

# Our Path to 2025

## A Country-Led Strategy



Pathfinders Selma Monteiro and Teresa Belezarda walk to a weekly meeting of 'activistas' in Mozambique. Photo: Ricardo Franco

## Overview

Pathfinder is building on our history of locally led development programs to become a more equitable, inclusive, and effective organization—one whose priorities are driven by the communities we serve. Our “Path to 2025” strategy seeks to advance country-led solutions that achieve universal sexual and reproductive health and rights and are deeply rooted in local understanding and know-how.

## Background

Pathfinder has an established history of strong teams and leaders around the world who are from and live within the communities we serve. Currently, 91% of Pathfinder’s staff are from the countries we serve globally. These connections, our relationships with civil-society partners, and our community-focused programming all continue to be a source of strength for Pathfinder.

Pathfinder’s **Path to 2025** strategy builds on this foundation to make three main shifts:

- In our operational model, as teams outside of the US assume greater authorities and resourcing capacities.
- In our leadership structure with regionally based Presidents leading from Africa and Asia.
- In our technical priorities that are more locally led and driven.

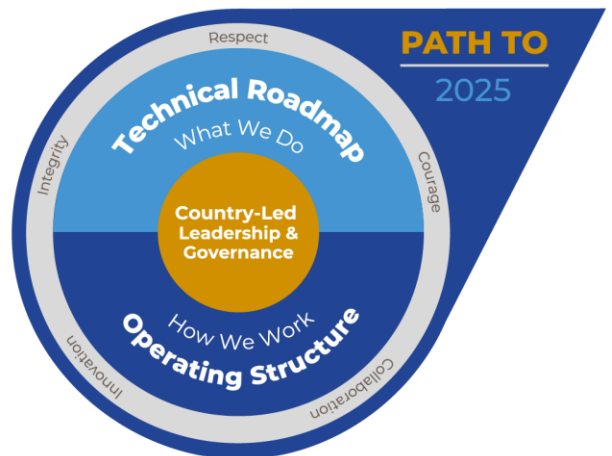
**All of our work is united by a vision of a world where:**

No woman or girl suffers harm or dies from unsafe abortion.

All young people fulfill their aspirations, realize their rights, and enact informed decisions about their sexual and reproductive lives.

Everyone of reproductive age is able to exercise their right to quality modern contraception and to engage freely and fully in their communities.

## Technical Roadmap



Each of the 17 offices in Africa and South Asia has developed a **locally led, multiyear strategic plan** that aligns with host government priorities and expectations. These strategic plans are driving the technical priorities of the organization.

Through lasting relationships with governments and local partners, we will help build resilient, responsive, integrated health systems and capabilities.



Pathfinder's Maan project works in four districts of Egypt's Sohag governorate to provide quality family planning and maternal health services to first-time parents and young married women. Photo: Medhat Saleh

## Our Strategy

Pathfinder builds programs that can be sustained locally beyond our direct engagement.

Our country-led strategic plans put the women and communities we serve at the center of our work. Through these plans, Pathfinder will develop and deliver country-led and owned, quality, scalable, sustainable, equitable, gender-transformative, and impactful programs.



### Global Leadership

Pathfinder is moving from a historically US-centric leadership and governance structure to one that is global.

The organization is run by a Global Leadership Council, accountable to a Board of Directors more representative of the regions where we work, and co-led by regional Presidents—a President, Africa and a President, South Asia and Middle East.



### Strategic Framework

Pathfinder is applying a strategic framework that is driven by the needs and priorities of the communities in which we work, as identified by those communities.



### Transferring Power

Pathfinder is transferring decision-making powers and resources from the US directly to teams in Africa and South Asia who are running our programs.



### Local Partners

Pathfinder continues to partner closely with local governments and organizations to ensure the sustainable impact of our programs. Through lasting relationships with governments and local partners, we will help build resilient, responsive, integrated health systems and capabilities.

## Diversity, Equity & Inclusion

Pathfinder's core values compel us to act against systemic racism, discrimination, and injustice, and to examine the role of Western aid in perpetuating colonial practices through humanitarian work and global health.

### Pathfinder is working to:

- Attract and retain diverse staff and board of directors who reflect the communities where Pathfinder works.
- Create a more equitable and inclusive organization through our programs and internal structures, systems, and policies that exemplify our values and meet the diverse needs of Pathfinder staff and those we serve.
- Become a learning organization to better understand and address equity and social justice barriers within Pathfinder and the communities where we work.

### Initiatives include:

- A Global Diversity, Equity, and Inclusion (DEI) Council that represents the geographical areas where Pathfinder currently works and ensures DEI activities are connected to Pathfinder's mission and embedded within our policies and systems.
- A Gender Equity Initiative that is furthering our progress as leaders in gender equity and inclusivity, and as an employer of choice for women and parents.

# Five-Year Goals for Impact

Each area of work is aligned to four overarching, interconnected dimensions that we see as integral to success: **women's agency and choice, access to and diversity of points of care, health-system readiness, and enabling environments.**

## Contraception

Pathfinder envisions a world where everyone of reproductive age can exercise their right to quality modern contraception and engage freely and fully in their communities. Our five-year goals are to:

- Increase demand and use of contraceptive services, particularly for those who are underserved, by shifting norms, biases, and power dynamics.
- Increase access to client-focused contraceptive services by bolstering and scaling service delivery at the facility and community levels and through self-care.
- Strengthen and improve integrated community and health systems for sustainable contraceptive service delivery.
- Create an enabling environment for sustained access to contraception.

