

A network diagram consisting of numerous dark blue circles of varying sizes connected by thin, light blue lines, set against a solid dark blue background. The circles are scattered across the page, with some larger circles acting as hubs connected to many smaller circles.

LIVING POSITIVE VICTORIA
BUSINESS PLAN 2014-2015
Mid-year Review

Dear Members and Supporters

Living Positive Victoria is committed to making available an outline of our business plan and proposed activities. This level of transparency in communication is part of our commitment to be a community-led organisation in the HIV sector which is accountable to members and one that models excellent practices in management and governance.

The activities listed are linked to the goals laid out in the Living Positive Victoria Strategic Plan 2014–2017. The activities fall across these broad goals; *Health Promotion, Advocacy and Policy, Community Engagement and Good Governance.*

There are many activities laid out across the business plan, both those continuing and evolving from past activities as well as brand new initiatives. The plan also takes important steps that will be needed to fulfil our significant role in delivering on the bold HIV targets that politicians, clinicians and communities now share.

Living Positive Victoria is committed to partnerships and collaborations that strengthen the response to HIV prevention. These must include the meaningful involvement of positive people. In the coming months we intend to review the partnership approach of two key partnerships we hold – with the Victorian AIDS Council and as a member of Poz Action (a national collaboration of agencies dedicated to representing PLHIV). The outcomes of these reviews will support the further evolution and strengthening of the partnerships which see PLHIV as central and vital to an effective response to HIV.

We will also establish a Gender Equality Project Group which will oversee a review of current practices, policies and services and how the organisation can continue to improve to meet the highest standards of gender equity. This activity, which will include substantial community engagement and opportunities for discussion and feedback, is due to be completed by the end of the financial year. Our Board is committed to ensuring that all findings and recommendations will be made publicly available.

We are committing to reshaping, in collaboration with our partners at Coventry House, how peer support for women living with HIV is delivered. A new hub and spoke model of peer support will improve the accessibility of these services. Once fully established, this change should lead to efficiencies that will mean more peer support services can be delivered to more women across a wider diversity of backgrounds and geographic reach.

Finally, *Senior Voices* – a Commonwealth funded collaboration with the other organisations who represent and support people living with HIV – will soon commence implementing the next steps of project delivery with a facilitation manual to guide speakers going into aged care facilities and workplaces.

I encourage you to take a moment to have a look at the latest update of our headline activities for the 2014–2015 financial year.



Ian Muchamore
President, Living Positive Victoria



Strategic Goal 3 – A model community organisation that has sustainable development and excellence in governance and operations

Objectives

- 3.1 Excellence in corporate governance
- 3.2 Support capacity development for people living with HIV
- 3.3 Ensure the financial sustainability of Living Positive Victoria
- 3.4 Promote the work of Living Positive Victoria
- 3.5 Evaluate and reflect on our performance
- 3.6 Mapping our partnerships

Action	Performance indicators	Timeframes	Mid Year Review Update
<p>Title: Business Plan development <i>Ensure that an annual business plan and mid-year review are completed and made available online.</i></p>	<ul style="list-style-type: none"> • Business plan online early in 1Q • Mid-year review online early in 3Q 	<p>Q1 Q3</p>	<ul style="list-style-type: none"> • Completed.
<p>Title: Mapping our Partnerships <i>Ensure that our business partnerships are monitored and improved upon.</i></p>	<ul style="list-style-type: none"> • 3 agency partners selected for partnership audit in the following areas: health promotion, communications and general 	<p>Q1 Q2 Q3</p>	<ul style="list-style-type: none"> • Communications completed (Joy 94.9) • NAPWHA- Positive Action Group to be completed in Q3 • VAC to be completed by Q4
<p>Title: Annual Health promotion planning and reporting <i>Plan and report upon HP activities to DH on an annual basis.</i></p>	<ul style="list-style-type: none"> • Produce a report on 2013/14 HP activities. • Produce a plan for 2015/16 HP activities. 	<p>Q2 Q4</p>	<ul style="list-style-type: none"> • Completed • Plan in production to consider implications of Coventry House partners aligning

