

A sunset over a mountain range with a vineyard in the foreground. The sun is low on the horizon, casting a warm, golden glow over the scene. The sky is filled with soft, wispy clouds. The foreground shows the dark silhouettes of grapevines and a fence.

A
**STRONGER
BRIGHTER**
future

 **vantage point**

2024-2027 STRATEGIC PLAN

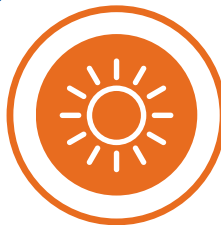
A
**STRONGER
BRIGHTER**
future

A “Stronger, Brighter Future” shines a light on our first steps toward our new vision of “an inclusive community, where non-profits can achieve their fullest potential and drive sustainable change.”

This plan is a map for our work over the next three years from 2024 through 2027, but it is also a reflection and a promise. It is the reflection of an introspective look at our organization and our values – who we are and what we stand for. It reflects the voices of our community – the volunteers, board, staff, funders, clients and the wider non-profit sector – who shared their hopes, needs, and expectations for Vantage Point. It is a reflection of what we heard as we listened carefully, and it is the promise we’ve made to moving forward with honesty and dedication, remaining accountable to ourselves and our community. By putting equity at the heart – both of this plan and of everything we do – “A Stronger, Brighter Future” is our promise to act with courage and to go all in to ensure more equitable and inclusive practices; to secure sustainability by building our core strength; and, fueled by our shared vision and collaborative partnerships, to see a brighter future for Vantage Point and the non-profit sector in British Columbia.



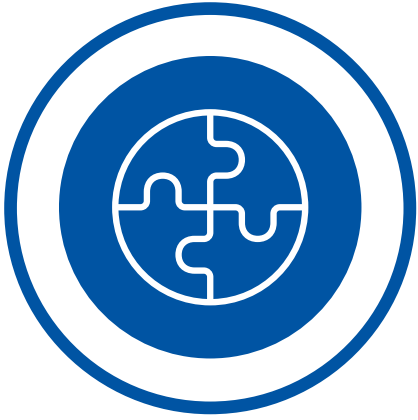
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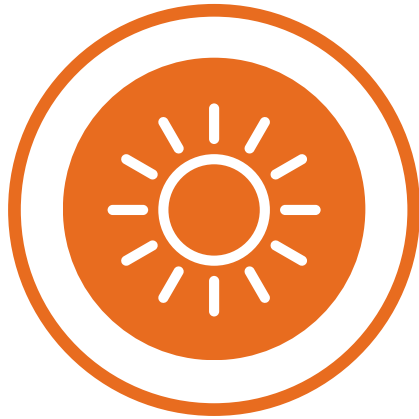
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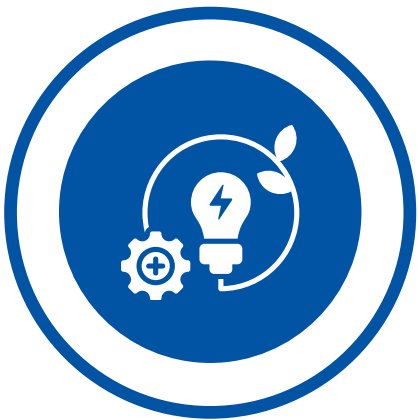
**CORE
STRENGTH**



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BRIGHTER
future



CORE
STRENGTH

Our vision is an inclusive community, where non-profits can achieve their fullest potential and drive sustainable change throughout the province and beyond.

Vantage Point promotes connected communities by nurturing a strong non-profit sector. We achieve this by delivering high-quality training, resources, and advocacy that builds connection, creativity, and impact in the sector.



AUIN

More Equitable and Inclusive Practices at Vantage Point and Beyond

- 1. ENHANCE ACCESSIBILITY AND DIVERSITY AT VANTAGE POINT
- 2. ENHANCE WORKPLACE INCLUSION AND ACCESSIBILITY AND BUILD A CULTURE OF BELONGING
- 3. PROVIDE EDUCATION PROGRAMS THAT ARE RELEVANT AND ACCESSIBLE AND ALIGN WITH EDI PRINCIPLES



BRIGHTER future

Stronger, Better-Connected Non-Profits across British Columbia

- 1. EXPAND VANTAGE POINT'S IMPACT AND CONNECTIONS ACROSS BC
- 2. ENHANCE COHESION AND VISIBILITY OF NON-PROFITS IN BRITISH COLUMBIA
- 3. PURSUE MORE EQUITABLE, ACCESSIBLE AND INCLUSIVE SYSTEMS AND PRACTICES THAT IMPACT NON-PROFITS IN BC



CORE STRENGTH

Solid, Sustainable Systems at Vantage Point

- 1. STRENGTHEN FINANCIAL CAPACITY
- 2. STRENGTHEN VANTAGE POINT'S BRAND AND COMMUNICATION STRATEGIES
- 3. STRENGTHEN CLIMATE ACTION INITIATIVES AT VANTAGE POINT
- 4. STRENGTHEN AND MODEL PROMISING PRACTICES IN BOARD GOVERNANCE FOR VANTAGE POINT



All IN

More Equitable and Inclusive Practices at Vantage Point and Beyond

1

ENHANCE ACCESSIBILITY AND DIVERSITY AT VANTAGE POINT

Promote diversity in recruitment, engage staff and knowledge philanthropists from equity-deserving communities, and offer career development support for team members in both staff and volunteer positions.

