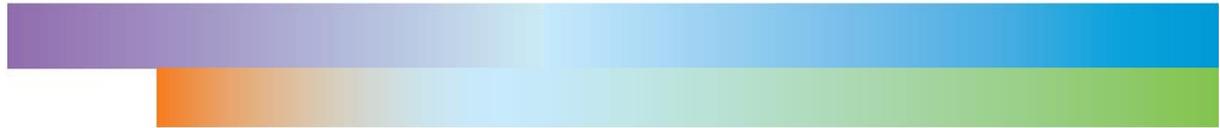




*2015*

JCI Young Active Leaders of Aruba  
**Plan of Action**



## Introduction

The 2015 JCI Young Active Leaders of Aruba (JCI YALA) Plan of Action (PoA) will be the tool that guides us for the upcoming year. Specific measurements will be provided and used at the Local, National and International level in order to achieve the JCI Mission and Vision.

The 2015 JCI YALA PoA is designed with the ambition to position our organization as the medium that will unite all sectors of society to create sustainable impact.

The core philosophy of common trust in taking action together for human security<sup>1</sup> remains the same for active citizenship:

- Inspires confidence;
- Unites communities;
- Enhances equal opportunities;
- Establishes justice;
- Embraces cultural diversity;
- Creates sustainable impact.

The challenges of today however, will require collaborative solutions that involve all sectors of society: government, business and civil society.

This year (2015) marks one hundred years of impact of JCI and we will celebrate the lives and communities our organization has touched and the position we as young active citizens play in leading and shaping the world.

The world today is full of uncertainty and challenges. We have no other choice but to unite all our efforts to create a better world. This is achieved by increasing the participation of active citizens involved in business, government and civil society. Active citizens conducting local projects and creating sustainable impact can achieve solutions to these challenges facing our world.

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<sup>1</sup> The protection of an individual's human rights while ensuring social, economic, and environmental opportunity, development, and well being for every individual and their communities.

## Goals

To advance JCI YALA on the journey towards becoming the organization that unites all sectors of society to create sustainable impact, we align ourselves to the following JCI goals:

- To enable communities to achieve sustainable **IMPACT**
- To create an environment in which people are **MOTIVATED** towards positive change
- To create a financial plan that **INVESTS** in long term goals
- To bring together like-minded partners in order to **COLLABORATE** and expand mutual impact
- To **CONNECT** people, their communities and the global society

## JCI Mission, Vision and Impact Index

### **JCI Mission: What is JCI deeply passionate about?**

To provide development opportunities that empower young people to create positive change.

### **JCI Vision: What can JCI be the best in the world at?**

To be the leading global network of young active citizens.

### **Impact Index: What drives JCI's resource engine?**

Number of JCI Active Citizen Framework<sup>2</sup> projects per number of JCI local organizations.

## JCI YALA Goal for 2015

The 2015 Board of Directors will focus on leadership as the driving force for a successful organization in achieving its ultimate goal of uniting all sectors of society to create sustainable impact.

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<sup>2</sup> Create positive impact through roadmap to finding suitable solutions to challenges facing communities around the world ; identifying root causes of problems, building partnerships across sectors, developing an effective plan to take concrete action, and evaluating your impact.

In order to succeed in our efforts and bring accomplishments in our communities we need to be able to lead by example:

- **Be committed;**
- **Take responsibility for our own actions;**
- **Apply maximum effort to what matters;**
- **Positively inspire, motivate and influence others;**
- **Unlock people's potential to become better;**
- **Transform lives.**

The success of the organization and impact of executed projects lies in the will and ability of its members to take initiative. Consequently, in order to stay aligned with JCI Dutch Caribbean, our slogan of 2015 is:



Commemorating the 100<sup>th</sup> Anniversary of the JCI Movement in 2015, we will focus on leadership as a means to have a sustainable impact on new generations, places, projects and partners.

## Minimum Standards of Performance

Our Plan of Action will adopt minimum standards of performance to achieve the larger goal written in the JCI Mission & Vision and the JCI Strategic Plan.

## Responsibilities

This document will identify the major objectives and corresponding action steps that will be taken in 2015 in order to unite all sectors of the Aruban society to create sustainable impact.

