

Our Strategic Plan

2025-2030



Welcome

At the heart of OneSpirit Interfaith Foundation lies a profound commitment to nurturing the shared sacred truths that resonate across the world's religions and spiritual traditions. With a focus on inner leadership and the cultivation of peace, this organisation has trained nearly 900 ministers over the past 27 years, each contributing to positive change in their communities. As we face unprecedented global challenges, OneSpirit seeks to expand its reach and impact, welcoming all who seek to deepen their connection to spirit and contribute to a more compassionate and unified world. In this strategic plan, we outline our vision for the future, emphasising the importance of training, community, and the elevation of its interfaith ministry.

This ambitious blueprint is not just about growth but reflects a deep commitment to our core values and a nuanced understanding of the dynamic environment in which we operate. At the heart of our strategy lies the drive to expand our reach and influence while elevating the quality of experiences within our community. We are determined to ensure that these experiences remain vibrant, inclusive, and attuned to the evolving needs of our members.

Our strategy is deeply rooted in our mission to cultivate an environment where diversity of thought and experience is celebrated as a strength. By broadening our reach, we aim to welcome a wider array of perspectives, enriching our community's discourse and enhancing our collective ability to address complex global challenges with empathy and insight. Community development stands as a cornerstone of our strategy, grounded in our belief in the power of a well-connected community. Central to this is our conviction in the divine presence within each individual, which we are committed to nurturing and supporting. We believe that fostering a culture of appreciation and collaboration is essential for creating an environment

where members feel genuinely valued and empowered to contribute meaningfully to society.

Creating an atmosphere that recognises and cultivates the divine spark within everyone enhances our collective capacity for empathy, understanding, and meaningful collaboration. This ethos not only strengthens individual members' sense of belonging but also fortifies the fabric of our community, making it more resilient and dynamic.

Addressing organisational development is equally crucial to our strategic vision. A clear structure and mission clarity are vital for operating efficiently and fulfilling our educational goals effectively. With clear direction, we can enhance our personal and professional offerings, ensuring that our programs remain relevant, impactful, and aligned with our core and communal values.

Moreover, our focus on curriculum development underscores our dedication to inclusivity and relevance in our educational efforts. By continually refining our curriculum and teaching philosophy, we ensure that we are not only keeping pace with but also anticipating the emerging needs of our students. This proactive approach equips our community with the knowledge and skills necessary to navigate and contribute positively to an increasingly diverse and complex world.

As we embark on this journey, we invite our community to join us in this transformative endeavour. Together, we can build a future where the richness of diverse perspectives is harnessed to create a more empathetic, understanding, and connected world. Our strategic plan is not just a roadmap for the future; it is a call to action for all who share our vision of a world where every individual's divine spark is recognised, nurtured, and celebrated.

Organisational Purpose

To benefit the public by the education of mature adults in:

- o the core principles of the world's religions, faiths and spiritual traditions;
- o principles and methods of forgiveness, reconciliation and peace-making;
- o and the practice of non-denominational spiritual and pastoral service in the community.

Our Vision

- o is a world in which humanity awakens into an inclusive global spirituality that encompasses us all in the field of love and life

Our Mission

- o is to work towards evolving consciousness in the world, by facilitating open-hearted people to awaken to inner leadership and their capacity for forgiveness, reconciliation, and peace-making

Our Touchstones

- o are inclusivity, compassion, authenticity and spiritual transformation

"Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world."

- Desmond Tutu



“Just as treasures are uncovered from the earth, so virtue appears from good deeds, and wisdom appears from a pure and peaceful mind.

To walk safely through the maze of human life, one needs the light of wisdom and the guidance of virtue.”

- Buddha



Why We Developed This Strategy

The strategy we've crafted for the next five years for OneSpirit Interfaith Foundation stems from a deep understanding of our core values and a recognition of the evolving landscape within which we operate. This multifaceted strategy is driven by the need to not only expand our reach and influence but also to deepen and enrich the experiences within our community, ensuring they remain *vibrant, inclusive, and responsive to the changing needs of its members*.

Why have we created this strategy? At the heart of our mission lies the desire to foster an environment where diversity of thought and experience is not just welcomed but celebrated.

