



NURSING FOR ALL
nurses empowering nurses worldwide



20 IMPLEMENTATION 26 PLAN

Prepared by:

ALTO
ALDRICH TOBIN PARTNERS

Nursing For All Strategic Implementation Plan

Priority 1: Build Capacity – Strengthen Organizational Infrastructure

Goal: Build a sustainable and well-supported organizational structure that amplifies NFA’s nurse-led programs, strengthens accountability, and supports long-term leadership continuity.

Implementation Plan

Action Step	Timeframe	Responsible	Intended Outcome
Draft role description for part-time operational leadership support (e.g., Executive Director or Program Administrator)	Q1 2026	Board + Founder	Clear role definition aligned with strategy and capacity needs
Launch recruitment and screening process	Q1–Q2 2026	Board	Qualified finalist(s) identified
Onboard operational leadership support	Q2 2026	Board + Founder	Day-to-day coordination capacity strengthened
Clarify and document roles, reporting relationships, and decision-making pathways	Q2–Q3 2026	New Leader + Board	Clear governance and management structure / define model
Strengthen data systems and develop simple dashboards	Q2–Q3 2026	New Leader + Program Officers	Quarterly metrics and improved program visibility
Establish regular staff and board check-ins aligned with strategic priorities	Q3 2026 onward	Board + New Leader	Ongoing alignment and accountability
Strengthen board composition and expertise over time	2027–2028	New Leader + Board	Governance capacity aligned with growth

Priority 2: Clarify and Elevate NFA’s Model and Impact

Goal: Clearly, document, and communicate NFA’s distinctive nurse-led public health model and its impact in Liberia.

Implementation Plan

Action Step	Timeframe	Responsible	Intended Outcome
Finalize and approve updated mission and vision statements	Q1 2026	Board	Shared strategic clarity
Document NFA’s Nurse-Led Public Health Model	Q2 2026	Founder + Program Officers	Clear articulation of NFA’s approach
Collect and curate nurse and patient stories	Q2–Q4 2026	Program Officers + New Leader	Compelling storytelling assets
Strengthen website and core communications materials	Q3–Q4 2026	New Leader + Communication Support	Stronger external positioning
Produce annual impact report	Annually starting Q4 2026	New Leader + Program Officers	Credible, funder-ready reporting

Priority 3: Diversify and Grow Funding Streams

Goal: Expand and diversify NFA’s funding base to support program stability, infrastructure, and thoughtful growth.

Implementation Plan

Action Step	Timeframe	Responsible	Intended Outcome
Develop a three-year fundraising strategy	Q3 2026	New Leader + Board	Clear revenue targets and pathways
Identify and secure fundraising support (staff or contract)	Q4 2026	New Leader + Board	Increased grant and donor capacity
Strengthen and expand the annual fundraising event	Q4 2026–2028	Board + New Leader	Expanded donor engagement
Grow unrestricted revenue	2026–2028	Board + New Leader	≥\$200K annual revenue by 2028
Explore Liberia-based or mission-aligned revenue opportunities	2027–2028	Board + Founder	Long-term sustainability options

Priority 4: Ensure Program Sustainability and Local Capacity Building

Goal: Strengthen the Liberian nursing workforce and program operations to ensure durable, high-quality community impact.

Implementation Plan

Action Step	Timeframe	Responsible	Intended Outcome
Assess existing nurse support and training practices	Q2 2026	Program Officers	Baseline understanding of current strengths
Explore continuing education, leadership/peer learning options aligned with NFA's model	Q2–Q3 2026	Program Officers + Founder	Structured capacity-building pathway
Pilot peer learning or leadership development activities	Q4 2026	Program Officers	Strengthened nurse leadership capacity
Continue recognition efforts and explore micro-grants or incentives	2027	New Leader + Founder	Increased motivation and innovation
Formalize collaboration with Ministry of Health and nursing institutions	2027	Founder + Board	Alignment with national priorities
Implement ongoing quality assurance processes (site visits, feedback)	2027 onward	Program Officers	Consistent quality and learning loops

Priority 5: Prepare for Thoughtful Expansion

Goal: Build organizational and programmatic readiness for geographic and programmatic expansion aligned with NFA's mission and capacity.

Implementation Plan

Action Step	Timeframe	Responsible	Intended Outcome
Conduct Liberia health landscape assessment	Q3–Q4 2026	Program Officers	Clear understanding of unmet needs
Develop expansion readiness criteria and framework	Q1 2027	Founder + New Leader + Board	Guardrails for future growth
Identify partnership-based replication opportunities	2027	Founder, New Leader + Board	Lower-risk expansion pathways
Continue strengthening board expertise to support growth	2027–2028	New Leader	Governance readiness
Prepare expansion readiness summary for board review	2028	New Leader	Decision-ready analysis