## Comprehensive Abortion Care (CAC)

Pathfinder envisions a world where no woman suffers harm or dies from complications due to unsafe abortion. Our five-year goals are to:

- Create a supportive social environment where women and girls make their own sexual and reproductive health choices, including accessing CAC, without social barriers, stigma, or discrimination.
- Increase access to equitable and sustainable CAC services by bolstering and scaling service delivery at the facility and community levels through self-care.
- Strengthen and improve integrated community and health systems for sustainable CAC delivery.
- Create an enabling environment for sustained access to CAC and remove barriers to choice.

## Adolescent & Youth Sexual & Reproductive Health and Rights (AYSRRH)

Pathfinder envisions a world where all young people fulfill their aspirations, realize their rights, and make informed decisions about their sexual and reproductive lives. Our five-year goals are to:

- Expand young people's SRHR knowledge, skills, attitudes, and agency to achieve the SRHR to which they are entitled.
- Increase access to youth-responsive services that allow young people to act on informed decisions about their SRH behaviors and care.
- Create supportive social norms that support rights-based SRHR programs and services for young people.
- Create a policy and resource environment that enables young people to enact their SRHR.



Habissia Djibir (left) and Aichatou Moussa receive counseling on contraceptive methods in Niger, 2016. Photo: Tagaza Djibo

## Integrated Programming

Pathfinder has integrated, person-centered programming, and our strategic growth areas include:

- Maternal, newborn, and child health
- Gender-based violence
- Cervical cancer prevention
- HIV and AIDS
- Women-led climate resilience

## Key Metrics

The following list captures both current and new metrics that we report:

- Unintended pregnancies prevented
- Unsafe abortions averted
- Maternal deaths averted
- Direct healthcare costs saved
- Total couple-years protection delivered
- Total clients served
- Number of modern contraception methods distributed
- Total family planning consultations
- Total modern contraceptive users
- Number of points of care providing modern contraceptive users with support
- Number of comprehensive abortion care procedures
- Post-abortion family planning
- Number of comprehensive abortion care providers trained (\*new metric)



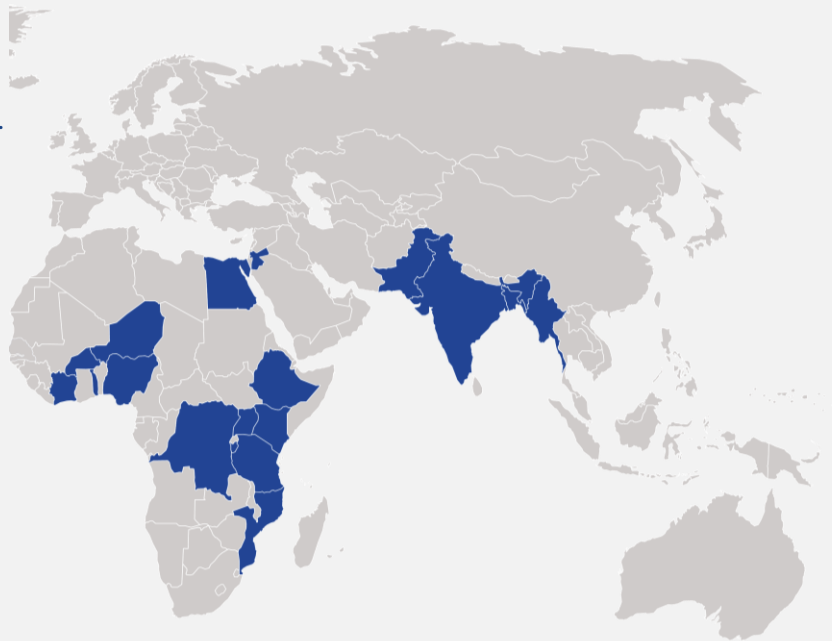


Mulu Getahun, and her daughter Malet at a youth-friendly service center in Addis Kidam Health Center, part of the Transform program's integrated approach to youth-friendly services. Ethiopia, 2021. Photo: Genaye Eshetu

## Where we work

Pathfinder currently works in 18 countries in South Asia and Africa.

- Bangladesh
- Burkina Faso
- Burundi
- Côte d'Ivoire
- DRC
- Egypt
- Ethiopia
- India
- Jordan
- Kenya
- Mozambique
- Myanmar
- Niger
- Nigeria
- Pakistan
- Tanzania
- Togo
- Uganda



Pathfinder International is driven by the conviction that all people, regardless of where they live, have the right to decide whether and when to have children, to exist free from fear and stigma, and to lead the lives they choose. As a global health organization with locally led, community-driven programs, we support women to make their own reproductive health decisions. We work with local partners to advance contraceptive services, comprehensive abortion care, and young people's sexual and reproductive rights in communities around the world—including those affected by poverty, conflict, climate change, and natural disasters. Taken together, our programs enable millions of people to choose their own paths forward.

**PATHFINDER**

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