

Partners in Aid Inc

**Strategic Plan 2015-2020**

**Vision** Enduring, capable communities

**Mission**

- To improve living standards, capacity and resilience in developing communities with a focus on the Indian sub-continent.
- To fund and facilitate social and environment projects and child education sponsorship with local partners.

**Values**

*Integrity*

*Dignity*

*Effectiveness*

Goals	Objectives	Strategies
1. Donors, partners and the board know our shared vision and history	1.1 Board implements the strategic plan with regular review	1.1.1 Designate components of action plan to individual board members to implement as per time frame
		1.1.2 Strategic plan reviewed annually, and monitored at regular board meetings
		1.1.3
	1.2 Collate the history of	1.2.1 Prepare living document to reflect historical landmarks

	Partners in Aid for perpetuity	1.2.2 Talk to long term supporters and board members and record recollections
		1.2.3 Review annual Chair Report for historic highlights
		1.3 Use a range of communication methods to convey core values and vision to stakeholders
	1.3 Use a range of communication methods to convey core values and vision to stakeholders	1.3.1 Consciously include values in newsletter articles
		1.3.2 Incorporate values into social media posts
		1.3.3 Emphasis on core values/vision when speaking with people face to face
2. Board meets its governance and compliance requirements	2.1 All board members know their governance obligations by law by the 2015 AGM.	2.1.1 Conduct annual governance refresher sessions for whole board
		2.1.2 Encourage board members to take up professional development opportunities to enhance governance skills
		2.1.3 Ongoing governance education via board meetings
	2.2 Develop a governance calendar by August and Compliance register by end of financial year	2.2.1 Chair to develop governance calendar and compliance register
		2.2.2 Review annually by board
		2.2.3 Clarify roles and responsibilities in relation to these tasks
	2.3 Board engages in continual improvement through annual review and transparent reporting	2.3.1 Annual governance checklist completed by board members
		2.3.2 Identify gaps in governance skills and implement training to address these
		2.3.3 Develop template for Chair's Report at AGM to include reporting on governance and compliance
	3. Increase and improve our use of communications technology	3.1 Establish sustainable social media presence
3.1.2 Establish board role and responsibility for establishing, maintaining and updating social media presence		
3.1.3 Develop social media policy		

	3.2 Improve internal data storage system	3.2.2 Review and reorganise structure of data storage requirements and access to these
		3.2.3 Develop guidelines for historic data storage and disposal (Data retention policy)
	3.3 Clarify and rationalise internal communication processes	3.3.1 Evaluate benefits of generic email addresses
		3.3.2 Clarify roles in relation to monitoring email streams
4. Increase project income	4.1 Establish Fundraising Subcommittee	4.1.1 Place ads on volunteer data base for people with skills in fundraising
		4.1.2 Place ad in newsletter for volunteers to assist with PIA fundraising projects
	4.2 Increase donor base	4.2.1 Include regular personal stories in newsletter and on social media re projects
		4.2.2 Increase opportunities for face to face presentations to potential new donor groups
		4.2.3 Increase board presence at community events
		4.2.3 Increase the number of board members/volunteers able to present at community events
		4.2.4 Develop ways of converting child sponsorships to project donors
		4.2.5. Identify new donor groups and ongoing project donors
5. Develop a volunteer strategy	5.1 Develop a volunteer strategy	5.1.1 Review which subcommittees and/or board roles require volunteer assistance. 5.1.1.1 Develop volunteer requirements for each case
		5.1.2 Review existing volunteer policy and update to ensure ACFID compliance, and Volunteering Australia's new <a href="#">National Standards for Volunteer Involvement</a> .
	5.2 Develop volunteer guidelines/policy	5.2.1 Review regulatory requirements for a volunteer policy
		5.2.2 Review regulatory requirements for volunteers here and abroad
5.3 Attract and maintain volunteers	5.3.1 Identify and acknowledge current volunteers	
		5.3.2 Place ads on volunteer data base for people with skills identified as required by PiA at 5.1.1