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Action	Performance indicators	Timeframes	Mid Year Review Update
<p>Title: Establish Forward Service Delivery working group <i>Establish a working group to investigate the future service delivery models of the organisation.</i></p>	<ul style="list-style-type: none"> Establish TOR for the group to include models of service delivery, partnerships and collaborations, locations of service delivery and more. 	Q3	<ul style="list-style-type: none"> Group established and TOR to be set in Q3
<p>Title: Website maintenance <i>Ensure that access and content for the agency website is regularly reviewed and updated.</i></p>	<ul style="list-style-type: none"> Biannual review and update of the site Monthly web traffic monitoring to identify flow and access patterns 	Q2 Q4	<ul style="list-style-type: none"> Review completed and regular reporting on the metrics to the board.
<p>Title: Website review <i>Conduct a review and evaluation of current website</i></p>	<ul style="list-style-type: none"> Report to board at end of Q2 	Q1 Q2	<ul style="list-style-type: none"> Web review completed and additional resources allocated to update the site.
<p>Title: Fundraising Working Group <i>Support the work of the working group to deliver innovative and successful fundraising activities.</i></p>	<ul style="list-style-type: none"> Deliver a min of 2 fundraising activities. That activities raise .02 for every dollar spent 	Q2 Q4	<ul style="list-style-type: none"> Working group disbanded and activities considered with the normal operations as opportunities arise.
<p>Title: Governance development <i>Coordinate an annual sector wide governance training opportunity.</i></p>	<ul style="list-style-type: none"> Annual governance training held. Maximum attendance by LPV directors 	Q1 Q2 Q3 Q4	<ul style="list-style-type: none"> Interagency training not completed as directors are pursuing individual performance development.
<p>Title: Constituent Relationship System <i>Implement an effective CRM system that is inclusive to all the organisational business processes.</i></p>	<ul style="list-style-type: none"> Project Management Plan (Q1) User acceptance 100% Procurement plan (Q2) and project status report (across Q) 100% training attendance from end users (Q2) 	Q1 Q2 Q3 Q4	<ul style="list-style-type: none"> Project on track with additional resources connected to the project at mid year review.

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Action	Performance indicators	Timeframes	Mid Year Review Update
<p>Title: Annual report <i>Create an annual report for the organisation.</i></p>	<ul style="list-style-type: none"> • Project plan produced (Q2) • Annual plan produced to coincide with AGM (Q3) 	Q1	<ul style="list-style-type: none"> • Completed
<p>Title: Annual General Meeting <i>Host an annual general meeting for the organisation.</i></p>	<ul style="list-style-type: none"> • Project plan produced (Q2) • Event held • 100 members attending 	Q2	<ul style="list-style-type: none"> • Completed
<p>Title: Volunteer program <i>Develop and implement a coordinated volunteer program among Coventry House partners</i></p>	<ul style="list-style-type: none"> • Host three volunteer induction sessions 	Q1 Q2 Q3 Q4	<ul style="list-style-type: none"> • Sessions completed in Q1 and Q2. • Q4 to be continued.
<p>Title: Strengthening Positive Voices <i>Investigate an alignment of Coventry House partners</i></p>	<ul style="list-style-type: none"> • Interagency registitions on track • Community consultations completed • Model identified • Governments and Managements aspects reviewed. 	Q1 Q2 Q3 Q4	<ul style="list-style-type: none"> • Progress ongoing • Funds allocated at mid year review to cover anticipated legal costs
<p>Title: Gender Equality Heam <i>Assess the gender equity strategies of the organisation.</i></p>	<ul style="list-style-type: none"> • Group Established • Results of audit presented to the board. 	Q3 Q4	<ul style="list-style-type: none"> • Progress Ongoing



Strategic Goal 2 – Effective advocacy that enables and empowers individual and community participation

Objectives

- 2.1 Advocate for and employ evidence-based policy
- 2.2 Support and empower people living with HIV to participate on advisory structures
- 2.3 Provide direct advice, guidance and representation on HIV advocacy issues
- 2.4 Combat HIV-related discrimination and stigma.
- 2.5 Promote awareness of the rights of people living with HIV
- 2.6 Strengthen our engagement with members and the broader positive population

Action	Performance indicators	Timeframes	Mid Year Review Update
<p>Title: Client advocacy and support <i>Provide direct one-on-one client support.</i></p>	<ul style="list-style-type: none"> • Maintain a register of client advocacy and support and report to the Board on the issues at least once per annum. Work currently includes supporting newly diagnosed, immigration, employment issues, etc. 	ongoing	<ul style="list-style-type: none"> • Advocacy and support continues as a regular part of operations.
<p>Title: Community advocacy <i>Advocate on behalf of the PLHIV community on issues of community concern.</i></p>	<ul style="list-style-type: none"> • Report to the membership on this work through regular communication channels. Work may include: criminalisation, changes in models of care at service provision sites, etc. 	ongoing	<ul style="list-style-type: none"> • Advocacy ongoing on s19a, health literacy, an community pharmacies

