



# STRATEGIC PLAN

2025 - 2030



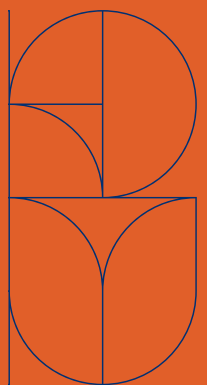
Presented by:  
**Mobafa Baker**



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# INTRODUCTION



## Focus for 2025 - 2030

This Strategic Plan reaffirms MOBAK Foundation's unwavering commitment to its mission. It lays the foundation for our next stage of growth and impact. By focusing on empowerment, sustainability, advocacy, expansion, and organizational strength, MOBAK will continue to transform lives, dismantle barriers, and create lasting change for youth and individuals experiencing homelessness, exiting the child welfare system and in need of support in Trinidad and Tobago, Jamaica, Ghana and across the region.





# VISION & MISSION



## Vision

A world in which young people are safe, successful, and empowered



## Mission

MOBAK Foundation provides young people with safe spaces, strong programming, stable relationships, and academic supports to successfully overcome all barriers.



# CORE VALUES



## Safety with Dignity

We create environments of physical, emotional, and psychological safety where every young person is treated with respect and humanity — because true empowerment begins with trust and dignity.



## Success Through Support

We believe no one succeeds alone. Through consistent relationships, holistic programs, and practical resources, we walk alongside youth as they define and achieve their own version of success.



## Growth with Purpose

We are committed to growing intentionally — expanding our reach, deepening our impact, and evolving our practices to meet the changing needs of youth and communities. Our growth is guided by mission, measured by outcomes, and powered by partnerships.

# 2020 - 2025 PERFORMANCE RECAP



Between 2020 and 2025, MOBAK Foundation has made significant strides in advancing its mission to support youth transitioning out of care and families experiencing poverty across multiple regions. Key achievements include:

# 2020 - 2025 PERFORMANCE RECAP

- Establishment of the Transition Home in Chaguanas, successfully providing safe housing and critical support services to up to 14 youth in need.
- Successfully exiting St. Madeline Transition Home space to Chaguanas by strengthening operations.
- Support for 78 youth in Trinidad, responding to increasing requests for assistance with housing, education, and life skills development.
- Continue to be an agency of choice for youth referrals from the Children's Authority of Trinidad and Tobago, Children's Court and several Children's Homes.





# 2020 - 2025 PERFORMANCE RECAP

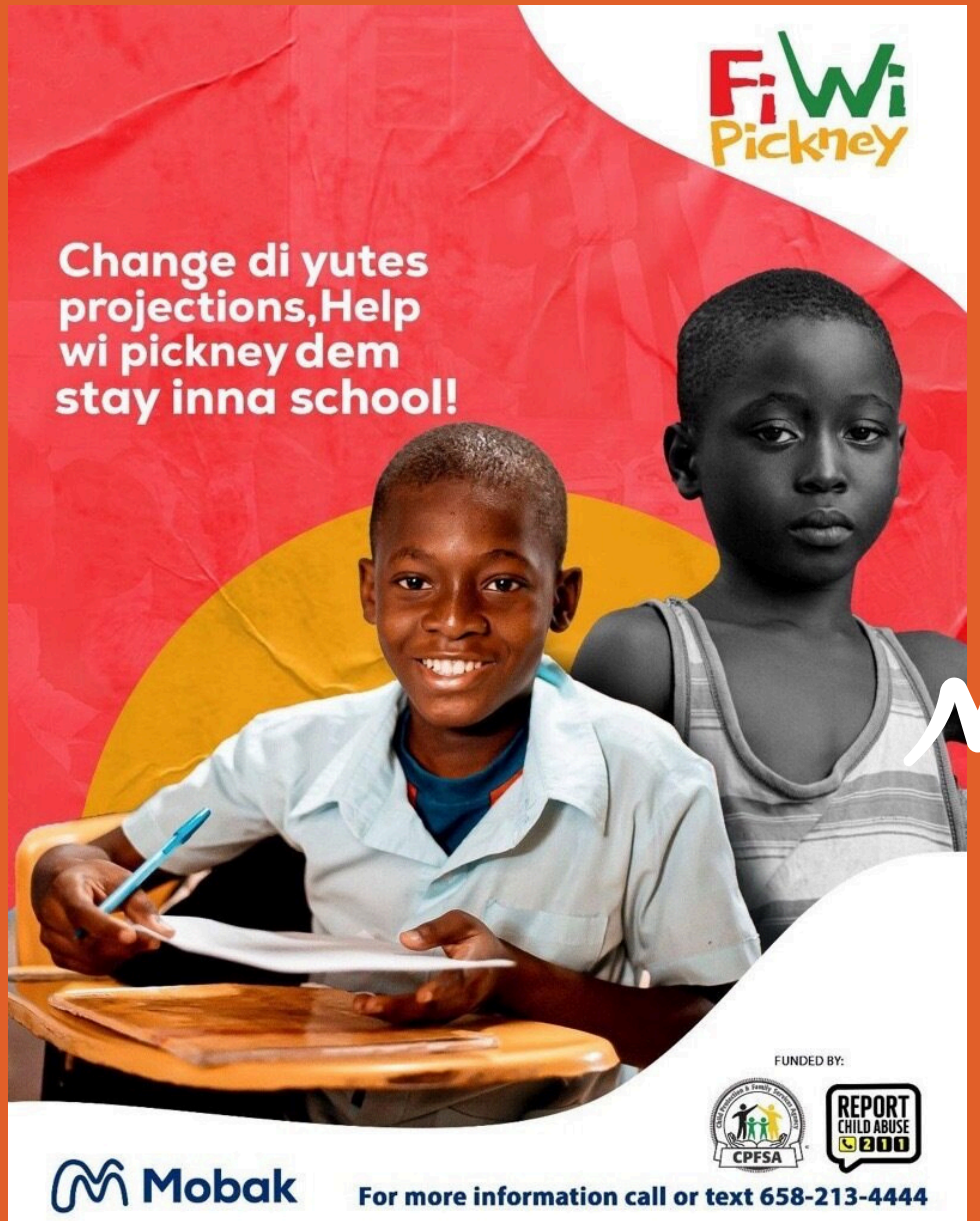
- Launch of Untold Stories project that led to 160 persons participating in conferences and viewership of the issues impacting youth by over 10,000 persons.
- Improved staffing relationships to a level that all former staff continued to remain connected to the vision and operations of MOBAK Foundation .
- Organizational strengthening, enhancing governance structures, Board leadership, and communications presence to boost visibility and stakeholder engagement.
- Increased social media presence, active across all popular platforms and maintaining a strong following of over 3000 persons on each platform.



