

Here for good

# 2024 Strategic Plan

*Creating generational change in DV*



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# Executive Summary

In a landscape marked by challenges, The Here for Good Foundation emerges as a steady force for positive change with a focus on being energy behind generational change that will see the rate of domestic violence being treated the same way as smoking once was. Grounded in our commitment to equality and sustainability, we present a strategic plan aimed at addressing the pressing issue of domestic and family violence in Australia.

Our approach is rooted in practicality and collaboration. Through targeted recruitment and strong governance, we've built a diverse team of individuals who share a common goal: to create a safer, more resilient future for all Australians.

As a part of our team focus we have decided to work on three main initiatives over the next three years. These projects are designed to cover the main areas of the 'domestic violence' supply chain and expand our impact to as many individuals and families as possible.

1. **Major Project – Creating a Data-Driven Model to use AI and analytics to predict the prevalence of DV happening (Vis):** Leveraging the power of data, we've developed an innovative approach to preventing domestic violence. Our model empowers educators and students with the tools and knowledge to foster healthy relationships and identify early signs of abuse.

- 2. Community – Educational Speaker Program:** We're proud to introduce our Speaker Program, which brings expert speakers into educational and small business settings to engage staff, students and educators in crucial conversations about domestic violence prevention and awareness. All speakers bring powerful lived experiences to share and cement the need for this to stop.
- 3. Individuals & Sponsor Value – Hunt for a Hero Awards:** The revitalization of our Hunt for a Hero Award initiative celebrates individuals who are making a tangible difference in the fight against domestic violence. Through their actions and resilience, these heroes inspire others and contribute to meaningful change in our communities.

We will invite sponsors, partners and volunteers to join us on this journey.

Together, we can make a meaningful difference in the lives of individuals and communities affected by domestic violence.

The Here for Good Foundation offers not only an opportunity for social impact but also a solid investment in a cause that truly matters.

“Optimism doesn’t mean that you are blind to the reality of the situation.

It means that you remain motivated to seek a solution to whatever problems arise.”

The Dalai Lama

# Background

The inception of The Here for Good Foundation was catalysed by the urgent need to address the pervasive issue of domestic and family violence, which plagues Australian society with alarming frequency.

Recent statistics paint a stark picture, indicating:

- Approximately **one in five women** and **one in sixteen men** have experienced partner violence since the age of fifteen.
- **Indigenous women** are disproportionately affected by domestic violence, with rates of victimization significantly higher than non-Indigenous women.
- The COVID-19 pandemic has exacerbated domestic violence, with lockdown measures leading to **increased incidents of abuse** and isolation for victims.
- Despite increased awareness and advocacy efforts, many victims still face barriers to accessing support services, including financial constraints and fear of retaliation.
- Recent data suggests that **children exposed to domestic violence** are at a heightened risk of experiencing a range of adverse outcomes, including mental health issues and academic difficulties.



## 3.8M

Australians have experienced DV since the age of 15



## 9 days

The average elapsed time a woman is killed in Australia due to DV



## 1 in 5

Australians have experienced relationship abuse



## 91%

Of Australians are united in violence against women must stop

Despite increased awareness and advocacy efforts, many victims still face barriers to accessing support services, including financial constraints and fear of retaliation. Despite the scale of this crisis, government funding allocations often fall short of the necessary resources required to combat it effectively.

Recent declarations by the Federal government reflect this shortfall, revealing a pressing need for increased investment in support services and prevention programs.

Against this backdrop of sobering realities, The Here for Good Foundation driven by an unwavering commitment to effecting tangible change. Despite the challenges posed by the COVID-19 pandemic, our resolve remains unyielding.

With a renewed focus on our mission and a dedicated team of passionate volunteers, we are poised to make a lasting impact in the fight against domestic violence.



# Mission Statement

To proactively contribute to the reduction of the impact and occurrence of domestic and family violence across Australia by creating meaningful change in preventative assessments, celebration of those individuals who are improving our community and facilitating the ongoing reliable education on the true impact of domestic violence on our society.

- Unity through community
- Power through education
- Break the cycle at every point



An estimated **4.2 million** Australian adults (21 per cent or one in five) have experienced violence, emotional abuse or economic abuse by a partner

Our mission is to create significant change through preventative analysis, celebrating individuals who are passionate about improving our community, and provide ongoing, reliable education about the true impact of domestic violence on society.

