

*Where did we come
from?*

*What has been our biggest
achievement thus far?*

Origin Story



Why do we exist?

What problem are we solving?

*What values and
behaviors define us?*

A large, light gray, stylized letter 'V' watermark is positioned on the right side of the page, extending from the top to the bottom. It has a modern, geometric feel with a slight shadow effect.

Vision

Mission

Values



*A logical, plausible
pathway for bringing
about the intended change.*

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The background features large, light gray, stylized letters 'A' and 'V' that are partially obscured by the text. The 'A' is on the left and the 'V' is on the right, both rendered in a clean, sans-serif font.

Theory of Change

*The core activities we
perform to bring about
the intended change.*

The background features large, light gray, stylized letters 'A' and 'V'. The 'A' is on the left and the 'V' is on the right, both rendered in a clean, sans-serif font. The 'A' has a white square cutout in its center, and the 'V' is a simple, bold shape.

Theory of Action

*What organizational
culture do we want?*

*What practices and policies
will get us there?*

Culture



Who do we serve?

Whose support do we require?

What are their needs?

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Stakeholder Analysis

The background features large, light gray, stylized letters 'A' and 'V' that are partially obscured by the text. The 'A' is on the left and the 'V' is on the right, both rendered in a clean, sans-serif font.



*How well do we serve our
intended audiences?*

How do we know?

The background features large, light gray, stylized letters 'A' and 'V'. The 'A' is on the left and the 'V' is on the right, both rendered in a bold, sans-serif font. The 'A' has a white square cutout in its center, and the 'V' has a white square cutout in its center. The text 'Program Evaluation' is overlaid on the 'A' and 'V'.

Program Evaluation

*How do we intend to
generate/attract capital to
fund our work?*

*What is the case for support
that persuades others to invest
in us?*



Development Strategy

*What would we do with a
tenfold increase in funding?*

A 90% decrease?

The background features large, light gray, stylized letters 'A' and 'V'. The 'A' is on the left and the 'V' is on the right, both partially overlapping the text.

Funding Scenarios

*Guardrails to steer day-to-day
decisions.*

*The precious few things we
must achieve above all else.*

The background features large, light gray, stylized letters 'A' and 'V'. The 'A' is on the left and the 'V' is on the right, both rendered in a bold, sans-serif font. The text 'Strategic Priorities' is overlaid on the 'A' portion of the graphic.

Strategic Priorities

A large, light gray watermark consisting of the letters 'V' and 'A' is positioned on the left side of the slide. The 'V' is on the left, and the 'A' is to its right, partially overlapping it. The letters are bold and sans-serif.

*What do we intend to do
with our precious capital?*

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Budget



What roles do we need for the organization to function?

What organizational design will enable and empower our people to do their best work?

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Organization Structure

*What actions are we taking
right now, and how will we
measure success?*



Objectives & Key Results

A large, light gray, stylized letter 'V' graphic that serves as a background element on the left side of the slide. It is composed of two thick, parallel lines that meet at a point at the bottom and extend upwards and outwards.

*What does the next
generation of leadership
look like?*

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The background features two large, light gray, stylized letters: a capital 'E' on the left and a capital 'V' on the right. The 'E' is composed of three horizontal bars and a vertical stem on the right side. The 'V' is formed by two diagonal bars meeting at a point at the bottom. The text 'Succession Plan' is overlaid on the left side of the 'E' and the top of the 'V'.

Succession Plan

A large, light gray watermark consisting of the letters 'V' and 'A' is positioned in the background. The 'V' is on the left, and the 'A' is on the right, partially overlapping the 'V'.

*What are the material risks
to this organization?*

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Operational Risks