



2017 Plan of Action

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Plan of Action (2017)

Vision:	To be the leading global network of young active citizens.
Mission:	To provide development opportunities that empower young people to create positive

Introduction

The world we live in is dynamic in nature and ever evolving, though progressive, we are plagued with chronic global challenges that undermine the accomplishments of global leaders, officials and activists. A unified approach is needed to address these challenges and JCI Barbados has accepted the responsibility to be an advocate for peace and prosperity and to connect the sectors of society to bring about positive change in our communities. Our commitment to the Global Goals for Sustainable Development model, has led us to passionately employ our intellectual capitals to execute innovative projects, policies and strategies to create sustainable impact. The 2017JCI Barbados' Plan of Action takes into account our core values and the future prospects of this great organization. Primed with an opportunity to inspire and enable young people to become active citizens; 2017 will be a year of exponential growth for JCI Barbados. This call for action forges a path for creativity and challenges the Chapter to fully embrace its true potential.

Board of Directors

Role:	Assigned Officer:	Contact Number
President	Malika Chow	(246)266-9703
Executive Vice President	Dionne Dear	(246) 834-4832
Vice President, Internal Affairs	Kizwauna Miller	(246)232-2955
Vice President, External Affairs and Business Development	Janet Taylor	(246)269-8120
Treasurer	Deryka Sobers	(246)233-9750
Secretary General	Ronet Johnson	(246)241-3142
Legal Counsel/ Immediate Past President	Charlene Corbin	(246)249-4533
Public Relations Director	Felecia Dellimore	(246) 243-7751
Projects Director	Chante Gittens	(246)263-3805

Strategy

Our focus will take the form of the five cornerstones of the JCI Barbados strategy: Membership, Branding & Communication, Partnerships, Projects and Finance. Our SWOT analysis revealed several areas for improvement and areas of opportunities where we can leverage our strengths to further align with our mission and vision (See Appendix I). This strategy seeks to solidify our presence in the NGO community, create sustainable impact through the implementation of projects, build our membership

skills base and restructure the operations of the Chapter for improved efficiency.

Membership (Internal)

Our members are the heart of the Chapter and vital to the roll out of our strategy. The Chapter cannot exist nor fulfil its mandate without the support and participation of our members. As such, the 2017 Board will build and sustain the work of previous Boards to engage and retain our existing members. Furthermore, all efforts will be made to expand the current membership base by targeting young, diverse, committed professionals who can carry our mandate forward. This will be achieved through continuing our recruitment campaign process, clearly presenting the inherent value of the being part of a leading global network, effective communication, employing strong membership retention techniques, ongoing mentorship and growing the JCI Senate.

Recruitment

Maximising on recruitment potential will continue to be a focal point of the organization, through partnered events and networking sessions. In keeping with the mandate of previous years, we will target specific niches such as media, lawyers, successful entrepreneurs and accountants which position us to form strategic alliances and also enhance our professional profile. Further, we will explore linkages with our projects (Project M.E. and Level Up) as a means of recruiting quality members and exploring the reintroduction of the Junior Jaycees in schools.

In keeping in line with the strategy from previous years, we will continue to streamline the current recruitment process from the application stage through to the induction stage. Prospective members will be required to complete at least one core module, maintain consistent attendance at general assembly meetings and pay the joining fee prior to induction. The remainder of the mandatory modules must be completed within a six month period following induction; this ensures a continued level of stability with respect to the scheduling of training sessions (See Proposed Schedule of Activities–Appendix IV). Newly inducted members will be immediately assigned to a project of interest to secure their active involvement and to afford them the benefit of the full JCI experience.

We will continue to facilitate an open and stimulating environment at meetings to encourage active participation of individuals. Formal general assembly meetings will occur on a monthly basis as stipulated by our Constitution.

Retention

Communication is essential to connecting our members. With this in mind, our communication strategy will take the form of utilising social media platforms and technology to be more in tune with our members. The official JCI Barbados website, Email, HTML Newsletters, Facebook, Instagram, Twitter and WhatsApp Messenger group will be used to engage member input, feedback and calls to action. An assessment of members, prospective members and existing senators will be conducted to assess their professional needs, interests and aspirations. This will enable the Board to facilitate the needs of its members, through social activities, trainings and networking sessions; thereby allowing members to have a rewarding JCI career. Fellowship will continue to be a key factor in our member retention

strategy and there will be at least one event per quarter where members will have an opportunity to interact and mingle, for example: a social, games night, fitness activity and so on. Finally, we will seek to introduce a membership card which would secure discounts at several institutions and businesses across the island.