**We will all be the change people want to see**

# Three Year Plan

Over the next three years, The Here for Good Foundation is committed to establishing its presence, fostering growth, and making a significant impact in the community. Through strategic initiatives and partnerships, we aim to become a leading force in driving sustainable social change and fostering a culture of giving and support.

## Year 1: The Re-Establishment of the Foundation

In our first year, we focus on revitalising the foundation's operations and expanding our reach. Our goals include:

- **Grants Submissions to increase** : Actively pursue grant opportunities to secure vital funding for our initiatives.
- **Sponsor Value Proposition**: Enhance the value proposition for potential sponsors to maximize support. Leverage the Hunt for a Hero and focus on the Awards
- **Donations Sought**: Launch targeted campaigns to secure annual donations, aiming for \$360k.

### Create awareness & clear brand:

- Launch a new website and strengthen our presence on social media platforms.
- Refresh our brand identity and implement effective brand management strategies.

### Hunt for a Hero & New Project

- Launch the 2024 **Hunt for a Hero Awards** to celebrate individuals making a difference.
- Set revenue targets and plan celebratory events to recognise awardees.
- Launch our centerpiece project, 'Vis,' with a clear approach and funding target of \$360k.



## Year 2: Our Growth & Impact

### **VIS First Release (Major Project:**

- Initiate a comprehensive study project aimed at combating domestic violence.
- Assemble a project team and engage scientists to spearhead research efforts.
- Pilot our VIS initiative with corporate partners to amplify impact.

### **Foundation Growth:**

- Set a target of \$400k in annual fundraising through grants, donations, and strategic partnerships to fund the major projects
- Forge collaborations with research groups to amplify our impact and reach.
- Consider becoming a CRC or creating a formal partnership

### **Brand and Products:**

- Roll out a Speakers Program leveraging data-driven insights to empower educators and students. This will be revenue creating
- Publicly release frameworks aimed at engaging corporates in our mission.

### **Hunt for a Hero Awards Program to expand to regional**

- Expand the awards program to recognize heroes across regional Australia and immigrant communities.
- Appoint a prominent figure as our patron to lend credibility and support.

## Year 3: Consolidation and Expansion

### **Sustainable Social Change:**

- Ensure the foundation's sustainability through the creation of job opportunities.
- Engage a dedicated project team and partnership manager to drive our mission forward.
- Aim to raise \$400k annually to sustain our initiatives.

### **Brand and Products:**

- Present industry and social findings to government bodies and stakeholders through DDA initiatives.
- Collaborate with corporate partners to implement data-driven solutions.
- Strengthen existing programs, such as the School Speakers Program and Hunt for a Hero Awards.

In conclusion, The Here for Good Foundation is poised to make a transformative impact over the next three years, driven by a commitment to innovation, collaboration, and sustainable change.



## Re-Establishment

### Foundation

1. Grants Submissions
2. Sponsor value proposition
3. Donations sought
4. Target of \$400k pa

### Awareness & Brand

1. New website created
2. Social Media with brand
3. Brand management & refresh
4. Marketing Clinic with product design confirmed

### Hunt for a Hero

1. Awards Launched in July 12<sup>th</sup> 2024
2. Submissions close Nov 1<sup>st</sup>
3. Celebrate Dec 5<sup>th</sup> 2024
4. Revenue Target : \$7600

### VIS – Data Driven Analysis launched

1. Approach drafted to model
2. Stakeholder Analysis
3. Funding target - \$360k



## Growth & Impact

### DDC 4 DV Release

1. Commence Study Project
2. Hire scientists & start project team
3. Trial a corporate with the VIS

### Foundation Growth

- Target of \$400k to raise pa
- Grants & donations
- Partnerships with research group secured

### Brand and Products

- Commence Schools program (revenue) – data driven insight
- Project 4 Corporates – Framework released publicly
- **Hunt for a Hero Awards** Program expands to regional Australia & Immigrants
- Appoint a Patron



## Sustainable Social Change

### Sustainable

1. Part time administrator – job creation
2. Project Team (DDC 4 DV) engaged
3. Part Time Partnership Manager (paid)
4. \$400k to be raised pa

### Brand and Products

- **Vis against DV** – Release industry and social findings to government & key stakeholders
- Corporate Partners to implement DDA
- Consolidate School Speakers Program – Prevention
- Consolidate **Hunt for a Hero Awards** – new categories and regional push complete

# Value Proposition and Social Impact

The Foundation is charting a bold course forward, driven by a commitment to innovation and heightened social awareness.

