At the beginning of 2020, Survivor Alliance began its journey of Strategic Planning. After 2 Years, the organization was fully functioning, with Staff and Board Members, ongoing programming for Survivor Members, a demand for services and the need to determine direction.

The process was led by Kaajal Shah, of K Shah Consulting, LLC. Beginning in May 2020, an internal Strategic Planning Committee was developed composed of Staff and Board Members. The 7 month process included a thorough Environmental Scan of various stakeholders, a summary of findings to support the goal setting retreat with all Staff and Board Members, which yielded the following Strategic Priorities, which will guide Survivor Alliance into 2023.
Survivor Alliance will continue to:

1. Center and Uplift Survivor Voices

2. Provide Trainings and Educational Resources to Survivor Members

3. Build Out Survivor Based Support Spaces Globally

4. Create Pathways to Consultancies

5. Educate the Field on Survivor Inclusion
Through visioning together, it became clear that Survivor Alliance will:

1. continue to prioritize and work with a social justice based lens ensuring that those most impacted and marginalized are centered;
2. continue to shift the narrative of what it means to be a Survivor;
3. uplift survivors to contribute to and lead interventions;
4. work towards being a connected global network of survivors that facilitates self-actualization and success in areas of passion;
5. integrate the needed components to ensure barriers to access are minimized.
Survivor Alliance will strengthen the internal structure and operations of the organization to support ongoing growth and long term sustainability.

- Implement a Professional Development program for staff
- Implement accessible mental health resources and policies to support Leadership Team
- Develop onboarding processes and support smooth transitions
- Develop internal staff communications and decision-making processes
- Pathways for increased communications and connections
Survivor Alliance will continue to intentionally and strategically grow its Global Membership, aiming to reach 400 Survivors by 2023, while also maintaining focus on deepening member engagement.

- Build out chapters globally, providing umbrella support as the host organization
- Ensure Offerings are as accessible as possible
- Ongoing Member feedback to ensure programming is what is needed/wanted
- Host monthly orientation calls for potential members highlighting offerings and ways to get involved
- Develop metrics of success and accompanying program evaluation tools
Survivor Alliance will concretize and expand its trainings and education based offerings to become one of the leading spaces known for Survivor Leadership and Advancement.

- Partners create curriculum
- Plan beyond core curriculum and current offerings
- University and accredited program partnerships
- Online and ways to share/learn
Survivor Alliance will continue to provide consultation support for external partners around how to respectfully and fully integrate survivors into their spaces with the goal of transforming the Field within 3 years, then move into having survivors lead this work and/or phasing it out depending on need.

Develop “101 Go To Protocols” around Survivor Engagement

Develop “business plan” which includes a projected annual revenue goal

Determine parameters for scopes of work and needed expertise/capacity to fulfill requests
Survivor Alliance will continue to grow the number of Survivor Leaders that can fill consultancy positions and provide them ongoing leadership development support.

1. Develop internal system to filter and assign consultancy requests

2. Determine ongoing employment and expertise needs, as well as needs of Survivor Leaders within this role

3. Develop strategy for long term, sustainable employment opportunities
Survivor Alliance will explore its role around Survivor connection, coordination and support of mental health needs.

- Review current initiatives and roles while outlining all possible needs
- Determine internal capacity to expand within this area
Survivor Alliance will develop comprehensive fundraising and communications strategies and accompanying tools to support the strategic vision.

- Review and assess fundraising strategies

- Revise budget to incorporate updated Strategic Priorities