Succession Planning

Succession planning is critical to the longevity of our Chapter and encourages members to accept responsibilities to aid in their personal and professional development. Each Board Officer will identify at least one individual who possesses the capabilities and interest in succeeding them to the Board. This will be done no later than September 2017 to afford the candidates the opportunity to assess the responsibilities of the role and their suitability for said role. Where necessary, a mentor will be assigned to members of the Board to provide guidance and clarity.

Branding, Marketing & Public Relations (External)

Our brand is our identity, it defines who we are and what we are trying to achieve. Our brand underpins our marketing strategy and is an expression of the value of JCI Barbados. Our chapter has a strong identity but we have acknowledged shortcomings with regards to our visibility and reach in the wider community. As result, we will seek to increase our promotions and public relations of the Chapter. We will develop a SMART Marketing Plan for the chapter and continue to differentiate our organization from other community volunteer organizations by advocating the four areas of opportunity (personal development, business, community and international). This will be done through the execution of projects, networking sessions, training sessions and forming strategic alliances with Corporate Barbados.

Public Relations

This year, the board of directors appointed a Public Relations Director to oversee public relation affairs. An effective Social Media Plan will be developed and rolled out in 2017; this plan creates a synergy between the internal and external portfolio. The history and accomplishments of the Chapter will be circulated via our website, social media platforms and editorials where possible. As a result, publications will be geared towards raising the level of awareness of JCI local, regional and international activities/events and educate members on the principles and values of the Chapter. Additionally, an e-newsletter will be designed and circulated monthly to members; recognising birthdays, accomplishments and other significant milestones.

Partnerships

We will continue to nurture the existing partnerships and honour invitations with a strategic scope. A targeted program will be designed for selected business houses and other NGOs which will highlight the benefits of JCI to the potential partner and the role the organization can play in meeting their objectives and corporate social responsibilities. With this said, the aim is to secure dedicated partners and sponsors who recognize the value of JCI and are willing to buy into the JCI brand beyond the life of a project.

Strategic Plan

The development of the JCI Barbados Three Year Strategic Plan will be a key focus this administrative year; a marketing committee will be identified with a mix of experienced and new members. This plan will be subject to a yearly review.

Projects and Business Development

Our projects are the life of the Chapter; evidently it is how we deliver on our commitment to develop targeted solutions for sustainable impact within our communities. With this in mind, the Board of Directors appointed a Projects Director to manage this portfolio in order to align our projects to the JCI Active Citizen Framework and the UN Global Goals for Sustainable Development.

Special Day for Special Children and Green Roots, in their 19th and 10th year respectively, will continue to be legacy projects for the Chapter. Trailing these legacy projects are two equally strong, well branded projects (Mathfanatix and Project M.E.) that the Board is committed to execute in 2017. Level Up is our newest addition to the list, a project to encourage an entrepreneurial lifestyle in the Barbadian community. The Board holds the view that the implementation of these projects, with some enhancements, will seek to address the evolving needs in our communities. The Board will actively explore the option of partnering with other NGO's on projects that address other needs identified within the community for implementation in 2017 and participating in JCI International and National Projects such as TOYP, Peace is Possible and Nothing but Nets. Following from last year, we will promote a wide range of project activities on JCI and United Nations International days to expand the global visibility of our projects.

Special Day for Special Children

The 2017 Special Day for Special Children Committee will be tasked with identifying the modifications that the project needs to adopt in order to match the changing needs of our disabled community. The project will be revamped accordingly to ensure that we deliver beyond the event day such as job placements, trainings and other activities with the support of a valued partner – Barbados Council for the Disabled. Special Day for Special Children has been recognised as a best practice receiving recognition at the International level. Discussions are still on the way for possible adoption by other local Chapters.

Green Roots

For its 10 year anniversary, the green machine will be expanded to include an environmental sustainability theme in line with the Global Goals. To this end, we will continue to raise awareness of waste reduction, product reuse and material recycling stages; and, ensure that recycling facilities or processes are accommodated on the island. As a small open economy highly dependent on imports, we will partner with community stakeholders to promote agriculture and farming to the Barbadian community. The Chapter will also highlight the linkages between keeping the environment clean and the effect on flooding within our region. In addition to this, we will undertake tree planting exercises across the island to promote a call to action to combat climate change.

Mathfanatix

Mathfanatix is a Mathematics focused project geared towards students sitting the 11+ Common Entrance Exam. Mathfanatix was conceptualized to address the decline in performance of students over the past ten years in the region. We believe that Mathematics is one of the most important skills needed by students to assure academic success and progression through to secondary school. The project has received exceptionally great feedback and recognition from parents, children and sponsors and we will continue to add other complementary elements in 2017-18. Discussions are in the works for possible adoption by other local Chapters.

