



BUSINESS PLAN

2016 - 2017

MID-YEAR REVIEW

Dear Members, Stakeholders and Supporters

It is with great delight that I provide an update to Living Positive Victoria's revised business plan for the 2016/17 financial year.

A total of 31 activities were proposed under six sections as part of planning for the current year. I am pleased to report that all activities have already been achieved or set to be achieved by the end of the financial year. A short summary of the status of each activity are provided in this plan.

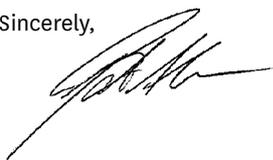
I am also delighted to announce five new project activities to commence in the second half of this year. The following is a brief description of the upcoming projects:

1. **Snapped!** – The City of Melbourne awarded the ENUF Campaign \$10,000 for a photo project which aims to provide a new, and creative platform for those most affected by HIV to speak honestly and openly about their challenges, HIV-related stigma and their steps to building resilience.
2. **Living Well with HIV and Ageing, Positive Self-Management Program** – This project will continue off the work of from the Senior Voices project that supports an inclusive approach to HIV ageing, sexual and gender diversity. This program is funded through a ViiV Healthcare Community Grant, Victorian AIDS Council and Living Positive Victoria.
3. **Positive Leadership Development Institute staff support** – This national project is entering its final year of a three-year agreement and will now be led by Living Positive Victoria. Additional staff support will ensure that the project is able to continue to grow and develop.
4. **Men's Peer Support Officer** – There is has been an increase in referrals for heterosexual men and an additional staff position will ensure that we are able to accommodate all new support requests.
5. **W3 Project Officer** – Living Positive Victoria will be hosting a researcher in residence from the Australian Research Centre in Sex, Health and Society. This additional one-day a week will ensure that the knowledge gained from this partnership is able to be retained in-house.

I would like to extend a huge thank you to all the staff and the Board of Directors for being able to announce such a great success in the current plan and the addition of new activities.

We hope to see you at a number of events and activities in this the second half of this year.

Sincerely,



Brent Allan
CEO
December 2016

HEALTH PROMOTION PROGRAMS

In 2016/17 we will:

	MID-YEAR UPDATE
Provide five Phoenix workshops for people newly diagnosed with HIV including at least one for women living with HIV and one specifically for heterosexual men.	Four workshops held in Q1 and Q2 – 1 x women, 2 x gay men and 1 x heterosexual men.
Provide two In The Loop workshops for family and friends of people living with HIV.	One workshop held in Q1. Q2 group cancelled because of low numbers and has been rescheduled for Q3.
Host four Planet Positive events with our current partner site and investigate new locations.	Three events held in Q1 and Q2. Christmas event expanded to engage women, heterosexual men, families and children and to be held at a bowling club.
Host three community forums to investigate topics including CALD issues, family support and HCV/HIV co-infection.	No forums held to date. Findings of Futures Study to be held as four short community webinars in Q3. Family Forum also to be held in Q3.
Refocus the ENUF campaign with an increased investment to support the ambassadors of the program.	Campaign in process of completion with ambassadors' engagement, narratives and an exhibition to be showcased during festival season in Jan-March 2017. City of Melbourne grant secured for 10K to host an exhibition of the campaign in Q4.

We will continue to:

MID-YEAR UPDATE	
Offer regular programs directed to young adults living with HIV through the Gen Next program and establish leadership pathways for this demographic.	Five monthly groups held in Q1 and Q2.
Support the operations of Positive Leadership Development Institute through its final year of its current MOU and devote resources to ensuring that Victorians are supported to attend.	A future options paper has been prepared and presented to key partners. Living Positive Victoria will consider providing a greater staffing resource to this project.
Work closely with Positive Women Victoria to ensure that peer support and outreach programs to women are in partnership and establish an MOU.	MOU completed and pending approval from both Living Positive Victoria and Positive Women Victoria Board members.
Lead on the Disclosure Project along with our collaborating partner ACON and seek to extend the reach and impact of this project.	Ongoing. Current stories are being catalogued and promoted through social media.
Maintain a presence at community festivals in cooperation with our partners with a focus upon festivals which target marginalised and vulnerable populations.	Two festivals completed in Q1 and Q2 (Out in the Open and Melbourne Uni International Students O'Week) Five festivals scheduled for Q3 including Lunar Festival, Multi-cultural Week Fair, RMIT O'Week, Pride March and Chillout Parade.
Support Knowledge To Action (KTA) reports including a joint project with the Australian Research Centre in Sex Health and Society and other PLHIV organisations in Australia to develop a scale for the measurement of the quality of life of PLHIV.	A PSB KTA consultant's brief completed Q2 to investigate new operational options. The ARCSHS project in process and to be completed in Q3.

STRAIGHT ARROWS PROGRAMS

In 2016/17 we will:

	MID-YEAR UPDATE
Develop a staff specific position of Straight Arrows Manager as well as investigate new services and programs which support families living with HIV.	SA manager's position created and to be implemented upon merger. New families program to be created by Q4.
Offer two adult retreat events for men and women living with HIV to gather and explore the notions of living well with HIV.	Completed Q1 and Q2.
Select and coordinate a regional outreach event to one area of health services with speakers, workshops and other events tailored to that local region.	Site selected and planning underway. On track to be delivered Q3 or early Q4.

