



A Look Ahead: Building the Future of HIV Service Delivery Together

As World AIDS Day events and the year 2025 come to a close, AIDS United's Joseph Stango reflects on the challenges and possibilities of tomorrow.

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This blog post is by Joseph Stango, a senior project manager at AIDS United.

Every year, World AIDS Day invites us to honor the legacy of the HIV movement — the resilience, brilliance, and determination of communities who built systems of care long before the world invested in them. It is a moment to remember how far we've come, and to recommit to the work that still lies ahead. This year, as we reflect on that history, we also look toward the future: a future where new leaders play critical roles in strengthening organizational infrastructure, leadership, and long-term sustainability across the HIV service ecosystem.

As 2025 approaches, we find ourselves in a period of both challenge and possibility. Many organizations are navigating shifting public-health landscapes, workforce changes, and evolving community needs. And yet, across the country, we have witnessed extraordinary creativity and perseverance. Through STP, more than a dozen organizations have already begun redesigning internal systems, improving leadership transitions, aligning finances with mission, and building stronger pathways for community-centered decision-making. These early achievements remind us that transformation is not only possible — it is happening.

World AIDS Day also encourages us to be forward-focused. [As MaKaila Eddings reflects in this month's Voices of Community blog](#), "Growth requires learning, unlearning, and a willingness to change how we talk about HIV and health as a whole." That spirit of openness — to new models, new partnerships, and new language — is central to the next phase of Sector Transformation. In 2026, we will announce several major initiatives designed to strengthen operational resilience, deepen community power, and equip leaders with the tools and partnerships they need to adapt. These priorities include expanded leadership development opportunities, new organizational planning resources, and organizational coalition building to craft equitable community responses.

We are also excited to release new tools in the coming year, including updated readiness assessments, a suite of organizational-change coaching supports, and master-class style learning modules featuring leaders across the HIV sector who have piloted bold approaches to sustainability. As MaKaila reminds us, "Real HIV advocacy starts when we challenge outdated

systems and start teaching in ways that empower instead of isolate.” These resources are designed to do exactly that.

As we close out the year, we invite organizations, funders, and community partners to deepen their engagement in 2025–2026. Join a learning cohort. Request a TA package. Share your organizational challenges — and your hopes. The system transforms only when we act together.

Thank you for your commitment, your leadership, and your willingness to imagine a stronger, more sustainable future for HIV services.

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