By widening our reach, we aim to embrace a broader spectrum of perspectives, thereby enriching our community's dialogue and enhancing our collective ability to address complex global issues with empathy and understanding.

Community development is central to our strategy because we believe in the power of a strongly connected community. Integral to this belief is our conviction in the divine presence within each individual, which we seek to nurture and encourage within our community. A culture of appreciation and collaboration is fundamental to creating a space where members feel truly valued and equipped to contribute meaningfully to the world. This ethos not only bolsters individual members' sense of belonging but also strengthens the fabric of our community as a whole, making it more resilient and dynamic.

By fostering an environment that recognises and cultivates the divine spark within everyone, we enhance our collective capacity for *empathy, understanding, and meaningful collaboration*.

Addressing our organisational development is equally critical. Having a clear structure and enhanced clarity in our mission allows us to operate more efficiently and deliver on our educational goals more effectively. Clear direction fosters the enhancement of our personal and professional offerings, guaranteeing that our programmes stay relevant, impactful, and in harmony with our core and communal values.

Finally, our focus on curriculum development underscores our commitment to inclusivity and relevance in our educational endeavours. By continuously refining our curriculum and teaching philosophy, we ensure that we're not just keeping pace with but anticipating the emerging needs of our students. This forward-thinking approach guarantees that we equip our community with the knowledge and skills necessary to navigate and contribute positively to an increasingly diverse and complex world.

Ultimately, this five-year plan signifies our profound commitment to growth, focusing not only on broadening our organisational reach but also on significantly deepening our *impact and influence* in meaningful ways.

This strategy is about strengthening our foundation while reaching *outwards*, ensuring that we're always moving forward in a way that's *inclusive, thoughtful, and aligned with the core values that define us as OneSpirit Interfaith Foundation*.

Our Goals at a Glance

Goal #1: Expanding Our Reach

Aim to grow our community by connecting with more people who share our values.

- *Impact: This will bring in new ideas, help us work better together, and spread our message further while keeping our community strong.*

Goal #2: Building Our Community

Focus on supporting our members and creating a welcoming environment.

- *Impact: Members will feel more valued and connected, which will boost their involvement and make our community more resilient and dynamic.*

Goal #3: Improving Our Organisation

Work on clarifying our structure to better support our educational goals.

- *Impact: A clear organisation will lead to better programs, easier communication, and smoother operations, enhancing the quality of our education.*

Goal #4: Updating Our Curriculum

Review and develop our curriculum to make sure it is inclusive and meets our students' needs.

- *Impact: By keeping our educational content current, we provide students with the skills and knowledge they need to handle diverse situations, promoting mutual respect in a changing world.*



Goal #1: Widening Our Reach

Over the next five years, we will aim to broaden the organisation's scope and influence to cultivate a larger, more unified community grounded in shared values.

Actions:

1. Enhance Inclusivity through Language and Communication:

- Conduct a comprehensive review of all written and verbal communications to identify and eliminate language that may be exclusive or offensive.
- Actively seek feedback from students, alumni, and staff to gain insights into language preferences and potential barriers.
- Develop guidelines and training for staff on inclusive language and communication practices.
- Regularly monitor and update communications to ensure ongoing inclusivity.

2. Expand Community Reach and Engagement:

- Identify and partner with organisations and communities that share similar values and goals.
- Develop and implement targeted outreach campaigns to attract diverse individuals and groups.
- Leverage social media and other digital platforms to share stories and promote events.
- Organise interfaith events and workshops to foster dialogue and understanding.

3. Optimise Student Recruitment and Experience:

- Conduct thorough research to understand the needs and preferences of potential students.
- Develop personalised outreach strategies based on individual student profiles.
- Create a welcoming and inclusive campus environment that celebrates diversity.
- Offer a variety of programs and services to meet the diverse needs of students.

4. Strengthen Brand Narrative and Storytelling:

- Develop a strong brand identity that reflects the organisation's values and mission.
- Create compelling stories that highlight the impact of the organisation's work.
- Utilise a variety of storytelling formats, including written content, videos, and podcasts.
- Share stories of diverse individuals and communities to inspire and connect.

Goal #2: Building Our Community

Over the next five years, we will aim to strengthen and develop our community by fostering a culture of appreciation, collaboration, and understanding.