Improve governance practices to better reflect the community Vantage Point serves.

2

ENHANCE WORKPLACE INCLUSION AND ACCESSIBILITY AND BUILD A CULTURE OF BELONGING

Assess and adjust internal policies to ensure they reflect EDI principles and organizational values through policy modifications and feedback mechanisms.

Enhance inclusion and accessibility through training and practices to promote a culture of psychological safety.

Implement decolonizing practices to support Reconciliation efforts and encourage increased collaboration and engagement.

Define and communicate Vantage Point's dedication to Decent Work.

Create cross-functional teams to boost collaboration.

3

PROVIDE EDUCATION PROGRAMS THAT ARE RELEVANT AND ACCESSIBLE AND ALIGN WITH EDI PRINCIPLES

Ensure relevance and value of Vantage Point's services, programs, and operations, by identifying gaps or areas for improvement, particularly in relation to EDI.

Capture and distill key learnings and best practices from our internal work on EDI and climate action to develop educational and consulting services that address the changing needs of non-profit organizations.



BRIGHTER *future*

Stronger, Better-Connected Non-Profits across British Columbia

1

EXPAND VANTAGE POINT'S IMPACT AND CONNECTIONS ACROSS BC

Create and implement a strategy for broadening Vantage Point's reach across all regions of BC through partnerships and programs, with a particular focus on engaging organizations in rural and remote communities over time.

Implement targeted community engagement strategies to involve local communities, ensuring their unique needs and strengths are recognized and leveraged to strengthen the non-profit sector.

Ensure in-person and online engagement with diverse non-profits throughout BC, focusing on Vantage Point's educational and consulting programs. We will do this by nurturing existing relationships and extending support to more equity-deserving communities through increased bursaries and partnerships.

2

ENHANCE COHESION AND VISIBILITY OF NON-PROFITS IN BRITISH COLUMBIA

Identify champions from non-profits, government, and various communities to establish a provincial network for non-profits that enhances connections within the sector and increases its visibility.

Bring together non-profits throughout British Columbia to identify shared policy goals and key priorities.

Establish regular communication with relevant government agencies at local, regional, or national levels to improve collaboration, share insights, advocate, and coordinate efforts between government and non-profit organizations.

3

PURSUE MORE EQUITABLE, ACCESSIBLE AND INCLUSIVE SYSTEMS AND PRACTICES THAT IMPACT NON-PROFITS IN BC

Collect and share data and research to highlight the impact and needs of the non-profit sector, including celebrating non-profit successes.

Support advocacy initiatives related to the non-profit sector and strategically collaborate with partners to drive positive change to systems and structures impacting the non-profit sector.

Amplify teachings from EDI and climate action experts in leading organizations: listening, learning, collaborating, and sharing.



CORE STRENGTH

Solid, Sustainable Systems at Vantage Point

1

STRENGTHEN FINANCIAL CAPACITY

Diversify our funding sources by exploring grants, partnerships, fee-for-service, and sponsorships to ensure financial sustainability and mitigate financial constraints.

Create or continue financially sustainable programs that meet community needs and have a long-term positive impact.

2

STRENGTHEN VANTAGE POINT'S BRAND AND COMMUNICATION STRATEGIES

Establish robust systems and practices for external communication, including data management.

Develop marketing strategies to create connections in new regions across BC.

Implement decolonizing practices to support Reconciliation efforts and encourage increased collaboration and engagement.

Enhance our organizational brand and visibility among non-profits across BC.

3

STRENGTHEN CLIMATE ACTION INITIATIVES AT VANTAGE POINT

Specify the Sustainable Development Goals (SDGs) relevant to Vantage Point.

Align current climate action initiatives with specific SDGs.

Initiate partnerships with external organizations leading in climate action to promote their work and build capacity in climate action both internally and within the non-profit sector.

4

STRENGTHEN AND MODEL PROMISING PRACTICES IN BOARD GOVERNANCE FOR VANTAGE POINT

Ensure Vantage Point's internal governance practices align with Vantage Point education programs, including board succession planning, diversity and inclusion, and board development.

Define the relationship and structure between Vantage Point and the emerging provincial network of non-profits.

Continue developing governance structures that enable distribution of decision-making power and reflect our community's priorities.

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