



ADRA LAOS 2023-2025

STRATEGIC PLAN

Since 1992, the Adventist Development and Relief Agency (ADRA) has been locally registered as an International Non-Government Organisation in Lao PRD and is accredited and licensed by ADRA's global network that spans more than 110 countries. ADRA Laos is governed by an independent Board of Directors and upholds ADRA's global purpose to *serve humanity so all may live as God intended* through our staff who are connected, courageous, and compassionate.

“ **Justice,
Compassion,
Love** ”

Strategic Goals

ADRA Laos supports ADRA's Global Strategic Framework that calls for collective action to transform the lives of the most vulnerable and enable more resilient communities through our strategic sectoral focus of health, climate and agriculture programs and emergency responses. Our aim is to increase livelihood opportunities, consolidate effective partnerships, deliver high quality impactful programs, and strengthen the technical and operational capacity of our staff, partners, stakeholders, and communities.



Program Impact

ADRA Laos has adopted One Health and Reproductive, Maternal, Newborn, Child, and Adolescent Health (RMNCAH) approaches to our health programming which includes nutrition-specific (anthropometric measurements, GMP, home visits) and nutrition-sensitive interventions (agriculture, education, water, sanitation, and hygiene). The One Health approach encompasses human, animal, and environmental health and well-being and ADRA is committed to implementing evidence-based measures while strengthening the capacity of health, animal and environmental professionals at the macro-meso-micro levels (national, provincial, district, village).



ADRA Laos is also committed to improving sustainable livelihood opportunities for vulnerable community members through adopting Natures Based Solutions approaches that promote environmental stewardship and human well-being, increase food security, support global and national standards of Good Agriculture Practices (GAP), Organic Agriculture (OA), and Climate Smart Agriculture (CSA) production, sustainable livestock and grazing management, poultry and aqua management, water management, and improved value chains and market access for farmers and farmer groups.



ADRA Laos will also respond to emergencies as they arise such as flooding, drought, or health related outbreaks and integrate gender and social inclusion and capacity development initiatives across all our programming.



ADRA Laos will strengthen program capacity and increase annual program turnover by maintaining current donor partnerships and securing 2 new donor partnerships by December 2025.

1 Secure 1-2 new projects annually that support One Health and Nature Based Solutions approaches by December 2025.

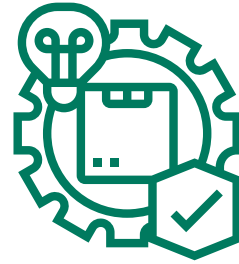
Current health, climate and agriculture, and emergency programming is maintained, and annually 1-2 new projects are secured that support One Health and Nature Based Solutions approaches.

2 Strengthen program capacity, form strategic partnerships, and improve systems that will increase access to resources and technical expertise.

Program capacity is strengthened by forming partnerships with at least 3 external experts/consultants/organisations, recruitment of a competent Program/MEL Officer and technical staff, and improving program and MEL systems.

Operational Impact

ADRA Laos aspires to be an accountable and transparent organisation that is committed to improving our funding base through increased partnerships, strong institutional capacity and systems, supporting green initiatives that reduce greenhouse gas emissions in our operations, and invests in the well-being and development of our people.



Through ADRA's network accreditation and licensing system ADRA Laos meets Sphere standards of practice for our emergency response, and competent staff utilise ADRA Source network platforms, and SunPlus Financial Management and Accounting systems.



ADRA Laos as an accredited and licensed organisation will increase partnerships and fundraise globally through efficient and accountable structures and systems that will enhance ADRA's operations and financial sustainability by December 2025.

1 Through increased strategic networking and international partnerships ADRA will fundraise at least \$100,000 USD for Admin purposes by December 2025.

Fundraising campaign raises \$100,000 USD for admin purposes through strategic networking with ADRA offices, church institutions and members, hosting Connections/volunteer groups, private donors, and advertising through social media platforms.

2 ADRA's people will have increased competency and are able to apply ADRA network systems to enhance efficiency in finance, HR, fundraising, marketing, IT operations and have improved well-being.

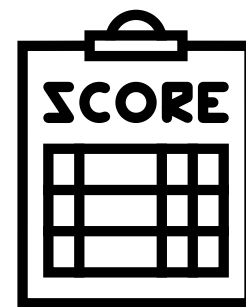
At least 70% of finance, HR, admin, and marketing staff have increased competency and well-being through training, mentoring, cross exchanges, and capacity building opportunities and can more capably utilise and apply ADRA network resources and systems to enhance efficiency in finance, HR, fundraising, marketing, and IT operations.

3 ADRA will operationalise at least 4 green initiatives by December 2025.

ADRA Laos adopts 4 green operational initiatives in waste management, procurement, energy, transportation or other areas.

Scorecard and Accountability

ADRA Lao will keep score by tracking the above indicators on the visible Vientiane Office scorecard, share updates with staff electronically and during staff meetings, and half yearly at ADCOM and Board Meetings.



Acknowledgements

This Strategic Plan was developed by ADRA Laos in consultation with a range of internal and external stakeholders through online surveys, one-on-one meetings, and a senior team's strategic workshop in June 2022 (participants included Gill Grolimund, Suraj Shrestha, Marek Soos, Viphaphone Somphou, Porm Keosamone, Soudalat Pathammavong, Soua Lee, Chanthaly Syfongxay and Koung Kouangbounyalath).

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