



**Rayjon Share Care
Strategic Planning 2016-2021— Projects**

PRIORITY	VISION	GOALS & STRATEGIES	TARGETS
<p>Team</p>	<p><i>EMPOWERED</i></p> <p><i>CONNECTED</i></p> <p><i>PROACTIVE</i></p> <p><i>EFFECTIVE</i></p>	<p>Re-design project management in Canada</p> <p>Capacitate Director & Staff in Haiti and DR</p> <p>Build & maintain relationships with partners</p> <p>Evaluate effectiveness of re-designed structure</p>	<ul style="list-style-type: none"> • Implement transition plan • Facilitate mentorship and training opportunities • Budget for leadership development • Improve communication systems • Ensure clear job descriptions for all staff and encourage collaboration
<p>Programs</p>	<p><i>FOCUSED</i></p> <p><i>COLLABORATIVE</i></p> <p><i>COMMUNITY-DRIVEN</i></p>	<p>Engage community in program direction</p> <p>Programs driven by community input, needs, and desires</p> <p>Set clear objectives, realistic goals</p> <p>Evaluate program delivery, outcomes</p> <p>Capacitate staff, community leaders</p>	<ul style="list-style-type: none"> • Facilitate Open Spaces sessions in all program areas • Gather data, conduct beneficiary interviews • Focus on gender equality at all stages • Work with partners to create written visions, program goals • Conduct regular evaluations, using participatory methodology • Provide staff training to full scope of particular role

Governance	COMMUNITY LEADERSHIP INFRASTRUCTURE VISION	<p>Work to support existing leadership structures wherever possible</p> <p>Identify community leaders (formal & informal)</p> <p>Assist in development of community vision/mandate</p>	<ul style="list-style-type: none"> • Capacitate existing governance groups with training and support • Awareness of and compliance with national regulatory and labour laws • Promote gender equality in leadership • Facilitate Open Spaces for basic visioning and identification of priorities • Encourage creation of written policies, systems
Partnerships	SUPPORTED IDENTIFIED VALUED	<p>Contribute financially and w/ human resources identification of partners and information gathering</p> <p>Support development of partnerships in Haiti/DR</p> <p>Engage development specialists</p> <p>Begin succession planning</p>	<ul style="list-style-type: none"> • Identify all Gov't and Non-Gov't organizations working in project area(s) • Develop contacts with organizations that can provide training/mentorship • Research potential partners and specialists • Explore opportunities to connect • Seek partners for program takeover where beneficial
Finances	SIMPLIFIED TRANSPARENT ACCOUNTABLE	<p>Simplify financial review systems</p> <p>Create financial review “teams” to share responsibility, increase transparency</p> <p>Provide clear direction</p>	<ul style="list-style-type: none"> • Empower partners to improve documentation • More eyes on the money • Hire qualified bookkeepers in the project field(s) • Carryout regular audits • Evaluate roles and processes • Clarify where decision making takes place/by whom

Notes on the Projects Vision:

During the strategic planning process, Rayjon identified the following specific targets for our three project areas:

St. Marc: Work with Haitian Ministry of Health to integrate Gilbert healthcare with Haitian government and/or seek partner to manage health program.

Cap Haitien: Nurture capable partner (i.e. Ministry of Health) to assume management of Sacred Heart Centre and tuition support program with continued financial support from Rayjon.

Consuelo, DR: Explore, identify and where possible eliminate duplication of services, and organize community session for visioning/review.