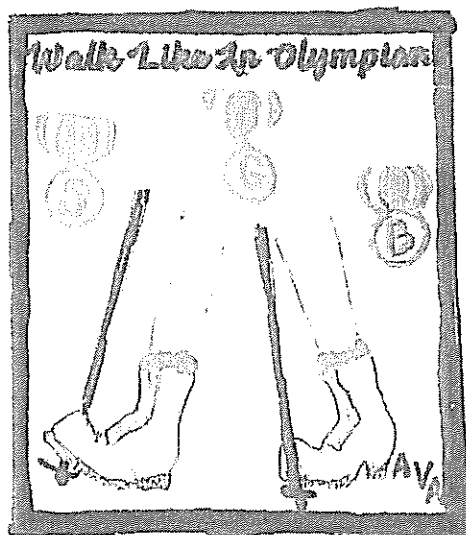
Recommendation: Bonnie Johnson, Special Programs Chair, moves the South Bay Striders Club Special Program "Walk Like An Olympian" be approved

AVA Special Program
Proposal
Walk Like An Olympian
Award

Patch:

The 4" x 3 1/2" embroidered patch features a walker in coffee brown walking boots with black walking sticks. The title "Walk Like An Olympian" and AVA are red, the socks and background are light blue, and the edging is black. The walker's skin is tan. The medals and their ribbons are (left to right) silver, gold, and bronze.

The design is pictured below.



Evaluating AVA Special Programs

8(a)-1b

SP Title: Walk Like an Olympian

POC: _____

As only one Special Program proposal is submitted, the proposal is judged on whether it meets our Special Programs criteria.

1. Historical Significance: Will the Volkssporter learn about events of historical significance or cultural interest? Yes/No
2. Scenic Interest: Will the volkssporter visit sites of scenic interest or significant natural beauty? Yes/No
3. Geographic Area: Will the Special Program be relevant in all or most of the United States? Yes/No
4. Qualifying Events: Are the qualifiers clearly described and easily understandable? Will it be easy to determine which walks qualify? Yes/No
5. Award Appearance: Is the Award attractive? Yes/No
6. Entertainment Value: Will the Special program be fun? Yes/No

___ Yes ___ No

8b

**AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT**

FOR THE National Special Programs - Part 1 **COMMITTEE**

FOR THE January 2017 **EXECUTIVE COUNCIL MEETING**

FROM (Name): Susan A. Medlin, SWRD

ACCOMPLISHMENTS:

1. International Events: We are working hard on setting up an International Marching League (IML) event in San Antonio. The first prequel will be 24-26 February 2017. The website is up, the patch award and t-shirts have been ordered, the flyer (attached) is out, and our hotel and restaurant are locked in.

2. National Events:

- a. Wisconsin's Ice Age Trail: Jerry Wilson, NC_RD, is hard at work putting the finishing touches on the program, which will launch on 1 April 2017.
- b. Pacific Crest Trail: Suzi Glass, PA_RD, sanctioned 4 Pacific Crest Trail Walks in California; Carson Pass, Donner Pass, Whitewater and Round Valley/Salt Ridge. Nancy Wittenberg, NW_RD, sanctioned 2 Pacific Crest Trail walks in Washington (Mt Rainier National Park, and Snoqualmie Pass). She also sanctioned 2 Pacific Crest Trails in Oregon; Cascade Locks and Government Camp. This program is currently scheduled to start on 1 January 2018, although some walks may have seasonal opening dates.
- c. Appalachian Trail: Scheduled to launch on 1 January 2018. The Keystone State Volkssport Association sanctioned the 369.5km portion in their state as an Extended Distance Event (Appalachian Trail) in 2017. In Maryland, the Seneca Valley Sugarloafers sanctioned Myersville.
- d. The Continental Divide Trail which will involve Nancy, Frank Sayers RM_RD and me (SW_RD) is scheduled to launch 1 January 2019.
- e. Would either Glen Conyers, SC_RD or Linda Neu, MA_RD like to launch either or both the Katy Trail in Missouri and/or the Buckeye Trail in Ohio on 1 Jan 2019?

ACTIVITIES:

- 1. Continue to assist RD's as needed.
- 2. Coordinate with AVA HQs to ensure Program Books and Awards are ordered as needed.
- 3. Monitor sales numbers to assess viability/popularity of the program.
- 4. Start looking for Continental Divide walks in New Mexico. The website has some great suggestions that will help get this program off the ground.

*ATTACHMENT
15*

CONCERNS:

1. We need to be creative in promoting and publicizing these programs. Do we have a budget from the AVA for publicity and marketing? Can we get the National Parks to work with us on promoting these events?
2. Is Pennsylvania's approach (sanctioning the entire length, with 21 specific segments) a good role model to follow?

RECOMMENDATIONS:

1. Track participation numbers for the Appalachian Trail Program in Pennsylvania.
2. Look at the initial sales numbers of Wisconsin's Ice Age Trail and the Pennsylvania initiative at the Jun 2017 NEC meeting.

Please attach any additional material that is part of your report.

