

# hange for Children STRATEGIC PLAN 2019-2026

8 year-strategic and operational plan leading up to our 50th anniversary in 2026

Change for Children's 2019-2026 Strategic Plan was developed based on a consultative process that engaged board members, staff, external stakeholders and consultants, and was focused around organizational growth and our path to reaching the Sustainable Development Goals.

### STRENGTH

**RESOURCE** international development in key areas of

- **INNOVATE** implement cutting-edge development and research pilot programs.
- **INVEST** in research, monitoring, evaluation, accountability & learning in partnership with funders and academic institutions.
- **COLLABORATE** document, publish, promote and share results, good practices and lessons learned from work in the field.

**LEAD** Alberta's International Development Community:

- Mentor other NGOs in our sector on rightsbased development, the SDGs, Guidelines for Effective Development and organizational sustainability.
- · Represent our sector and our region to advocate for resources and inclusion.

### CAPACITY

MAINTAIN AND BUILD strong and capable human resources:

- Emphasize leadership development.
- Prioritize the continued engagement of the staff
- Prioritize a positive and supportive workplace.
- Maintain and strengthen effective and efficient operational processes.

**INVEST** in human resource capacity, compensation and sustainability:

- Emphasize pay equity, employee benefits and decent work within the sector as part of the organizational culture.
  - Resource and facilitate professional development.

**PLAN** for growth and change:

- Prepare for succession.
- Navigate and properly resource organizational change & growth.

# **SUSTAINABILITY**

**CONTRIBUTE** to local, regional, national and international networks.

PINABILITY **BUILD PARTNERSHIPS: Maintain** and build strategic alliances between Northern and Southern individuals, civil society groups, and indigenous people in Canada and overseas.

# **DIVERSIFY** Funding Sources:

- Expand and diversify communications.
- Enhance the profile and amplify the work of CFCA.
- Deepen and diversify donor engagement.
- Promote best practices to funding agencies.
- Collaborate with research and academic
- Retain provincial and federal government support for international development projects.

# **ENGAGEMENT**

**ENGAGE** Volunteers who are eager to contribute:

- Engage a community of active global citizens and supporters.
- Strengthen & diversify relationships with academic institutions to provide authentic experiences to researchers & students.
- Partner with Canadian professionals on international volunteer opportunities.
- Partner with Corporations on their CSR initiatives and on international volunteer opportunities.
- Engage youth to contribute to CFCA's diverse programs.

**BUILD** effective Boards and Committees:

• Facilitate and maximize the contributions of Board and Committee members towards an effective and efficient operation

