The Key Areas in which this Plan of Action is divided are:

**IMPACT**

**MOTIVATE**

**INVEST**

**COLLABORATE**

**CONNECT**

## Objectives

Continuing to work toward achieving the strategies in the 2014–2018 JCI Strategic Plan and accomplish our goals for the year 2015, a number of objectives have been identified. When achieved together, they will contribute to JCI becoming the organization that unites all sectors of society to create sustainable impact. The following objectives and their subsequent actions are listed below along with which stakeholders are responsible for completion and by when.

### COMMIT

#### INDIVIDUAL LEVEL

Spread impact to more communities by increasing the activity of members.

### CONNECT

#### ORGANIZATIONAL LEVEL

Strengthen communication between all stakeholders, internal (members, JCI Senators, alumni, staff) and external (government, civil society and business) and increase involvement of young people in their community.

### CARE

#### COMMUNITY LEVEL

Align JCI Active Citizen Framework projects with local community needs.

## Action Steps

Action steps are organized in sub categories, defined as either main activities or support activities.

#### Main Activities

- Event
- Programs
- Projects
- Skills

Development

#### Support Activities

- Communications
- Development
- Operations
- Service

# IMPACT

Enable communities to achieve sustainable impact

*Creating sustainable impact is important because it leads to a world where human security is a reality for all global citizens.*

## Expected Outcome:

By the end of 2015, we will spread impact by sharing stories of impact and spreading development into our communities

	Objective	Action Steps	KPI*	Responsible	Deadline
1	Understand and execute the fundamentals of JCI Active Citizen Framework (ACF).	<b>Skills:</b> Organize 1 JCI ACF workshop for members	Number of members attending	Vice President Training	All Year Around
		<b>Skills:</b> Organize Project planning training	Number of members attending	Vice President Training	February
		<b>Skills:</b> To conduct a minimum of 1 JCI ACF project and 1 UNMDG project during 2015.	Maintain 1 ACF project and 1 UNMDG project	Vice Presidents	All Year Around
2	Recruit and retain members with our local organization	<b>Development:</b> Organize new member orientation night once a month	Maintain 28 committed and active members	Immediate Past President	All Year Around
3	Update and follow the 100% Efficiency program.	<b>Program:</b> Have a year planner with deadlines to have good results	Number of efficient points earned	Secretary	All Year Around
4	Create opportunities to share stories showcasing the impact local organizations create within JCI Dutch Caribbean.	<b>Communications:</b> Organize Mid Year Meeting	Number of attendees	Vice President Intl'	June
		<b>Communications:</b> Organize World Peace Event	Number of attendees	Secretary	September
		<b>Projects:</b> Organize Expo " JCI on Aruba"	Number of attendees	Vice President Intl'	December
		<b>Projects:</b> Showcase projects on our media (website, social media).	Number of followers	Secretary	All Year round

\*KPI: Key Performance Indicator

# MOTIVATE

Create an environment in which people are motivated toward positive change.

*Motivation is important because tackling the challenges of today requires empowered, passionate global citizens ready to take action.*

### Expected Outcome:

By the end of 2015, JCI YALA members have actively participated in an environment that enables them to share knowledge and tools, motivating them to create positive change

	Objective	Action Steps	KPI*	Responsible	Deadline
1	Promote the fundamentals of leadership more effectively  	<b>Skills:</b> Organize trainings for our members	Number of members attending	Vice President Training	All Year Around
		<b>Skills development:</b> Attend the JCI Dutch Caribbean Leadership & Development Academy	Number of members attending	Vice Presidents	June
2	Create awareness regarding JCI Concept of creating impact in communities  	<b>Communications:</b> Be more visible, promote and spread our message during activities organized by JCI YALA such as Projects and Volunteer work	Number of people attending	Board	All Year Around
		<b>Services:</b> Provide at least 3 trainings to third parties during the Year as a recruitment and income tool	Number of people attending and income generated	Treasurer	All Year Around
3	Develop world-class trainers  	<b>Develop:</b> Start a pool of motivated members who are willing to develop and give trainings in the chapter	Number of members who are developing as trainers	Vice President Training	All Year Around
4	Enhance communication with stakeholders  	<b>Communications:</b> Share our knowledge by meeting (potential) stakeholders such as government, corporate partners and social organizations	Number of new stakeholders	Board	All Year Around

5	JCI YALA constitution, bylaws and strategic planning 	<b>Operations:</b> To finalize our constitution, bylaws and strategic planning	The completion	Immediate Past President, President & Treasurer	December
6	To be more efficient regarding Award entries on the National and International level. 	<b>Programs:</b> To help and support committees with their Award Entries by encouraging the project committees to consider this action step into their Project Planning.	Amount of hours it takes to enter awards	Board	September

\*KPI: Key Performance Indicator

# INVEST

Create a financial plan that invests in long-term goals.  
*Investment is important because active citizens are responsible for sustaining progress to advance our mutual goals.*

**Expected Outcome:**

By the end of 2015, our chapter has become more financially secured by increasing the amount of income.