Print Form

Reset Form

Submit AVA Committee Report to AVA Headquarters by Email

8(6)-1

PRE-REGISTRATION

NAME: _____

STREET ADDRESS _____

CITY: _____

STATE _____ POSTAL CODE: _____

COUNTRY _____

PHONE _____

E-MAIL _____

Which events will you be participating in?
(Includes IVV credit; no IML credit in 2017)

- ☐ Friday, February 24 \$3.00
☐ Saturday, February 25 \$3.00
☐ Sunday, February 26 \$3.00

Saturday's dinner starts at 6:00 PM at the *Pico de Gallo* Restaurant. Cost includes a fajita meal: dessert, mariachi serenade, non-alcoholic drinks and all gratuities. Seating is limited and we must have your reservation by 10 February 2017.

- ☐ Dinner reservation for Saturday,
February 25 @ Pico de Gallo \$30

T-SHIRTS are a sand color with a large silk-screened logo on the front \$15

- ☐ circle size: SM MED LGE XL 2X

Collared Polo Shirts are a silky "moisture management" sand-colored fabric with an embroidered logo above the right breast \$25

- ☐ circle size: SM MED LGE XL 2X

PATCH A Award, Embroidered ☐ \$5

TOTAL AMOUNT: \$ _____

Checks (USD) should be made payable to
Texas Trail Roundup
and mailed along with this form to
American Volkssport Association
ATTN: Texas Trail Roundup
1001 Pat Booker Rd. #101
Universal City, TX 78148 USA

EVENTS

All walks start at the
Holiday Inn-Downtown (Market Square)

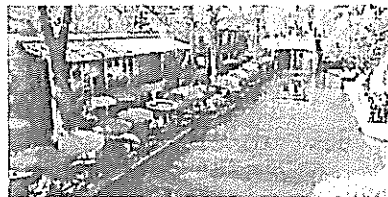
Friday, 24 February 10/6km walks

These walks will take place in downtown San Antonio and will include the River Walk, the Alamo La Villita Arts Village, Main Plaza and El Mercado.



Saturday, 25 February, 2017

42km marathon and lesser distance walks
The marathon takes the River Walk South and city streets through the UNESCO World Heritage Missions. The 20km walk will go as far as Mission Concepción. 5&10km walks will be on the River Walk and city streets, including the historic King William neighborhood.



Sunday, 26 February, 2017

25/15/10/5km walks

The walks head north on the River Walk through the Pearl, Brackenridge Park, Trinity University, and the historic Monte Vista neighborhood.

24-26 February 2017
San Antonio, TX



Join us in beautiful and historic San Antonio as we begin building a new IML walking event in the Old West. IML credit cannot be given in 2017.

www.texastrailroundup.org

SW17/107345 SW17/107346 SW17/107347



8(b)-1
cont'd

EVENT HOTEL: All events will start at the Holiday Inn-Downtown (Market Square) located at 318 W César Chávez Blvd, San Antonio TX 78204.

HOTEL RESERVATIONS: Book your room at the hotel by calling 1-800-972-3480 or locally 1-210-225-3211. Ask for the group rate for the Texas Trail Roundup. Our special rate of \$128.43 per night, including all taxes and fees, is valid until close of business 29 January 2017. This group rate is also available three days before and after the event. The rate includes free parking for guests in the hotel lot. Other walkers can park on nearby streets and lots.

SPECIAL PROGRAMS: Special programs will be listed on the directions for each event.



FEES: \$3.00 per walk. No refunds.

PETS: Leashed pets are welcome. Owners must pick up after their pets. Pets are not allowed in buildings and it is against the law in San Antonio to leave a pet in a car unattended.

FOR FURTHER INFORMATION

Susan Medlin
AVA Southwest Regional Director
sueammedi@aol.com
1-210-325-3523
www.texastrailroundup.org



ELIGIBILITY: Noncompetitive. Walk, jog or run at your own pace. The events are open to everyone. Children under 12 must be accompanied by an adult. Everyone must register and pay \$3 per walk. The events will be held regardless of weather.

DISCLAIMER: The sponsors are not liable for injuries, accidents, thefts, and/or material damage. Reasonable effort has been made by the sponsors to make this a safe, enjoyable and memorable event.

ROUTES: All routes are rated 1A. With the exception of a few stairs, walks are suitable for wheelchairs and strollers. There are places to eat and drink along most of the routes.

RESTROOMS & WATER: Are available at the Start/Finish and along the routes.



PRE-REGISTRATION

Pre-registrations must be received by 10 February 2017.

You will be able to register for all the walks during the Texas Trail Roundup Three-Day Walk Fest but we cannot guarantee Saturday dinner seating (which is limited) or shirt sizes past that date.

Pre-registration is available for the walks, the A Award, Saturday night dinner, T-shirts & polo shirts.



Start cards will be prepared in advance for all pre-registered walkers and will only require a signature at the event.

Payment must be made in US Dollars (\$). Please use the form on the reverse of this brochure.

