

The BGEM Compass

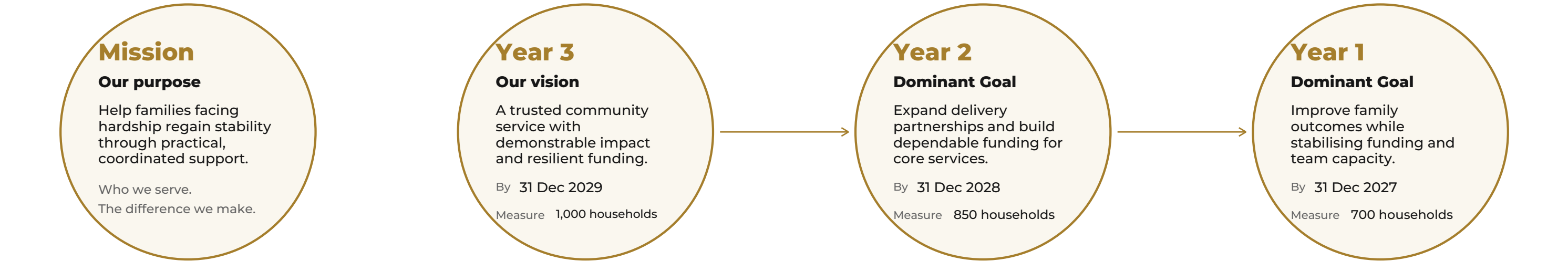
Charity example | 18 staff, 60 volunteers. Baseline: 600 households supported; 1-month unrestricted reserve.

MemberRobin Hayes, CEO

BusinessCommunity Pathways Trust

PeriodJan 2027 to Dec 2029

ReviewEvery 6 weeks



The 4/16

Four critical outcomes required to achieve the Year 1 Dominant Goal.

Set four measurable milestones for each outcome. Give each milestone a due date.

Critical outcome 1	Critical outcome 2	Critical outcome 3	Critical outcome 4
Support 700 households meaningfully	Secure \$1.5m annual funding income	Build a three-month unrestricted reserve	Build reliable staff and volunteer capacity
Target / ownerService Manager	Target / ownerFundraising Lead	Target / ownerFinance Manager	Target / ownerPeople Lead
1.1Agree support plans with families Measure150 households enrolledDue31 Mar	2.1Confirm core funding commitments Measure\$750k signed agreementsDue31 Mar	3.1Agree reserve policy and budget MeasureBoard approval securedDue31 Mar	4.1Confirm role and service coverage Measure100% roles assignedDue31 Mar
1.2Deliver coordinated support Measure350 households YTDDue30 Jun	2.2Diversify income from supporters Measure\$650k income YTDDue30 Jun	3.2Build available cash coverage Measure1.5 months core costsDue30 Jun	4.2Complete induction and supervision Measure100% active people coveredDue30 Jun
1.3Improve family-reported progress Measure70% meet agreed goalsDue30 Sep	2.3Reduce dependence on one funder MeasureLargest source below 40%Due30 Sep	3.3Increase unrestricted coverage Measure2 months core costsDue30 Sep	4.3Improve volunteer retention Measure80% six-month retentionDue30 Sep
1.4Reach annual impact target Measure700 served; 75% goal progressDue31 Dec	2.4Deliver annual funding target Measure\$1.5m recognised incomeDue31 Dec	3.4Reach the reserve target Measure3 months core costsDue31 Dec	4.4Protect service continuity Measure95% planned sessions runDue31 Dec

Guiding principles

The behaviours that guide how we deliver.

Principle 1 Dignity first By this we mean Listen without judgement and involve families in decisions affecting them.	Principle 2 Evidence of change By this we mean Measure progress families value and use it to improve support.	Principle 3 Stewardship with purpose By this we mean Use resources carefully and report honestly to supporters and the board.	Principle 4 Care for the carers By this we mean Provide supervision, clear boundaries and support for staff and volunteers.
--	---	---	---

Fictional example. Household counts are unique within each year. Goal progress measured at agreed review. Reserves exclude restricted funds.