



Strategic Plan for 2021-2025

Vision

Strengthened partnership with the people of Bondeau, Haiti
– invisible on maps and charts –
ensuring that all are seen, heard, known, valued, and
benefit from life-sustaining and life-enhancing opportunities

Core Values

- God's Call
- Partnership
- Education
- Transformational Growth
- Health, Holiness and Dignity

Mission

Our shared partnership with the people of Bondeau, Haiti is to journey together embracing the transformative power of God's love.

Strategic Drivers

- Building structures and processes that advance organizational maturity and demonstrate non-profit best practices while affirming and leveraging Episcopal identity
- Enhancing sustainable educational programs that meet community need
- Achieving sustainable health and wellness structures and initiatives
- Implementing a sustainable economic model
- Expanding partnerships and volunteer corps
- Infrastructure and food support

Goal 1

By 2025, South Florida Haiti Project's governance and leadership reflect standards and best practices of nonprofit governance.

Goal 2

By 2025, South Florida Haiti Project has expanded its capacity to partner in delivering increasingly impactful programs and services.

Goal 3

By 2025, South Florida Haiti Project has a stable and increasingly sustainable financial foundation.

Goal 1

By 2025, South Florida Haiti Project's governance and leadership reflect standards and best practices of nonprofit governance.

Strategies (To achieve this goal over the next five years we will):

A. Research, recommend, and adopt the corporate structure that best positions SFHP to advance and sustain mission and vision.

1.A.1	Form a task force to research and recommend optimum board structure and charters.	Katharine/Beth	1	2022 ✓
1.A.2	Adopt board structure.	Katharine/Beth	1	2022 ✓
1.A.3	Review and amend bylaws.	Katharine/Beth	2	2025

B. Create board structures, processes, communication, and evaluation tools that enhance board member engagement, performance, accountability, satisfaction, and leadership continuity.

1.B.1	Identify roles and responsibilities in new board structure.	Katharine/Beth	1	2022 ✓
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C. Increase operational effectiveness, efficiencies, accountability, and transparency in the US.

1.C.1	Build teams to support each functional area.	Katharine/Beth	1	2023
1.C.2	Seek new board members including those outside our geographic area and with identified expertise.	Katharine/Beth	1	2023

D. Engage in conversation and long-range planning with our Bondeau partners and other partners about ways to increase operational effectiveness, efficiencies, accountability, and transparency in Haiti.

E. Collaborate with partners in Bondeau to create a shared strategic plan through expanded engagement with local leadership.

1.E.1	Explore collaborative strategic planning on Zoom or other platforms.	Katharine/Beth	4	2023
1.E.1	Develop a monthly meeting schedule to coincide to monthly board meetings on Zoom or other platforms.	Katharine/Beth	4	2022-3

F. Engage in the continuous development of contingency plans.

1.F.1	Form a structure and a process to ensure routine scenario planning.	Katharine/Beth	1	2023
1.F.2	Teams make their own simple Crisis Plan for their area, then Team Leaders share together.			2023

<p>Initiative Vetting Codes</p> <p>5= High Impact/Low Feasibility (Difficult to Implement) 4= High Impact/Moderate to Low Feasibility 3= Low impact/Moderate to Low Feasibility 2= Low Impact/High Feasibility 1= High Impact/High Feasibility</p>	
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Goal 2

By 2025, South Florida Haiti Project has expanded its capacity to partner in delivering increasingly impactful programs and services.

Strategies (To achieve this goal over the next five years we will):

- A. Capitalize on and leverage SFHP’s Episcopal identity, connections, and network, while building partnerships with faith-based and other organizations.

2.A.1	Create a board liaison for the Diocese of Haiti. Ask Pere.... Possibly Fritz Bazin	Jean Beniste	1	2023
2.A.2	Create a board liaison for ERD (Emergency Relief & Development).	Teresa/Mike	1	2022 ✓
2.A.3	Create a board liaison for the Diocese of Southeast Florida.	Teresa/Mike	1	2022 ✓
2.A.4	Create a board liaison for Episcopal Charities.	Teresa/Katharine		
2.A.5	Leverage our relationship with Food for the Poor and other churches and schools with a presence in Haiti	Teresa	1	2022-3
2.A.6	Host a Symposium of organizations doing work in Haiti.	Beth	1	2024
2.A.7	Develop, train, and deploy a Speakers’ Bureau.	Beth	4	2023
2.A.8	Establish and cultivate relationships with similar projects in geographic area, e.g. Locally Haiti and Milwaukee Haiti Project.	Beth/ Teresa/Mike	1	2022-3

Partner with local community leaders to support and strengthen economic sustainability in Bondeau.