If you prefer to pay by credit card, you can register via Active.com <http://bit.ly/2fk9p6d>

The Texas Trail Roundup is in the process of applying to become an official American Volkssport Association (AVA) club. While their application is being processed, the Texas Trail Roundup is under the sponsorship of the Randolph Roadrunners and AVA HQ in partnership with other Texas AVA clubs.

811-2

**AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT**

FOR THE National Special Programs - Part 2 **COMMITTEE**

FOR THE January 2017 **EXECUTIVE COUNCIL MEETING**

FROM (Name): Susan A. Medlin, SWRD

ACCOMPLISHMENTS:

Updating the Policy Manual:

a. The policy guidance on Regional and State Special Programs was inadvertently deleted when the Special Programs update was done a year ago. Bonnie Johnson, John McClellan and I have updated the regional and State Special Programs guidance (attached).

b. The guidance on International Volkssporting Events in non-IVV countries was also initially deleted. Reviewing it; I believe it needs revision. In it's current form, a club would go straight to the IVV. The problem is that such an event may not be covered under our insurance policy and the AVA would have no input into the decision making process. For example; last spring a Texas club proposed a walk that would cross the border into Mexico. Our insurance company refused to cover the walk, and after much consultation, the club withdrew the request. The updated policy (attached) gives the AVA HQ the ability to initially approve or disapprove an event at the national level. IVV still retains final approval authority.

ACTIVITIES:

Put the updated guidance back into the Policy Manual.

ATTACHMENT
#16

CONCERNS:

None.

RECOMMENDATIONS:

Approve the changes, and put them in the Policy Manual.

Please attach any additional material that is part of your report.

Print Form

Reset Form

Submit AVA Committee Report to AVA Headquarters by Email

8(b)-3

4.04 INTERNATIONAL VOLKSSPORTING EVENTS

I. GENERAL

As an IVV member country, AVA approves events within the United States, its' possessions and territories.

II. POLICY

- A. Any AVA club may submit a request to AVA HQ for approval of an event in a non-IVV country. If AVA HQ approves the event, it is forwarded to IVV. Final approval is granted by the IVV.
- B. Inquires concerning AVA -approved events in non-IVV countries must be addressed to the:

IVV-Head Office
Fabrikstr. 8
84503 Altötting
DEUTSCHLAND

Telephone: 0049 / 8671 / 883067
Fax: 0049 / 8671 / 963131

4.05 AVA SPECIAL PROGRAMS/CLUB CHALLENGES

I. GENERAL

AVA annually supports and/or sponsors Special Programs and events that promote volkssporting events and other low stress exercise programs for achieving physical fitness.

II. POLICY

- A. The National Executive Council is the approval authority for all AVA Special Programs.
- B. Special Programs/Challenges by Clubs, State Associations, and Regions

The AVA Special Programs is a wonderful opportunity for clubs to sponsor a nationwide Initiative (National Parks, Water Fountains, Ice Cream Parlors, etc.). But the specific interest (Texas Historical Markers), the \$300 cost, and/or the long duration of time needed for hosting such an endeavor could be beyond the capacity of many small clubs or state associations to undertake. Clubs/State Associations/Regions can benefit from a more focused undertaking that is geared for their members to achieve benchmarks for participation on walks within their Club/State Association/Regional area. For example, awards are given to club members who complete all (or some fraction) of all their club's or state's

Year Round Events/Seasonal Events, and/or Traditional Events, or combinations thereof. Clubs/State Associations/Regions can use this approach to stimulate more participation by their members using sanctioned walks that they already sponsor. AVA encourages Clubs, State Associations, and Regions to consider designing their own Special Programs/Challenges that do not duplicate a national Special Program.

The AVA Executive Director has ^{previously} approved that a Club's/State Association's/Region's Special Program/Challenge activity is entitled to use the IVV logo, the AVA logo, and the IVV stamps of each qualifying sanctioned event for individual record keeping in a locally developed Special Program/Challenge Book.

- C. Special Programs/Challenges Book Guidelines: All books must have a professional look. They must be printed on cover or card stock paper. They must be no larger than the uniform size (4" W by 5 ¾" H) of the AVA Event and Distance books. The following information is required on all books:

1. On the front cover:

- a. The title of the Special Program and the words "This is not a national AVA Special Program".
- b. A representation of the award/patch, in color.
- c. The "AVA Fun, Fitness, Friendship" logo and the copyright symbol.
- d. The statement "This book is approved by the AVA for use of the IVV Certification Stamp".
- e. Space for the participant's name and address.
- f. Sequence number of the book.

2. On the back cover:

- a. The rules and guidelines for the qualifiers of this Special Program.
- b. The total number of IVV certification stamps required, as well as an indication of the number of times the same stamp can be used, or that each stamp may only be used once.
- c. The size of the award/patch.
- d. The cost of the book.

e. The name of the sponsoring club, the POC's name, email address, telephone number, as well as the mailing address for redemption of completed books. If the club has a website it should also be listed.

f. The following statement: "Book sales continue until December 31, 20___. Participation stamping and redemption of this book will end December 31, 20___ (12 months after the sale of the book ends).

