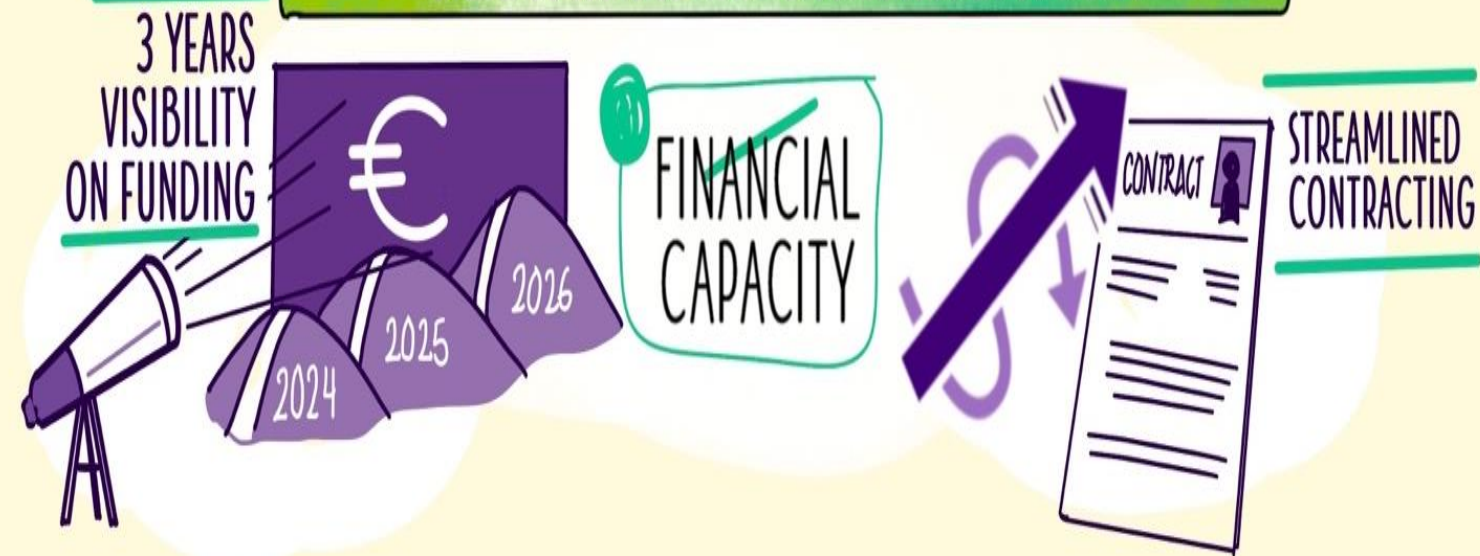


# SUSTAINABILITY

ATTRACT BEST RESOURCES TO BUILD A SUSTAINABLE ORGANISATION



Strategic Objectives	pillar	2028 Deliverables
LUPUS EUROPE attracts and uses best resources to build a sustainable organisation	> Build Human capacity and capabilities to deliver the next decade	Sustainable Secretariat delivers a "backbone" support (professional skills and continuity) to our volunteers network
		By 2028, 70 volunteers deliver 3500 volunteering hours annually
		Lupus Europe Volunteering plan formalised and implemented (recruiting, onboarding, training support, follow up, policies & procedures, rewards and recognition)
		A Network of volunteer translators is available (and used) to routinely bring our messages to each member country 's national language
		We operate in a way that combines a high level of efficiency with individual satisfaction, while bringing sustainability
	> Ensure Sustainable sufficient funding	Sustainable funding providing 3 years visibility
		Move to simplified / standard legal agreements
	> FOCUS	We FOCUS on most important activities that are key for LUPUS in EUROPE
		Succession plan for key Lupus Europe positions, maintained up to date + onboarding process for new trustees
		By 2028 Lupus Europe has succesfully rotated its key leadership positions (Chair & General Secretary)