

Hispanic-American Veterans of Connecticut Inc.

Strategic Plan (5 YEARS) July 2015 - June 2020

Mission Statement: The Hispanic American Veterans of CT Inc (HAVOCT) mission is to ensure that needs of veterans and their families are met and to assist veterans with getting the service to that they need, regardless of the of veteran's status (actively serving, discharged or retired) to including members of their immediate family.

Vision: To ensure that every veteran and their family get the services and benefits they have earned and deserve, through collaboration and partnerships with providers and other Veteran Organizations that share the same vision.

Purpose: To provide veterans and their families' assistance with obtaining the services and benefits they have earned through their selfless military service to this great nation, the United States of America. Furthermore, HAVOCT, Inc. is committed to advocating, educating and bringing awareness to the community. To this end HAVOCT, Inc., will engage in advocacy, community outreach, create partnerships, and collaborate with other Veteran Service Organizations and community agencies that support our mission.

Our Values:

Veterans and their families will be respected and provided the services they need.

Veterans and their families will be provided with services in a culturally sensitive manner.

Veterans and their families will be connected with the appropriate services in a timely and efficient manner.

Goal 1 Advocacy: The organization will be an advocate for veteran's causes and issues that will improve the quality of their life and the life of their families, with special emphasis on employment, education and health services.

Objectives:

1. The organization will continue to take an active role in bringing veteran concerns and issues to the legislative arena at the state and federal level through the proper process.
2. The organization will establish solid relationships with key veteran services leaders and community agency that are the avenues that support the process for legislation changes to be advocated for and eventually passed.

3. The organization will engage in a bipartisan process in advocating for veterans needs and services.
4. The organization will ensure that all services provided will be documented for record keeping and for funding inquiries.

Goal 2 Outreach: HAVOCT, Inc. will be an active leader in seeking out veterans in need, placing special emphasize on homeless veterans.

Objectives:

1. The organization will achieve getting members trained as Veteran Services Officer, as each person will play a key role with veteran outreach programming and process.
2. The organization will take an active role in reaching out to homeless shelters that are known to have veterans and work to get them connected with services.
3. The organization will partner with media outlets that can be an avenue in efforts to reach out to veterans.

Goal 3 Funding: HAVOCT, Inc. will expand network of financial supporters (sponsors, donors, grants and private donations) that will assist with the Fiscal growth of the organization.

Objectives:

1. The organization will engage in effective fund raising efforts. Fund raising events will be properly planned, organized and supported by the organization members.
2. The organization will seek out and submit for grants that support our cause.
3. The organization will seek funding source (private donations and donors) that will enable the organization to hire an office administrator (full time paid position).

Goal 4 Partnership Building and Collaboration: HAVOCT, Inc. will maintain effective partnerships and collaborate with other VSO and Community organization. HAVOCT, Inc. will continue to create and expand on our partnerships.

Objectives:

1. The organization will be an active member of the OIF/OEF committee
2. The organization will participate on conferences and seminars that are offered through the VA and other local organizations and take this as an opportunity to network as well as expand our partnership network

3. The organization will be proactive creating partnerships with local town VA services offices through having informational briefs with civic leaders and centers of influence.

Goal 5 Education and Awareness: HAVOCT, Inc. will take every opportunity to bring awareness of veterans needs as well as educate fellow veterans and their families of the services and benefits that they are entitled.

Objectives:

1. The organization will host an annual Veterans Symposium.
2. The organization will have an annual event to honor Hispanic American Veterans during the Hispanic Heritage Month.
3. The organization will engage in public speaking events as well as having articles published of relevant veteran topics and issues.

Goal 6 Process and Procedure and Confidentiality: HAVOCT Inc. will create and develop process and procedures to ensure the confidentiality and the safe guarding of any Sensitive Personal Identifiable Information (SPII) and Personal Identifiable Information (PII) that the services member or general members provide to the agency.

Objectives:

1. The organization will only use the intake worksheet to document a conversation with the service member. Given that it contains the proper information that we need to collect from the service member.
2. The organization will use a code rather than the name of the individual whenever we address any issues within an internal meeting.
3. The organization will secure all the collected information during the conversation in a file that we are able to lock with a key.
4. The organization will ensure that all personnel give the original documents to the Social Services Chair or a designated organization member (i.e. Executive Members).
5. The organization will create and develop a consent and release form, one that is in compliance with state and federal regulations.

Goal 7 Verification of Military Service: HAVOCT Inc. will create a process to collect critical information that indicates all the facts related to the service members participation in the military services.

Objectives:

1. The organization will require to each service member to bring the DD214.
2. The organization will create a form that will list specific details regarding the service members' actions or involvement in the military (i.e. Last Name, Awards, Medals, Attendance in any Conflicts, Last 4 of the Social Security)
3. The organization will request the NGB-23 form for any National Guard Member who indicates that is Retired or the Military Identification. Any Reserve member or Active Duty member will need to bring a similar document or the 20 year letter, which indicates that the service member served for 20 years.

In summary, HAVOCT, Inc. is committed to serving our veterans and their families through the effective partnership and collaboration with providers, community leaders, public service leaders, political leaders, public, non-for-profit and private organizations. The performance outcomes of the organization will be measured through the achievement of the established goals and objectives. The organization will hold a yearly review in June complete an analysis of progress of goals achievement and modify strategic plan.

Dates of Review and Revisions

Reviewed: January 30, 2016 – No changes