8(f)

AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT

FOR THE _____ Training _____ COMMITTEE

FOR THE _____ January 20-21, 2017 _____ EXECUTIVE COUNCIL MEETING

FROM (Name): _____ Sam Korff _____

ACCOMPLISHMENTS:

1. Completed a review of the Bike Cue sheets and had the bike portion added to the Trailmaster Guide [REDACTED]
2. Completed a DRAFT Club Operations Guide. [REDACTED]. The guide lists club officer duties for officer specific tasks and lists other tasks as appendices.
3. Although the Club Operations Guide is complete in its current state, we recommend that a future endeavor add the following topics to the appendices:
 - a. Pathway to Excellence
 - b. Bylaws
 - c. Incorporation
 - d. Awards
 - e. Brochure checklist
 - f. Publicity
 - g. Start Cards

ACTIVITIES:

ATTACHMENT
#17

CONCERNS:

RECOMMENDATIONS:

That the DRAFT Club Operations Guide be finalized and posted to the AVA website and that the current modules that cover these operations be removed to head off confusion.

Please attach any additional material that is part of your report.

Print Form

Reset Form

Submit AVA Committee Report to AVA Headquarters by Email



American Volkssport Association 2019 Biennial Convention Application

AVA: America's Walking Club

Background

The American Volkssport Association (AVA) is a national nonprofit health and wellness organization comprised of over 230 member clubs across the country. Our mission is to promote and organize noncompetitive fitness activities that encourage lifelong fun, fitness and friendship for all ages and abilities. Our activities include walking, hiking, biking, swimming, canoeing, snow shoeing, and cross-country skiing. Most of our activities are year-round with walking being our biggest activity drawing over 138,000 participants per year!

Every two years the membership of the AVA convenes for nine (9) days of walking and other noncompetitive fitness activities before, during and after a national general membership business meeting which we refer to as our biennial convention.

The biennial convention includes the business meeting and takes place during three days of a nine day convening. The biennial convention is comprised of the following major activities and events which comprise the scope of work for the applicant.

- The AVA National Executive Council meeting
- The AVA General Membership meeting
- Pre, post, and during the convention noncompetitive physical fitness activities
- Educational workshops
- A Silent/Live Auction and other fundraising activities

- A public exhibit/vendor fair for memberships clubs, state associations, and corporate sponsors
- A photo and information gallery
- Social Events with music, food and entertainment to include a welcome reception, a fun themed style dinner or luncheon and an awards and recognition dinner/gala

Purpose

The purpose of the convention is to conduct the business of the general membership and to provide educational workshops and noncompetitive physical fitness activities to the public.

Biennial Convention Dates

The biennial convention is held in odd numbered years during the months of April, May or June. The dates of the convention and business meeting are flexible during this time frame. Dates should not conflict with the IVV Olympiad. ***This application is for the 2019 Biennial Convention.***

Convention Scope of Work

- **AVA National Executive Council Meeting**

This meeting is typically held the Tuesday afternoon before the convention starts. Other than the securing of the meeting space, all preparation is done by the President of the AVA with the support of the AVA National Office.

- **AVA General Membership Meeting**

The purpose of the General Membership Meeting is to conduct the business of the AVA. This meeting is typically 6-8 hours in length and is the core of the 3-day convention. Other than the securing of the meeting space, all meeting preparation is done by the President of the AVA with support of the AVA National Office.

- **Pre, Post and During the Convention Noncompetitive Physical Fitness Activities**

The pre-convention activities typically begin the Saturday preceding the start date of the convention and continue through the start of the convention. The post-convention activities begin the day after the convention has ended and continue for one or two days. Activities should also be planned during the convention dates but must not conflict with the convention workshops and the General Membership meeting. There are no set number of days or activities for pre, post and during the convention activities defined by this application.

Pre, post and during the convention activities must include at least one IVV credit walking event daily. Other IVV credit activities which include biking, swimming, snow shoeing, canoeing and cross country skiing should also be included in the activities at the discretion of the host committee. The selection committee is willing to entertain new convention noncompetitive activities understanding that they may or may not be for IVV credit. Some examples include yoga, dance lessons, bowling and Zumba.

The host committee with the support of local AVA clubs will be responsible for setting up all logistics and management of these activities to include transportation to and from these activities if needed. The host site will also be responsible for securing all permits that may be required for any events. It is highly recommended that the applicant work with local clubs to set up all pre, post and during the convention activities.

- **Educational Workshops**

Workshop topics should cover the latest trends in health, wellness and noncompetitive outdoors activities. There must also be a track of workshops specific to the needs of AVA clubs and state associations. (The NEC's Training and Development committee will provide input and support with this.) The target audience is walkers. Workshops are not restricted to the typical classroom environment and should be engaging. There are no requirements as to the number or length of convention workshops. The average number of different workshops has been 12-15.

- **Silent/Live Auction and Other Fundraising Activities**

An auction must be a part of the 3-day convention. Typically, the bidding opens on the first night of the convention as a part of the welcome reception. The recommendation is that the auction close one hour after the close of the final general membership business session. A combination of a live and silent auction is welcome. The applicant is responsible for securing all auction items and operation of the auction during the convention. The AVA will support this effort as recommended by the host committee.