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Action	Performance indicators	Timeframes	Mid Year Review Update
<p>Title: PLHIV representation <i>Represent the mission and vision of Living Positive Victoria on advisory and regulatory structures as appropriate.</i></p>	<ul style="list-style-type: none"> Maintain a register of external representation for annual review and updating 	ongoing	<ul style="list-style-type: none"> Over 12 different steering and monitoring groups exist with Living Positive Victoria representation.
<p>Title: Positive Ambassadors programme <i>Ensure Positive Ambassadors are kept abreast of the organisation development and planning.</i></p>	<ul style="list-style-type: none"> Run two Positive Ambassador sessions 	Q1 Q3	<ul style="list-style-type: none"> Completed Q3 activity yet to be determined.
<p>Title: NAPWHA PAG Group <i>Work with national partners to coordinate national activities.</i></p>	<ul style="list-style-type: none"> 4 meetings attended 4 shared national activities implemented 	Q2 Q3 Q4	<p>number of meetings has been reduced to 3x per annum</p> <ul style="list-style-type: none"> Work is ongoing with decimalisation an cost ART survey
<p>Title: World AIDS Day <i>Deliver an event that raises HIV awareness in the broader community.</i></p>	<ul style="list-style-type: none"> Event held and evaluated Positive evaluation of 75% or higher 	Q2	<ul style="list-style-type: none"> Completed
<p>Title International AIDS Candlelight Memorial <i>Deliver a community mobilisation on remembrance and hope event.</i></p>	<ul style="list-style-type: none"> Event held and evaluated Positive evaluation of 75% or higher 	Q4	<ul style="list-style-type: none"> In progress
<p>Title: Basics of public speaking workshop <i>Provide basic public speaking skills to PSB members.</i></p>	<ul style="list-style-type: none"> Deliver a minimum of 1 workshop Positive participation greater than 75% 	Q2 Q3	<ul style="list-style-type: none"> Completed in Q2 In progress

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<p>Title: Advanced communications workshop Provide advanced public speaking skills to PSB members</p>	<ul style="list-style-type: none"> • Deliver a minimum of 1 workshop • Positive participation greater than 75% 	Q4	<ul style="list-style-type: none"> • To be completed in Q3
<p>Title: Media release production Ensure public comment on issues of concern and priority are responded to in a timely manner</p>	<ul style="list-style-type: none"> • Increase uptake of story leads • Increase visibility in the media 	Q1 Q2 Q3 Q4	<ul style="list-style-type: none"> • Demonstrated activity in this area
<p>Title: Legal Working Group <i>To advance advocacy regarding legal issues.</i></p>	<ul style="list-style-type: none"> • Oversee legal issues affecting to Living Positive Victoria’s Membership. 	On going	<ul style="list-style-type: none"> • Monitor government agreement to repeal s19a • Monitor other legal issues as they arise
<p>Title: Membership WG <i>To increase membership in the organisation.</i></p>	<ul style="list-style-type: none"> • Oversee the further development of the membership 	On going	<ul style="list-style-type: none"> • In 40 agencies currently on board to get another 40 agencies in Q3 and another 40 in Q4
<p>Title: Stakeholder engagement strategy Purpose a strategy to ensure comprehensive stakeholder engagement.</p>	<ul style="list-style-type: none"> • Draft written and provided to the board. 	Q3	<ul style="list-style-type: none"> • To commence in Q3

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<p>Title: Expanded peer support for women Map and report on a hub and spoke model for expanded peer support for women.</p>	<ul style="list-style-type: none"> • Draft written and provided to the board. 	Q3 Q4	<ul style="list-style-type: none"> • To commence in Q3



Strategic Goal 1 - Excellent health promotion programs and services that inform and enable wellbeing

- 1.1 Promote effective health and wellbeing strategies and skills which empower people living with HIV and the broader population
- 1.2 Recognise and support the diversity of people living with HIV and those affected by HIV
- 1.3 Support “combination prevention” strategies
- 1.4 Promote, value and utilise peer-based approaches
- 1.5 Develop targeted, culturally appropriate health promotion strategies
- 1.6 Develop and deliver social inclusion and resilience building programs
- 1.7 Work collaboratively with our partner organisations as part of a coordinated response

