

COMMUNITY TRUST SPETSES N.P.C.C.



**JANUARY 2026**

## Executive Summary

The present Strategic Plan 2026–2028 of the Non-Profit Organization “Community Trust Spetses” outlines a vision for a sustainable, healthy, and active local community on the island of Spetses, where collaboration between institutions and citizens enhances quality of life, access to services, and the protection of the natural and cultural environment.

The plan is structured around four main pillars: **Environment, Health, Education, and Culture**, with clearly defined strategic and specific objectives, actions, programs, and a three-year implementation timeline.

**Pillar 1: Environment** focuses on reducing the use of single-use plastics through research and collaboration with the University of the Aegean, pilot best-practice scenarios, and the implementation of refill systems for reusable water bottles. At the same time, volunteer beach clean-ups are planned, along with the creation of an annual waste database and the promotion of Citizen Science. Environmental education programs and film/documentary screenings will also be organized to raise awareness within the local community.

**Pillar 2: Health** aims to strengthen prevention and healthcare services, with the Pediatric Clinic serving as a Primary Healthcare Unit at its core. Actions include recording ongoing and emergency needs, developing funding proposals, implementing crowdfunding campaigns, and collaborating on funding applications. Additionally, the creation and training of a volunteer rescue team is planned, in cooperation with a certified training provider, to improve emergency response on the island.

**Pillar 3: Education** focuses on strengthening the educational process and connecting schools with the local community. Educational programs are implemented in primary and secondary schools, along with interactive community-based activities (such as theatrical initiatives, environmental programs related to Spetses, and engagement with local figures), as well as initiatives introducing Civil Society and Citizen Science.

**Pillar 4: Culture** enhances community participation through music and dance education programs, seasonal cultural activities, and the creation of open cultural spaces such as free lending libraries. It also includes the systematic documentation of both tangible and intangible cultural heritage of Spetses and the creation of a cultural archive as a tool for documentation, education, and promotion of the island.

The timeline covers the period 2026–2028, with clear phases of planning, implementation, and evaluation for each action and program, enabling progress monitoring and impact assessment. This plan serves as a foundation for collaborations with public and private entities, institutions, and donors interested in supporting targeted interventions in Spetses with measurable social, environmental, and cultural impact.

## Our Vision

With its rich cultural history, unique natural environment, and strong sense of community and cooperation, we believe that Spetses has significant potential to become a leading example of sustainability and ecological management among Greek islands. By preserving and strengthening this dynamic, we believe Spetses can thrive as a model island of the 21st century.

## Our Values

With core values of **Love, Solidarity, and Respect for people**, we plan with optimism, while operating realistically and with a positive outlook. We are guided by the principles of sustainable development, creating opportunities to build resilience, active participation, and creativity, while addressing the socio-economic and environmental challenges of the Spetses region.

## Our Mission

Our mission is to support social, environmental, and cultural projects on the island of Spetses that respond to contemporary challenges and create new opportunities for sustainable development.

We encourage participation, dialogue, and collaboration at the local level, in order to identify community needs and initiatives and provide appropriate support.

We carefully listen to the needs of the local community and evaluate projects based on their urgency and importance for the island and its people, in alignment with the European Sustainable Development Goals, in order to provide both financial and organizational support.

The Community Trust Spetses is a Non-Profit Civil Company with a clear governance framework, based on transparent decision-making processes and accountability to the local community. Our operation is guided by principles of good governance, financial transparency, and participation, ensuring that residents, stakeholders, and donors understand how resources are utilized and what the real impact of our actions is.

## Needs Assessment

Spetses, as a small island in the Argosaronic Gulf with a permanent population of 3,748 residents (2021 Census), constitutes a geographic unit with strong characteristics of insularity, which significantly affect its social, economic, and cultural life.

Geographical isolation, dependence on maritime transport, strong seasonality of economic activity, and the limited scale of available services create a complex framework that differentiates Spetses from mainland areas.

Insularity, as a multi-dimensional condition, does not only refer to geographical separation but also to its consequences: increased cost of service provision, difficulty in accessing specialized healthcare and educational structures, limited professional opportunities for young people, dependence on tourism, and vulnerability to economic and environmental crises.