- **Public Exhibit/Vendor Fair**

All AVA clubs and state associations are given free exhibit space during the convention to market their clubs and events. An area that the AVA would like to expand in 2019 is the Vendor Fair. The goal is to create a health and wellness vendor fair that is open and free to the public. Exhibitors might include those who sell sports apparel, healthy foods, exercise equipment, etc. Other ideas include a kids zone, a fitness challenge zone (could be sponsored by the military), a health fair and live entertainment. The club and vendor exhibits should be in the same vicinity and in an area that is easily accessible and visible to the general public. Vendors that are promoting goods and services for a profit company must pay a fee and all clubs and state associations are expected to pay a nominal fee to participate. *The selection committee recommends this fair be the culmination of a big walking event to close out the convention.*

- **Photo and Information Gallery**

During the 3-day convention there must be a display area whereby clubs and state associations can display photos of club activities and informational brochures, banners, etc. It should be in an area that is highly visible. The winners of the AVA photo contest will also be displayed in this area. The National Executive Council Publicity Committee will provide support with the planning and implementation of the gallery.

- **Social Events**

The social events for the convention include a welcome reception, a themed dinner and a gala style dinner. All events should include food, music, entertainment and fun!

- *Meet and Greet Welcome Reception* - The meet and greet welcome reception is held on the first evening of the 3-day convention in conjunction with the opening of the silent auction. The host committee is responsible for securing the logistics, entertainment and food and beverage for this event.
- *Themed Dinner* – This dinner event occurs on the second or third day of the convention. This is a very casual, fun, themed style event. The purpose of this event is to have fun! The host committee is responsible for the planning of this event with the support of the AVA. This event can be away from the convention site.
- *Awards and Recognition Party* – This dinner party is to recognize volunteers, supporters, and Volkssporters who have reached AVA milestones of achievement. The awards and recognition are put together by the AVA President and Awards and Recognition Committee. This will be a semi-formal ticketed event that will also highlight and showcase the best of the AVA and thank our convention sponsors, volunteers, etc. The AVA will work in partnership with the host committee on the creation and execution of this event. Applicants can propose to combine this event with the Awards and Recognition Dinner.

Convention Budget

The applicant must submit a draft of a balanced convention budget with their proposal. Samples of the previous three convention budgets are attached. Once an applicant has been selected the budget will be negotiated with the host site and the AVA. The host committee is encouraged to seek sponsorships for the convention.

All clubs who host credited events pre, post or during the convention will be allowed to keep fifty cents (.50) per participant of the participation fees collected.

Convention Logistics

Although most convention logistics will be executed by the AVA National office, the host committee will be expected to work with the national office in securing all convention logistics to include:

- The Host Hotel for conventions guests-The standard price has been a single or double room for \$100 and the total room nights is approximately 400. Final approval must be given by the AVA before the hotel is secured and the hotel contract must be signed by the AVA.
 - General Liability Insurance-All insurances required by the hotel must be secured to include general liability.
- Meetings Venue for the NEC and AVA General Membership meeting. - The meeting space for the NEC meeting requires a u-shape table set up for 15 people with a podium and audience seating for 30 people. See the attached diagram for the general membership meeting space requirements.
- Workshop Space - The AVA will work with the host committee to secure the appropriate number of meetings spaces based on the needs of the presenters and anticipated number of participants. Approximately 3,000 sq.ft. is needed.
- Exhibitor Venue -The AVA will work with the host committee to secure exhibitors and vendors. We are anticipating a minimum of 20 exhibitors and vendors for 2019. Space will vary based on the needs of the vendors however for planning purposes approximately 4,000 sq.ft. will be needed. This space will also include the photo contest which will be coordinated by the AVA.
- Auction Venue -The AVA will work with the host committee to secure auction items. The silent auction will be managed by the host site during the convention. Approximately 1,500 sq.ft. is required.
- Welcome Reception, Themed Dinner, Awards and Recognition Party - Although the host site will make all preparations for these social events, the AVA will support with coordination of these events as needed. Approximately 5,000 sq.ft. is needed for the banquet style lunch and dinner.
- Coordination of Transportation – The host committee will secure buses or other means to all outdoors activities if necessary.
- Convention On Site Registration – This will be set up and managed by the AVA. Approximately 1,000 sq.ft. is required.
- Marketing – The host committee will work with the AVA and the National

Executive Council Publicity committee in the creation and execution of a marketing strategy for the convention.

- Fundraising – The host committee will work with the AVA and National Executive Council Fund Development committee in the creation and execution of a fundraising strategy for the convention. This will include the securing of paid sponsors, vendors and donors.
- VIP's, Keynote Speakers, Dignitaries – The host committee will work with the National Executive Council and Publicity Committee in securing appropriate speakers and representatives for all convention events.

Convention Timeline

The applicant must submit a one page timeline that highlights projected dates for implementation and completion of key tasks associated with the planning of the convention.

