

HFHC 5 Year (2027) Strategic Plan Calendarization

2023 Strategic Initiatives

1st Quarter						
Strategy	Objective	Activity/Measure	Original Target	Status	Est. Actual Completion	Actual Completion
Donor Development	Create & implement donor development initiatives that expand current donor base	Hire additional Marketing/Administrative Associate	January-23			
Financial Security	Fully fund HFHC's endowment	Start partnership with Legacy gift organization	January-23			
People & Culture	Enhance HFHC's overall leadership competence by level (US/Haiti)	Create individualized training plans by role	February-23			
Donor Development	Identify new Haiti entry points to restart HFHC donor mission trips	Continue to monitor the security situation quarterly for all future US and Haiti mission teams	March-23			
Operational Excellence	Capture all relevant child information into HFHC systems	Communicate with Haitian school principals	March-23			
Operational Excellence	Capture all relevant child information into HFHC systems	Identify HFHC-Haiti visitation team with budget	March-23			
2nd Quarter						
Strategy	Objective	Activity/Measure	Date	Status	Date	Date
Operational Excellence	Create a Haitian short-term Internship experience for orphans who are now adults	Develop 3 internship job descriptions with timeframe, proposed manager, performance, cost, etc.	April-23			
Operational Excellence	Create a Haitian short-term Internship experience for orphans who are now adults	Meet with internship managers to finalize job descriptions and intern selection methodology	May-23			
Donor Development	Utilize annual survey data to ID & address opportunities for continuous improvement	Implement annual Donor Engagement survey	June-23			
Financial Security	Create annual financial projections for ministry programs, capital projects, operations	Hire a 1/2 (part-time) time CFO	June-23			
Operational Excellence	Create a Haitian short-term Internship experience for orphans who are now adults	Interview and hire internship candidates	June-23			
People & Culture	Enhance HFHC's overall leadership competence by level (US/Haiti)	Develop organizational competency model by level - Senior leaders	June-23			
3rd Quarter						
Strategy	Objective	Activity/Measure	Date	Status	Date	Date
Quality Facilities	Implement facility standards for all HFHC Haiti facilities	Complete facilities assessment for all schools/orphanages	July-23			
Donor Development	Identify new Haiti entry points to restart HFHC donor mission trips	Form a focus group w/ 10-12 engaged donors and 3-4 staff to explore future Mission trip oppty(ies).	August-23			
Financial Security	Create annual financial projections for ministry programs, capital projects, operations	Select a standardized forecasting tool	September-23			
Operational Excellence	Create a Haitian short-term Internship experience for orphans who are now adults	Intern hiring managers complete job performance reviews & capture info into Salesforce system	September-23			
4th Quarter						
Strategy	Objective	Activity/Measure	Date	Status	Date	Date
Quality Facilities	Implement facility standards for all HFHC Haiti facilities	Complete annual prioritization of improvement needs in Haiti	October-23			
People & Culture	Implement long-term organizational staffing & succession plan	Complete initial staffing plan(name/number of new roles, rational, etc.	December-23			
People & Culture	Enhance HFHC Board of Director's (BOD) governance capabilities	Define Future BOD skill, knowledge and/or capability requirements	December-23			
People & Culture	Enhance HFHC Board of Director's (BOD) governance capabilities	Dev. & deploy BOD survey tool that measures board effectiveness and member satisfaction	December-23			
People & Culture	Enhance HFHC Board of Director's (BOD) governance capabilities	identify and prioritize BOD governance best practices for implementation	December-23			
People & Culture	Enhance HFHC's overall leadership competence by level (US/Haiti)	Develop organizational competency model by level - Salaried Staff	December-23			
Donor Development	Create & implementer donor development initiatives that expand current donor base	Implement at least one new Donor Engagement event/year (i.e. Golf Scrambles, Special Concerts, etc.)	December-23			
Donor Development	Utilize annual survey data to ID & address opportunities for continuous improvement	Deploy HFHC Donor Experience	December-23			
Donor Development	Utilize annual survey data to ID & address opportunities for continuous improvement	Launch data tracking systems that monitor all elements of HFHC' s Donor Dev. Strategy	December-23			
Donor Development	Utilize annual survey data to ID & address opportunities for continuous improvement	Create 6 month Donor Advisory Program test/trial	December-23			
Donor Development	Utilize annual survey data to ID & address opportunities for continuous improvement	Implement 1-3 best practices into HFHC operational activity	December-23			
Operational Excellence	Capture all relevant child information into HFHC systems	Develop Salesforce training module for Haitian team	December-23			