

2020-2024



International Association for Community Development
Association Internationale de Développement et D'Action Communautaires

Foreword

The International Association for Community Development (IACD) is the only global network for professional community development practitioners. We support development agencies and practitioners around the world to build the capacity of communities to realise greater social and economic equality, environmental protection and political democracy.

Collectively, we subscribe to the following definition of community development, agreed in consultation with our members, in 2016;

‘Community development is a practice based profession and an academic discipline that promotes participative democracy, sustainable development, rights, economic opportunity, equality and social justice, through the organisation, education and empowerment of people within their communities, whether these be of locality, identity or interest, in urban and rural settings.’



IACD is an international and democratic organization. We are accredited with the UN and our global network of members extends to more than 70 countries and includes practitioners, educators, researchers, students and organizations active in the field of community development.

Our international Board of Directors are elected from the membership and can serve up to three terms (of up to three years per term). The President, Vice Presidents and Treasurer are elected by and from within the Board of Directors. Other Board members take on responsibilities as Directors for their respective regions.

The preparation of this Strategic Plan 2020 – 2024 began in June 2019, with the decision by the Board to

commence a period of several months' consultation within the Board, and with the membership. During the latter part of 2019 we undertook a membership survey which sought feedback on progress and impact to date and views and ideas on key areas for the new strategy to 2024. Findings from the 2019 survey have informed this strategy.

Since then, all global regions have been hit by the COVID 19 global pandemic. However, we share the deep and growing concerns about the devastating effect this is having for countries, communities, families and individuals throughout the world. A key concern for us is ensuring that social justice and human rights remain at the forefront as short-term responses are implemented and as medium and longer-term plans are developed.

It is critical now, that we engage not only with immediate needs, but also the emerging and future consequences of Covid 19, as a global crisis. For this reason we are also including strategic actions on this issue in our new four-year strategic plan.

The IACD Board approved this Strategy at its meeting in June 2020, to be put in place from the financial year April 2020.

Anna Clarke, President

The Purpose

of this Strategic Plan 2020 – 2024

This Strategic Plan provides the IACD Board of Directors, staff, members, prospective funders and other interested parties with a forward agenda that contains longer term strategic direction for the organisation. Alongside the Strategic Plan, we have a rolling annual Operational Plan that sets out planned levels of short to medium term activities. The Strategic Plan assumes a sustainable level of funding consistent with achieving the organisation's objectives. Through our associated Operational Plan we will work to secure the necessary resources (skills, assets and funds) to deliver on our plans.

IACD is well placed to build on past successes over the next four years. We have maintained and strengthened our position as the international professional association promoting the values and the practice of community development.

This plan outlines five strategic priorities to take forward for the next four years. We recognise the need to be practical and realistic in our ambitions for the Association over the coming strategic period. At the same time, we will continue to strive to be both innovative and responsive in our work and cognizant of changing circumstances and contexts.



Organisational

Structure

IACD is a Company Limited by Guarantee registered under UK company law and is also a Charity registered with the Scottish Charity Regulator (OSCR). We operate from a small office based in Glasgow, Scotland and employ one part-time member of staff. We receive a grant from the Scottish Government and generate a modest income from membership fees.

The IACD Board of Directors is responsible and accountable for the actions and decisions of the organisation and ensuring good governance and leadership. The Board consists of up to fourteen members elected from amongst the membership. There should be at least one from each of the following Regions:

- Europe (including the Russian Federation)
- Asia
- Middle East and North Africa
- Sub Saharan Africa
- Oceania (including Australasia and the Pacific Islands)
- Latin America and the Caribbean Islands
- North America

Up to six additional members may be co-opted to ensure representation.



Our Vision

Our vision is of collective and globally connected community development practice, founded on and leading to empowerment, equality, human rights and social justice, participative democracy and sustainable development.



Our Mission

Our mission is to promote values-based community development as a practice of empowerment and facilitate networking and shared learning opportunities for our global membership.