Action	Performance indicators	Timeframes	Mid-Year Review Update
<p>Title: Treatment Interactive Events (Community Forums) <i>Provide Information to support PLHIV in managing health and wellbeing.</i> OB</p>	<ul style="list-style-type: none"> • Delivery of minimum of three planned events • Positive evaluation of 75% or greater • Topics to include meth, STC phase 2, families 	<p>Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Q4 – forum on Meth and legal forum in conjunction with VAC
<p>Title: Syphilis Prevention Campaign <i>Develop and implement a community awareness campaign of syphilis within the MSM community by covering and conveying several key messages.</i></p>	<ul style="list-style-type: none"> • 12 poster images developed • 24 ads in print and social media developed • Recall and impact evaluation 	<p>Q1</p>	<ul style="list-style-type: none"> • 5 posters completed in Q1/Q2 • 5 more posters anticipated in Q3/Q4 in similar style using a call out for submissions
<p>Title: Planet Positive <i>Deliver quarterly social events to support PLHIV in managing a wide range of barriers to social inclusion.</i></p>	<ul style="list-style-type: none"> • 4 events delivered • Event evaluation in Q3 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Events in Q1 and Q2 completed.

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Action	Performance indicators	Timeframes	Mid-Year Review Update
<p>Title: Xmas Hampers <i>Deliver Xmas hampers to members form a diverse range of backgrounds.</i></p>	<ul style="list-style-type: none"> • 85 hampers delivered 	<p>Q2</p>	<ul style="list-style-type: none"> • Completed
<p>Title: Treatment campaign Develop and implement Phase 2 of NAPWHA 'Start the Conversation' Campaign.</p>	<ul style="list-style-type: none"> • Production of resources • Targeted promotion of campaign messages 	<p>Q2</p>	<ul style="list-style-type: none"> • Project deleted. This campaign is not occurring from NAPWHA.
<p>Title: Social media outreach Online promotion of information and agency service posts for PLHIV.</p>	<ul style="list-style-type: none"> • Dedicated outreach via social media • Minimum 12 ads/promotions • Increase in recruitment of participants to agency services 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Progress ongoing
<p>Title: Sexual media outreach Paid promotions of agency activities and health promotion messages for PLHIV via sexual media (e.g. Grindr, Scruff, Recon, BBRT).</p>	<ul style="list-style-type: none"> • Dedicated outreach via sexual social media • Minimum 12 ads/promotions • Increase in recruitment of participants to agency services from sexual media 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Progress ongoing
<p>Title: Connect Line Information and referral service for those with questions or concerns about HIV and other STIs.</p>	<ul style="list-style-type: none"> • Maintain service utilisation • Track volume of calls and emails for reporting purposes 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Progress ongoing

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<p>Title: Phoenix <i>Workshop for newly diagnosed with HIV.</i></p>	<ul style="list-style-type: none"> • Delivery of minimum 4 workshops – 1 for women and 1 in conjunction with VAC • Positive participation evaluated at an average of 75% or greater 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Q1 and Q2 workshops held • Q4 workshop focus upon women • Q3/Q4 another 2 sessions to be held
<p>Title: Quit <i>Course for people living with HIV who want to quit smoking.</i></p>	<ul style="list-style-type: none"> • Delivery of 2 workshops • Positive participation evaluated at an average of 75% or greater 	<p>Q1 Q4</p>	<ul style="list-style-type: none"> • Q1 workshop held • Q2 online workshop held • Q3/Q4 online 2 sessions anticipate
<p>Title: Generation Y Guys <i>Social/Support group for guys 30s under living with HIV.</i></p>	<ul style="list-style-type: none"> • Monthly gatherings alternating between social and information. • Positive participation evaluated at an average of 75% or greater 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Considerations of expanding the group to include women
<p>Title: Positive Leadership Development Institute <i>Workshop for leadership development for all people living with HIV.</i></p>	<ul style="list-style-type: none"> • 12 Victorian PLHIV recruited to program • Positive participation evaluated at an average of 75% or greater 	<p>Q2</p>	<ul style="list-style-type: none"> • Q2 completed in Vic • Q3 scheduled for NSW • Q4 location to be confirmed • Partnership prospectus identified 14 new partners
<p>Title: Poslink Quarterly members newsletter delivering news, information and activities on living with HIV.</p>	<ul style="list-style-type: none"> • Distribution of 4 issues • 2 year review/ member survey and evaluation 2014 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Q1 and Q2 completed • Q3 and Q4 scheduled. CALD and Families to be the next focus.
<p>Title: Racism: It stops with me Implementation of campaign message to challenge racism through organisational social media tools</p>	<ul style="list-style-type: none"> • 4 messages delivered • Positive participation evaluated at an average of 75% or greater 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Q1 and Q2 messages delivered

