

# GLOBAL STRATEGY

2024-2030



What we want

## Vision and Mission

**Strømme Foundation's vision is a world without poverty.** Our mission is to fulfil the Sustainable Development Goal 1 – To end poverty in all its forms everywhere, and by 2030, eradicate extreme poverty.

**Strømme Foundation is fighting poverty.** Poverty is a condition characterised by deprivation of basic human needs, such as income, food and education. We work to ensure that all people, especially those who are most marginalised, excluded or discriminated against, have equal

rights to economic resources and get their basic needs met and can live a dignified life. Promoting social justice and ending poverty requires a just transformation to a sustainable future. We want to contribute to a green economy that is socially inclusive, low-carbon and resource efficient.

How we fight poverty

## Thematic focus

1

### Education

Promote social change and sustainable development through inclusive quality education and lifelong learning.

#### Cross Cutting Issues

Gender Equality  
Climate & Environment  
Inclusion  
Preventing Corruption

2

### Income & Job creation

Promote social change and sustainable development through improved livelihoods, income generating activities and green jobs.

How we work

## Development approach



**Rights-Based Approach**  
Promote that people's dignity and rights are respected and realised.



**Long-Term Development**  
Promote societal change and build resilience.



**Strategic Partnerships with Civil Society, Businesses and Public Sector**  
Leverage resources to fight poverty.



**Targeting the most vulnerable**  
Focus on children, youth, women, and persons with disabilities.



**Community Based Approach**  
Ensuring sustainability and local ownership.



**Impact-oriented**  
Change lives and communities.



**Safeguarding**  
Ensure that our programmes safeguard people and our planet.

Who we are:

**Strømme Foundation is an engaged and professional Development Organisation**

Values-based

Knowledge-seeking

Impact-oriented

Co-creative

Our values:

## Human Dignity

Strømme Foundation believes that all human beings are born free and equal in dignity and rights.

### Respect

Strømme Foundation strives to approach people with openness and respect, without distinction of any kind.

### Justice

Strømme Foundation has a drive to ensure and fulfil human rights for all, especially those who are most marginalised, excluded or discriminated against.

### Solidarity

Strømme Foundation believes in the obligation to promote the dignity, rights and development of all people, irrespective of differences and boundaries.

Strømme Foundation's origins and work are based on Christian values. We understand this as a practical commitment to protect the dignity of every person, show solidarity with the oppressed, marginalised and discriminated, and act against injustice. These are values that inspire people of different social, cultural, and religious backgrounds to

work for and support Strømme Foundation's mission. Strømme Foundation fights poverty irrespective of faith and other backgrounds. With a deep conviction of the value of equitable partnership, Strømme Foundation works together with local communities and actors to fight poverty.

## Organisational priorities

1 Increase our impact through quality programmes

2 Mobilise Increased Resources to Fight Poverty

3 Build One Organisation

# ORGANISATIONAL PRIORITIES

## 1 Increase our impact through quality programmes

- Strengthen SF's **decentralised and equitable partnership model**, to run and co-create high quality programmes, improve local owner- and leadership and ensure programme sustainability.
- Further develop **strategic partnerships** with national and local governments, national and international NGOs, academic institutions and private sector actors.
- Maintain a **geographic focus** on countries and areas where a substantial part of the population lives in extreme poverty.
- **Align our programmes** with the UN SDGs, global environmental agreements as well as respective national policies and strategies.
- Maintain a **strong thematic focus**, while strengthening mental health and the prevention of harmful practices as well as climate and environment in our programmes.
- Adopt a **development-humanitarian nexus** approach with a focus on disaster risk reduction.
- Ensure programme quality and impact through **results-based management**, utilizing effective, digital and research-based methods in monitoring, evaluation and impact studies.
- Stimulate a **culture of learning** and encourage the exchange of knowledge and experience both internally and externally.
- Embrace **new technology** to improve the quality of our programmes, measurement and communication with donors and other stakeholders.

## 2 Mobilise increased resources to fight poverty

- Secure and increase stable, predictable and diversified **funding**, and seek more unrestricted and flexible funding for our programmes.
- Work systematically to co-create and establish **strategic partnerships** with other NGOs, academia and the public and private sector.
- Strengthen our **network** with local communities, civil society and schools.
- Mobilise and seek **cooperation and partnerships** with individuals and networks who share our values.
- Invest in partner's capacity for **resource mobilisation**.
- Be **a clear and bold voice** on issues of global poverty and injustice – and actively influence government policy on all levels.
- Communicate the work we do, and **inform, inspire and engage** the public in the fight against poverty.
- Actively **mobilise youth** through our programs, networks, exchange programmes and advocacy.
- Audit our fundraising activities and communication to ensure it **aligns with our values**.
- Continue to strive for an **efficient and effective** organisation and use the resources in a way that maximises the impact on our target groups.
- Be **transparent and accountable** to the communities we operate in, and to our supporters, donors and strategic partners.
- Take an active role in the **fight against corruption** to avoid marginalised and vulnerable people being deprived of essential resources.

## 3 Build One Organisation

- Build "One Organisation" in structure and culture across organisational levels, regions and countries, **respecting and valuing the diversity** of our countries and cultures.
- Continue SF's **decentralised mode of operation**, empower those closest to the issue at hand to make decisions on their own, and give more power to colleagues and partners in the global South.
- Continue to create a "One Organisation" culture based on our **common purpose**, and where our values are practised and motivate us to fulfil our mission.
- Create a **shared consciousness** through consistent, transparent and inclusive information sharing and forums for bringing people together.
- Develop an **agile and team-based** organisational model, and strengthen co-creation, project-based work and a culture for learning within the organisation.
- Continue to develop shared organisational **policies, practices and systems**.
- Invest in up-to-date **digital solutions** and promote digital transformation within the organisation.
- Maintain and improve a positive working environment and a **values- and trust- based leadership**, where employees feel recognised, respected and cared for.
- Attract, develop and retain dedicated and **competent employees**, and increase opportunities for capacity building.
- Promote **equality and inclusion** and increase diversity in the SF workplace.