# 2020 - 2025 PERFORMANCE RECAP

- Grant programs for youth empowerment, with over 300 applicants in Trinidad (2022) and 500 youth applicants in Ghana (2023) to access education, skills training, and entrepreneurship support.
- Hosting impactful youth events in Ghana, fostering community engagement, skills development, and peer mentorship opportunities.
- Expansion of services to Ghana has seen large-scale engagement through events and program applications.





# 2020 - 2025 PERFORMANCE RECAP

- Expansion of services to Jamaica, where over 200 youth and 500 families in Jamaica have been supported through outreach and poverty alleviation initiatives.
- The launch of the Fi Wi Pickney Program is part of MOBAK's ongoing partnership with the Child Protection and Family Services Agency (CPFSA).



# 2020 - 2025 PERFORMANCE RECAP

- Launch of MOjuisi social enterprise (2022), creating employment and skills-building opportunities for youth, despite its eventual closure in 2024 due to sustainability challenges.
- Through these milestones, MOBAK has laid a strong foundation for long-term impact, expanded its regional footprint, and demonstrated resilience and adaptability in serving vulnerable youth and families.





# STRATEGIC OBJECTIVES 2025 - 2030

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## Empower

Holistic youth development, voice, and capacity-building



## Sustain

Smart, scalable, and values-driven organizational growth



## Engage

Dignified belonging, co-creation, and lived-experience advocacy

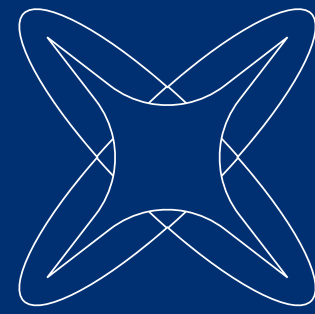


## Expand

Scale impact through strategic growth of services, systems, and geographic presence.

## Strengthen

Scale impact through strategic growth of services, systems, and geographic presence.



# KEY GOALS

The 2025 - 2030 Strategic Objectives focus on driving growth, innovation, and operational excellence.



## Empower

Provide academic, vocational, and life-skills training to 300+ youth and adults, supported by mentorship, tutoring, and permanent support networks.



## Sustain

Build long-term stability through three social enterprises, diversified funding, volunteer engagement, and a robust quality management system.



## Engage

Amplify youth voices, challenge stigma, and mobilize communities and partners to advocate for systemic change.



## Expand

Grow MOBAK's housing programs to new populations, launch a transitional housing site in Jamaica, and strengthen regional partnerships.



## Strengthen

Ensure excellence in governance, financial accountability, and data-driven decision-making.





# STRATEGIC PRIORITY 1: EMPOWER - CULTIVATE CAPACITY AND CONFIDENCE

## Core Value: Success Through Support

- 1.1 Expand access to vocational training programs such as certified trades, digital skills, social enterprise pathways) by Q3, 2025.
- 1.2 Integrate trauma-informed life skills curriculum (emotional regulation, boundaries, conflict resolution) - Piloted by Q1 2026, full rollout by Q3 ,2026.
- 1.3 Launch Alumni Mentorship Network to support post-transition youth by Q2, 2026.
- 1.4 Introduce digital and financial literacy modules across all programs by Q4, 2025.
- 1.5 Conduct annual life skills impact assessments to track growth Annually by Q4, 2025.
- 1.6 Achieve 70% employment outcome for program graduates by Q4,2028.
- 1.7 Continue to expand academic certification as a key component to supporting children from care by Q3, 2025.