Actions:

1. Ethical Framework and Practice:

- Conduct a comprehensive review and update of the Code of Ethics to align with the organisation's evolving values.
- Develop a robust Code of Practice for ROSIM, ensuring it aligns with the community's values and ethical standards.
- Disseminate the Code of Ethics and Code of Practice to all members and stakeholders.

2. Community Engagement and Feedback:

- Implement strategies to increase community awareness and engagement with the Code of Ethics and Code of Practice.
- Conduct regular surveys and consultations to gather feedback and insights from the community.
- Use feedback to inform the development and improvement of ethical guidelines and practices.

3. ROSIM Quality Assurance and Reporting:

- Establish a robust system for data collection, analysis, and reporting of ROSIM activities.
- Develop a comprehensive annual report that highlights the impact of ROSIM members' work.
- Implement quality assurance processes to ensure the accuracy and reliability of ROSIM activities.

4. Supervisor Development and Support:

- Provide ongoing training and support to supervisors to enhance their skills and knowledge.
- Foster a collaborative and supportive environment for supervisors through networking opportunities and communication channels.
- Review and streamline the recommitment process to reduce administrative burden on supervisors.
- Work with the supervisor network to address diversity gaps and promote inclusivity.

Goal #3: Improving Our Organisation

Over the next five years, we will improve organisational clarity and structure to strengthen our educational mission.

Actions:

1. Enhance Organisational Culture and Communication:

- Implement NVC training to improve interpersonal communication and collaboration.
- Utilise Google Workspace to streamline workflows and enhance document management.
- Facilitate workshops to align teams around a shared vision and foster a sense of unity.
- Conduct team-building activities to strengthen relationships and improve morale.

2. Strengthen Governance and Accountability:

- Seek feedback to improve the structure and effectiveness of trustee meetings.
- Engage trustees in training and development to increase their understanding and involvement.
- Implement a system for tracking and reporting on organisational performance.

3. Secure Sustainable Funding:

- Develop a dedicated fundraising page and engage in grassroots fundraising initiatives.
- Actively seek grants and sponsorships to secure additional funding.
- Publish transparent reports on fund usage to build trust with donors.

4. Promote Equity, Diversity, and Inclusion:

- Implement comprehensive EDI training programs for all staff.
- Foster a culture of peer-to-peer learning and knowledge sharing.
- Develop a framework to support the integration of EDI principles into curriculum and teaching.
- Establish an EDI policy review committee to ensure ongoing compliance and improvement.

Goal #4: Updating Our Curriculum

In the next five years, we will review and develop our curriculum and teaching philosophy to ensure it is inclusive and meets the emerging needs of our students.

Actions:

1. Curriculum Review and Enhancement:

- Conduct a comprehensive review of the current curriculum to ensure alignment with educational philosophy and student needs.
- Develop and implement a two-year curriculum plan to guide future development.
- Collaborate with faculty to refine learning outcomes and teaching methodologies.
- Utilise benchmarking and best practices to identify areas for improvement.

2. Spiritual Accompaniment and Counselling:

- Clarify the distinction between spiritual accompaniment and counselling and ensure consistent application.
- Evaluate the effectiveness of case studies and other teaching methods.
- Develop a shared vision for spiritual accompaniment and counselling within the organisation.
- Assess the impact of spiritual accompaniment on student and minister confidence.

3. Flexible and Diverse Training Offerings:

- Offer a mix of online and in-person training options to meet the needs of diverse learners.
- Develop new courses and retreats to expand the curriculum and engage students.
- Implement modular training to introduce diversity and flexibility into the curriculum.
- Continuously evaluate and refine the curriculum based on feedback and emerging needs.

4. Organisational Development and Support:

- Create a comprehensive training manual to support faculty in delivering high-quality instruction.
- Utilise technology to improve curriculum mapping and resource management.
- Foster a culture of collaboration and knowledge sharing among faculty.
- Implement effective succession planning and knowledge transfer strategies.

Contact Us

If you would like to know more about OneSpirit Interfaith Foundation, our community, or the two-year training programme that we offer, please contact us or visit our website:

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<https://www.interfaithfoundation.org>

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