At the same time, the island's rich cultural heritage, strong local identity, and close social cohesion constitute significant advantages which, if strategically utilized, can support a model of sustainable and participatory development.

These characteristics highlight the need for a stable, coordinated, and reliable organization that can act as a "bridge" between public authorities, private entities, associations, donors, and the wider community.

Currently, activity on the island is characterized by significant contribution, but often fragmented, with limited strategic coordination, overlaps, and gaps in critical sectors such as health, education, social cohesion, and the environment.

The Community Trust Spetses aims to fill this gap by acting as a development catalyst for the local community. Through systematic mapping of needs, connecting resources and initiatives, attracting funding, and implementing integrated programs, the organization can ensure continuity, synergies, and multiplied impact.

At the same time, its legal structure as a non-profit entity allows flexibility in collaboration with public and private stakeholders and facilitates the implementation of actions that respond to the real priorities of the community.

## Key Areas of Intervention

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### Health Sector

In Spetses, reduced access to medical services is observed, affecting all age groups and intensifying during peak tourist periods.

Currently, the island has:

- A Regional Medical Center staffed by one rural doctor, one nurse, and one general duties employee, serving approximately 4,000 permanent residents and up to three times that number during the tourist season
- Three dentists
- One pediatrician visiting three times per week for two hours each visit
- One radiology laboratory operating Monday to Thursday (14:15–15:45)
- One cardiologist (periodic visits)
- One orthopedist (periodic visits)
- One ophthalmologist (periodic visits)
- Three microbiology laboratories

This situation reflects a healthcare system with significant limitations in capacity, specialties, and availability, especially considering seasonal population increases and the need for preventive care.

### Environment Sector

There is a lack of a strategic approach to raising awareness within the local community regarding environmental protection, biodiversity conservation, and waste management. Additionally, water resource management is often inefficient.

Current infrastructure includes:

- A volunteer fire brigade with 15 firefighters
- A waste transfer station
- An incomplete sewage system with biological treatment
- A desalination unit with daily production of 600 m<sup>3</sup>
- A wastewater treatment unit
- Approximately 100 distributed waste collection bins

- Clothing collection bins and recycling bins
- Two underground waste collection stations

This situation reflects the existence of basic infrastructure, but without a comprehensive strategy, education, and coordination, leading to resource inefficiencies and risks to the island's sustainability.

## **Education Sector**

In Spetses, there is limited access to extracurricular educational and sports programs, despite the existence of several structures.

Available activities include:

- Football
- Basketball
- Athletics
- Sailing
- Tennis
- Martial arts
- Rhythmic gymnastics
- Dance (latin, hip-hop, zeibekiko, oriental)
- Music and movement workshops
- Music composition and improvisation workshops
- Musical instrument lessons (piano, violin, guitar)
- Foreign language schools

Educational institutions include:

- One municipal nursery
- Two kindergartens
- One primary school
- One junior high school
- One general high school

Despite this variety, children often lack consistency and stable participation due to shortages in teaching staff. This results in underutilization of their free time and gradual disengagement from extracurricular activities as they grow older.

## **Culture Sector**

There is a lack of a structured strategy for the development and promotion of cultural assets, along with limited program implementation.

Existing cultural elements include:

- The Armata Festival
- The ARMATA OPEN cultural program
- Annual student piano recitals
- Student dance performances
- International Music Program by the Anargyrios & Korgialenios School
- Anargyros Artist Residency
- The Bouboulina Museum
- The Hatziyannis Mexis Museum
- Natalia Mela Park
- The Spetsiot House
- The Ecclesiastical Museum of Saint Nicholas
- The Spetses Local Archive
- Private art galleries

Although the cultural heritage is rich, it is supported in a fragmented way without a unified strategy.

The Community Trust Spetses can highlight these elements through systematic documentation and digital promotion, strengthening local identity and the local economy.

