



OBJECTIVE 1 Governance and Structure

Establish a policy board model, whereby the organization's systems, guidelines, processes and framework seamlessly interact to help achieve the organization's mission.

PRIORITY TASKS:

- 1.1 Review and amend bylaws and governance procedures.
- 1.2 Strengthen committees to improve functionality.
- 1.3 Provide training on governance and parliamentary procedures.
- 1.4 Share best practices across chapters.
- 1.5 Host leadership training sessions for chapter leaders and members.
- 1.6 Implement standardized reporting structures.

METRICS

- Bylaws will be amended within 6 months.
- Committees will be amended within 6 months.
- Committees will have a clear scope and purpose within 3 months.
- Meetings will be governed according to parliamentary procedures.
- Committee performance evaluations.

TIMELINE: ONGOING

OBJECTIVE 2 International Presence

Build a global presence by connecting with the international nursing community of Haitian descent and strengthening the global identity of the HANA-I brand.

PRIORITY TASKS:

- 2.1 Recruit nurses for at-large international membership.
- 2.2 Identify potential partners for the establishment of international HANA chapters. A minimum of 3 organizations.
- 2.3 Establish affiliate membership with other global organizations to enhance the international presence of HANA-I and further the mission and vision of the organization.
- 2.4 Establish partnerships with other global nursing organizations.

METRICS

- Established within a year (1/30/26).
- Establish international membership by 20% within the year.
- Feedback from international stakeholders.

TIMELINE: WITHIN 6 MONTHS

OBJECTIVE 3 Financial Projection Outlook

To establish a robust financial foundation to meet the fiscal obligations of the association and support HANA-I's mission of empowering Haitian nurses and advancing health care initiatives globally.

PRIORITY TASKS:

- 3.1 Organize two fundraising events annually (February and August).
- 3.2 Explore grant funding opportunities.
- 3.3 Coordinate a Leadership Conference outside of the United States of America.

METRICS

- \$80,000 total funds to be raised.
- A minimum of two grants to be secured for the association.

TIMELINE: 2 YEARS (SUMMER 2026)

OBJECTIVE 4 Improved Membership Engagement

To promote collaboration across HANA "chapters" and affiliates through advanced technology and streamlined communication.

PRIORITY TASKS:

- 4.1 Acquisition of an effective communication tool for record keeping and auditing purposes.
- 4.2 Coordinate a Leadership Retreat to foster teamwork and collaboration.
- 4.3 Hold quarterly general membership meetings.
- 4.4 Increase member attendance and participation at quarterly meetings and HANA-I activities.
- 4.5 Develop workshops/webinars targeting national/international audiences.

METRICS

- Adoption of a membership management tool.
- Member feedback on communication efficiency.
- Committee Performance evaluations.
- Member interest/satisfaction surveys.

TIMELINE: WITHIN 6 MONTHS