Project M.E. (Mission Empowerment)

Project M.E. provides participants with the tools and training to help them advance their economic status and build successful, sustainable livelihoods. The main focus is to empower the youth of Barbados (between ages 15-25) to focus more on what they want to achieve and provide them with the knowledge base to achieve it. This is done through training workshops and seminars with a key focus on personal development. This project will be expanded to include teenagers and school leavers by delivering a series of sessions to various secondary schools across the island. This component will act as a preliminary run to re-develop Junior Jaycees Program. Project M.E. is also a pillar of our recruitment strategy and has been recognised as a best practice, receiving recognition an Impact Award at the International level.

Level Up

This project promotes and builds an entrepreneurial lifestyle among the Barbadian public by facilitating workshops targeted to entrepreneurs. This project will seek partnership with Corporate Barbados as well as collaborative efforts from other NGO's. This dynamic project has great potential to contribute to the per capita economic growth of Barbados and reduce youth unemployment by way of job creation.

Fundraising Projects

Fundraising projects will be needed to sustain dues to West Indies, operation of the Chapter and to the subsidize costs of members to attend regional and international conventions. Proposed fundraising projects ideas include a Fish Fry Fundraiser, Kadooment Fundraiser, Colouratic: 5K Walk and Run, Santa's Helpers and an event to boost the Travel Fund.

Administration & Finance

Administration

Meeting minutes, agenda and all relevant documents will be circulated to general membership one week before meetings as mandated by our Constitution. We will also ensure proper maintenance of the chapter's records and membership information; the database of members and prospective members will be utilized in the most advantageous manner and updated accordingly. All relevant correspondence to external and internal counterparts will be noted and stored for future reference.

JCI Barbados will seek to implement a mutually beneficial initiative stemming from the twinning agreement with the French West Indies.

Dues

The current dues structure will remain in place for 2017. This plan was identified as an affordable and flexible policy for all members (see Appendix IV). Additionally, a reoccurring automatic reminder service will be executed to encourage the timely payment of membership dues.

Finance

Accounting software used in previous financial years will continue to be our key resource in assuring the integrity of the chapter's financial records. We will monitor and communicate in a transparent manner, all revenue and expense transactions of the chapter on a quarterly basis, with reference to the prepared budget.

We will critically assess the viability of current financial investments as well as outstanding obligations; there after a determination will be made as to actions to be taken in reducing outstanding obligations and capitalizing on opportunities for long term financial security.

Conclusion

In closing, it is truly an honour to be serving as the 2017 Local President of JCI Barbados. Our organisation has recognized substantial growth in prior years and 2017 will be no different as we carry on that momentum. This year will be another successful year for our chapter; another year of creating positive change within our community. Thank you.



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Malika Chow

2017LocalPresident

JCI Barbados (West Indies)

Plan of Actions

Executive Vice President

Name:	Dionne Dear	
Objective:	Actively engage members and non-members in sessions aimed at promoting personal and professional development. Align the local projects with the JCI Active Citizens Framework to maximize community impact and project relevance and sustainability.	
Strategy:	1) Training and Informative Sessions 2) Project Evaluation	
Action Steps		Target
<p>1) Training and Personal Development Sessions</p> <p>i) Facilitate and execute JCI Official training courses for members:</p> <ul style="list-style-type: none"> • JCI Achieve • JCI Admin • JCI Impact • Effective Communication: Building a Foundation • Effective Communication: Mastering Management <p>ii) Organize and execute monthly training sessions on topics that cater to the personal and professional development of members and non-members. Areas to be addressed would cover:</p> <ul style="list-style-type: none"> • Negotiation and Persuasion Skills • Personal Financial Management • Stress Management (Meditation and Inner Balance) • Conflict Management • Personal Health and Safety Practices • Executive Leadership <p>iii) Effectively train members and non-members in the art of public speaking in preparation for the Local and National Public Speaking Competition</p> <p>iv) Champion the local debating competition and through the development of the relevant soft skills needed to successfully debate any given topic</p>		<p>Jan – Dec 2017</p> <p>Jan – July 2017</p>
<p>2) Project Evaluation</p> <p>i) Chairperson Criteria</p> <ul style="list-style-type: none"> • Collaborate with the Projects Director to create a judging criterion for potential chairpersons. The criteria would follow the JCI Active Citizen framework; • Use this criterion to conduct chairperson interviews for existing and new projects within the Chapter; • Conduct chairperson training and ensure that all chairpersons are equipped with the tools needed for successfully project execution. 		<p>Jan 2017</p> <p>Feb 2017</p>
<p>ii) Review and edit all project related correspondence to ensure efficiency and clarity of request;</p> <p>iii) Work with VP External to devise attractive sponsorship packages to ensure full coverage for projects;</p> <p>iv) Asses the current impact of projects and collaborate with project chairpersons to ensure maximum community impact;</p>		<p>Jan – Feb 2017</p>