Who Can Apply for the AVA Biennial Convention

Any AVA State Association, club or group of clubs all in good standing can apply to host the Biennial Convention. Applicants are highly encouraged to collaborate with other AVA clubs, state associations, health and wellness organizations, local chambers, businesses and convention and visitors bureaus. Letters of support from these groups must be included with the application in order to be awarded points in this category. The more stakeholder groups involved in the planning of the convention the better the chances of winning the bid!

Application Process, Criteria, Deadlines and Evaluation

Any AVA State Association, club or group of clubs who are interested in applying for the Biennial Convention must submit a proposal outlining how they intend to address all areas of the scope of work in this application. Proposals must also include a convention budget and timeline. Extra points will be awarded to clubs who introduce new areas of convention programming either in noncompetitive physical fitness activities, workshops, or other convention events such as new fundraising activities during the convention, a kid's zone, a zombie walk, etc.

All proposals must be received at the AVA National Office no later than 12 midnight on April 15, 2017. Only email or mail proposals are acceptable. Finalists will be notified by April 30, 2017 via email notification and a phone call. Please submit a cover letter with your contact information.

Scoring Criteria Categories

Proposals will be reviewed by the selection committee and graded on the following criteria:

Scope of Work Outline

1-20 points (How well the applicant has addressed their plan of action for this work and timeline.)

Creative Strategies on Marketing, Fundraising, or Workshops

1-15 points (The new things the applicant is proposing for the convention)

Budget

1-20 points (Is this a realistic budget? Is the convention projected to generate a profit? Have any sponsors been secured, in-kind or other?)

AVA/IVV Credit Noncompetitive Activities

1-15 points (The uniqueness, safety and detail on planning of these events.)

Letters of Support

1-30 points (Two points will awarded per each letter from an AVA club or state association and 3 points for all other organizations. Six points will be awarded for letters of financial support over \$1,000, does not include in-kind goods or services.)

The top two proposals with the highest score will be invited to present to the membership during the 2017 convention general membership meeting in Billings, Montana on June 7th, 8th, or 9th, 2017. After the two presentations, the membership will vote on the next convention site. The two finalists are expected to pay for their own transportation and lodging to the convention to present. Bidders are encouraged to ask their local Convention and Visitors Bureaus for support with travel and to travel with them to make the presentation. Group discounted hotel rates will be offered to all presenters.

Email or mail proposals by the deadline of April 15, 2017 to:

Henry Rosales at henry@ava.org or mail to

Henry Rosales
American Volkssport Association
1001 Pat Booker Road
Universal City, Texas 78148

For clarifying questions on the application contact Henry Rosales at (210) 659-2112.

12/29/2016

Print

Subject: Fw: NEC Liaison to Nominating Committee
From: Glen Conyers (glenconyers@sbcglobal.net)
To: duncan7596@aol.com;
Date: Thursday, December 29, 2016 9:20 AM

Nominating Committee
Report

8(d)

On Thursday, December 29, 2016 9:16 AM, Glen Conyers <glenconyers@sbcglobal.net> wrote:

Henry:

Please be advised that the following is the list of candidates for NEC Officer Elections for 2017—

David Bonewitz President Southeast Region

Robert C. Wright President Atlantic Region -

Nancy Wittenberg Vice-President Northwest Region

Sam Korff Secretary Northwest Region

Bob Morrison Treasurer Northwest Region

Candace Purcell Treasurer Southwest Region

Glen Conyers, NEC Liaison Nominating Committee/2017

ATTACHME 5
#19

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8(e)

AMERICAN VOLKSSPORT ASSOCIATION
COMMITTEE REPORT

FOR THE _____ Program _____ COMMITTEE

FOR THE _____ January 2017 _____ EXECUTIVE COUNCIL MEETING

FROM (Name): _____ Debbie Kruep _____

ACCOMPLISHMENTS:

1. Created Mission: Create programs and services to better enhance AVA and encourage new participation.
2. Develop a recommended guide and fee structure for the establishment of Non-IVV sanctioned events. (see attachment) #1
3. Created a packet to help clubs reach out to local Navigator Chapters. Contacted all Regional Directors to share the committee's goals for the Navigator USA relationship. Solicited help from local clubs to connect with their nearest Navigator Chapter. One club has had an event in North Carolina and at least two more are in the process. Enlisted Northwest Regional Director Chris Mellon to work with Navigators USA headquarters and Brooklyn Chapter to create a 2017 Mega Event in New York focusing on AVA and Navigators USA.
4. Created a program metrics analysis with recommendations. (see attachment) #2 for reference only
5. #optoutside Black Friday Campaign.
6. Created outline of research for an AVA mobile app/ online digital achievement system. Powerpoint to be given at the NEC meeting.
7. Held monthly meetings from August 2016 using a web based moderated platform.

ACTIVITIES:

1. Committee members continue to contact clubs to connect with Navigator USA Chapters.
2. We are currently testing a Walker Tracker community within the program committee to possibly develop into a program called "Walking 401K for my future health." This would be an AVA program for individuals through Walker Tracker sponsored by Investment Firms. Incentives/rewards such as tshirts etc. would be paid for by our Investment Firm Sponsors.
3. Researching more opportunities to partner with other organizations on a national scale as we did with #optoutside.
4. Ongoing monthly discussion brainstorming ways to collect data from all our current and future programs to record and measure our successes and needs.

