



Strategic Plan Ottawa Division Priorities 2026

A strategic business plan is defined as a comprehensive document acting as a roadmap, outlining an organization's short or long-term goals, vision, and the specific, actionable steps needed to achieve them. The following items outline the Ottawa Division RCMP Veterans' Association Executive Committee's goals for 2026.

1. Growth & Diversification of Membership – Strengthening & expanding membership, including attracting new active and associate members.

Ottawa Division, in support of the Associations initiatives to recruit and retain those who have chosen to join the RCMP Veterans' Association, acknowledges that “Our Association is a network of former RCMP employees who are dedicated to retaining our strong ties forged in the Force, investing in each other to maintain and expand a coordinated network of mutual support for today, tomorrow, and always.”

Ottawa Division also recognizes that “Our primary role is to provide a network of support for one another.”

- a) Ottawa Division is committing to continuing to have a series of social events throughout the year, to reach out to area RCMP campuses, including Cornwall Detachment so that the RCMP Veterans' Association can be promoted.
- b) Ottawa Division also commits to review and implement new Association Member policy to better support and welcome spouses, widows and widowers to the Association family.
- c) Strengthening our volunteer base – Ottawa Division, like many other divisions is having difficulty if the development of volunteers to assist Ottawa Division in its many endeavours, particularly in having individual come forward as volunteers with the Division Executive. Therefore, ODVA commits to;
 - Develop and implement a Mentorship Program.

By definition, a volunteer mentorship program pairs experienced volunteers (mentors) with new or less experienced volunteers (mentees) to provide guidance, training, and support. These programs accelerate onboarding, boost engagement and retention, and facilitate knowledge transfer, ensuring that skills are passed down and the organization's mission is supported.

Key aspects of a volunteer mentorship program include:

- **Structure & Purpose:** Programs may involve one-on-one, peer, or group mentoring to help new volunteers feel welcomed and supported.



- **Knowledge Transfer & Training:** Mentors help newbies learn organizational protocols, software, and on-the-job skills.
- **Support & Engagement:** Mentors provide emotional support, guidance, and feedback to reduce burnout, increase volunteer retention, and enhance commitment.
- **Career & Personal Growth:** In addition to volunteering, these programs can foster professional development, skill sharing, and leadership opportunities for both parties.

Such a program is seen as a vital tool for nonprofits to build a stronger community foundation, foster deeper connections, and ensure long-term volunteer success.

2. **Communications: Improving our website and digital tools to improve access to information.**

In 2025 Ottawa Division committed to having a new website available for our membership as quickly as possible to meet our communication needs for today and in the future. As of September 2025, this new website became active, and it continues to function favourably.

1. For 2026, Ottawa Division is committed to work with the service provider (Harvard Media) to have ODVA trained in the permitted applications for information entry and to continue to assess if the format and information meet the needs of the membership.

3. **Enhance our Support and Benefits under the guidance of Member Services.**

1. **Support & Benefit Workshop(s)** - Modeled after the Association Workshop of October 2025, ODVA would seek participants/volunteers/candidates to have sessions on benefits, advocacy, visitation program, RCMPVA Foundation. Looking at a Fall session.
2. **Enhancing the Ottawa Division Visitation Program** - The Ottawa Division of the RCMP Veterans Association is the second largest division nationally, with approximately 640 members. However, it is estimated that over 5,000 retired Regular Members (RMs), Civilian Members (CMs), and Public Service Employees (PSEs) reside in the Ottawa-Gatineau region. Notably, 85% of direct interactions with next-of-kin (NOK) following a member's passing involve individuals who are not ODVA members. In recognition of the substantial number of retirees, the ODVA Executive approved Terms of Reference for a dedicated Visitation Program in early 2020. The objective of this initiative is to ensure that all hospitalized or homebound members receive regular visits and ongoing engagement with their RCMP community. While priority is given to ODVA members, the program is accessible to all former serving members.



Member Services will launch the enhanced program in 2026, hoping to establish Team Captains across all city areas to recruit volunteers from breakfast groups and others. Volunteers will: A) identify members or families needing temporary or long-term help, B) provide short-term assistance, and C) connect with former troop mates or relevant groups to deliver support.

3. **Embrace our Spouses/Widows/Widowers** - After a loved one's passing, widows and widowers often feel isolated. While some may receive family support, others do not. This initiative reassures them that they remain part of the RCMP family and are not alone.
4. **Ride Sharing for those requiring transportation.** - This serves two purposes: First, with help from Ceremonial Troop volunteers, we aim to ensure no one is forgotten for ODVA events; Red Coat Volunteers or another means, would provide rides as needed. This initiative aligns with the short-term Visitation effort, though drivers may not always be Red Coats.

The three items above denotes what the Ottawa Division Executive has made out to be priority initiatives for the year 2026. Along with this, the Ottawa Division is also committed to continuing in its delivery of the following.

1. Timely Communications through Email
2. Publication of The Spirit
3. Social Events
4. Honours & Recognition Events
5. Regular General Meetings
6. Member Service Initiatives
 - a. Advocacy
 - b. Visitation of those in need
 - c. Christmas Hampers
7. Education Awards

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