<ul style="list-style-type: none"> v) Align project goals and objectives with the JCI Active Citizen Framework; vi) Ensure that all provisional projects are assigned a chairperson within three (3) months prior to the proposed execution; vii) Coordinate a series of events aimed at familiarizing and creating bonds between Senators and Jaycees. 	<p>Jan – Dec 2017</p>
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Dionne Dear

2017 Executive Vice President

JCI Barbados (West Indies)

Vice President, External Affairs & Business Development

Name:	Janet Taylor	
Objective:	To enhance and promote the visibility of JCI Barbados in the wider community through increased marketing, partnerships and sponsorship, and creating effective fundraising solutions for the Chapter.	
Strategy:	1) Enhance visibility of JCI in wider community; 2) Marketing; 3) Public Relations; 4) Sustainable Fundraising; and 5) Foster new partnerships with organisations which can amplify the JCI Barbados brand while promoting the value of sponsors and partners through their association with the Chapter, as well as streamlining and acquiring new sponsorship.	
Action Steps		Target
1) Enhance visibility of JCI in wider community:	a) Establishing booths at professional networking events such as BMEX, BYBT, Global Entrepreneurship Week, and any other applicable networking events throughout the upcoming year with the Board's approval; and b) Book sessions on Morning Barbados and/or radio informing the community about JCI and its initiatives, projects, workshops and overall benefits.	Jan – Oct 2017
2) Marketing:	a) Review the JCI Marketing Plan and create effective marketing strategies; b) Execute on effective marketing strategies; c) Actively seek marketing opportunities; and d) Writing editorials highlighting the impact of JCI and at least 3 of its projects in the community (newspaper, Loop magazine, online editorials).	Jan – Dec 2017
3) Public Relations:	a) Work closely with the Public Relations Director to enhance effective marketing and branding strategies, on social media, and keeping abreast of new opportunities that the organisation can leverage; b) On a monthly basis disseminate info in e-newsletter; c) Create bi-annual JCI Magazine; d) Provide coverage and report on all JCI activities and events to raise awareness for the Chapter via press releases; e) Circulate a monthly calendar of events that the organization may wish to take advantage of and provide timely reminders; and f) Work closely with project chairpersons to ensure projects are promoted effectively online and generally	Jan – Dec 2017
4) Sustainable Fundraising:	a) Collaborate with the Treasurer, VP Internal and EVP to develop sustainable fundraising strategies b) Assist Treasurer with implementin a fundraiser every quarter in the year; and c) Ascertain feedback and ideas from all current and prospective members regarding fundraising activities.	Jan-Oct 2017
5) Partnership/Sponsorship	a) Partnership Proposal: i) Review and analyze the obligations under the JCIB 2017 Partnership Proposal and ensure JCIB is able to meet these obligations; and	Jan 31 st , 2017

<p>i) Publish JCIB 2017 Partnership Proposal for external consumption</p> <p>b) Partnership:</p> <p>i) Facilitating partnerships with the Youth Entrepreneurship Scheme, Barbados Entrepreneurship Foundation, Small Business Association, C.O.B. Credit Union with the aim of seeking long term sponsorship and business development for the Chapter;</p> <p>ii) Foster good relations with other NGO's and capitalize on any opportunities for collaboration; and</p> <p>iii) Implement networking sessions to enable young professionals and entrepreneurs to create sustainable partnerships.</p>	<p>Jan-Dec, 2017</p>
<p>c) Sponsorship:</p> <p>i) Create sponsorship letter template for the review of the Board;</p> <p>ii) Maintain good relationships with current JCI Legacy Sponsors;</p> <p>iii) Streamline sponsorship and identify potential sponsors for each project;</p> <p>iv) Acquire new corporate sponsorship for the Chapter;</p> <p>v) Ensure that by no later than April 30th, the majority of potential sponsors have been identified; letters distributed and follow ups initiated.</p>	<p>Jan-Dec, 2017</p>