ATTACHMENT
#20

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CONCERNS:

1. Are the Regional Directors fully supporting the Program Committee's efforts and encouraging clubs to participate in programs such as #optoutside and any other programs developed? Are the Regional Directors ready to encourage a culture change for the way clubs operate?
2. With no concrete data available, it is difficult to place where we are and develop a plan to where we want to be.
3. Because of limited manpower clubs are leaning towards more YRE events and less and less traditionals.
4. The use of the biking traveling stamp to create an event over a YRE already in place.

RECOMMENDATIONS:

1. Place into policy the guideline and fee structure for the non-IVV sanctioned events.
2. Continue #optoutside Black Friday as an annual event and encourage all clubs to join.
3. Continue testing Walker Tracker and make a recommendation at the next NEC meeting.
4. Continue researching the mobile app/ online digital achievement in regards to cost in the Program Committee or move to IT Committee.
5. Change the Traditional Event Report form to reflect data such as scouts, Navigators, youth, # of new walker packets sold.
6. Change the quarterly report form to reflect special ways a YRE was used, such as guided walk, single event, #optoutside, youth event, etc...
7. RE: Concern # 2 As the new database upgrades are completed and we move on the path of "log-in" credentials for membership, etc. The Program Committee recommends that RD's and Committee Chairs or designated member be given training and access to those areas that contain information on pertinent to their committee work.
8. RE: Concern #3 The Program Committee does not recommend a traveling walking stamp. The use of a moving stamp will diminish the number of Traditional Events even further.
9. RE: Concern #4 Before a traveling biking event is sanctioned, the Program Committee recommends that the appropriate RD researches to assure it does not overlap and existing event.

Please attach any additional material that is part of your report.

Print Form

Reset Form

Submit AVA Committee Report to AVA Headquarters by Email

8(e)-1



Fun, Fitness, Friendship

Program Committee Report on Non IVV events

January 2017

Non IVV Traditional Event

1. AVA event fee \$30
2. No minimum/maximum Participant fee
3. AVA participant fee \$1.25
4. Meet insurance requirement depending on type of event, swim, bike, walk or other.
5. Paperwork, ESR and participant numbers reported to AVA same as IVV event.

Non IVV Youth Event

1. AVA event fee \$30
2. No maximum participant fee
3. AVA participant fee \$1.25
4. Meet insurance requirement depending on type of event, swim, bike, walk or other.
5. Exempt from "open to public status"- NO ESR
6. Paperwork and participant numbers reported to AVA same as IVV event.

Guided Non IVV Event

1. Quarterly Fee same as YRE (one fee covering 1-13 events per quarter)
2. No AVA participant fee if held on a weekday
3. AVA participant fee \$1.25 on Saturday or Sunday
4. All participants sign a waiver log sheet
5. No ESR, but open to the public (these events are used locally to attract newcomers)
6. Paperwork sent to AVA HQ quarterly, mailed or electronically:
 - One event advertisement listing, date, time, and start/ finish location
 - Quarter Participant Report (copies of log waiver if needed)
 - No map needed, your guide is your map

Guided Non IVV event explanation

1. Club to pay AVA Quarterly one agreed upon fee (suggest the same as a YRE)
2. Most of these types of events are used as a tool to promote clubs and friendship in a less structured environment so all may enjoy. To this end their does not have to be a "fee." This is one way we may fulfill our mission.
3. Requiring fee structure on weekends discourages clubs from replacing a traditional event.
4. Signed log waiver required by insurance
5. In keeping with the idea that these types of events are less structured and local, we do not need to promote these nationwide. No ESR would be needed.

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Fun, Fitness, Friendship

Program Committee Report on Non IVV events

January 2017

6. A printed flyer, club calendar, facebook page or meetup announcement depicting date, time, start and finish will be sent to AVA HQ (preferably prior to quarter) This will be our document of record for insurance purposes. A quarterly participation report will be filed with AVA just like our current IVV YRE. It is important for AVA to track participants. This is a guided walk. Everyone should be following the guide. The guide IS the map! You should be covered as long as you are following the guide!

Program Metrics Analysis -- jcm

8(c)-2

1. How Many AVA Club Members are there? A: about 10,500 -- current estimate.

First, I've been trying to figure out how many AVA club members there are - i.e. what's the regular Volkssporting "population?" By reviewing the 2015 Survey and with the help of Frank Sayers and our RDs, I'm right now at a number of between 10,500 and 11,500 club members, AVA-wide. (+/- 500, maybe) [This includes adjusting for the small % of people who belong to more than 1 club.] So, with regards to Programs -- that's our *current volkssporting audience*. Of course, then there's some walkers not in a club, there's guests, and there's the vast non-AVA-affiliated (outside) audience.

