



STRATEGIC PLAN

2023-2026

Executive Summary:

The nsoro Educational Foundation Strategic Plan 2023-2026

The nsoro Educational Foundation is embarking on an ambitious journey from 2023 to 2026 to significantly enhance our support for youth aging out of foster care nationwide. Our strategic plan, rooted in our mission to provide post-secondary scholarships, coaching, and mentorship, aims to not only continue but also expand our comprehensive support to ensure that no young person navigates their future alone. This plan outlines our roadmap to optimally position our collegians for success through and beyond their academic endeavors to self-sufficiency.

Strategic Objectives:

- **Financial Sustainability:** Achieve a \$5 million revenue target by 2026 through diversified funding streams, ensuring the Foundation's long-term stability and capacity to expand its impact.
- **Program Excellence and Expansion:** Increase our program impact by 33%; providing 360 students with holistic support, while striving for a 90% graduation rate, employment rate, and self-sufficiency rate within 90 days of graduation.
- **Operational Efficiency:** Strengthen our infrastructure and operational practices, including the integration of AI for administrative efficiency and the development of an alumni task force to bolster fundraising and mentorship.
- **People and Learning:** Foster a people-centric culture that prioritizes DEI, brain health, and the continuous learning and development of our staff and volunteers.
- **Data-Driven Culture:** Enhance our data collection, management, and analysis capabilities to support strategic decision-making and demonstrate our impactful outcomes.
- **Community Engagement:** Deepen and expand corporate partnerships and volunteer opportunities to strengthen community ties and enhance support for our scholars.

Key Initiatives:

1. **Financial Growth:** Through an aggressive development plan, we aim to diversify our revenue streams, focusing on individual giving, corporate partnerships, grants, and planned giving to reach our \$5 million goal.
2. **Donor Engagement:** Implement innovative strategies for donor development and retention, aiming for a 70%+ donor retention rate by enhancing our stewardship plan and leveraging social media and targeted campaigns.
3. **Programmatic Excellence:** Launch and scale nsoroWorks, our corporate internship and apprenticeship program, and standardize our coaching program to ensure consistent, high-quality delivery across all service areas.
4. **Operational and Cultural Development:** Appoint a Chief People Officer, codify new operational practices, and develop an alumni task force to support our strategic goals, emphasizing a culture of excellence, learning, and inclusion.

Conclusion:

The nsoro Educational Foundation's 2023-2026 strategic plan is a bold step forward in our commitment to transforming the lives of youth aging out of foster care. By achieving our strategic objectives, we will not only expand our capacity to support more students but also ensure that each one has the resources, guidance, and opportunities they need to thrive in post-secondary education and beyond.

Our plan is designed to be responsive, sustainable, and impactful, ensuring that we continue to be a beacon of hope and a source of meaningful support for our scholars. Together, we will create a future where every youth aging out of foster care could achieve their full potential.

Board of Directors Expansion Plan

Objective

The objective of this plan is to expand the nsoro Educational Foundation's Board of Directors in alignment with the strategic plan objectives for 2023-2026. The expansion aims to enhance governance capacity, diversify skill sets, and ensure the board is well-equipped to support the foundation's ambitious goals, particularly in achieving financial sustainability, operational efficiency, program excellence, and community engagement. 15-17 Board Members by 2026.

Strategy Overview

The strategy for expanding the board will focus on identifying and recruiting individuals who bring diverse perspectives, expertise in critical areas such as finance, education, non-profit management, technology, and DEI and a passionate commitment to supporting youth aging out of foster care.

Action Plan

1. **Assessment and Identification of Needs (Q1 2024)**

- Conduct a skills and diversity audit of the current board to identify gaps and areas for enhancement.
- Define the ideal composition of the board in terms of skills, experience, diversity, and industry representation, aligning with strategic objectives.

2. **Development of Recruitment Strategy (Q1 2024)**

- Based on the audit, develop a targeted recruitment strategy that outlines the profiles of desired board members.
- Create a nomination committee tasked with leading the recruitment efforts, consisting of current board members and perhaps an external advisor for broader insight.

3. **Outreach and Engagement (Q1 2024 - Q1 2025)**

- Utilize the foundation's networks, including current board members, donors, alumni, and partners, to identify potential candidates.
- Engage in targeted outreach to potential candidates to gauge interest and fit, providing detailed information about the foundation's mission, strategic objectives, and board responsibilities.