Janet Taylor

2017 Local Vice President, External Affairs & Business Development
JCI Barbados (West Indies)

Vice President, Internal Affairs

Name:	Kizwauna Miller	
Objective:	To sustain active members to 30 and recruit persons who are best fit to the organization; thereby increasing members to a total of 60 by the end of the administrative year.	
Strategy:	<ol style="list-style-type: none"> 1) Implement recruitment and retention programmes geared towards increasing membership benefits 2) Collaborate with the Treasurer to create a Travel Fund to subsidize members' costs to attend National and International JCI events. 	
	Action Steps	Target
	<ol style="list-style-type: none"> 1) Recruitment and Retention <ol style="list-style-type: none"> a) Recruitment <ol style="list-style-type: none"> i) Develop the Each One Bring One Initiative – prospective and inactive members ii) Additions to the welcome package for Prospective Members iii) Recruitment Campaign - Liaise with VP External to be present at business fairs, exhibitions and Fresher's Week at UWI, Cave Hill. iv) Work with VP External to advocate membership benefits to wider community b) Retention <ol style="list-style-type: none"> i) Develop a membership card which gives discounts to members at various outlets across the island. ii) Maintain member directory and incorporate personalised birthday emails. iii) Assess the personal development needs of members and communicate with EVP to align training sessions that meet those needs iv) Plan socials for members - at least one a quarter v) Collaborate with IPP to engage, revive and grow the JCI Barbados Senate vi) Coordinate community outreach activities to encourage internal participation and build the comradery amongst current members vii) Maintain strong relations with members viii) Identify and coordinate succession planning for 2018 Board ix) Suggestion box at the end of each quarter for members to voice their opinions x) Work with VP External to advocate membership benefits to members xi) Market JCI Branded Apparel and signature pieces xii) Act as liaison officer and coordinate the Barbados Delegation to National and International JCI events 	<p>Jan-Dec 2017</p> <p>Feb 2017</p> <p>Jan – Dec 2017</p> <p>Jan – Dec 2017</p> <p>Jan-Dec 2017</p>
	<ol style="list-style-type: none"> 1) Travel Fund <p>Liaise with Treasurer to create a sponsored fund to subsidize members' costs to National and International conferences.</p> <ol style="list-style-type: none"> i) Contact potential sponsors and donators such as: Barbados Hotel and Tourism Association, LIAT, Caribbean Airlines and other entities who are likely to support. 	<p>Jan – Dec 2017</p>

ii) Execute fund raising activities to sustain the cash flows and longevity of the fund.	
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Kizwauna Miller

2017 Vice President, Internal Affairs

JCI Barbados (West Indies)

Secretary-General

Name:	Ronet Johnson	
Objective:	To assist in the day-to-day record keeping and administration of the JCI Barbados Chapter. To promote healthy communication among the Board and between members within the organization	
Strategy:	<ol style="list-style-type: none"> 1) Participate in the JCIWI 100% Efficiency Programme 2) To keep the minutes of local meetings, reproduce them and disseminate to members a timely manner. 3) To maintain a filing system for all correspondence, minutes, records , project information and all documentation relevant to the Chapter 4) Assist EVP with training on minute writing for Project Committees 	
	Action Steps	Target
	<ol style="list-style-type: none"> 1) Participate in the JCIWI 100% Efficiency Programme <ol style="list-style-type: none"> a) Meet deadlines set by JCIWI for submission of requested documents and reports 	Jan - Dec 2017
	<ol style="list-style-type: none"> 2) Supervise the historical records of the Local Organization and update them <ol style="list-style-type: none"> a) Ensure minutes are written accurately and in a tidy manner b) Agendas will be circulated at least one week before meetings where possible 	Jan – Nov 2017
	<ol style="list-style-type: none"> 3) Maintain calendar for President and Board <ol style="list-style-type: none"> a) Keep a close watch on activities of committees b) Follow up on various meeting decisions and officer responsibilities c) Create a schedule which all members can access that shows all upcoming JCIB events 	Jan – Dec 2017
	<ol style="list-style-type: none"> 1) Work with EVP to deliver training on minutes and correspondence. <ol style="list-style-type: none"> a) Assist Project Chairpersons in preparing Plan of Actions and Final Reports for presentation 	Jan - Dec 2017

Ronet Johnson
 2017 Secretary-General
 JCI Barbados (West Indies)