	Objective	Action Steps	KPI*	Responsibl	Deadline
1	Find alternative and sustainable sources of income other than membership dues  	<b>Service</b> Provide Trainings against payment during the Year by JCI trainers.  <b>Services:</b> Start a Personal Development fund for our members to cover JCI costs	Amount of Funds raised	Treasurer and President	All Year Around
2	Find corporate partners for our JCI programs.  	<b>Events:</b> Organize at least 3 fundraisings to cover our expenses.	Amount of Funds raised	Treasurer	February, May and September
3	To maintain members informationed regarding the chapter finances  	<b>Communication:</b> Prepare quarterly financial reports	The feedback of the members	Treasurer	Quarterly

\*KPI: Key Performance Indicator

# COLLABORATE

Bring together like-minded partners in order to expand mutual impact.  
*Collaboration is important because it unites like-minded active citizens to expand our ability to create sustainable solutions.*

## Expected Outcome:

By the end of 2015, our members and stakeholders from all sectors of society have become stronger in their mutual actions to create sustainable impact.

	Objective	Action Steps	KPI*	Responsible	Deadline
1	Showcase 'like minded' partners and organizations during National events.	<b>Communications:</b> To invite and create opportunities to have improved communication collaboration between 'like minded organizations' trough our projects	Amount of collaborations with likeminded organizations	Board	All Year Around
		<b>Communications:</b> Promote twinning possibilities with other chapters	Amount of twinning between JCI YALA and other	Board	All Year Around
2	To motivate members to be more internationally oriented.	<b>Events:</b> Promote and Motivate members to attend national and international events	Amount of members attending the events	Vice President Intl'	All Year Around
3	Have a better collaboration and understanding with the senate organizations.	<b>Communications:</b> Meet once every 6 Months with the senate organizations on all the islands.	Amount of collaborations agreed on with the senate organization	President and Immediate Past President	February and August
4	Lower travelling costs and create more incentives.	<b>Operations:</b> Create partnerships with airlines and hotels	Number of members that benefit of this	Vice President Intl'	All Year Around

\*KPI: Key Performance Indicator

# CONNECT

Connect people, their communities and the global society.

*Connection is important because sharing ideas and actions will result in a global movement that creates positive change.*

## Expected Outcome:

By the end of 2015, our members have built stronger networks that facilitate conversation and information sharing within the organization and their local communities.

	Objective	Action Steps	KPI*	Responsible	Deadline
1	Promote the use of JCI Website & Facebook.  	<b>Communications:</b> Promote the usage of JCI Official Website, and provide the necessary guidance and training to members	Activity of the members on the website	Secretary	All Year Around
2	Improve connection between JCI YALA and senators, JCI Aruba and other JCI Dutch Caribbean chapters  	<b>Communications:</b> Encourage combined trainings and social activities with the other chapters	Amount of activities reached together	Board	All Year Around
3	Encourage members to participate to international events.  	<b>Events:</b> Encourage the participation to international events with a delegation of minimum 4 at the Area Conference and 4 at the World Congress by promoting the benefits for the members and the chapter	Amount of members attending to these events	Vice President Intl'	All Year Around

\*KPI: Key Performance Indicator

## Conclusion

For years, JCI has created impact, touched lives, transformed communities and shaped the world.

In 2015, JCI YALA will continue the work started by JCI founder 100 years ago and create positive change. We will **LEAD TO SUCCEED** and continue to:

**IMPACT**  
**MOTIVATE**  
**INVEST**  
**COLLABORATE**  
**CONNECT**

In 2015, we continue our commitment to caring for our communities. As active citizens, we embrace Individual Social Responsibility (ISR) by taking ownership of challenges and initiating projects that create positive change.

We commit to making our community and eventually the world a better, more peaceful place bringing smiles to all citizens. This year we celebrate 100 years of impact and strive to leave a great legacy in 2015 and beyond