2. Who / how many VMers are participating in existing programs? A: 1,638 All IVV books; 184 "new"

So, having a denominator now (#1) -- I took a look at the numerator... what is the current level of participation in existing programs? Well, the #1 "program" in AVA is "keeping books" - the IVV Achievement Program. I went through all the TAWs published this year -- 6 editions -- for all the names of books turned in, and systematically eliminated all duplicate names (those with multiple turn-ins.) *I only looked at Event Books, did not tabulate Distance Book turn-ins.* The count was 1,638 people whose turned-in books were published *within this calendar year*, with 184 new "10 Event" books submitted. This represents about 15.5% of all Volkssporters. Very significantly though -- it's the equivalent of almost 60% of all paid participants in one year for the AVA!! Now, it's not a direct translation -- books turned does NOT = # of walks this year, but -- for our purposes it's useful I think. These people keeping books generate a dis-proportionate amount of paid participation, and, revenue to AVA. I estimate maybe 40-50% of the total, annually.

AVA Programs Data - 2016

started here > eliminate doubles going this way								% of All Walker
IVV Achievement	Dec-Jan TAW	Oct-Nov	Aug-Sep	Jun-Jul	Apr-May	Feb-Mar	Total	
All Keeping Books	336	332	282	266	228	194	1638	15.
10 Events	31	32	43	27	21	30	184	1.
10x Turn-ins (10)	310	320	430	270	210	300	1840	
20x Turn-ins (30, 50)	620	1040	600	660	580	420	3920	
25x Turn-ins (to 600)	5100	5700	5425	7050	5950	5025	34250	
50x Turn-ins (to 1500)	4400	4450	3500	4400	4700	4000	25450	
100x Turn-ins (+ 1500s)	3600	3800	4100	4000	3600	3700	22800	
	14030	15310	14055	16380	15040	13445	88260	< Equiv paid pa
# Books	390	439	401	470	418	369	2487	\$ 14,922.00

The 88,260 "paid events" aggregate for these book keepers in the sample accounts for \$110,325 in walk fees to the AVA, and \$154,455 in fees to all clubs (assuming, charging \$3.00 max allowed). Almost 50% of AVA's current revenue stream is from individual event fees. By my rough calculations, these walkers account for at least 1/3 of walk revenues. In addition, the Event book purchases in this sample is

another \$15k in Specialties sales revenue. (There's probably another \$8-\$10 of book sales there if I had tallied Distance books as well.)

Special Programs. I also started "sampling" a few of the National and club-Approved "Special Programs." I have only partial data on these, but it appears that none of these existing Programs garner more than 2% participation among all volkssporters. Bonnie has promised me a copy of the full "SP Report" that she'll have for Jan NEC, with #s on all current SPs.

Youth Programs. I haven't run any data on these as yet.

Preliminary Conclusions (for consideration) --

-- Other than IVV Books, *participation in individual existing AVA Programs is very low.* A couple of hundred out of 10,000+ members in the most popular "special" programs. This is despite regular, heavy (comparably) advertising in every edition of the TAW for these Special Programs. So, a potential "initial target" number for any new program we might recommend might be 5%, or about 500+ people. (Useful in estimating costs for supporting materials, etc.)

-- Those of us who "keep books" are ***very, very important to AVA; specifically***, to resourcing the organization. *Any energy / \$s we spend to improve this number probably gives us returns of 3x to 4x fold in participation.* An increase of just 5% translates into perhaps 25,000 more paid participant fees / year.

-- People who participate in the IVV Achievement Program are more likely to: (a) walk more, (b) to do "Special Programs" as well. I believe (inferences) that they are also more likely to (c) walk with other clubs, (d) travel to other locations to do YREs / TEs, and (e) attend multi-event weekends or plan trips solely around VMing activities.

-- My suspicion is (I don't have previous decades of data to confirm, though) that the number of people using IVV Achievement books has dropped steadily in the recent years, and the decline in "keeping books" is a major contributing factor to our overall decline in participation.

-- Despite the reqm't to have IVV Books and NWP "available" at all TE, we're not doing enough across AVA -- nationally, regionally, or at clubs, to encourage the taking up of "keeping books"... 184 10 Event turns-in this year, from 220+ clubs, is less than 1 new "book keeper" per club. Need to devise and recommend ways to promote the IVV Achievement Program. Get Standards & Eval Committee, for example, to concentrate on "Best practices" in this area, offer new/different incentives, etc.

-- Centurion Program is an example of a National Program that needs more emphasis, because it leverages existing "book keepers" to stretch for a higher goal. Ave. # Events of "book keepers" based on all turn-ins in 2016 was 54. Adding (a recent FB thread suggestion by an avid walker) a "1000KM / YR" program, for example, does the same thing. Maybe this becomes the 100 / 1000 program??

Potential Recommendations for Metrics & Incentives – (working list)

- ✓ Achieve 50% more paid participation, by 30 June, 2021
- ✓ Increase IVV Achievement Program participation to 25% of all club members
- ✓ Establish rewards for Clubs whose members turn-in books, participate in SPs (create aggregate levels, or to not exclude small clubs, judge based on per-capita...)
- ✓ Introduce new participation programs, including non-IVV events, that expose AVA to __x__ number? of currently non-affiliated participants
- ✓ Connect to 20+ NavigatorUSA chapters