4. **Selection and Onboarding (Q1 2024-Q1 2024)**

- Conduct interviews and selection processes to evaluate candidates against the defined criteria, prioritizing diversity, expertise, and alignment with the foundation's values.
- Offer orientation and onboarding sessions for new board members, focusing on comprehensive understanding of the foundation's strategic plan, operations, and their role in governance and support.

5. **Integration and Evaluation (Q2 2024-Q2 2025)**

- Integrate new members into the board, assigning them to specific committees or roles that align with their expertise and the foundation's needs.
- Establish a regular evaluation process to assess board performance, including the contributions of new members, and identify areas for further development or support.

Expected Outcomes

- **Enhanced Governance:** A larger, more diverse board with a broad range of expertise will strengthen governance and strategic oversight.
- **Strategic Alignment:** New board members who are aligned with the foundation's strategic objectives will provide valuable insights and support for achieving the 2023-2026 goals.
- **Increased Capacity:** Expanding the board will increase the foundation's capacity for fundraising, networking, and community engagement, directly supporting the strategic plan's financial and programmatic objectives.
- **Diverse Perspectives:** A more diverse board will enrich decision-making and innovation, ensuring that the foundation's programs and initiatives are inclusive and equitable.

Monitoring and Adjustment

- **Regular Review:** Conduct annual reviews of the board's composition and effectiveness, ensuring alignment with strategic needs and objectives.
- **Flexible Strategy:** Remain open to adjusting the recruitment and integration strategy based on evolving organizational needs and the external environment.

2023: STRENGTHENING FOUNDATION CORE

- Begin board expansion and succession planning to ensure governance aligns with strategic goals.
- Strengthening infrastructure for improved operational efficiency and revenue growth.
- Streamline administrative function: AI to automate non-essential administrative functions, reducing operational costs.

Operations

1. Begin Board Expansion and Succession Planning

Action Steps:

- Conduct a skills and diversity audit of the current board to identify gaps.
- Develop a recruitment plan targeting individuals with expertise in fundraising, DEI, and non-profit governance.
- Implement a board orientation and training program for new members.

Timeline: Start audit in Q4 2023, recruitment from Q1 to Q2 2024, and training in Q2 2024.

2. Strengthen Infrastructure for Operational Efficiency and Revenue Growth

Action Steps:

- Conduct an operational audit to identify inefficiencies and areas for improvement.
- Develop and implement a technology upgrade plan, focusing on CRM and data analytics tools.
- Explore feasibility studies for potential regional offices or representatives in key states to tap into local networks and fundraising opportunities (Florida).

Timeline: Audit in Q1 2023, technology upgrades from Q2 2023 to Q1 2024, regional studies in Q3 2024.

3. Activate AI to Automate Non-Essential Administrative Functions

Action Steps:

- Identify tasks suitable for automation, such as data entry, scheduling, and reporting.
- Select and deploy AI-based software solutions tailored to non-profit operations.
- Train staff on new tools and adjust operational procedures accordingly.

Timeline: Task identification by Q2 2023, software deployment in Q3 2023, training and adjustment in Q4 2023.

Programs

1. Launch nsoroWorks Beta to Pilot Corporate Internships and Apprenticeships

Action Steps:

- Identify potential corporate partners with aligned interests and capacity for internships/apprenticeships.

- Design the nsoroWorks program, including structure, expectations, and support mechanisms for participants.
- Pilot the program with at least two corporate partners, gather feedback, and adjust the program accordingly.

Timeline: Partner identification by Q2 2023, program design in Q3 2023, pilot launch in Q1 2024.

2. Develop Partnerships with Trade School Systems | TCSG Target

Action Steps:

- Engage in discussions with TCSG and similar institutions to explore partnership opportunities.
- Design a framework for collaboration that includes scholarship support, mentorship, and curriculum development.
- Implement a pilot program with selected trade schools, evaluate outcomes, and plan for expansion.

Timeline: Initial discussions in Q3 2023, framework development in Q4 2023, pilot implementation in Q2 2024.

Financial

1. Initiate the Road to \$5 Million Campaign (Endowment)

Action Steps:

- Develop a comprehensive fundraising strategy that includes individual giving, corporate sponsorships, grants, endowment and planned giving with 3 year scenarios in the financial model.
- Launch targeted fundraising campaigns, leveraging social media, events, and direct outreach, multi-pronged stewardship strategy.
- Monitor progress towards the \$5 million goal, adjusting strategies as needed to ensure success.

