

SUMMARY OF RECOMMENDATIONS BY AREA OF REVIEW

POLICY		PROCEDURES		SYSTEMS	
1.	Update Bylaws and specify all standing commissions with clear roles and responsibilities.	1.	Develop a Standard Operating Procedures Handbook	1.	Invest in IT to rise to today's technological standards.
2.	Develop a business plan that articulates the mission and vision	2.	Develop an annual strategic workplan.	2.	Hire a professional to redesign the website.
3.	Identify MPH specific objectives to achieve within the framework of the mission and vision.	3.	Update existing operational guidelines.	3.	Explore the use of a system of records for automated reporting.
4.	Foster an organizational culture to enforce good practices	4.	Develop structured guidelines for recruitment, staffing, etc.	4.	Design a dashboard for membership pool.
5.	Establish effective partnerships with key stakeholders.	5.	Develop an administrative framework for compliance with reporting requirements.	5.	Establish a strong presence on social media via You Tube,
6.	Implement monitoring and evaluation mechanisms.	6.	Create forms & templates for use by MPH administration.	6.	Develop monitoring mechanisms to assess visibility and outreach.
7.	Develop a detailed financial management plan.				
8.	Establish a Finance Committee.				
9.	Enforce articles 7 and 20 of Bylaws and explore innovative fundraising strategies.	CAPACITY-BUILDING			
10.	Develop a sustainable plan to generate revenue and reduce reliance on external funding sources.	1.	Establish a strong communication channel within MPH to constantly share the mission and the vision of the organization with clear expectations.		
11.	Plan to pay a stipend to Secretary and Treasurer whenever possible.	2.	Create a Welcome Package to provide relevant information to new members.		
12.	Update/develop terms of reference to include key information.	3.	Improve coordination between & within the Commissions and the Prayer groups for more synergy.		
13.	Implement a succession planning strategy.	4.	Organize in-person activities and events.		
14.	Implement a structured performance evaluation process.	5.	Redefine the membership criteria. For now, the prayer groups are the only channel to membership		
15.	Establish a permanent advisory committee.	6.	Reassess the autonomy of the management of the prayer groups and develop an integration plan Haitians across Haiti.		
16.	Ensure that all partnerships agreements are review by the advisory board.	7,	Provide training and/or identify courses for the volunteer coordinators in their area of work and in non-profit management in general.		
17.	Retain the services of a legal advisor.	8.	Involve the youth in key areas of management such as: social media use, IT systems, fundraising, organization of special events, music and prayer ministry, etc.		
18.	Create a commission to manage the prayer groups and review rotation period.				
19.	Develop strategies to bring the movement out of virtual walls.				
20.	Design the organizational chart to reflect the new structure.				