We will continue to:

	MID-YEAR UPDATE
Lead on the coordination of Camp Seaside to give families and children living with and affected by HIV a unique respite experience.	Completed in Q2.
Coordinate various social events across the year to meet the changing priorities of the clients.	Three delivered by end Q2. Five to be delivered across Q3 and Q4.
Offer one-on-one peer-based support and health promotion activities specific to heterosexual men, families and to all women living with HIV.	Peer Support is ongoing. Two workshops delivered to date and four to be delivered in Q3 and Q4.
Produce eight issues of Quiver annually with the support of the communications team targeted at issues affecting those living with HIV who identify as heterosexual.	Changed to six issues and four issues have already been delivered. A minimum of two issues are to be delivered Q3 and Q4.

COMMUNICATIONS PROGRAMS

In 2016/17 we will:

	MID-YEAR UPDATE
Revamp our current websites of both Straight Arrows and Living Positive Victoria and build a library of photos, videos and podcasts of our members, staff and volunteers that puts local faces to the work we do.	Living Positive Victoria's website to be launched in Jan 2017. Straight Arrows' website to be phased into LPV site and final transport of all material by June 2017. Two photo shoots of supporters of the organisation have taken place with another 2-3 to happen in the 2017. The library will continue to build as the organisation attends festivals and events in the next six months.
Digitize the current Legends Exhibition and ensure that the lives and stories of our PLHIV leaders are available to a wider audience.	Legends Exhibition is complete and will be included in the launch of the new website.

We will continue to:

	MID-YEAR UPDATE
Support innovative social media outreach which targets our communities to ensure they have the most up to date information.	Facebook and Twitter and the website are the current means of social media used by the organisation. Poslink Express will be added in Jan 2017. The organisation live tweeted during two days of the ASHM Conference providing timely updates to followers. The organisation continues to post a minimum of three times a week to Facebook with updates and trends from the sector. The current website is updated weekly but the new website will be easier to navigate and will be updated regularly to keep all stakeholders informed.
Produce six editions of Poslink Express and four issues of Poslink following a similar style and construction as in the past year.	Poslink Express is in the process of being rebranded and reformatted with a launch date in Jan 2017. Poslink is currently on hold and will resume its schedule in Dec 2016.

POSITIVE SPEAKERS BUREAU PROGRAMS

In 2016/17 we will:

	MID-YEAR UPDATE
Research and implement a Phoenix for Senior's workshop that explores the aspirations and fears of people living with HIV as they enter their senior years.	Now funded by ViiV Community grant and rebranded as Ageing with HIV support network, in partnership with VAC, who will deliver a project on Positive Self-Management Program for ageing PLHIV. Project implementation and rollout Q3 and Q4.
Expand our Senior Voices Project and promote the availability of older people living with HIV as speakers for the aged care industry.	Senior Voices Project to be incorporated into the Positive Speakers Bureau with ongoing recruitment, training and promotion of older speakers to the aged care sector.

We will continue to:

	MID-YEAR UPDATE
Provide PLHIV speakers to metropolitan and rural schools and workplaces.	On target to exceed expectations in Q1 and Q2. Advance bookings for Q3 and Q4.
Partner with other organisations in the coordination of World AIDS Day and lead the International AIDS Candlelight Memorial events.	Both events completed with great success.

CORPORATE GOVERNANCE

In 2016/17 we will:

	MID-YEAR UPDATE
Work closely with the governance of Straight Arrows to recognise the merger of the two organisations into a single entity through the Strengthening Positive Voices Project.	Merger approved by both memberships and final operational elements to occur.
Seek to renew our partnership agreement with the Victorian AIDS Council.	Discussions have commenced with anticipated sign off by the end of the financial year.
Commence work on the creation of a new Strategic Plan from 2017 onwards for the agency which takes in to account new partners, a revolution in the landscape of prevention and changing demands for care, treatment and support for PLHIV.	Planning commenced and final plan to be delivered by June 2017.

We will continue to:

	MID-YEAR UPDATE
Create opportunities for Positive Ambassadors and the Victorian Positive Leadership Development Institute PLDI alumni to lend their insights and perspectives to strategic and operational developments of the agency.	A Victorian PLDI Alumni Coordinator has been appointed. Positive Ambassadors will be utilised in the strategic planning process.
Ensure that our Directors are provided with access to Professional Development and opportunities for personal growth and capacity building to ensure high level leadership, governance and strategic planning.	This activity is ongoing and variable based upon Board member's needs.

OPERATIONS

In 2016/17 we will:

	MID-YEAR UPDATE
Work in phases according to our IT requirements to implement a new Customer Relations Management System and the renewal of the IT hardware across the organisation.	New server purchased to allow next stage of CRM and IT developments
Expand the Membership Support Program to ensure that members have the means to support their participation in Living Positive Victoria activities.	Program has been promoted to relevant staff and a number of payments have been made to assist members to attend Phoenix for men and women.
Ensure that all staff and key volunteers are provided with the professional development opportunities.	This activity is ongoing and variable based upon staff needs.

We will continue to:

	MID-YEAR UPDATE
Offer regular volunteer orientation and development opportunities.	Three volunteer inductions completed in Q1 and Q2. A total of 18 new volunteers have gone through initial induction process.
Provide the Finance Learning and Independence Program (FLIP) for our members seeking to return to study or work.	A number of requests have been approved and we continue to work closely with DWF.
Support our staff, volunteers and contractors by providing a supportive work culture that seeks innovation and provides learning, reflection and development opportunities.	A staff climate survey and analysis is anticipated in Q3 and Q4.