Recognising the urgent need for **proactive** measures in addressing domestic and family violence, we are embarking on an ambitious plan to create a pioneering preventative action plan. This initiative will leverage data with a bespoke framework to foster a culture of prevention and intervention stemming from workplace conduct.

Furthermore, we are proud to announce the revitalisation of the **2024 Hunt for a Hero Award**, supporting it with renewed energy and purpose. Through this initiative, we aim to honor individuals who have significantly altered the trajectory of Australian lives affected by domestic and family violence. This is about individuals making a difference to our community. By championing these unsung heroes, we hope to inspire broader societal change and pave the way for a safer, more resilient future for all.

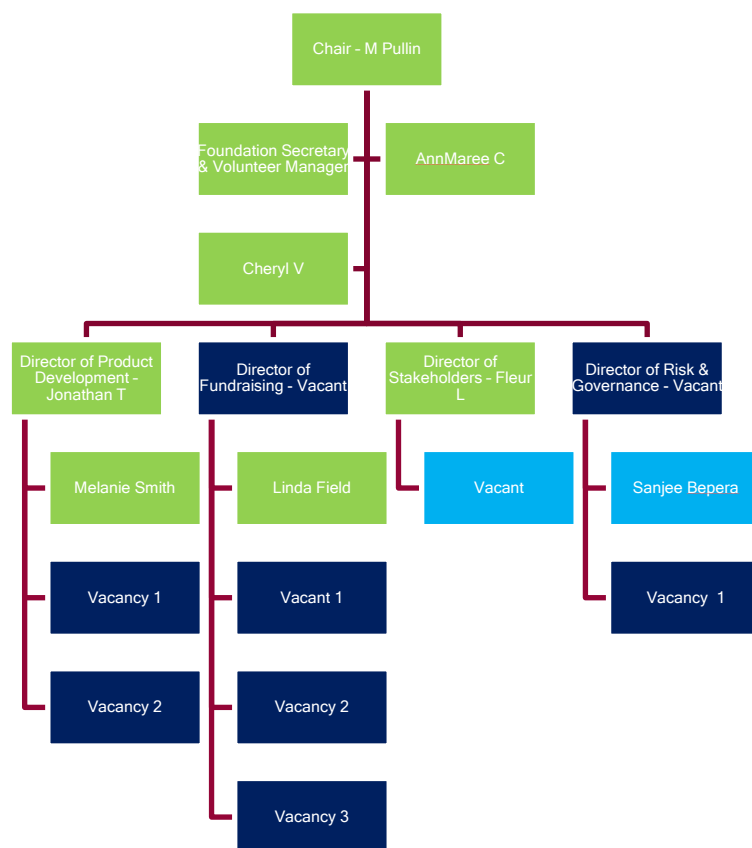


# Organisational Structure

## As at April 2024

Driven by our passion for equality, The Here for Good Foundation is building a sustainable structure through meticulous recruitment and a diverse team approach, underpinned by strong governance principles. Our successful recruitment process ensures that each member shares our unwavering commitment to our cause.

With a shared vision to end the cycle of violence, we're uniting talents and resources for lasting impact. Together, we're shaping a safer future for all Australians.



# Stakeholder Management Plan

At Here for Good, we understand the importance of maintaining strong and mutually beneficial relationships with our stakeholders.

Our Stakeholder Management Strategy is designed to ensure that each group involved in our initiatives are well-supported and engaged. We have identified four key groups: Sponsors & Financial Partners, the Hunt for a Hero Community, Speakers in Schools & Business, and the Vis Major Project as key areas of focus.

Each group plays a crucial role in our mission, and our tailored approach ensures their unique needs and contributions are recognized and valued.