## Stakeholder Mapping

In Spetses, the following key organizations and associations are active, covering a wide range of activities:

Organization/Association	Main Activities
Municipality of Spetses	First-level local government authority (public sector)
Commercial & Professional Association of Spetses (E.V.S.S.)	Promotion of business interests and organization of events
Cultural Association of Spetses	Annual theatrical performances and publication of historical books
Music Academy	Music lessons and festivals.
Women's Association	Craft bazaars, summer book exhibitions, excursions
Sports Organization of Spetses "Bouboulina"	Operation of a football department
Nautical Club of Spetses	Sailing activities
Retirees Association	Beach clean-ups and advocacy for retirees
Hunting Association	Trail cleaning and representation of hunters' interests
Parents, Persons with Disabilities & Friends Association "TA SPETSOPOULIA"	Support for people with intellectual disabilities, bazaars, educational activities
"Agamemnon" Association	Promotion of traditional boatbuilding craftsmanship
Parents' Associations (Kindergartens, Primary, Secondary Schools)	Organization of school and extracurricular events
Union of Spetsiots	Networking of Spetsiots living outside the island, cultural events, scholarships

Spetses Care For Animals (Non-Profit)	Veterinary services, educational programs, forums
APSOU Private Clinic (Non-Profit)	Pediatric services and health lectures
Anargyrios & Korgialenios School of Spetses (AKSS)	Facility management, conferences, cultural
Argolic Gulf Foundation	Environmental protection of the Argolic Gulf
Bee for Planet (Non-Profit)	Promotion of beekeeping
Nissimou (Non-Profit)	Speech and occupational therapy for children (ages 3–12), creative activities

## SWOT Analysis

### Internal Factors

Strengths (+)	Weaknesses (-)
Friendly working environment	Limited outward engagement
Existing infrastructure	Unstable administrative environment
Transparency	Need for staff training and development
Strong local identity (local presence)	Small volunteer network
Consistency	

## External Factors

Opportunities (+)	Threats (-)
Availability of funding programs	Constantly changing tax framework
Opportunity to develop a donor network	
Potential for personalized communication with prospective donors	Competition with other non-profit organizations
Building strong partnerships with other organizations	

## Unique Giving Point (UGP)

We operate as a local catalyst, transforming fragmented initiatives into coordinated, long-term sustainable development programs with measurable results.

## Strategic Plan 2026–2028

### Introduction

This Strategic Plan 2026–2028 of the Non-Profit Organization “Community Synergies of Spetses” outlines the strategic pillars, strategic and specific objectives, as well as the main actions and programs to be implemented over the next three years.

The plan is grounded in the organization’s vision, mission, and values and aims at the sustainable development of the local community, with emphasis on environment, health, education, and culture.

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## **Pillar 1: Environment**

**Strategic Objective :** To strengthen the environmental sustainability of the island through reducing plastic use, enhancing environmental education, and supporting critical volunteer structures such as the Volunteer Fire Brigade.

**Specific Objective 1:** Reduction of Single-Use Plastics

**Action 1.1:** Mapping the current situation and developing best-practice scenarios to reduce plastic water bottle use.

**Program 1:** Research implementation in collaboration with the University of the Aegean – Department of Environment

**Program 2:** Study of proposed scenarios for best practices

**Program 3:** Implementation of practices and evaluation of results

**Action 1.2:** Volunteer beach clean-ups and creation of an annual database of collected waste.

**Program 1:** Mobilization of the local community for beach clean-ups

**Program 2:** Creation of a waste recording database and promotion of Citizen Science

**Specific Objective 2:** Environmental Education

**Action 2.1:** Raising awareness within the local community

**Program 1 :** Screening of films and documentaries on environmental protection

**Action 2.2:** Environmental education programs in collaboration with other organizations

**Program 1:** Implementation of educational programs for schools and citizen groups

**Specific Objective 3:** Support of the Volunteer Fire Brigade of Spetses

**Action 3.1:** Organizational support based on identified needs

**Program 1:** Needs assessment, development of support actions, and periodic evaluation

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## **Pillar 2 : Health**

**Strategic Objective :** To strengthen prevention and healthcare services by supporting the Pediatric Clinic as a Primary Healthcare Unit and by developing volunteer structures for emergency response management.