Our Values

We recognise that the discipline of community development is based on values led practice. We promote and work to the follow values;

Participative democracy – working to ensure the active participation of people and communities in planning and decision-making processes on all matters that effect their lives.

Sustainable development and climate justice – working to ensure fair, just and equitable social, economic and environmental development based on climate justice, respect for biodiversity, the protection of our natural environment and all life on earth.

Equality and human rights – promoting and respecting the equal worth, dignity and diversity of all people and working to ensure their equitable access to resources, services and opportunities. Ensuring that fundamental and internationally recognised human rights are respected, promoted and protected.

Social and economic justice – promoting a just society through collective action that challenges injustice, poverty, inequality, discrimination and social exclusion through policies and procedures that lead to the fair and equitable distribution of resources, sustainable production and democratically controlled decision making.

Empowerment – working collectively with people in ways that value lived experience, build on existing strengths and support the development of awareness, understanding, knowledge and skills, contributing to greater participation, collective action and community resilience.





Strategic Priorities for 2020-2024:

1

To advocate for the discipline, values and methods of community development, championing community participation and empowerment

2

To support and engage with members and the field, by promoting and providing quality international practice exchanges, conferences, continuing professional development support, website resources.

3

To engage and collaborate with country networks and organizations for community development practitioners (fieldworkers, managers, academics and students) around the world.

4

Engage with the immediate and ongoing consequences and outcomes of the COVID 19 global crisis, climate justice and other current and emerging issues.

5

Ensure the sustainability of IACD as a well-governed, professional, effective organization.

Key Activities

to Address Strategic Priorities

1. Advocate for the discipline, values and methods of community development, championing community participation and empowerment

- 1.1 Advocate for community development education and learning.
- 1.2 Promote, disseminate and contribute to the ongoing development of international standards for community development practice:
- 1.3 Publish Practice Insights magazine three times per year:
- 1.4 Contribute to publications, research, policy analysis and commentary

2. Support and engage with members and the field, by promoting and providing quality international practice exchanges, conferences, continuing professional development support and website resources:

- 2.1 Organise biennial international conferences
- 2.2 Promote and support regional community development conferences in partnership with national and regional networks
- 2.3 Organise continuing professional development/practice exchange opportunities
- 2.4 Continue to develop a range of on-line member services, utilizing digital technologies

3. Engage and collaborate with country networks and organizations for community development practitioners (fieldworkers, managers, academics, students, volunteers and activists) around the world:

- 3.1 Collaborate with national and regional networks and associations supporting community development.
- 3.2 Support on-line social networking for community development and communities of practice, utilizing digital technologies

4. Engage with the immediate and ongoing consequences and outcomes of the COVID 19 global crisis, climate justice and other current and emerging issues.

- 4.1 Represent the field internationally at the UN and other global and regional multilateral fora
- 4.2 Advocate for locally led community development responses to climate justice and community resilience
- 4.3 Advocate for community development responses to the ongoing global consequences of COVID 19, supporting community development practice and practitioners

5. Ensure the sustainability of IACD as a well-governed, effective, professional organization.

- 5.1 Ensure the organisation is well-run with active and informed Board members
- 5.2 Provide strategic direction in line with the organisation's purpose, vision and values.
- 5.3 Collectively and individually demonstrate mutual respect, integrity, openness and accountability.
- 5.4 Develop and implement appropriate systems and controls to direct and oversee progress and performance of the organisation.
- 5.5 Operate in accordance with good governance guidelines to collectively achieve our organisational purpose.

¹ in accordance with THE SCOTTISH GOVERNANCE CODE FOR THE THIRD SECTOR
<http://goodgovernance.scot/wp-content/uploads/2019/10/Scottish-Governance-Code-Final-PDF.pdf>


THE BOARD OF IACD APPROVES ANNUAL OPERATIONAL PLANS AND BUDGETS TO REALISE THIS FOUR-YEAR PLAN

FOR MORE INFORMATION ON THESE PLEASE CONTACT

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