**Sponsors & Financial Partners** are the backbone of our foundation's financial health and sustainability. Our strategy for this group focuses on transparent communication, regular updates on the impact of their contributions, and exclusive opportunities for engagement and recognition. We aim to build long-term relationships by providing detailed reports, organising appreciation events, and ensuring that our sponsors and partners see the tangible results of their generosity and support. Contained within the Sponsorship prospectus are clear statements regarding the value proposition we offer.

**The Hunt for a Hero Community** includes nominees, winners, and the surrounding community who participate in and benefit from our awards program. Our approach here is centered on celebrating and amplifying the achievements of these heroes while fostering a supportive and inspiring environment. We provide ongoing support and opportunities for growth and collaboration, ensuring that the community feels valued and motivated. This includes networking events, awards evening, social media exposure and continuous engagement through various communication channels.

For the **Speakers in Schools & Business initiative**, which involves speakers, schools, and audiences, our strategy focuses on delivering high-quality, impactful experiences. We prioritize matching the right speakers with the right audiences, ensuring that the content is relevant and engaging. By maintaining strong relationships with schools and businesses, we ensure that our programs meet their educational and inspirational needs. Feedback mechanisms and continuous improvement practices are in place to adapt and enhance our offerings based on the needs of our customers and audiences.

Finally, the **Vis Project engages social scientists**, AI groups, and grant providers to drive innovation and research in social impact. Our stakeholder management strategy for this group emphasizes collaboration, transparency, and shared goals. We facilitate regular meetings, collaborative workshops, and clear communication to ensure that all parties are aligned and working towards common objectives. Grant providers receive detailed reports on the progress and outcomes of funded projects, ensuring accountability and fostering trust.

In addition to our primary stakeholder groups, we recognize the significant role that politicians, key thought leaders, the media, and influencers play in amplifying our mission and initiatives. This influential group will be treated as a distinct yet interconnected category, supporting and enhancing the efforts of our Sponsors & Financial Partners, the Hunt for a Hero Community, Speakers in Schools & Business, and the Vis Project.

Our strategy includes fostering strong relationships through regular briefings, exclusive events, and targeted communication campaigns. By engaging these key figures, we aim to expand our reach, influence public discourse, and garner broader support for our initiatives, ensuring that our message resonates widely and effectively.

# Marketing & Brand

Over the next three years, the marketing strategy for Here for Good will adopt a comprehensive and multifaceted approach, leveraging digital marketing, networking, and public relations to amplify our mission and reach. Digital marketing will be at the forefront of our efforts, utilizing social media platforms, email campaigns, and content marketing to engage with our audience.

We will create compelling content that highlights our initiatives, success stories, and the impact of our work, ensuring consistent and meaningful interactions with our supporters. By utilising data analytics and targeted advertising, we will optimize our reach and tailor our messages to resonate with different segments of our audience.

Networking will play a crucial role in expanding our influence and forging valuable partnerships. We will actively participate in industry conferences, community events, and charitable forums to connect with potential sponsors, partners, and advocates. By building and nurturing relationships with key stakeholders, we will create a strong network of supporters who are invested in our cause.

Additionally, hosting our own events, such as fundraisers, Hunt for a Hero Award ceremonies, and community gatherings, will provide opportunities for face-to-face engagement and foster a sense of community and collaboration.





Public relations will be instrumental in shaping our public image and generating awareness for our initiatives. We will develop a robust PR strategy that includes press releases, media outreach, and strategic collaborations with journalists and influencers. By securing media coverage and endorsements, we will enhance our credibility and visibility, positioning Here for Good as a leading voice in the fight against domestic violence and other societal issues.

Our PR efforts will focus on highlighting our unique approach and the positive impact of our programs, ensuring that our message reaches a wide and diverse audience.

Here for Good Foundation

## HUNT FOR A HERO

Leading generational change against DV  
www.hfgf.org.au

**Outstanding Youth**  
Incredible person under 24 years of age making a difference

**Nominations Now Open**  
Celebrating individual accomplishments

Here for Good Foundation

## HUNT FOR A HERO

Leading generational change against DV  
www.hfgf.org.au

**Advocacy**  
Influencing the government structure for meaningful change

**Nominations Now Open**  
Celebrating individual accomplishments

Here for Good Foundation

## HUNT FOR A HERO

Leading generational change against DV

Investing in social good is investing in your company's future success.