**Specific Objective 1 :** Support of the Pediatric Clinic as a Primary Healthcare Unit

**Action 1.1:** Strategic partnership for securing funding for the operation of the Pediatric Clinic.

**Program 1:** Collaboration for the preparation and submission of funding proposals

**Program 2 :** Development of crowdfunding campaigns

**Specific Objective 2 :** Support for Emergency Response Management

**Action 2.1:** Establishment of collaboration with a certified training provider for the creation of a volunteer rescue team

**Program 1:** Creation of a volunteer rescue team

**Program 2:** Training of volunteer rescuers

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## **Pillar 3: Education**

**Strategic Objective :** To strengthen the educational process and meaningfully connect school units with the local community through formal and non-formal educational activities

**Specific Objective 1:** Implementation of Educational Programs

**Action 1.1:** Implementation of educational programs in primary and secondary education schools

**Program 1:** Theatrical performance

**Program 2:** Creation of a theater group

**Specific Objective 2:** Strengthening School Engagement with the Local Community

**Action 2.1:** Implementation of interactive educational programs with the local community

**Program 1:** Interactive programs focused on the island's environment

**Program 2:** Interactive programs involving members of the local community

**Action 2.2:** Strengthening the concept of collectivity

**Program 1:** Introduction to Civil Society

**Program 2:** Introduction to Citizen Science

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## **Pillar 4: Culture**

**Strategic Objective:** To strengthen the local community through its cultural identity, emphasizing participation, music education, cultural activities, and the promotion of cultural heritage.

**Specific Objective 1:** Participatory Cultural Activities

**Action 1.1:** Development of music education programs

**Program 1:** Implementation of winter music and dance programs

**Program 2:** Implementation of summer music and dance programs

**Action 1.2:** Creation of open cultural spaces

**Program 1:** Design and placement of free lending libraries (street libraries)

**Specific Objective 2 :** Documentation and Promotion of Cultural Heritage

**Action 2.1:** Creation of a cultural heritage archive

**Program 1:** Documentation of tangible cultural heritage

**Program 2:** Documentation of intangible cultural heritage

## Financial Planning 2026

### PILLAR 1: ENVIRONMENT

PROGRAM	AMOUNT (€)
Plastic research & collaboration with the University of the Aegean	6,500.00 €
Volunteer clean-ups (materials, logistics)	100.00 €
Database & Citizen Science	0.00€
Environmental education program	300.00 €
Film/documentary screenings	500.00 €
Support for Fire Service Unit	1,000.00 €
<b>TOTAL PILLAR 1</b>	<b>8,400.00 €</b>

### PILLAR 2: HEALTH

PROGRAM	AMOUNT (€)
Support of Pediatric Clinic (general operations)	74,245.00 €
Development of funding proposals	0.00€
Crowdfunding campaign (technical support)	0.00€
Creation of volunteer rescue team	0.00€
Training of volunteer rescuers	500.00 €
<b>TOTAL PILLAR 2</b>	<b>74,745.00 €</b>

### PILLAR 3: EDUCATION

PROGRAM	AMOUNT (€)
Theatrical performance	1,000.00 €
Creation of theatre group	500.00 €
Interactive programs (island environment)	500.00 €
Program with members of the local community	0.00 €
Civil society programs	0.00 €
<b>TOTAL PILLAR 3</b>	<b>2,000.00 €</b>

### PILLAR 4: CULTURE

PROGRAM	AMOUNT (€)
Winter music/dance programs	24,000.00 €
Summer music/dance programs	8,000.00 €
Free lending libraries	300.00 €
<b>TOTAL PILLAR 4</b>	<b>32,300.00 €</b>
<b>GRAND TOTAL</b>	<b>117,445.00 €</b>

