	VTN's Activities	Immediate Impacts	Strategic Outcomes	Overall Vision
Our programs	**Programs:** Group Counselling designed to improve mental health, trauma, transition from service	**Improved mental health:** Reduced in substance abuse and thoughts of suicide, and reduced depression, anxiety, PTSD	**More demand:** VTN growth across Canada; more veterans served	**Normalizing and placing value on veterans' mental health:** It matters, has impact, and needs funding: thus, change belief systems of veterans, government, and funders
	Peer Support: Resources, training and support for our network of veteran graduates and peer supporters	**Transition skills:** Improved family relationships, communications, goal setting, employment stability. Better quality of life, future.	**Greater impact:** More veterans served increases funding, awareness, and growth	**Increased understanding and supports for transition** Recognition of veterans' needs, personal costs of service and integration of best practices. Better transition = reduced health/ social/justice costs.
Our approach	**Outreach:** Social media, outreach to struggling veterans. Veterans organizations allies in helping locate vets.	**Buy-in:** Veterans believe in counseling through personal experience.	**Government Recognition:** Excellence in counselling & transition skills training garners long-term results (cost-effective in light of social determinants of health) and aids in military recruitment.	
	Communications: Graduate stories and media interviews help normalize mental health care in this "tough" community. Geared to men and women, English and French.	**Support system:** Vets helping vets. With this strong network, they avoid crisis and relapse.	**Normalizing mental health care:** Veterans champion the "strengths-based" model of mental health care.	**Leaving no veteran behind:** Increased respect and responsability by Canadians for those who serve; helps to increase compassionate society and advancement of United Nations Sustainable Development Goals 3, 5, 10 and 16
		Grassroots growth: Veterans refer other veterans to our programs. They reach out to friends and vets in other provinces. They become influencers and advocates.	**Lives saved:** Veterans in crisis feel they have a support network.	

THEORY OF CHANGE

VETERANS TRANSITION NETWORK