Hunt for a Hero Nominations are now open  
Celebrating individual accomplishments

Here for Good Foundation

## HUNT FOR A HERO

Leading generational change against DV

According to the Australian Institute of Criminology, the rate of women killed by their partners in Australia **grew by 28%** from 2021–22 to 2022–23

Source: Australian Institute of Criminology

Here for Good Foundation

## MEET THE TEAM

Intelligent, thoughtful and brings a gentle driven focus – our Sanjee

www.hfgf.org.au

**Sanjee Bepera**  
Governance

Here for Good Foundation

## MEET THE TEAM

Committed, smart and always with a kind word and energy

www.hfgf.org.au

**Jonathan Teubner**  
Treasury & Products

# Brand

Our brand will differentiate itself in the market by taking a compassionate and holistic approach to the issue of domestic violence. At Here for Good, we abandon judgment and recognize domestic violence as a complex societal issue that requires a collective effort to address.

Our brand stands on the pillars of optimism, unity, and a deep belief that this generation will be the one to change it for good.

We aim to inspire and mobilize individuals and communities to take action, fostering a sense of shared responsibility and hope. Our messaging will emphasize our commitment to creating a supportive and inclusive environment where everyone can contribute to the solution.

By integrating digital marketing, networking, and public relations, our strategy will create a powerful and cohesive marketing effort that drives awareness, engagement, and action. We are committed to continually refining our approach based on feedback and results, ensuring that our efforts remain relevant and impactful. Through consistent and strategic marketing, we will build a strong and recognizable brand that resonates with our audience and inspires lasting change.

Here for Good is dedicated to making a difference, and our marketing strategy will be a key driver in achieving our mission over the next three years.



## Financial Goals – Budget

At Here for Good, our financial budget is strategically divided into two distinct streams to ensure effective allocation of resources and support our diverse initiatives. The first stream is the Yearly Operating Budget, which covers the essential activities of our foundation on an annual basis. This budget funds our awards programs, the Speakers in Schools & Business initiative, and other ongoing operational costs.

By maintaining a dedicated operating budget, we ensure that our core programs are consistently supported and can continue to make a meaningful impact year after year.

The second stream of our financial budget is focused on funding the VIS project, our ambitious initiative aimed at developing an AI-driven detection system to prevent domestic violence. This stream is treated as a capital project, reflecting its long-term revenue goals and significant investment requirements.

Unlike the operating budget, which addresses immediate and recurring expenses, the VIS project budget is designed to support the development and implementation of a groundbreaking technology with the potential for substantial and sustained impact.

We view this project as a crucial investment in our mission to address domestic violence and are committed to raising the necessary revenue through targeted fundraising and strategic partnerships.

<b>Total Revenue Target – 2025 Financial Year</b>	<b>\$ 29,300.00</b>
<b>Total Expenses (2025 Fin Year)</b>	<b>\$ 10,615.00</b>
<b>Surplus/Loss</b>	<b>\$ 18,685.00</b>

*Notes: Excludes fundraising for Framework, only includes H4H,  
Donations do not include In Kind*

<b>Total Charity Fundraising Targets over three years</b>	<b>\$ 386,820.00</b>
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<b>Fundraising Target (Capital Project)</b>	<b>\$ 386,820.00</b>
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### Product Development – VIS Program

Ref	Project Element	Subtotal (estimates)
1	Research Scientist 1	\$ 170,000.00
2	Research Scientist 2	\$ 130,000.00
3	Computers	\$ 8,000.00
4	Housing and sundries	\$ 15,000.00
5	Marketing and Design	\$ 37,000.00

**\$ 360,000.00**

### Hunt for a Hero

Ref	Project Element	Subtotal
1	Awards - prizes	\$ 3,500.00
2	Events - Dec 5th	\$ 4,000.00
3	Marketing	\$ 1,300.00

**\$ 8,800.00**

### Speakers in School and Business Yearly Budget

Ref	Project Element	Subtotal
1	Marketing	\$ 4,000.00
2	Travel and Expenses	\$ 2,500.00
3	Admin Events Manager	\$ 11,520.00

**\$ 18,020.00**

# Risk and Governance

At Here for Good, our strategic intent is to build a robust risk and governance framework that will serve as the foundation for our growth and success. We recognize that effective governance is essential for maintaining transparency, accountability, and integrity in all our operations. To achieve this, we will establish comprehensive terms of reference for all our subcommittees, ensuring that each committee has clear roles, responsibilities, and decision-making processes.

