SHINE Humanity's Change Theory

SHINE Humanity is built on the philosophy of holistic health for all. We believe in changing health patterns in the communities we serve, instead of making short term impacts alone.
Our change theory revolves around our mission and objectives.

Following are the key aspects of our theory of change, to make our nonprofit a valuable entity in the healthcare ecosystems of our catchment communities.

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1. Vision Alignment

We ensure that all members of SHINE Humanity, from leadership to volunteers, are aligned with the organization's vision and mission of providing healthcare services to underserved communities.

Our Rationale: A strong primary healthcare system goes a long way in detecting diseases early on, reducing chances of hospitalization and disease progression, thus alleviating the burden on our fragile healthcare system.

Our Vision: Together we give a chance at a better, healthier life to the under-privileged.

Our Mission: To provide quality primary healthcare to underserved communities.

Our Core Values: Compassion, collaboration and respect.

2. Needs Assessment

We operate on the ethos of conducting comprehensive needs assessments in the communities served by SHINE Humanity to understand their healthcare challenges, cultural nuances, and existing resources.
SHINE Humanity is rooted in evidence-based practices with predefined impact goals to ensure operational sustainability. We engage in baseline, midline and endline surveys to ensure that we work on specific identified healthcare needs of the communities we serve and that our impact is measurable, tangible and long term.

3. Capacity Building

As a nonprofit working toward long term change, we acknowledge the importance of building the capacity and independence of the communities we serve. Therefore, we invest in the capacity building of local healthcare workers and community members through training programs, workshops, and skill development initiatives to empower them to address healthcare needs independently. Our robust Community Outreach Program is designed to raise health awareness and nurture health seeking behaviors in our catchment communities.

4. Stakeholder Engagement

At SHINE, we place our stakeholders at the center of our operational strategy. We believe in the ethos of engaging with key stakeholders including community leaders, local governments, healthcare providers, and other NGOs to build partnerships and collaborate effectively.

5. Innovation and Sustainability

We encourage innovation within the organization to develop sustainable healthcare solutions that are culturally sensitive and contextually relevant to the communities served. Our one-of-a-kind EMR system has equipped us with new data centric capabilities opening more doors toward data driven decision making and innovative possibilities.

6. Monitoring and Evaluation

SHINE Humanity has established robust monitoring and evaluation mechanisms to track the impact of our interventions, identify areas for improvement, and ensure accountability to our stakeholders.

7. Continuous Learning and Adaptation

We foster a culture of continuous learning and adaptation within SHINE Humanity, where feedback from beneficiaries and stakeholders is used to refine programs and strategies. Our feedback forms are available to our patients and employees at all times, and we conduct regular focus groups and feedback calls to identify patterns of performance and make adjustments where necessary.

8. Resource Mobilization:

We strive toward strengthening our fundraising efforts and diversify funding sources to ensure financial sustainability and scalability of SHINE Humanity's programs.

9. Communication and Awareness:

One of our change mandates is to Increase public awareness about the healthcare challenges faced by underserved communities and SHINE Humanity's efforts to address them, fostering greater support and engagement from donors and volunteers. For this purpose, we partake in social media campaigns and multiple health conferences. We publish and present our research on global avenues so that we can make both micro and macro impact for our target communities.

By implementing this change theory, SHINE Humanity hopes to enhance its effectiveness, sustainability, and impact in improving healthcare outcomes for vulnerable populations in Pakistan's rural, health-deprived localities.