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## About BCAHP

The British Columbia Association of Heritage Professionals (BCAHP) is a society registered in British Columbia. Membership consists of those members of the Canadian Association of Heritage Professionals (CAHP) that are residents of, or working within, the province.

With a British Columbia focus, BCAHP follows the Mission of CAHP, which maintains the following objectives:

*Represent and further the professional interests of heritage consultants active in both public and private sectors.*

*Establish and maintain principles and standards of practice for heritage consultants.*

*Enhance awareness and appreciation of heritage resources and the contribution of heritage consultants.*

*Foster communication amongst private practitioners, public agencies and the public-at-large, in matters related to heritage conservation.*

BCAHP members also engage in advocacy work that is intended to “promote and represent matters relating to the business of general heritage practice.” BCAHP’s membership base “reflects a wide range of specialized expertise” and as such, “contributes to the development and improvement of...provincial and regional heritage matters...” (CAHP)

## Strategic Planning Process

In 2008, BCAHP conducted its first Strategic Planning process. This work was intended to provide scope and direction to the BCAHP Board of Directors based on the wishes of members. The process helped to determine priorities for advancing the objectives of BCAHP from a newly formed society into a more evolved organization capable of expanding its area of influence within the heritage conservation industry. This first strategic planning direction identified short-term tasks for the Board to address and determined which items would need a more comprehensive approach to complete.

In 2012, the BCAHP Board embarked on a new Strategic Plan process to update the original 2008 plan. This process was initiated to ensure the BCAHP Board stayed current with the needs of BCAHP members and to ensure the Board stayed connected to issues current within the heritage conservation field. This work is vitally important for the Board and for members to make sure that the Association stays relevant and that important issues are being identified so they can be addressed accordingly. As it was a priority of the Board to ensure all viewpoints were heard, two sessions were held in 2013 – one in Vancouver and one in Victoria - to ensure all members had a chance to engage in the process. The 2012 process also involved reviewing the 2008 Strategic Plan to ensure that all issues were addressed and included in the new Strategic Plan.

# Strategic Goal #1: Membership

BCAHP is a membership-based association. Increasing membership levels allows the association to take on increasingly more complex administrative duties and offer additional benefits to members through new services and events.

Strategy/Objective	Comments	Priority/Status
a) Membership qualifications	CAHP currently considers and reviews applications; is it good enough? Specialists in question while encouraging variety of members.	Special CAHP committee initiated
b) Membership registration	CAHP invited to assist; preparation of by-laws in progress. Critical for recognition by the public	Requires more members before application can be made to the Province
c) Membership maintenance	CAHP under pressure to prove qualifications; are considering continuing education; Chapters to administer Con Ed; need to define heritage professional; should be spelled out specifically what qualifications are	Moving forward
d) Committees required to support projects		
e) Offering associate membership	CAHP offers alternative memberships	No action
f) Campaigns to increase membership	Critical to seek heritage planners, administrators and young practitioners. BCAHP is for professionals not only consultants	Ongoing/high priority
g) Develop additional fees and categories for membership	Raise money instead	No action yet
h) Achieve professional designation	Financial impact; currently BCAHP may be the only chapter to pursue due to cost	Ongoing/high priority/Requires more members before it can advance forward
i) Review status of objectives		
j) Events and meetings for members	Connect with other organizations and events that are already taking place; just promote it and give it legitimacy or co-sponsor it and give it legitimacy or co-sponsor	

# Strategic Goal #2: Administration

As BCAHP continues to grow and offer more services and benefits to its members, and as BCAHP increases its role and presence in heritage conservation issues and advocacy throughout the province, administrative duties expand and become more complex for Board Members to undertake. BCAHP continues to identify new administrative challenges and, within its current capacity, seeks ways in which these tasks can be completed efficiently and in a timely manner. The following items have been identified for additional focus within BCAHP:

Strategy/Objective	Comments	Priority/Status
a) Administrative structure (Board rules and responsibilities)	Review of by-laws for completion of registration	Completed
b) Explore options for structure		
c) Clarify terms, status, alignment with CAHP and then determine resources and budgets accordingly		
d) Roles of Board Members		Completed
e) Staffing requirements		
f) Offering and providing guidance on schedules of services and levels of fees		
g) Standardization		
h) Practice standards		
i) Code-of-ethics		Completed
j) Disciplinary processes		

# Strategic Goal #3: Capacity Building

As BCAHP continues to establish its presence within BC as a resource for addressing heritage-related issues, additional capacity is required to ensure capacity of the association is built appropriately and in demand with member's needs.