# STRATEGIC PRIORITY 2: SUSTAIN - BUILD STABILITY THROUGH INNOVATION AND INCLUSION

## CORE VALUE: GROWTH WITH PURPOSE

- 2.1 Launch first revenue-generating social enterprise (linked to youth training) by Q2 2026.
- 2.2 Develop and implement MOBAK's 3-Year Staff Capacity Building Plan by Q4 2025.
- 2.3 Develop robust data and case management systems with real-time tracking and outcome reporting - Procured by Q1 2026, operational by Q3 2026.
- 2.4 Establish a Reserve Fund and Fund Development Strategy by Q4 2025.
- 2.5 Reduce dependency on government funding by 40% by end of 2030.

- 2.6 Increase annual donor base by 50% by Q4 2027.
- 2.7 Launch two additional social enterprises based on market research - Second: Q3 2027, Third: Q4 2028.
- 2.8 Expand and retain a strong Volunteer base, with structured onboarding, appreciation, and skills development.
- 2.9 Design and implement a Quality Management Framework that includes program audits, standards, and client satisfaction.



## **STRATEGIC PRIORITY 3: ENGAGE ADVANCE ADVOCACY AND COMMUNITY INTEGRATION**

**CORE VALUE: SAFETY WITH DIGNITY**



- 3.1 Expand non-residential youth program (target: 300 youth) by Q1 2027.
- 3.2 Host annual advocacy forum focused on post-care policy reform every year, by Q3 2026.
- 3.3 Build 15 new community and sector partnerships by end of 2026.
- 3.4 Implement youth-led public awareness campaign on stigma and belonging campaign planning by Q2 2026 and launched by Q4 2026.
- 3.5 Embed lived-experience representation in 30% of all program and advisory committees by Q2 2027.
- 3.6 Achieve national visibility for MOBAK's advocacy efforts (media, policy submission, or award) by end of 2026
- 3.7 Develop a strong communication and advocacy strategy for MOBAK Foundation by Q4 2025.
- 3.8 Create and implement annual event calendar for signature events for MOBAK Foundation by Q1, 2026.



## STRATEGIC PRIORITY 4: EXPAND - STRENGTHEN INFRASTRUCTURE AND REGIONAL REACH



Our sustainability initiatives focus on reducing our environmental impact through innovative practices and efficient resource management, promoting a healthier planet for future generations.

- 4.1 Expand residential services to include other groups. Scoping Q3 2025, phased launch by Q4 2026.
- 4.2 Establish and operate a Transitional Residential Space in Jamaica. Feasibility & Partnerships Q3 2025, Launch Q3 2027.
- 4.3 Develop a MOBAK Regional Collaboration Network with 10+ child/youth agencies across the Caribbean. Launched by Q2 2026.
- 4.4 Invest in physical infrastructure (e.g., upgraded facilities, new housing units). Annual capital plans by Q1 2026.
- 4.5 Develop and implement a maintenance strategy to upgrade the Transition Home in Chaguanas by Q4, 2025.
- 4.6 Build and implement a centralized Data and Impact Measurement System for all locations. Designed Q2 2025, implemented by Q3 2026.
- 4.6 Publish annual Regional Impact Reports and operational dashboards. Starting 2026.



## STRATEGIC PRIORITY 5: STRENGTHEN ADVANCE GOVERNANCE, SYSTEMS, AND ACCOUNTABILITY

- 5.1 Establish a Board Development and Renewal Plan including recruitment, onboarding, and term limits by Q3 2025.
- 5.2 Conduct annual board governance reviews aligned with best practices by Q4 2025.
- 5.3 Upgrade organizational policies on finance, risk management, safeguarding, DEI, and HR by Q3 2025 - Q4 2026.
- 5.4 Conduct annual independent financial audits and publish reports ongoing by 2025.
- 5.5 Launch a board education series focused on governance, fiduciary roles, trauma-informed leadership by Q1 2026.
- 5.6 Create a MOBAK Performance & Risk Dashboard for board and senior management use by Q3 2026.
- 5.7 Develop a volunteer program focused on recruiting and creating a strong volunteer base by Q3, 2026.





# SUMMARY & NEXT STEPS

Year	Milestones
2025	Staff development plan launched, Data system design begins, Regional partners scoped, Communications & Advocacy Strateg, Donor strategy begins.
2026	Social Enterprise #1 launched, Expanded youth programming, Regional partnerships formalized, Non-residential program scales, Youth Council formed.
2027	Jamaica transitional space operational, Social Enterprise #2 launched, Housing expanded for young adult mothers.
2028	Social Enterprise #3 launched, Community impact reports published, 90% of staff trained in data and trauma-informed care.
2029-2030	Government funding reliance reduced by 40%, MOBAK becomes regional policy voice, all strategic KPIs assessed.





# CONCLUSION

This Strategic Plan lays the groundwork for MOBAK Foundation's next stage of growth and impact. By focusing on empowerment, sustainability, advocacy, expansion, and organizational strength, MOBAK will continue to transform lives, dismantle barriers, and create lasting change for youth and individuals experiencing homelessness in Trinidad and Tobago, Jamaica, and across the region.