Treasurer

Name:	Deryka Sobers	
Objective:	To ensure the financial viability and integrity of the Chapter's finances.	
Strategy:	<ol style="list-style-type: none"> 1) Ensure the Chapter's obligations are met in a timely manner. 2) Produce an effective Budget plan to satisfy the demands of the Chapter. 3) Provide support in the preparation and execution of project budgets; and in the maintenance of accurate financial records. 4) Maintain accurate and transparent statements over the financial year of the Chapter and provide financial reports as needed. 5) Ensure member dues are paid in a timely manner. 6) Maintain an audit quality standard of Chapter's accounting statements. 7) Collaborate with the Board to host workshops on financial management. 8) Participate in the JCIWI 100% Efficiency Programme. 9) Collaborate with VP Internal to create a Convention Travel Fund to subsidize membership costs to attend National and International events. 10) Maintain a petty Cash System 	
Action Steps		Target
1) Ensure the Chapter's obligations are met in a timely manner. a) Quick turnaround time for cheque request and reimbursements. b) Respond to any member requests within 3 to 5 working days.		Jan - Dec 2017
2) Produce an effective Budget plan to satisfy the demands of the Chapter.		Jan 2017
3) Provide support in the preparation and execution of project budgets; and in the maintenance of accurate financial records.		Jan – Dec 2017
4) Maintain accurate and transparent statements over the financial year of the Chapter and provide financial reports as needed. a) Produce quarterly financial statements to General Assembly. b) Produce a variance analysis report on income and expenditure. c) Maintain receipts and payments journal.		Jan - Dec 2017
5) Ensure members' dues are paid in a timely manner. a) Membership dues are collected in the first quarter. b) Rigorous follow up process to settle outstanding member dues.		March 2017
6) Bring the accounts to the quality of auditing standards a) Produce a Balance Sheet Statement for the financial year. b) Implement a functional and effective accounting model.		Jan- Dec 2017
7) Collaborate with the board to host workshops on financial management		Jan- Dec 2017
8) Participate in the JCIWI 100% Efficiency Programme a) Meet deadlines set by JCIWI for submission of requested documents.		Jan 2017
9) Collaborate with VP Internal to create a "Travel Fund" to subsidize membership costs to attend National and International events through partnership with		Jan – Dec 2017

<p>various different sectors of corporate Barbados and through other fundraising ventures.</p> <ul style="list-style-type: none"> i) Partnering with the Barbados Hotel and Tourism Association (BHTA), Credit Unions, various airlines such as LIAT and Caribbean Airlines, and other like entities who offer their support. ii) Targeted and dedicated fundraising activities that are facilitated by the Treasurer and a Finance Committee. 	
<p>10) Maintain a petty Cash System</p> <ul style="list-style-type: none"> i) System is to be used for chapter-related purposes 	<p>Jan – Dec 2017</p>

Deryka Sobers
2017 Treasurer
JCI Barbados (West Indies)

Immediate Past President/ General Legal Counsel

Name:	Charlene Corbin	
Objective:	To provide guidance and support to the Local President of JCI Barbados throughout the 2017 administrative year, ensuring that all activities are aligned to the mission. To ensure that meetings are facilitated according to the constitution and maintain legality at all times. To provide JCI Barbados with a revised constitution, if needed and to work the president to develop a three year strategic plan. To utilize my experiences as President to be an ambassador for JCI Barbados.	
Strategy:	<ol style="list-style-type: none"> 1) Review of the 2016 Constitution 2) Develop and circulate a three year strategic plan 3) Assist with protocol and procedures 4) Facilitate transition from Old Board to New Board 5) Develop relationships with civic organizations and other groups active in the community and find possibilities for collaboration or partnership 6) Co-ordinate the TOYP project 7) Serve as a mentor to provide advice to new members as they embark on their JCI journey 8) Engage, revive and grow the JCI Barbados Senate 9) Research and work to re-develop Junior Jaycees Program 10) Structure an initiative under the Twinning Agreement 	
Action Steps		Target
1) Update and circulate revised JCI Barbados constitution for adoption by the end of the 2 nd quarter		June 2017
2) Call for input and prepare in collaboration with Local President and VP – External, a three year strategic plan for the chapter		May 2017
3) Assist with protocol and procedures		Jan – Dec 2017
4) Facilitate the transition of portfolios from Old Board to New Board		Dec 2016 - Jan2017
5) Develop relationships or strategic partnerships with civic organizations: i) prominent non-profit organizations and service clubs; and ii) identify sponsors/corporate Barbados who will chose to reward members with benefits for their efforts toward positive change with VP External.		Jan – Dec 2017
6) Research and Work closely to re-develop Junior Jaycees Program		Feb – Dec 2017
7) Co-ordinate the JCI Barbados TOYP project		Feb – Aug 2017
8) Serve as a mentor to provide advice to new members as they embark on their JCI journey		Jan – Dec 2017
9) Engage, revive and grow the JCI Barbados Senate		Jan – Dec 2017

10) Twinning Agreement i) Strengthen ties with French West and explore the option of a collaborative project ii) Develop an member exchange program with the French West Indies	Jan – Dec 2017
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Charlene Corbin

