

SHAPING THE FUTURE

Multi Year Plan 2017-2019

Where we come from 2014 - 2016

After leadership change in 2015 War Trauma Foundation experienced capacity issues. Bringing in new leadership and new staff, War Trauma was able to start a revitalisation process. At the end of this period we were growing again, but there was still a brittle balance adding enough capacity to a growing portfolio.

Where are we going to 2017 - 2019

Starting in 2017 we aim to have our staff capacity back in order again with regards to technical knowledge and professionalism, project management skills, fundraising, communications and project administration. This is needed for further growth and guaranteeing quality programming.

Strategic objectives

In 2017, we will continue to serve vulnerable people in need of mental health care and psychosocial support in regions mostly affected. Our strategic priorities are:

- Reaching out to even more vulnerable people affected by humanitarian crises;
- Ensuring scientific and operational quality and accountability of our programming, research and dissemination instruments;
- Develop the organization into a sustainable, technical NGO with a well spread base of funding mechanisms;
- Create an attractive workplace that attracts, retains and develops passionate and professional people.

- ***Reaching out to vulnerable people affected by humanitarian crisis***

War Trauma is reaching out to individuals, communities and civil societies. In 2016, we worked in 18 countries or regions which all experienced politically instability and fragile areas. In order to further grow, we will continue and expand our partnerships with other humanitarian organizations, academic institutes and donor organizations.

In the coming 3 years, we will continue to strengthen our team in order to enable and support growth in programming and funding. In addition, we will continue to engage local partners and their employees to structural ensure inclusion of local experts.

Working in the most unstable areas, makes us continuously and ever increasing aware of security. We have made significant progress in security compliance and continue to strengthen our security policies.

- ***Ensuring scientific and operational quality and accountability of our programming, research and dissemination instruments.***

Our focus on building evidence on low intensity interventions and community based psychosocial support will increase. In 2017, we start a research programme on the resilience and mental health of Syrian Refugees. Other research will follow, including on the relation between psychosocial support and peace building, as well as the impact of the Psychological First Aid method.

We will increase our capacity to monitor, support and implement field programmes and to develop tools to systematically report on outcomes and impact.

In addition, we will continue to develop our in-house training programmes. Our adaptation of the mhGAP HIG guidelines to community workers is a good example of our works. We will integrate MHPSS into community based programming in areas such as antenatal, primary care, mother and child health, HIV care, sexual and gender based violence and peacebuilding and reconciliation. We aim to develop training manuals which will accompany our programmes.

Our assessment, monitoring and evaluation tools will be embedded into state of the art on/off line data management systems such as Kobo Toolbox and MAXQDA.

We will continue to initiate or participate in principle research around the effectiveness of low intensity interventions. For this, we will continue to stimulate connections between academic institutes and partners in host communities.

Our Journal of Intervention will change – responding to changing times of increased availability of scientific knowledge online. We will re-evaluate the current format of the publication, expanding readership to over 2,000 academic institutes and make the Journal future proof.

- ***Develop the organization into a sustainable, technical NGO with a well spread base of funding mechanisms.***

War Trauma is a technical NGO with a good reputation in our niche field of expertise but our visibility needs to grow beyond this. Better marketing will enable fundraising aimed at long term sustainability. These are vital elements supporting our mission. Our fundraising capacity, both at the individual and institutional level, will be expanded both in-house as through our wider network.

- ***Create an attractive workplace that attract, retains and develop passionate and professional people***

A robust human resources policy is key to the long term healthiness of the organization. We will cherish and grow our base of passionate and professional employees and limit the number of external consultants. This requires investment in current and new capacity. We will also identify ways to balance the work load and burden. The nature of humanitarian aid includes peak demand and lack of predictability but a larger organization will be more likely to mitigate against employees becoming overburdened.