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<p>Title: HIV/HCV Co-infection among MSM PLHIV Develop social marketing, community engagement and workforce development initiatives to support PLHIV MSM living with HIV/HCV</p>	<ul style="list-style-type: none"> • Production and distribution of 1 project poster/sticker • Delivery of 2 community forums • Production of 2 factsheets • Delivery of 1 video • Project evaluation completed • Investigate an OUTLOOK style web based discussion group in conjunction with ACON 	<p>Q1 Q2 and Q4 Q4 Q1 Q4 Q2</p>	<ul style="list-style-type: none"> • Q1 Poster and Sticker developed and distributed. • Q2 Community forum completed • Q4 4 videos completed
<p>Title: Senior Voices Outreach <i>Provide education and information presentations to aged care service providers and staff.</i></p>	<ul style="list-style-type: none"> • Positive speaker evaluation >75% • SVP manual and factsheets developed • Deliver 150 sessions per year • Education/information sessions delivered to 2400 positive aged care providers 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • Manual in production – Completed in Q3 • 10 factsheets set to be completed in Q3 • 40 sessions targeted Q3 • 40 sessions targeted Q4
<p>Title: Senior Voices Support <i>Build a social support network for older positive speakers who specialise in aged care education.</i></p>	<ul style="list-style-type: none"> • Recruitment and training of 10 speakers • Minimum of 8 social events • Positive evaluation of >75% 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> • 15 recruited/8 trained Q1 & Q2 • 2 social events evaluated in Q3/Q4
<p>Title: Festival Outreach <i>Provide a Living Positive Victoria presence at community festivals/events to promote activities of agency and health promotion messages.</i></p>	<ul style="list-style-type: none"> • Delivery of an agency booth/presence at minimum eight (8) major community events/festivals (Midsumma Carnival, ChillOut Festival, Pride March, Big Day Out, Lunar Festival, Where the Heart Is (Homeless) Festival, University Orientation Weeks). • Positive evaluation. 	<p>Q2 Q3</p>	<ul style="list-style-type: none"> • In progress

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<p>Title: Positive Living (NAPWHA) <i>Quarterly national newsletter delivering news and information on issues affecting PLHIV.</i></p>	<ul style="list-style-type: none"> Victorian contribution to 4 editions 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> Q1 and Q2 online editions issued.
<p>Title: Poslink Express <i>E-version of Poslink members newsletter delivering news, information and activities on living with HIV</i></p>	<ul style="list-style-type: none"> Distribution of minimum of 8 editions 10% increase in subscriptions 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> 3 editions in Q1 and Q2 completed
<p>Title: Rapid Reviews <i>Commission two rapid reviews in inform practice</i></p>	<ul style="list-style-type: none"> Suggested topics: best practices in family support and PLHIV and methamphetamine use 	<p>Q3 Q4</p>	<ul style="list-style-type: none"> Meth review completed in Q2 CALD outreach to be completed in Q3 Family support scheduled for Q4
<p>Title: In the Loop Workshop <i>Support and information workshop for family, friends and partners of PLHIV.</i></p>	<ul style="list-style-type: none"> 2 x workshops delivered Positive evaluation of 75% or greater 	<p>Q1 Q4</p>	<ul style="list-style-type: none"> Q2 workshop held
<p>Title: Disclosure Resource <i>Online resource to address issues of stigma and disclosure for PLHIV (in partnership with ACON).</i></p>	<ul style="list-style-type: none"> Scope, develop and implement platform for online discussion 	<p>Q2 Q4</p>	<ul style="list-style-type: none"> Project on track Resources allocated at mid year review PL-NSW and VAC invited to join coordination team of the project
<p>Title: PSB Rural Outreach <i>Deliver PSB talks to rural schools in Victoria.</i></p>	<ul style="list-style-type: none"> Positive speaker evaluation >75% Deliver education/information sessions to 50 rural schools per year 	<p>Q1 Q2 Q3 Q4</p>	<ul style="list-style-type: none"> 11 sessions Q1 4 sessions Q2 15 sessions Q3 20 sessions Q4
<p>Title: Peer Facilitated Training <i>Training PLHIV to facilitate info/support groups.</i></p>	<ul style="list-style-type: none"> Two sessions held 	<p>Q3 Q4</p>	<ul style="list-style-type: none"> Project commencing in Q3

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<p>Title: Extending 2013/14 Women's health promotion plan Extend plan in 2014/15 in order to better capture activities and support for women across partnerships.</p>	<ul style="list-style-type: none">• Update last year's plan for continuation into this year	Q3	<ul style="list-style-type: none">• Project commencing in Q3
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