2016 Immediate Past President and Legal Counsel
JCI Barbados (West Indies)

Appendices

I. SWOT Analysis

Strengths (Internal)	Weakness (Internal)
<p>Membership:</p> <ul style="list-style-type: none"> • Young, innovative and well educated persons who bring and share their skills, knowledge and expertise and seeking to assist the community • Small group of experienced members <p>Brand/Identity:</p> <ul style="list-style-type: none"> • Established brand • The Chapter's overall mission and vision • Recent media coverage <p>Programme/Activities</p> <ul style="list-style-type: none"> • Past projects; highly anticipated by members • Relevant and attractive training modules • Application of best practises/lessons learnt. <p>Finance</p> <ul style="list-style-type: none"> • Financially sound and in current good standing with JCI WI 	<p>Membership:</p> <ul style="list-style-type: none"> • Members not pulling their weight in projects • Overlap of human resources • Inactive senator's programme <p>Brand/Identity:</p> <ul style="list-style-type: none"> • Wider public not knowing enough about the organisation's purpose and activities • Lack of a Marketing Plan <p>Meetings:</p> <ul style="list-style-type: none"> • Rigid parliamentary procedures may be a deterrent; intimidating to prospective and new members <p>Finance:</p> <ul style="list-style-type: none"> • Lack of sustainable fundraising projects • Members not paying dues or not paying on time
Opportunities (External)	Threats (External)
<p>Brand/Identity:</p> <ul style="list-style-type: none"> • Greater visibility and formation of partnerships • Promoting JCI more in institutions, corporate Barbados through social media <p>Community</p> <ul style="list-style-type: none"> • Increased interest in volunteerism • Increased interest in non-profits and charities in Barbados <p>Technology:</p> <ul style="list-style-type: none"> • New developments in technology for communication with members <p>Finance</p> <ul style="list-style-type: none"> • Growth in monetary generation for the Chapter and by extension all projects • Statements can be presented for auditing 	<p>Community:</p> <ul style="list-style-type: none"> • Many organisations with similar mandate sharing the voice of the sector • Lack of interest at the community level for some projects; <p>Finance:</p> <ul style="list-style-type: none"> • Sustainability threats; Not acquiring funds or sufficient funds from sponsors to run projects and overall local chapter

II.

Project List

No.	Projects and Business Development	Expected Execution
1	Colouratic	September
2	Green Roots	January - December
3	Mathfanatix	January - December
4	Project Mission Empowerment	June - July
5	Special Day for Special Children	November
6	Level Up	March - April
7	Fish Fry	July
8	Secret Santa Appeal	December
9	Annual Awards	December

- 1)**Colouratic**- A fundraising marathon opened to Corporate Barbados, organizations, groups and the general public to partake in, in aid of the Chapter. In previous years, colored powder was used, however, this year, the possibility of a night time event using glow sticks will be explored.
- 2)**Green Roots** - Continuation of the environmental sustainability aspect for communities and the JCI Regional project mandate. Activities will vary from beach clean ups to tree planting. JCI Barbados will seek to enter a partnership with one (1) supermarket or convenient store to replace plastic bags with environmentally friendly reusable bags.
- 3)**Mathfanatix** - Teaching program to address the decline in mathematics scores from the 11+ examination. This is currently an ongoing project being done in conjunction with Signia Financial Inc and RBC Capital Markets.
- 4)**Project M.E.** - The target audience is the youth of Barbados between the ages of 15 – 25 to assist them in identifying and achieving their personal goals. Instead of hosting two workshops, JCI Barbados is going to undertake a Project M.E. Road Trip where the facilitators attend various secondary schools to impart their knowledge as it relates to personal and professional development. There will be a workshop in August/September catering to young professionals.
- 5)**Special Day for Special Children** –This initiative will be expanded to address the personal and professional development of children with disabilities. It would take similar form to the Project M.E. Road Trip but will only be held at schools identified by the Barbados Council of the Disable. In addition, the chapter would seek to enter an agreement with one (1) business to provide an internship opportunity for one (1) student from the participating schools. The fun day will once again be held at Ilaro Court but it will offer small business owners within the disable community the opportunity to showcase their products and services.
- 6) **Level Up** – JCI Barbados will offer a series of informative workshops addressing key topics under the entrepreneurship framework. These short sessions will allow for maximum engagement and will be hosted by professionals in their area of expertise.
- 7) **Fish Fry** – This fundraising venture will also be an outreach program to familiarize Senators with the younger Jaycees and create an atmosphere of fun and fellowship.
- 8) **Secret Santa Appeal** - A community project targeted to an Elderly Home (during Active Citizen week), geared at ensuring that our elders have an enjoyable Christmas season with emphasis on in-kind sponsorship
- 9) **Annual Awards Ceremony** - Highlighting sponsors and members who have greatly contributed to the Chapter in 2016. Various categories of awards will include Board Member of the Year, Member of the Year and others.

