GPA Strategic Plan 2021-2022

Vision

The vision of GPA is a world reshaped by the transformative power of grants

Mission

The mission of GPA is empowering grant professionals and those they serve through:

- Advocacy - Advocating for members, the grants profession, and those they serve
- Community - Creating powerful communities and connections
- Professionalism – Fostering excellence in professional practice

Cross Cutting Priorities

The following cross cutting priorities are foundational and guide all efforts of the Association’s work in the three areas of focus of Advocacy, Community, and Professionalism. These priorities will be reflected in the operational and work plans for committees and staff in each of the focus areas. The priorities are:

- Ethical Standards
- Diversity, Equity, and Inclusivity
- Fiscal Responsibility/Sustainability
- Responsible Transparency®

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Areas of Focus

A. Area of Focus

Advocacy: Advocating for members, the grants profession and those they serve

Definition:
1. Provide relevant resources as tools to help grant professionals advocate for themselves and their careers.
2. Collaborate on a national and international level with private and public funders, fostering efficient and effective grant proposals and reporting processes.
3. Support grant professionals with tools and resources for communicating with funders.
4. Engage in governmental advocacy work and communication, guided by GPA's approved policies.

Vision of Success:
GPA is at the table on a national and international level with the people creating the forms and processes for grants and grants management. GPA is celebrating the success of our peers in career advancement. Grant professionals have the confidence and resources to collaborate with funders to improve grant practices.

Three-Year Success Statements:
- Developed an annual research calendar/plan. (A.1)
- Combined research results and case statements to provide a career advocacy toolkit for grant professionals. (A.1)
- Collaborated with grantmaking associations and federal agencies to create a broad-based system of more equitable grant practices. (A.2)
- Created materials and resources for grant professionals to have conversations with funders. (A.2)
- Documented success stories and lessons learned from members using resources and materials to affect change in relationship building at all levels. (A.3)
- Developed and implemented an effective governmental advocacy program. (A.4)
B. Area of Focus

Community: Creating powerful community and connections

Definition:
1. Create and sustain a network of grant professionals who share knowledge, experiences, and resources.
2. Build lifelong professional connections and support systems within the field that extend beyond the work.

Vision of Success:
A growing number of members and chapters connect nationally, locally, and virtually. The value of mentoring is both encouraged and supported. Members continue to build strong relationships based on common interests, challenges, and goals, and thereby find greater professional success.

Three-Year Success Statements:
- Increased the number of GPA members. (B.1)
- Increased the number of GPA Chapters and the number of GPA members who are members of a GPA chapter. (B.1)
- Broadened meaningful mentoring opportunities and increased the number of mentor-mentee connections available. (B.1)
- Leveraged and modeled new technology modalities to enhance connections. (B.1, B.2)
- Created a leadership pipeline for grant professionals. (B.2)
- Recruited and supported volunteers and leaders at the local, regional, and national level (i.e. committees and chapters). (B.2).
- Linked peer professionals to bridge gaps in subject matter expertise. (B.2)
C. **Area of Focus**

**Professionalism: Fostering excellence in professional practice**

**Definition:**
1. Provide grant professionals with learning opportunities to succeed throughout an evolving career.
2. Promote professional standards for delivering quality services.
3. Facilitate peer-involvement that promotes/supports professional practice.

**Vision of Success:**
A growing number of grant professionals are recognized in their sector as the professionals they are. There are multi-layered resources related to professional practice. Grant professionals are intentional in determining career development and advancement. It becomes the cultural norm for grant professionals to educate others internally and externally about their role and the role of grants in their organizations and the world.

**Three-Year Success Statements:**
- Developed and provided cohesive professional development paths for grant professionals. (C.1)
- Developed different modalities of learning for learning styles. (C.1)
- Developed and provided tools and resources to educate supervisors/boards, colleagues, and staff (that is educating up/sideways/down in the organization) as a best practice for optimal career development. (C.2)
- Developed and provided tools and resources to ensure GPA content continues to support the GPCI competencies. (C.2)
- Developed and provided tools and resources to increase levels of participation in GPA professional development activities. (C.3)