These terms of reference will guide our committees in executing their duties efficiently and in alignment with our strategic objectives, providing a solid structure for our governance practices.

Regular risk analysis will be integral to our governance strategy, allowing us to proactively identify and address potential risks that could impact our activities and reputation. We will implement a systematic approach to risk management, conducting periodic reviews and assessments of all our programs, projects, and partnerships. This proactive stance will enable us to mitigate risks, protect our brand, and ensure that our operations remain compliant with best practices and regulatory standards. By continuously monitoring and evaluating risks, we can make informed decisions that safeguard our organisation and support our long-term goals.

To ensure that our governance practices meet the highest standards, we will adopt established models provided by the Australian Institute of Company Directors (AICD) and the Australian Charities and Not-for-profits Commission (ACNC). These models offer valuable frameworks for governance, risk management, and compliance, aligning our practices with industry best practices and regulatory requirements.

By integrating these models into our governance framework, we will enhance our organisational resilience, ensure legal and ethical compliance, and reinforce our commitment to transparency and accountability.

Our commitment to a strong risk and governance basis will not only protect our brand but also instill confidence in our stakeholders, including sponsors, partners, and the communities we serve. We believe that a solid governance framework is essential for fostering trust and ensuring that our foundation can grow and thrive in a sustainable manner.

By prioritizing risk management and adhering to established governance standards, Here for Good is poised to navigate challenges effectively and achieve our mission with integrity and excellence.

# Summary

## TBC

# Appendices

## Sub Committee Terms of Reference

Aspect	Product Development	Fundraising	Stakeholders	Risk and Governance
Purpose	Help structure the new Hunt for a Hero Awards. Design and develop educational and accreditation products for domestic violence prevention.	Secure necessary funding for operations.	Cultivate, Build and facilitating relationships with stakeholders.	Ensure compliance with legal and ethical standards.
Responsibilities	Design curricula, conduct market research, pilot testing, integrate feedback, ensure accuracy and inclusivity.	Develop fundraising strategy, identify grants, build donor relationships, manage events, track fundraising progress.	Identify key stakeholders that align to the foundation goals. Establish and maintain trusted relationships to maximise the the impact of the foundation. Networking and meeting key partners , Working with the fundrasing team	Develop governance frameworks, conduct risk assessments, ensure compliance, report on governance issues.
Deliverables	<ul style="list-style-type: none"> <li>- Structure the new Hunt for Hero Awards</li> <li>- Create the new HFG Rap Plan for Domesti vilonce</li> </ul>	<ul style="list-style-type: none"> <li>- Grant submissions</li> <li>- Membership models</li> <li>- Sell products i.e. Corporate memeberships</li> </ul>	<ul style="list-style-type: none"> <li>-Networking and meeting key partners</li> <li>-Working with the Fundraising team</li> </ul>	<ul style="list-style-type: none"> <li>- Operational Aspects of running a charity</li> <li>- Custodians of the consitution</li> <li>-Help write up a bi month report</li> </ul>
Authority	Limited to decisions on design and content up to a specified budget. Major expenditures require board approval.	Autonomy in organising events and minor funding decisions; major financial decisions require board approval.	Decision-making on communication strategies within predefined guidelines.	Authority to enforce compliance and initiate audits within organisational limits.
Accountability	Reports directly to the board, with annual reviews of performance.	Accountable to board for achieving fundraising targets; annual reporting.	Directly accountable to board for stakeholder engagement effectiveness.	Reports to the board on compliance and risk; annual reviews.
Communication and Reporting	Monthly reports to the board; regular updates internally.	Bi-monthly updates and annual	Monthly reports to the board; ongoing	Regular compliance updates and risk management



		financial reports to the board.	stakeholder communication updates.	discussions with the board.
Members and Resources	Allocate budgets and tools.	Provide CRM tools for donor management.	Utilise stakeholder management tools.	Provide access to legal and compliance databases.
Committee Training	Provide ongoing training and development.	Conduct workshops on effective fundraising techniques.	Offer training in stakeholder engagement and management.	Arrange training on legal and regulatory frameworks.

