

Note: Action Steps illustrating how goals will be met are developed at semi-annual meeting by designated committees.

Nurturing Minds
Five-Year Strategic Plan Outline
with Quantitative Goals
2016 – 2021

Premise: Nurturing Minds (NM) and SEGA maintain a partnership that is renewed annually by contract. Based on SEGA’s strategic plans, designed and approved by the SEGA Board, NM puts forth the following five year strategic plan.

Part I: Statements of Mission and Vision

- A. **Nurturing Minds (NM) Mission :** To provide financial and technical assistance to programs that improve access to quality education and life skills for girls in Tanzania, with a particular emphasis on girls who are poor and at-risk of becoming involved in exploitative forms of child labor.
- B. **SEGA Mission:** To operate a quality secondary boarding school for girls which fosters the development of academic excellence, strong values, healthy self-esteem, and independent thinking skills among its students, with an emphasis on leadership, social responsibility, and environmental care.
- C. **NM and SEGA’s Shared Vision:** To create a financially self-sustaining (e.g meaning SEGA can support itself through funding produced by the school itself such as tuition or associated businesses) model school for educating vulnerable Tanzanian girls.

Part II: NM Goal to Support for SEGA through 2021 (to be reviewed by the Board at the annual meeting each year)

The following NM strategic plan is based on SEGA’s current status and identified needs, —reviewed and agreed on by the NM Board during its April 2016 annual meeting NM identified the following premises:

- SEGA’s goal is to be 60% financially self-sufficient in-country by 2022, meaning that it can support itself through funding produced by the school itself such as tuition or associated businesses).
- SEGA is not currently where it needs to be to achieve 60% financial self-sufficiency in-country.
- NM will have an ongoing role in supporting SEGA through both financial and non-financial ways (e.g. fundraising, networking, strategic partnering, etc., see D., below).
- NM is expanding its fundraising efforts through an endowment; expansion of student sponsorship; foundation grants; and grants from other groups in order to provide long-term support to SEGA.

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Nurturing Minds Goals

A. NM will provide financial support to SEGA using the following fundraising methods

Student Sponsorship Growth
Endowment
Planned Giving
Foundation Grant Growth
Government Grant Growth
NM Board Development
School Partnerships

B. NM will engage in Administrative support to achieve Management and Programmatic goals

Social Networking Growth
Human Resource Management
Legal Assistance

C. NM and SEGA Boards will function in a complimentary manner to ensure communication, accountability & transparency.

SEGA rep on NM Board
Virtual Board Meetings w/SEGA
SEGA Rep attends NM board meeting in person and reports to NM Board
SEGA School Tracking of Grads

D. NM and SEGA will maintain their global strategic partnership such that both entities will function in a mutually beneficial and reciprocating fashion

Strategic partnership opportunities
Networking for SEGA
SEGA Study Abroad Program