



## December 2016

Misean Cara works to bring about transformation through supporting missionary organisations and their partners, who are involved in promoting poverty eradication, education, health care, social justice, peace, the integrity of creation, and inter-religious collaboration.

I first had the opportunity to work with Caplor Horizons while revising and developing our organisation's vision. Misean Cara is a membership organisation with 89 diverse members working in over 50 countries around the world. Therefore, it was imperative for the process of developing the vision to be transparent, inclusive and participatory. We considered 13 different organisations to provide external input and selected Caplor Horizons. Then, over a period of six months, Ian and colleagues engaged with hundreds of people (members, board and staff) in an extremely professional, engaging and inclusive manner. The Caplor Horizons team didn't just help us create a process that was inclusive, they also helped make the process fun and interactive. Everyone who interacted with Ian was struck by his integrity. Caplor Horizons helped us produce a vision document that had 100% buy in from everyone.

Based on this successful experience, Caplor Horizons carried out a Mid-Term Organisational Strategy Review in mid to late 2015. This involved a number of people from Caplor Horizons, including Simon Oldroyd, Lorna Pearcey and Jean Sellar. We were impressed with all members of the team.

Most recently, Caplor Horizons have conducted a strategy development process. This involved a number of people, including Professor Sharon Turbull, Helen Garforth, Ben and Simon Oldroyd, Jean Sellar and Lorna Pearcey. Once again Ian and his team supported the delivery of an excellent strategy against a tight timeframe but using a very engaging and inclusive process which has generated great support for our new strategy amongst our many stakeholders.

I would be delighted to work with Ian and his team in the future and have no hesitation in recommending the work of Caplor Horizons.

Heydi Foster  
CEO