



Afro Innovation Group

Three-Year Business Plan 2026–2029

Empowering Communities. Strengthening Leadership. Building a Sustainable Organisation.

Our **Three-Year Business Plan 2026–2029** sets out how we will turn our **Strategic Plan 2026–2031** into action during its first three years.

It focuses our resources, investment and organisational development around three priorities.

Our Three Priorities

1. Empowering People and Communities

Delivering high-quality services through **BASE+** that improve wellbeing, resilience and opportunities.

This will remain our **largest single area of investment** over the three-year period.

2. Strengthening Community Leadership, Partnerships & Influence

Growing the **Lead to Change Network** and building the evidence, relationships and partnerships needed to influence the systems and decisions that shape our communities' lives.

3. Building a Sustainable Organisation

Investing in our **people, governance and financial resilience** so AIG has the capacity and stability to sustain its work and impact over the long term.

£1.95 Million Invested Over Three Years

AIG will invest a total of **£1.95 million** across our three strategic priorities between 2026 and 2029.

Annual investment will grow from **£600,000 in Year 1** to **£700,000 in Year 3** as we continue to diversify our income.

Our funding will come from a balanced mix of:

Public sector contracts | Trusts and foundations | Consultancy and training | Corporate partnerships | Community giving

This approach will help reduce our reliance on any single source of funding and strengthen AIG’s long-term financial resilience.

What Success Looks Like by 2029

By August 2029, we aim to:

Our Goal	By August 2029
Support communities	Continue supporting 5,000+ individuals each year through BASE+
Grow our network	Grow Lead to Change to 120+ organisations
Diversify our income	Ensure no single funder provides more than 30% of annual income
Strengthen our voice	Publish an annual Community Insight Report to inform local policy
Build resilience	Maintain financial reserves in line with our Reserves Policy

Our Three-Year Journey

Year 1: Build

2026–2027

Strengthen community services, launch Lead to Change, develop leadership and governance, and secure investment.

Year 2: Grow

2027–2028

Expand programmes, grow Lead to Change beyond 90 organisations, strengthen partnerships and further diversify income.

Year 3: Sustain

2028–2029

Consolidate our impact, strengthen regional influence, mature our governance and begin preparing our next Strategic Plan.

Governed & Accountable

Our Three-Year Business Plan will be **reviewed annually by AIG’s Board of Trustees**, with progress reported quarterly.

This forms part of our wider commitment to strong governance, accountability and transparency.

Further information about our governance, trustees and **Strategic Plan 2026–2031** is available on our website.

www.afroinno.org

Afro Innovation Group

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