Timeline: Strategy development in Q4 2023, campaign launch in Q3 2024, ongoing monitoring and adjustment

2. Accelerate Development Plans with Major Gift Fundraising and Donor-Centric Stewardship

Action Steps:

- Identify and segment potential major donors based on capacity and interest.
- Develop personalized engagement and stewardship plans for each segment, focusing on building long-term relationships.
- Implement a donor recognition program to acknowledge contributions and foster a sense of community.

Timeline: Donor segmentation in Q4 2023, engagement plan development in Q4 2023, recognition program launch in Q1 2024.

2024: PROGRAM ENHANCEMENT AND DONOR ENGAGEMENT

Operations

- Continue new market fundraising initiatives and benchmark stewardship strategy effectiveness.
- Update operating model to reflect post-pandemic realities and a hybrid workforce.

1. Solidify New Market Fundraising Initiatives and Benchmark Stewardship Strategy Effectiveness

Action Steps:

- Evaluate current fundraising performance with opportunities in new markets (FL, TX, NY, CA) against set benchmarks and goals.
- Identify and engage with potential new donors and partners in untapped markets through targeted campaigns and outreach programs.
- Refine stewardship strategies based on feedback and performance data to improve donor engagement and satisfaction.

Timeline: Evaluation and identification in Q1 2024, outreach and engagement from Q2 to Q3 2024, strategy refinement in Q4 2024.

2. Update Operating Model to Reflect Post-Pandemic Realities and a Hybrid Workforce

Action Steps:

- Conduct a review of the current operating model, including staff feedback on remote and in-office work preferences.
- Develop a flexible hybrid work policy that supports productivity, collaboration, and work-life balance.
- Implement necessary technology and office space adjustments to accommodate the hybrid model.

Timeline: Review in Q1 2024, policy development in Q2 2024, implementation in Q3 2024.

Programs

Transition the Coaching Program to an In-house Function (PAUSE TO 2025)

- Transition the coaching program to an in-house function to improve integration and impact.
- Expand nsoroWorks with additional corporate internship/apprenticeship partners.

Action Steps:

- Assess the current external coaching program's effectiveness and identify areas for improvement.
- Design an in-house coaching curriculum that aligns with the foundation's core values and the specific needs of scholars.
- Recruit and train coaches from among foundation staff or external experts with relevant experience and expertise.

Timeline: Assessment in Q1 2024, curriculum design in Q2 2024, recruitment and training in Q3 2024.

2. Expand nsoroWorks with Additional Corporate Internship/Apprenticeship Partners

Action Steps:

- Analyze the pilot nsoroWorks program's outcomes and identify key factors for success and areas for expansion.
- Engage with existing and potential new corporate partners to discuss expansion opportunities and secure commitments.
- Update the nsoroWorks program structure as needed to accommodate more participants and partner organizations.

Timeline: Program analysis in Q1 2024, partner engagement in Q2 2024, program update and expansion in Q3 2024.

Financial

- Enhance donor development and retention strategies to achieve a 70%+ donor retention rate.
- Innovate fundraising through social media monetization and targeted year-end campaigns.

1. Enhance Donor Development and Retention Strategies to Achieve a 70%+ Donor Retention Rate

Action Steps:

- Conduct a detailed analysis of donor behavior, preferences, and feedback to identify retention drivers and barriers.
- Develop targeted engagement and communication strategies for different donor segments to foster long-term relationships.
- Implement a donor feedback loop and regular impact reporting to keep donors informed and engaged.

Timeline: Analysis in Q1 2024, strategy development in Q2 2024, implementation and feedback loop in Q3 2024.

2. Innovate Fundraising Through Social Media Monetization and Targeted Year-End Campaigns

Action Steps:

- Develop a social media strategy focused on storytelling, engagement, and direct calls to action that leverage new monetization features.
- Plan and execute targeted year-end fundraising campaigns, utilizing data analytics to personalize outreach and maximize donor engagement.
- Monitor and evaluate campaign performance, adjusting strategies as needed to optimize results.

Timeline: Social media strategy in Q2 2024, year-end campaign planning in Q3 2024, execution in Q4 2024, and evaluation in Q1 2025.

2025: STRATEGIC GROWTH AND PROGRAM STANDARDIZATION

Operations

- Use major gift programs to fuel the endowment seed, supporting long-term financial stability.
- Strengthen the staff build to support operational and programmatic needs.