Financial Planning <u>2027</u>	
<b>PILLAR 1: ENVIRONMENT</b>	
PROGRAM	AMOUNT (€)
Study of proposed scenarios	0.00 €
Implementation of practices and evaluation	0.00 €
Volunteer clean-ups	100.00 €
Database & Citizen Science	0.00€
Environmental education programs	300.00 €
Film/documentary screenings	300.00 €
Support for Fire Service Unit	0.00 €
<b>TOTAL PILLAR 1</b>	<b>700.00 €</b>
<b>PILLAR 2: HEALTH</b>	
PROGRAM	AMOUNT (€)
Support of Pediatric Clinic (equipment, consumables)	59,500.00 €
Funding proposals	0.00€
Crowdfunding campaign	0.00€
<b>TOTAL PILLAR 2</b>	<b>59,500.00 €</b>
<b>PILLAR 3: EDUCATION</b>	
PROGRAM	AMOUNT (€)
Theatrical performance	1,000.00 €
Creation of theatre group	500.00 €
Interactive programs (island environment)	500.00 €
Program with members of the local community	0.00 €
Civil Society programs	0.00 €
<b>TOTAL PILLAR 3</b>	<b>2,000.00 €</b>
<b>PILLAR 4: CULTURE</b>	
PROGRAM	AMOUNT (€)
Winter music/dance programs	24,000.00 €
Summer music/dance programs	8,000.00 €
Free lending libraries	300.00 €
<b>TOTAL PILLAR 4</b>	<b>32,300.00 €</b>
<b>GRAND TOTAL</b>	<b>94,100.00 €</b>

## Financial Planning 2028

### PILLAR 1: ENVIRONMENT

PROGRAM	AMOUNT (€)
Study of proposed scenarios	0.00 €
Implementation of practices and evaluation	0.00 €
Volunteer clean-ups	100.00 €
Database & Citizen Science	0.00€
Environmental education programs	300.00 €
Film/documentary screenings	300.00 €
Support for Fire Service Unit	0.00 €
<b>TOTAL PILLAR 1</b>	<b>700.00 €</b>

### PILLAR 2: HEALTH

PROGRAM	AMOUNT (€)
Support of Pediatric Clinic (equipment, consumables)	56,500.00 €
Development of funding proposals	0.00€
Crowdfunding campaign	0.00€
<b>TOTAL PILLAR 2</b>	<b>56,500.00 €</b>

### PILLAR 3: EDUCATION

PROGRAM	AMOUNT (€)
Theatrical performance	1,000.00 €
Creation of theatre group	500.00 €
Interactive programs (island environment)	500.00 €
Program with members of the local community	0.00 €
Civil Society programs	0.00 €
<b>TOTAL PILLAR 3</b>	<b>2,000.00 €</b>

### PILLAR 4: CULTURE

PROGRAM	AMOUNT (€)
Winter music/dance programs	24,000.00 €
Summer music/dance programs	8,000.00 €
Documentation of tangible heritage	500.00 €
Documentation of intangible heritage	500.00 €
<b>TOTAL PILLAR 4</b>	<b>33,000.00 €</b>
<b>GRAND TOTAL</b>	<b>92,200.00 €</b>

## Monitoring and Evaluation

The monitoring and evaluation of the Strategic Plan 2026-2028 constitute a key tool for ensuring the quality, transparency, and effectiveness of the organization's interventions. For each axis, strategic and specific objective, clearly defined actions and programs have been established, with a structured timeline (Planning-Implementation-Evaluation), enabling systematic monitoring of progress on both an annual and three-year bases.

Monitoring will be carried out through quantitative and qualitative indicators, such as the number of beneficiaries, the level of community participation, partnerships with stakeholders, and the achievement of expected outcomes for each action. Responsible coordinators per axis, in collaboration with the organization's management, will collect and analyze data regularly, allowing for timely identification of needs for adjustment, improvement, or redirection of interventions.

At the end of each year and upon completion of programs, a concise activity report will be prepared, reflecting the level of implementation, achievement of indicators, and the social, environmental and cultural impact of the organization's work. This report will be shared with community members, partners, donors and foundations, promoting accountability and active engagement.

A key stage of the process is the overall evaluation of the Strategic Plan, aiming to assess results, document best practices and extract valuable insights.

The strategic Plan 2026-2028 of Community Trust Spetses serves as a dynamic framework for collective efforts to enhance quality of life on the island, through targeted interventions in environment, health, education and culture.

Its success depends on continuous collaboration and complementary action among institutions, associations. Businesses, foundations, donors and -most importantly- the residents of the island.

Guided by the values of compassion, solidarity, empathy and respect, the organization remains committed to operating with transparency, accountability and strong sense of responsibility, ensuring that every resource invested in Spetses translates into tangible and lasting benefits for the community and future generations.