Strategy/Objective	Comments	Priority/Status
Meeting structure	Look into video conferencing; connect with local heritage groups; create a set time for the meetings; have a 'rep' in Victoria, organize events in different parts of the province	Ongoing
Resource allocation	Other associations credits should count toward ours too	Ongoing
Committees needed for projects		
Establish professional designation	Benefits for members, authorities and public	Ongoing/high priority
Promoting good professional practice	Lead Continuing Ed piece with CAHPs; show CAHP our members are already doing this; make Con Ed a chapter's initiative; include self-reporting – BCAHP to collect and post events and determine worth while maintaining membership; include self-reporting – someone has to collect the information and determine worth; we don't want to lose membership over education requirement	Ongoing
Specialized practices	Heritage professionals should be the authority in sustainability of heritage buildings, without compromise, including building envelope	
Mentoring	Intern program to insure future of organization	High priority
Events and meetings for members	Connect with other organizations and events that are already taking place; just promote it and give it legitimacy or co-sponsor	Ongoing
Ability to react to emerging issues		
Creating cross-pollination between silos (e.g. archaeology and heritage conservation)		
Competition from other similar associations		

# Strategic Goal #4: Chapter Status

BCAHP is a provincial Chapter to the national organization of the Canadian Association of Heritage Professionals. BCAHP has always maintained the importance of retaining a strong national presence and structure while maintaining its autonomy as a registered Society within British Columbia. BCAHP Board Members are in regular contact with CAHP to ensure BCAHP members are being represented appropriately, to help with new member applications and to address outstanding administrative issues between the two Associations.

Strategy/Objective	Comments	Priority/Status
Fee sharing	Brainstorming session with CAHP	Ongoing/low priority
Chapter status	Redistribution of administrative responsibilities between CAHP and BCAHP; each Chapter to become more autonomous	Completed

# Strategic Goal #5: Outreach and Promotion

The BCAHP identifies outreach and promotion of the Association as a high priority in its strategic objectives. The BCAHP Board spends a large part of its efforts on promoting the association and in reaching out to various organizations, including municipal Heritage Advisory Committees, to share current information about heritage legislation, insights into heritage issues and challenges with development and current information about heritage issues experienced province-wide.

Strategy/Objective	Comments	Priority/Status
Resource allocation	Other associations credits should count toward ours too	Ongoing
Communication strategies with members and partners to piggyback resources	Increase involvement in Heritage BC events and administration; BCAHP website and email address in place; other associations credits should count towards ours too; take advantage of Heritage BC's network	Completed
Educational partnerships	Create our own credit system that makes people want to be engaged; piggyback with others	Discuss with VCAHP and CAHP Boards
Educational/professional programs	Connect with PIBC and their events; create a heritage section under their system; do informally and offer our own credits Connect with PIBC and their events; create a heritage section under their system; do informally and offer our own credits	BCAHP members made presentations at the 2012 PIBC conference; on-going
Promotional or profile opportunities	BCAHP posts RFP for Heritage Branch and looking to expand this service with all provincial areas	Ongoing/high priority
Providing a focus of input to provincial government strategic initiatives		
Engaging in outreach programs	Currently BCAHP is the only listing of BC heritage professionals	Ongoing/high priority
Engaging in heritage advocacy	Increase advocacy activities; voice in government for heritage representation. Heritage authorities need our support	High priority/Ongoing
Branding: logo/signs		
Conservation methods supported		
Building vs heritage		
Reassuring customers		
Education programs	Put our energy into this	
Events and meetings for members	Connect with other organizations and events that are already taking place; just promote it and give it legitimacy or co-sponsor	Ongoing
Social and educational opportunities		
Canada conference	Little representations of the west at the 2012 HCF conference	Completed

Advocacy/lobbying	BCAHP participated in the revision of the HPA Issue: cyclical replacement versus building maintenance Issue; embedded energy seldom recognized as important factor	Ongoing
Public visibility	Better visibility is essential	Ongoing
Branding and logo	Website, address, newsletter, business cards are now available	Completed
Recognition	Recognition and membership are interrelated and will grow according to each other	High priority
Relevance to public and other disciplines		
Making inter-disciplinary connections		
Establishing a network with other related organizations: AIBC, RAIC, CIP, AIBC, heritage Vancouver, Heritage BC		
Land summits – presentations and workshops		Completed
Land conservancy		

# Strategic Goal #6: Peer Connections

BCAHP recognizes the great benefit that can come from connecting to peer organizations and other professional associations that engage in heritage conservation work. This is especially important as a way to share information and to offer an inter-disciplinary approach to dealing with heritage conservation issues in BC.

Strategy/Objective	Comments	Priority/Status
Occupational groups	Connect with occupational groups interested in professional recognition such as museum and conservator associations	High priority/ongoing
Promotional or profile opportunities	BCAHP posts RFP for Heritage Branch and looking to expand this service with all provincial areas	Ongoing/high priority
Becoming a coordinated voice for heritage professionals	Send out information about events/info constantly to members in preparation to Con Ed Send out information all the time about events/info to members until they get tired of it but so we become very up-front and centre	Ongoing
Mentoring	Intern program to insure future of organization	High priority
Events and meetings for members	Connect with other organizations and events that are already taking place; just promote it and give it legitimacy or co-sponsor	Ongoing
Social and educational opportunities		Ongoing
Canada conference	Little representations of the west at the 2012 HCF conference	Completed
Relevance to public and other disciplines		
Making inter-disciplinary connections		
Establishing a network with other related organizations: AIBC, RAIC, CIP, AIBC, heritage Vancouver, Heritage BC		
Land summits – presentations and workshops		Completed
Working with architectural professionals		