2.B.1	Identify community leaders in addition to Père Phanord, the Vestry, and school leadership with whom we can connect to advance mission and vision.	Jean Beniste		2023-4
2.B.2	Organize an annual retreat with SFHP board and Bondeau leadership.	Andrew	4	2023
2.B.3	Recruit and engage expertise from Haiti and the US for economic development.	Jean Beniste	4	2023

B. Support the development and implementation of continuous improvement plans for educational programs that include performance metrics.

2.C.1	Develop with Haitian educators a reporting mechanism for student performance on national standards.	Reggie / Sheila	4	2023
2.C.2	Establish a plan for educational improvement.	Reggie / Sheila	4	2023
2.C.3	Establish a plan for funding post-secondary educational and vocational training in cooperation with our partners in Haiti.	Charlotte / Sheila	4	2023
2.C.4	Continue relationship with Food For The Poor for transportation of food shipments. Identify and cultivate other transportation options and other means of sourcing food locally in Haiti.	Teresa	4	2022

C. Partner in developing and implementing sustainable in-country healthcare programming that includes performance metrics.

2.D.1	Build relationship with the Ministry of Health in Haiti.	Jean /Charlotte	4	2023
2.D.2	Implement the Partners in Health Mental Health Education Program with the school nurse and other community members.	Charlotte	1	2023
2.D.3	Implement 2022 Health Care Plan.	Beth /Charlotte	1	2023
2.D.4	Develop new alliances for transportation of medical supplies and medications.	Beth /Charlotte	4	2023

D. Partner to develop, structure, and implement programs that work toward attaining zero hunger.

2.E.1	Explore the fertility of the soil in Bondeau for crops.	Jean / Reggie	4	2024
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E. Partner to develop infrastructure growth and sustainability plans.

2.F.1	Explore developing new economic sustainability projects.	Katharine	1	2023
2.F.2	Engage Père Phanord and the Vestry to determine infrastructure aspirations.	Andrew / Mike	1	2022
2.F.3	Determine feasibility of implementing infrastructure aspirations.	Andrew / Mike		

Goal 3

By 2025, South Florida Haiti Project has a stable and increasingly sustainable financial foundation.

Strategies *(To achieve this goal over the next five years we will):*

A. Increase cultivation of major donors.

3.A.1	Schedule at least one annual in person gathering of core/major donors to cultivate current and prospective core/major donors.	Exec Team	1	2022 ✓
3.A.2	Create annual meeting with core/major donors and Père Phanord and community leaders in Bondeau on Zoom or other platforms to build relationships and share vision.	Exec Team	1	2023

B. Advance our engagement with the United Nations Sustainability Development Goals to attract donors.

3.B.1	Build awareness of UNSDGs by identifying areas where we are already advancing the goals.	Charlotte	1	2022-3
3.B.2	Develop new global funding sources for programs that advance the UNSDGs.	Charlotte	1	2023

C. Increase awareness of SFHP's successes and impacts.

3.C.1	Identify resources to implement an integrated communications plan, including social media.	Beth	1	2022-3
3.C.2	Review and renew SFHP website with professional consultation; assess with focus group.	Beth / Andrew	1	2023
3.C.3	Organize regular trips for individuals and groups to visit Bondeau to learn about our partnership.	Andrew / Jean / Beth	1	2023

D. Stabilize current and increase new strategic partnerships.

3.D.1	Execute the current development plan to stabilize partnerships and add new partnerships.	Teresa	1	2022-3
3.D.2	Utilize revised communications plan to regularly inform partners.	Beth / Andrew	1	2022-3

Green highlights are in progress

Grey highlights are completed