Aspect	Product Development	Fundraising	Stakeholders	Risk and Governance
Reporting	Define how progress is reported to the board.	Establish financial tracking , successful reporting mechanisms.	Implement stakeholder feedback mechanisms.	Set up compliance tracking systems.
Board report format	Written report with charts and timelines, presentation slides for in-depth review, Supplementary documents like feedback summaries	Written financial report with detailed charts, List of major donors and contributions, Presentation of upcoming campaigns	Written Summary of stakeholder metrics, Case studies of significant interaction, Written report on Compliance and Risk, Risk matrix and mitigation strategies, Proposals for Policy updates, Action plan for addressing Challenges	Comprehensive written report on compliance and risk, Risk matrix and mitigation strategies, Proposals for policy updates
Board report content	Overview of current projects and status updates, Results from market research and pilot tests, Feedback integration details, Challenges and solutions, Next steps and timelines	Summary of funds raised versus goals, Details of fundraising activities and outcomes, Upcoming events and strategies, Grant application statuses, Financial projections	Overview of stakeholder engagement activities, Stakeholder feedback and impact on strategy, Updates on partnerships, Challenges in stakeholder relations, Future plans	Compliance audits and findings, Risk assessment results and mitigation measures, Governance issues and actions taken, Policy or procedural recommendations, Legal concerns

Aspect	Product Development	Fundraising	Stakeholders	Risk and Governance
Committee Members	Volunteers can assist in research, pilot testing, and community feedback collection.	Volunteers can support event organisation, donor communications, and campaign outreach.	Volunteers can help facilitate outreach programmes and maintain communication channels.	Volunteers can assist in monitoring, reporting, and supporting audit processes.
Committee Meetings	Schedule regular and evaluation meetings.	Set regular strategy meetings.	Organise quarterly stakeholder forums. Set regular strategy meetings.	Schedule bi-monthly risk review meetings.
Meeting Candence	Every 3 weeks Frequent meetings help manage dynamic product development activities and incorporate ongoing feedback.	Every 4 weeks Allows effective management of fundraising activities and donor relations while preparing for upcoming events.	Every 6 weeks Aligns closely with the board meeting schedule, ensuring fresh stakeholder feedback is available for the board.	Every 5 weeks Provides adequate time to address and update on risk and governance issues just before the board meeting.
Committee Documents Outputs	Development plans and timelines, Curriculum designs, Market research reports, Feedback and evaluation forms, Pilot programme results	Fundraising strategy and plans, Grant applications, Event documents and schedules, Financial reports, Donor communication logs	Stakeholder engagement strategy, Communication materials, Meeting agendas and minutes, Feedback and survey results, Partnership agreements	Governance policies and procedures, Risk assessments, Compliance audit reports, Legal regulatory updates, Incident logs
Members Tasks	Conducting market research, assisting in curriculum design, pilot testing materials, collecting feedback	Organising events, creating marketing materials, supporting grant applications, managing donor communications	Facilitating outreach programmes, maintaining stakeholder communications, organising meetings, summarising feedback	Documenting compliance procedures, assisting in risk assessments, preparing governance reports, monitoring processes

Aspect	Product Development	Fundraising	Stakeholders	Risk and Governance
Members Skills Required	Research and data analysis, education or curriculum development, communication, project management basics	Event planning, fundraising/grant writing, interpersonal communication, financial tracking	Public relations, community outreach, professional communication, knowledge of organisation's mission	Law, risk management, compliance knowledge (helpful), attention to detail, analytical skills, ethics
Member Duration and Term Limits	Members serve a two-year term with the possibility of renewal once. Ad-hoc subcommittees for specific projects.	Members serve a two-year term; may be renewed based on performance.	Members serve a two-year term; may be renewed based on performance.	Committee members serve three-year terms with renewal options.
Conflict of Interest Policy	Members must disclose conflicts of interest and may be required to abstain from discussions.	Required to declare any potential conflicts of interest.	Members should avoid any actions that might appear as a conflict of interest.	Obligated to manage personal and professional ethics scrupulously.
Members Succession Planning	Procedures for nominating and integrating new members are defined.	- Access to financial reporting/bank statements for tracking \$400k target.	Clear guidelines on appointing new members as needed.	Systematic approach to developing and maintaining succession plans.