2022 Organizational Objectives and Key Results

Objective 1: Articulate Pachamama Alliance’s vision of the future
Pachamama Alliance is in a pivotal moment of transition, and the future of the work and organization is still becoming clear. In order to continue our track record of 1) being seen as storytellers and context-setters for the future, and 2) strong fundraising despite a global pandemic, we see it is important to invest time and resources in articulating a refreshed vision for the future with a goal of producing a report and possibly other media assets that can be shared with donors and provide foundational grounding both for programmatic offerings and for sharing our work and story with the world.

- **Key Result 1:** By December 2022 100% of the all team reports that they can speak powerfully and confidently about our work and future.
- **Project/implementation notes:**
  - Facilitated process to rearticulate Mission and Vision
  - Process to update our brand
  - Process to update our website
  - Work with Anti-Oppression Committee to ensure commitment to anti-oppression lives in our vision of the future.

Objective 2: Demonstrate our impact
With the launch of the Action Trainings we are poised to see our work inspire and generate material outcomes in local communities like never before. Staying true to our commitment to both create spaces for transformation and also support projects on the ground, we will build capacity for measurement and sharing of impact in the domains of both shifting worldviews and climate justice action. This will include an internal shift in how our team operates and relates to data collection and measurement, as well as externally showing up with more quantifiable impact to share.

- **Key Result 1:** 100% of our programs include an impact survey
- **Project/implementation notes:**
  - Hire consultant or agency to guide us in this process
  - Template and ongoing process for producing an annual report
  - Shift in how we tell our story at the Fall Fundraiser
  - Create a metrics repository for grant writing

Objective 3: Strengthen our distributed leadership model
When we are not clear on how we operate together, both structurally and culturally, our productivity and morale is impacted. We have moved forward despite the challenges for years, and as our team and work step into a new chapter it is time to get clear on precisely the organizational model and practices we will adopt to support our team health, productivity, and well-being. This domain needs input from the Organizational Evolution Team and additional clarity and specifics to further outline the Objective and Key Results.
Objective 4: Develop more cross-cultural relationships/alliances
Our work in the South, and increasingly our programmatic work in the North, depend on strong and mindful collaboration across cultures and languages. The international branch of our work in the North has stretched in this direction but not with strong organizational support and commitment. Now that we are embracing climate justice as a core value and central concept to our work, both our team and offerings need to grow in the domain of cross-cultural collaboration so we show up as respectful and humble members of the movement community. In the long run this also serves to build foundational competencies and awareness that will support better communication with Fundación Pachamama and our partners in Ecuador.

Project/implementation ideas:

- Establish clearer lines of communication with Fundación Pachamama, specifically and starting with Marcomms and Devo
- Subsidize Spanish lessons for team members
- Teams to hold this?
  - Social Justice/Anti-Oppression Committee
  - Organizational Evolution
  - Programs and Movement Ecosystem work