1. Use Major Gift Programs to Fuel the Endowment Seed

Action Steps:

- Identify and engage high-net-worth individuals with a history of significant contributions to education and foster care initiatives.
- Develop personalized engagement and proposal strategies to secure major gifts, highlighting the impact on long-term stability and growth.
- Launch a dedicated campaign to promote the endowment fund, incorporating testimonies from scholars and data on the foundation's impact.

Timeline: Identification and engagement strategy development in Q1 2025, campaign launch in Q2 2025, ongoing engagement and cultivation through Q4 2025.

2. Strengthen the Staff Build to Support Operational and Programmatic Needs

Action Steps:

- Conduct a comprehensive needs assessment to identify gaps in current staffing and skills required for strategic goals.
- Develop a recruitment plan focusing on critical areas such as program management, fundraising, and donor relations.
- Implement staff development programs to enhance existing employees' skills and integrate new hires into the foundation's culture.

Timeline: Needs assessment in Q1 2025, recruitment plan by Q2 2025, staff development programs from Q3 to Q4 2025.

Programs

- Standardize program growth to ensure consistent and impactful delivery.
- Scale nsoroWorks to include 6 corporate partners, offering scholars a broader range of livable wage employment opportunities; informed by program data spec to baseline career interests by percentage.

1. Standardize Program Growth

Action Steps:

- Review and evaluate existing program offerings to identify best practices and areas for standardization.
- Develop standardized program models that ensure consistency in delivery and impact, including training materials and program guidelines.
- Train staff and volunteers on standardized program delivery, incorporating feedback loops for continuous improvement.

Timeline: Program review in Q1 2025, development of standardized models in Q2 2025, training and implementation from Q3 to Q4 2025.

2. Scale nsoroWorks to Include 6 Corporate Partners

Action Steps:

- Evaluate the effectiveness and impact of current corporate partnerships to refine the value proposition for potential partners.
- Engage in targeted outreach to corporations with aligned CSR objectives, presenting tailored partnership opportunities.
- Finalize agreements with new corporate partners, ensuring a diversity of industries and opportunities for scholars.

Timeline: Current partnership evaluation in Q1 2025, outreach and engagement in Q2 2025, agreements finalized by Q3 2025.

Financial

- Continue to grow revenue towards the \$5 million goal with Endowment and Planned Giving Campaign.
- diversified funding streams | +30% from DAF gifts, and Foundation Grants.
- Innovate the recurring donation program to strengthen sustainable giving base and to achieve revenue diversification target.

1. Continue to Grow Revenue Towards the \$5 Million Goal

Action Steps:

- Review and adjust the comprehensive fundraising strategy to address any shortfalls or capitalize on successful tactics.
- Enhance engagement with existing donors while identifying and pursuing new donors across all segments (individuals, corporations, grants).
- Leverage special events, digital campaigns, and community engagement to raise awareness and funds.

Timeline: Strategy review in Q1 2025, ongoing donor engagement and new initiatives from Q2 to Q4 2025.

2. Implement a Recurring Donation Program

Action Steps:

- Develop a recurring donation program, employing an easy one step process, donor recognition, and regular updates on impact.
- Promote the program through all communication channels, emphasizing the importance of sustained support for long-term impact.
- Monitor and report on the program's progress, refining marketing and engagement strategies to increase participation.

Timeline: Program development in Q1 2025, promotion from Q2 to Q4 2025, ongoing monitoring and adjustment.

2026: Sustainability and Market Expansion

Operations

- Codify new practices for operational excellence and efficiency.
- Develop an alumni task force in key states to support fundraising and mentorship.

1. Codify New Practices for Operational Excellence and Efficiency

Action Steps:

- Conduct a comprehensive review of all operational changes and innovations introduced since 2023, evaluating their impact on efficiency and effectiveness.
- Develop a set of best practice guidelines and standard operating procedures (SOPs) based on successful innovations and feedback from staff and stakeholders.
- Train all staff on these new practices, ensuring consistent implementation across the organization.

Timeline: Review in Q1 2026, development of SOPs in Q2 2026, staff training in Q3 2026.

2. Develop an Alumni Task Force in Key States to Support Fundraising and Mentorship

Action Steps:

- Identify and reach out to alumni in NY, FL, TX, and CA who have shown leadership and commitment to the foundation's mission.
- Formulate the structure, goals, and responsibilities of the alumni task force, focusing on fundraising support, mentorship, and community engagement.
- Launch task forces with initial meetings to set strategic objectives and plan activities for the coming year.

Timeline: Identification and outreach in Q1 2026, formulation and structuring in Q2 2026, launch and initial meetings in Q3 2026.