III. Budget

JCI Barbados Budget for the Year 2017

All Figures in Barbados Dollars (BBD\$)

INCOME	ESTIMATED		Account
		2017	
Dues (Present members & new members)	BBD	8,250.00	Dues
Joining fees	BBD	600.00	Dues
Fundraising Projects	BBD	14,225.00	Projects
Investment returns	BBD	375.00	Investment
Sponsorship	BBD	35,500.00	Projects
Total Income	BBD	58,950.00	
EXPENDITURE			Account
JCI West Indies Dues	BBD	6,050.00	Dues
Meetings	BBD	900.00	Dues
Socials	BBD	500.00	Dues
Projects	BBD	34,650.00	Projects
Training & Development	BBD	800.00	Dues
Conventions	BBD	6,400.00	Dues
JCI Exec. Dir, NOM President and IVP Visit	BBD	2,250.00	Dues
PR, Marketing & Recruitment	BBD	1,310.00	Projects
P.O. Box Rental	BBD	260.00	Dues
BNB Safety Deposit Box	BBD	260.00	Dues
C.G.I Public Liability Insurance	BBD	350.00	Projects
Total Expenditure	BBD	53,730.00	
SURPLUS/ (DEFICIT)	BBD	5,220.00	
	BBD	58,950.00	
Overall Total = Total Income - Total Expenditure + Surplus	BBD	-	

For further information, please contact Deryka Sobers at treasurer@jcibarbados.com

IV. Payment Plan for Dues

This serves to inform you of our dues structure and payment schedule:

Annual (One-time payment of \$150), and 3 Month Payment Plan (3 payments of \$50=\$150).

Please note that in the monthly scenario, dues must be paid at the beginning of the respective period. There will be a \$10 late fee for dues paid after March.

Examples of the payment plan options are provided below.

1. One Time Payment Plan



2. 3 Month Payment Plan



New Members

Persons who become inducted during the year 2017 will pay a \$20 joining fee and receive the payment options of a lump sum or monthly payments. These options will be calculated on a case by case basis. New members inducted in the last quarter will be allowed to rollover their dues into the next year providing they make a full dues payment.

V. Proposed Schedule of Activities

January 2017

7	Board Meeting
19	JCI Annual General Meeting
26	Training – Executive Leadership

February 2017

4	World Cancer Day
7	Training – Parliamentary Procedures
16	JCI General Assembly and Induction
20	World Day of Social Justice
28	Training– Personal Development

March 2017

1	Zero Discrimination Day
4	Board Meeting
8	International Women’s Day
16	JCI General Assembly
21	Training
22	World Water Day
25	Social

April 2017

2	World Autism Awareness Day
4	Training – JCI Official
7	World Health Day
20	JCI General Assembly
23	Int’l Mother Earth Day
25	World Malaria Day – Nothing but Nets
25	Training

May 2017

2	Common Entrance Date
6	Board Meeting
13	Mathfanatix Awards Ceremony and Fun Day
15	International Day of Families
16	Training – JCI Official
17-21	Area C Conference
21	General Assembly and Induction
30	Training

June 2017

5	World Environment Day – Green Roots
9	Training
14	World Blood Donor Day
15	JCI General Assembly
22	Public Speaking Competition
24	Social

July 2017

1	Board Meeting
4	Training – JCI Official
15	World Youth Skills Day
20	JCI General Assembly
31	Kadooment - Fundraiser

August 2017

12	International Youth Day
17	JCI General Assembly and Induction
19	World Humanitarian Day
23	Debating Championship

September 2017

2	Board Meeting
5	International Day of Charity
9	Social
16	Colouratic
21	International Day of Peace – Peace is Possible
21	General Assembly

October 2017

2	International Day of Non-violence
5	World Teacher’s Day
10-14	JCI WI 57 th National Convention - Tobago
16	World Food Day
19	JCI General Assembly and Induction
24	United Nations Day

November 2017

2	Training – JCI Official
4	Board Meeting
6-10	JCI World Congress - Netherlands
11	Special Day for Special Children Event
14	World Diabetes Day
20	Universal Children’s Day
16	JCI AGM – Induction, Open Caucasus and Elections
25	International Day for the Elimination of Violence against Women
30	Independence Day

December 2017

1	World AIDS Day
2	Old Board/New Board Meeting
3	International Day of Persons with Disabilities
5	International Volunteer Day- Volunteering Activity
9	Secret Santa& Social
10	Human Rights Day
11	Active Citizen Day
16	Awards Ceremony/Christmas Party

