



### Organizational Effectiveness & Results Policy:

- The Board has a fiduciary responsible to ensure that the RFF is operating in a manner that leads to fulfillment of its mission.
- The Board leads the development of key strategies and empowers the Executive Director and staff to develop the objectives and tactics for the fiscal year that will lead to fulfillment of the mission.
- Results vs. objectives and key metrics will be reviewed by the Board at least semi-annually.
- At least every two years the Board needs to renew its strategies to ensure the accomplishment of the RFF mission and to continue alignment with the Executive Director and staff.
- Without a results review process, it is unlikely that the RFF will accomplish its mission and certain that it will not be non-profit organization that will achieve the Better Business endorsement.

### Process:

The mission of the Restavek Freedom Foundation is to “abolish child slavery in Haiti during our lifetime”. This mission statement is the overarching “**Objective**” of RFF.

Our “**Goals**” will change every two years but tend to focus on three areas:

1. Achieving measurable improvement in changes of behavior (i.e., number of children in restavek, etc.);
2. Developing collaborative partnerships to multiply our efforts in creating the necessary culture change;
3. Ensuring the funding to allow all of our culture changing efforts to continue.

“**Strategies**” may change over time but currently focus on three areas:

- **ADVOCATE** for the education & better treatment of over 500 children, while providing safe housing for up to 25 girls. We provide tuition, uniforms, books & emotional support through regular and consistent contact.
- **INFLUENCE** adults by running literacy, health, and partner with job training programs that empower adults, build relationships, and champion children’s rights among families “hosting” these children and families giving up their children.
- **MOBILIZE** Haitian leaders by creating curriculum and tools that help mobilize & equip their communities to stand up for freedom, champion children’s rights and put an end to restavek servitude.

The “**Measures**” to monitor our progress will be more fluid and will likely be modified on a semi-annual or annual basis as plan adjustments to deliver the strategies are made.

### Key Dates:

- Adoption of attached OGSM (Objectives, Goals, Strategies, Measures) by 7/1/12
- Review of first half fiscal results – emailed by 7/31/12
- Review of second half fiscal results – emailed by 1/31/13
- Annual Update of “Measures” – by 1/31/13
- Major Board Renewal of OGSM – second quarter 2014