

KAHLE JOURNEY STRATEGIC PLAN 2023-2025

EXECUTIVE SUMMARY

KAHLE Journey is a non-profit organization that is focused on building trauma-informed realities and creating healing in our Caribbean people. The evidence of the wide-reaching impact that trauma has on our personhood is without question. From the creation and exacerbation of chronic illnesses, and crime/violence to learning problems, mental health problems and relationship / family problems, the impact is significant. The Caribbean is yet to harness or yield its potential in addressing these issues that are major contributors to crippling our territories; there are no trauma centres in Jamaica nor in the region, yet many practitioners are fully cognizant of trauma and its impact. KAHLE Journey is perfectly poised with several strengths and opportunities to capitalize on this to the benefit of our peoples. With the mission and vision in mind, KAHLE hopes to execute strategic objectives that include the promotion of its 4 pillars: research [Kultivating] and advocacy, the creation of intervention projects [Healing] and the advancement of knowledge/education [Learning Experiences]. With a solid advisory board that is responsible for holding the team to its goals and objectives as articulated in the strategic plan, KAHLE holds strong to its core values of inclusiveness, understanding, compassion, creativity, collaboration and love. The Executive Directorship, Team Leads and assistants are committed to partnerships, alliances and empowerment of our Caribbean people who also have inordinate capacity for resilience and post-traumatic growth.

COMPANY DESCRIPTION

KAHLE Journey is a non-profit organization that is focused on building trauma-informed realities in our Caribbean people. At the core of our mission and vision is the utilization of research, advocacy, training / education and interventions to create and promote trauma-informed Caribbean societies. These strategies are woven into our 4 pillars, Kultivating [research], Advocacy, Healing [Interventions] and Learning Experiences [Training & Education].

MISSION, VISION, CORE VALUES:

Vision: to be THE premier research, advocacy and healing institution in the Caribbean that promotes and provides wellness opportunities for trauma and its correlates in our people.

Mission: to advocate for and promote a trauma-informed Caribbean society at every level

Core Values: inclusiveness, understanding, compassion, creativity, collaboration, love

Executive Directors: Kai A D Morgan Campbell ■ Djavila Ho

Team Lead: Verol Billett ■ Chaday Nelson ■ Justine East-Campbell ■ Christina Silvera

Advisors: Michael Abrahams ■ Renee Rattray ■ Tanya Stephens ■ Yendi Phillipps

■ Margaret Barnett ■ Saphire Longmore ■ Simone Clarke-Cooper

■ Chalik Campbell

Kultivating * advocacy * healing * learning experiences



STRATEGIC OBJECTIVES:

1. IDENTIFY AND ALIGN WITH STAKEHOLDERS (e.g. government, public and private organizations, community-based organizations, regional/international partners, society at large)
2. IDENTIFY STRATEGIC PERSPECTIVES / PILLARS.
 - a. **KULTIVATING**: to promote research and development in the trauma process from the development of traumatic stress to post-traumatic growth; **promote and implement research**
 - b. **ADVOCACY**: to support and develop resources in order to build the foundations for a trauma-informed society through government, non-governmental organizations, community-based organizations, civil society and private sector organizations; **to advocate for a trauma-informed society**
 - c. **HEALING**: to create opportunities for healing and post-traumatic growth as well as emphasizing healing processes at a primary prevention level; **to foster post-traumatic growth**
 - d. **LEARNING EXPERIENCES**: to engender capacity-building experiences geared towards several levels of society for the promotion of a trauma-informed society; **to grow our capacity to manage trauma**
 - e. **FUND RAISING**: to independently generate wealth and to liaise through all pillars for the creation of wealth in order to serve the purposes of the organization; **to create sustainability through wealth**
3. TO CHART EXECUTIVE LEADERSHIP: To hold the team accountable to strategic plan; to represent the organization locally, regionally and internationally and develop visionary goals in alignment with the vision of the organization

kultivating ✦ advocacy ✦ healing ✦ learning experiences

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4. TO MAINTAIN AN ADVISORY BOARD: To hold the executive leadership accountable to the strategic plan and the core values; to represent the organization locally, regionally and internationally and to join with the Executive Leadership in support of the visionary goals of the organization
5. TO CONDUCT REGULAR SWOT analysis (strengths, weaknesses, opportunities and threats).
 1. STRENGTHS:
 - i. Strong, committed executive leadership, and team leads
 - ii. Strategically connected and committed advisory board members
 - iii. Strong connections with Ministry of Education & Youth, Ministry of Health & Wellness, Ministry of Justice & Ministry of National Security
 - iv. Solid relationships with NGOs in the space dealing with mental health
 - v. Several years of experience and networking in the mental health space in the Caribbean amongst Executive Leadership, Team Leads and Advisory Board
 2. WEAKNESSES:
 - i. New and emerging organization
 - ii. Limited funding to support staff and large projects
 3. OPPORTUNITIES:
 - i. To strengthen resources for trauma in the region
 - ii. To heighten awareness of trauma and its impact in the region
 - iii. To promote trauma-informed care in multiple spaces where
 - iv. To investigate post-traumatic growth and resilience in the Caribbean space to identify replicatory factors
 4. THREATS:
 - i. High demand, low resources for products
 - ii. Delays in producing requisite materials
 - iii. Limited access to society at large

inclusiveness, understanding, compassion, creativity, collaboration, love

kultivating ✨ advocacy ✨ **OVERALL GOALS** ✨ learning experiences

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1. To create, support and promote evidence-based practice in trauma treatment [KULTIVATING & HEALING] [understanding]
2. To advocate for a trauma-informed society [ADVOCACY] [love, compassion]
3. To provide curricula and training courses towards a trauma-informed society [LEARNING EXPERIENCES] [understanding]
4. To promote and develop interventions that foster post-traumatic growth and resilience [HEALING & LEARNING EXPERIENCES] [creativity, understanding, love]
5. To promote the ethical practice of trauma-informed care amongst practitioners [LEARNING EXPERIENCES] [inclusiveness, understanding]
6. To monitor and evaluate the process of trauma-informed care amongst practitioners in keeping with best practices [KULTIVATING & LEARNING EXPERIENCES]
7. To hold executive leadership accountable to KPIs of strategic plan; to represent the organization locally, regionally and internationally and develop visionary goals in alignment with the vision and mission of the organization [ADVISORY BOARD] [understanding, collaboration]
8. To hold the team accountable to the strategic plan; to represent the society locally, regionally and internationally and develop strategic objectives in alignment with the vision. [EXECUTIVE LEADERSHIP] [collaboration]
9. To craft, build and sustain alliances across several sectors locally, regionally and internationally to further the vision and mission of the organization [EXECUTIVE LEADERSHIP] [collaboration]
10. To create and sustain financial and physical resources to support the vision and mission of the organization [FUND RAISING] [creativity]

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