

# MN Association of County Veteran Service Officers (MACVSO)-Strategic Plan - 2020 to 2025

Updated as of Nov 2023

Status Key:

G - Good progress; goal on track

Y -  
Progressing

R - Major delays;  
significant

## MACVSO Goal: County Veteran Service Officers operate consistently on a core set of standards

Objectives	Point of Contact	Status	Timeframe	Notes
Develop a CVSO "How to Book".	George Fiedler and training team	G	Spring 2023	Changed POC on 10/21/2021. Pushed out end date to Spring 2023. Next step to coordinate topics with eboard. New (as of Sept 2022) MDVA trainer agreed to be the "drafter" of a how to book for MACVSO. Oct 2022- next step to send out outline of book to MACVSO Membership asking for additions of topics and comments. 01/26/2023- On track. Kathy Marshik from MDVA is drafting the "book" and once done it will be sent out to the MACVS membership for review and comments. 10/02/2023- Now in review with MACVSO membership.
Develop an on-boarding program for new CVSOs.	Greg Peterson + Secretary of MACVSO Erica Bliss	G	Spring 2023	01/26/2023- Done and process in place. The process starts with the MACVSO secretary.

## MACVSO Goal: CVSOs receive accurate and timely guidance

Objectives	Point of Contact	Status	Timeframe	Notes
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Assist with employment issues as needed and upon request	E-Board and President	G	As needed	MACVSO will provide guidance on this topic on some recurring basis. MACVSO will provide more extensive support if needed and requested.
Develop a proposal and position description for an executive director for MACVSO.	George Fiedler and Cory Vaske, Ad Hoc committee	G	Fall 2022	Once developed, coordinate and request comments from members. Present proposal to be voted on at MACVSO fall conference in Sep 2022. 6/21/22- Coordinated position description with MACVSO e-board and district reps. 17-12-22 next step to send out to membership and ask for comments. Complete. Sept 11, 2022- membership at the MACVSO Fall conference approved of hiring a MACVSO Ex Director. 4-12-2023- Done, now taking applications for the position. Ex Dir hired as of 9/7/2023.
Hire an Executive Director for MACVSO.	Marty Howe (president of MACVSO)	G	Fall 2023	10/24/22: The president of MACVSO will be the chair of a committee to work the details of hiring. 01-26-23- Hiring committee has met and job description and contract are in review with the committee. An HR attorney has also reviewed the documents. 4-12-2023- On track-Now taking applications. Done as of 9/7/2023- Hired John Baker.

Objectives	Point of Contact	Status	Timeframe	Notes
Research a formula that factors in family members in determining caseloads for CVSOs.	Greg Peterson	R	Fall 2023	This initiative is designed to quantify how many CVSOs are needed in counites based on not just the estimated number of Veterans but factors in family members, especially widows. 10/02/2023- Difficult, relooking to see how this can be done.

**MACVSO Goal: CVSOs receive consistent and relevant training**

Objectives	Point of Contact	Status	Timeframe	Notes
Track and manage certification training for all CVSOs.	Jason Marquardt and training team	G	Yearly	

**MACVSO Goal: Legislators recognize and support actions and laws that benefit Veterans**

Objectives	Point of Contact	Status	Timeframe	Notes
Develop partnerships with at least two bona fide Veteran Legislative Committees	Greg Peterson & Legislative committee.	G	By June 2021	Changed POC on 10/21/2021. Item complete with a partnership developed with CTF and UVLC
Develop a process to originate legislative ideas from within MACVSO	Greg Peterson. Others: Marty Howes and Mike McLaughlin & Legislative committee.	G	By Spring 2023	Changed POC on 10/21/2022. Process will be to email MACVSO membership asking for inputs in time to influence decision makers

**MACVSO Goal: Community Stakeholders understand, support, and use CVSOs.**

Objectives	Point of Contact	Status	Timeframe	Notes
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Objectives	Point of Contact	Status	Timeframe	Notes
<p>Yearly attend MN Association of Counties Conference and do a formal presentation that educates County Commissioners on CVSO importance.</p>	<p>George Fiedler</p>	<p>Y</p>	<p>Yearly</p>	<p>Fiedler working with AMC to find a path ahead. 5/17/22- sent email to Ex Dir of AMC to ask about options/ideas for educating County Commissioners about MACVSO. 6/21/22- Received input back from AMC with various options for MACVSO to educate County Commissioners about CVSOs. MACVSO e-board now needs to decide what options to consider/do. Oct 24, 2022: eboard decided to use various ways: workshops at AMC annual conference; inputs to AMC extra email newsletters; input in AMC packets for new commissioners. 11/8/22- President of MACVSO has draft tri-fold and will look into finalizing it with graphics to distribute to AMC; new county commissioners; and CVSOs. 01/26/2023- President of MACVO sent flyer out Snow Globe but still waiting for response back. 04-12-2023- Fiedler- publised an article in the AMC Winter 2023 edition on MACVS an CVSOs. 10/30/2023- Past president, Marty, will have to go with another company to get the trifold done.</p>
<p>Yearly, take a formal position and advocate for change and improvement to a state and/or federal level issue.</p>	<p>Greg Peterson and Mike McLaughlin Legislative committee.</p>	<p>G</p>	<p>Yearly</p>	<p>POC changed 10/21/2021. The issue is HR 4601 Commitment to Veteran Support and Outreach (CVSO) Act. 10/24/22: Identified three state issues we will coordinate with the CTF.</p>

Objectives	Point of Contact	Status	Timeframe	Notes
Quarterly attend MN VA Medical Center meetings	District Reps	G	At minimum quarterly	
Get CVS0 tab on the MDVA website on top blue banner	Marty Howe (recent past president of MACVSO)	Y	By Spring 2023	Thought is to make finding CVS0s easier by having it more visible on the MDVA website. 01/26/2023 President of MACVSO waiting to approach MDVA with request in the next 30 days. 9/15/2023 Past president of MACVSO will again make request to MDVA. MDVA saying no. 10-30-2023- New Ex Director now has this a task to discuss with MDVA.