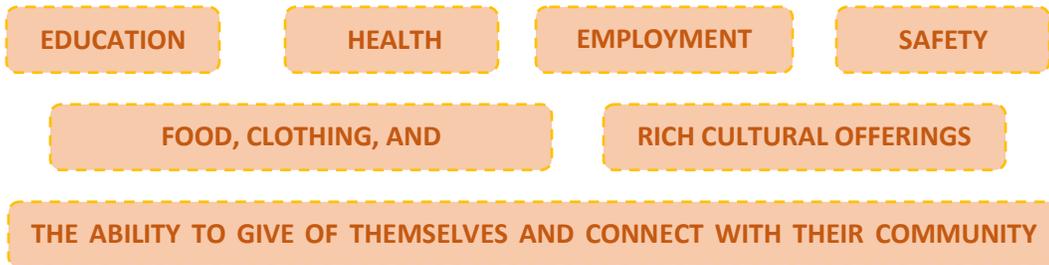


Strategic Plan 2015-2020

OUR VISION

We envision a society where all orphans children and young people have the opportunity for a high quality of life, including but not limited to:



OUR MISSION

To promote the rights and well-being of orphans children and young people.

OUR VALUES



OUR GOALS

Putting orphans children's rights and well-being at the heart of policy making

Building a community of professionals that integrate orphans children's rights and well-being into their daily work.

Giving a voice to orphans children and young people.

Changing the way society views and treats its orphans children and young people.

BACKGROUND

Armenian Orphans Fund is a charitable organization working to promote the rights and well-being of guardians of orphaned children and orphans children and young people.

OUR GEOGRAPHICAL SCOPE

Armenian Orphans Fund is open to support of orphaned children and guardians of orphaned children in Armenia.

OBJECTIVES



EDUCATION

This goal will be measured according to the participation and reported benefits of practitioners' involvement in mutual learning, exchange, training and capacity building activities. Researchers, experienced individuals and academic institutes are also expected to be actively involved. In the long-term we also want to measure and monitor reported benefits for children. In the frame of the next strategic plan, particular attention will be given to the development of training and capacity building activities, better exploiting the wealth of expertise existing in the network.

MID-TERM OBJECTIVES

- i) Provide specialized training sessions and seminars to assist orphaned children and children in need plan their education and training for a better future;
- ii) Provide psychological sessions to assist orphaned children and children in need improve their social skills to increase their employability and participation in society;
- iii) Building long-term partnership and relationship with educational and training institutes;
- iv) Seek employers and arrange apprenticeship and/or training programs to assist orphaned children and children in need advance their education and employment potential.

LONG-TERM OBJECTIVES:

- v) Providing full or partial tuition fees to public and private educational and training institutions qualified to provide diplomas or certificates in language training, accounting/bookkeeping, computer, general office administration or other academic courses that would further the primary purpose of the Society;
- vi) Providing for living allowances and/or subsidies for students where warranted through a means test;
- vii) Providing scholarships, bursaries and prizes for scholastic excellence.

BASIC HUMAN NEEDS

To ensure that guardians are kept up to date on social, political and other issues that may affect the advancement of orphaned children or children in exceptional need to enable them to easily integrate and succeed in unstable and difficult environment.

MID-TERM OBJECTIVES

- i) Providing advice to guardians on programs and activities designed to promote and improve the mental and physical health of orphans or children in exceptional need and their families, including sex education, alcohol and drug abuse prevention and personal hygiene;
- ii) Providing orphaned children or children in exceptional need with dental and medical care.

ECONOMIC OPPORTUNITY

To support and empower orphans or children in exceptional need and their families in making their own living. AOF respondents identified economic opportunity and employment as important factors to improving access to quality of life. We want to remove the barriers that prohibit their equal participation in economic development. Involvement in economic development means much more than gaining access to income: it also has a very positive impact on social inclusion. When orphans or children in exceptional need and their families are able to generate their own income, their status in the household and the community improves and their self-esteem and empowerment get a natural boost.

MID-TERM OBJECTIVES

- i) Supporting young people without parental care in developing the skills and self-confidence;
- ii) Preparing orphans or children in exceptional need for independence;
- iii) Supporting orphans or children in exceptional need to enter the job market, gain decent work and transition to a self-sufficient life as an adult.
- iv) Connecting orphans or children in exceptional need and their families not only with initial jobs but with career paths, career development, and entrepreneurial opportunities
- v) Helping guardians of orphaned children access vocational training, so they can find decent work and give orphaned children a brighter future.

INTERNAL BUILDING BLOCKS

In order to achieve the strategic objectives, the organization must build upon its current internal strengths and capabilities. The internal building blocks are the essential organizational capacities that the organization will develop over the

coming decade. They are intended to address issues related to organizational infrastructure, resources, and culture



ORGANIZATION LEADERSHIP

To increase the leadership roles that staff, trustees, volunteers and members play on key issues

MID-TERM OBJECTIVES

- i) Coordinating the efforts and roles of staff, trustees, volunteers, donors, and members;
- ii) Maximizing the role, knowledge, and skills in joint activities;
- iii) Developing training, capacity building and consultancy services.

STRUCTURE, PROCESS, AND RESOURCE ALIGNMENT

Aligning and integrating staff and committee structures, resources, and administrative processes in order to achieve the NGO objectives

MID-TERM OBJECTIVES

- i) Fostering internal structure that promote cc within and among all parts;
- ii) Ensuring the staff capacity, knowledge, skills, and tools to achieve of the strategic planthe objectives;
- iii) Integrate the work of staff, trustees, committee members, and volunteers their collaboration, agility, and efficiencythrough management to achieve the objectives of the strategic planthe objectives;
- iv) Attracting new volunteers and members;
- v) Applying and contributing alternative forms of grants, convening, program-related investments, technical assistance, program development, advocacy, and research.

RANGE OF FUNDING STREAMS

Expanding financial resources and improving fundraising activities to achieve the objectives and carry out the specific strategies described in this plan.

MID-TERM OBJECTIVES

- i) Determining alternative fundraising ways which have potential to increase funding for the future;
- ii) Diversify revenue streams such as partnerships with local funders, corporate support, grants from national funders, private donations & individual supporters, settlements, and earned income;
- iii) Developing closer relationships with donors and possible financial partners

MONITORING & EVALUATION

AOF activities will be organized through annual work programs that are designed to achieve the goals and objectives outlined above. For each annual work program, AOF sets performance indicators. Performance indicators are both output and outcome oriented. Outcomes are more difficult to measure. However, we will develop tools to measure our impact. AOF will also explore ways to more directly measure the impact on the lives of orphans children and young people, by information shared by both members organizations and where possible by children and young people directly. Every year the external auditor/evaluator presents its findings to the Board of Directors. The new strategic plan takes account of the recommendations made in previous evaluations.