Programs

- Scale the model by 33% serving 360 students with comprehensive support.
- Achieve a 90% graduation rate, with matching employment rate, and achieve scholar self-sufficiency within 90 days of graduation.

1. Increase Program Impact by 33%

Action Steps:

- Analyze current program delivery areas and identify opportunities for expansion in underserved regions.
- Develop partnerships with educational institutions, corporations, and non-profits to extend program reach and support services.
- Enhance marketing and outreach strategies to increase awareness and participation among eligible students.

Timeline: Analysis and planning in Q1 2026, partnership development in Q2 2026, implementation and marketing from Q3 to Q4 2026.

2. Achieve a 90% Graduation Rate, Employment Rate, and Self-sufficiency at Graduation

Action Steps:

- Implement targeted interventions and support services for at-risk students to improve retention and graduation rates.
- Expand career services and partnerships with employers to ensure job placements for graduates.
- Develop financial literacy and life skills programs to enhance self-sufficiency post-graduation.
- **Timeline:** Intervention implementation in Q1 2026, career services expansion in Q2 2026, life skills program development in Q3 2026.

Financial

- Reach the \$5 million revenue target, ensuring the foundation's sustainability and ability to expand its impact.
- Align donor interests with volunteer engagement opportunities to foster deeper connections and support.

1. Reach the \$5 Million Revenue Target

Action Steps:

- Intensify fundraising efforts across all channels, with a special emphasis on major gifts, corporate sponsorships, and planned giving.
- Launch targeted campaigns to close any funding gaps, leveraging success stories and the impact of the foundation's work to motivate donors.
- Review and adjust financial strategies quarterly to ensure alignment with the \$5 million goal.

Timeline: Fundraising intensification from Q1 to Q2 2026, targeted campaigns in Q3 2026, quarterly reviews throughout the year.

2. Align Donor Interests with Volunteer Engagement Opportunities

Action Steps:

- Conduct surveys and interviews with donors to understand their interests and motivations for supporting the foundation.
- Develop a range of volunteer opportunities that align with donor interests, including mentorship, event planning, and advocacy roles.
- Create personalized outreach strategies to engage donors in these opportunities, highlighting the impact of their involvement on the foundation's success.

Timeline: Donor surveys in Q1 2026, development of volunteer opportunities in Q2 2026, personalized outreach in Q3 2026.

CROSS YEAR THEMES

People and Learning: Foster a people-centric culture, appointing a Chief People Officer and implementing best practices in brain health and DEI.

Data-Driven Culture: Enhance data collection and analysis to support strategic decisions and demonstrate impact.

Community Engagement: Continue to develop corporate partnerships and volunteer opportunities to strengthen community ties and support for scholars.

People and Learning

Foster a People-Centric Culture

Action Steps:

- Appoint a Chief People Officer (CPO) by Q2 2024 who will lead the development and implementation of a comprehensive DEI and brain health strategy.
- Conduct annual staff and stakeholder surveys to assess organizational culture, identify areas for improvement, and measure progress on DEI initiatives.
- Implement quarterly brain health workshops and DEEI training sessions for staff and volunteers, starting in Q3 2024.

Responsibilities: Chief People Officer, HR Department

Timeline: CPO appointment in Q2 2024, annual surveys starting Q4 2024, quarterly workshops beginning Q3 2024.

Implement Best Practices in Brain Health and DEEI

Action Steps:

- Partner with experts in brain health and DEI to develop training materials and programs tailored to the foundation's mission and needs.
- Integrate brain health practices and DEI principles into all aspects of the foundation's operations, including program design, staffing, and volunteer engagement.
- Establish a peer support and mentorship program focusing on mental wellness and inclusivity, launching in Q3 2024.

Responsibilities: Chief People Officer, Program Directors

Timeline: Development of materials in Q3 2024, integration into operations in Q4 2024, peer program launch in Q1 2025.

Data-Driven Culture

Enhance Data Collection and Analysis

Action Steps:

- Upgrade data management systems to support robust data collection, storage, and analysis capabilities by Q2 2023.
- Train staff on data analytics tools and techniques, with initial sessions in Q3 2023 and ongoing training as needed.
- Implement a quarterly review process to assess data-driven insights against strategic goals, starting Q4 2023.

Responsibilities: Data Analysts, Dr. Denish Shah

Timeline: System upgrade by Q2 2023, staff training from Q3 2023, quarterly reviews from Q4 2023.

Support Strategic Decisions and Demonstrate Impact

Action Steps:

- Develop and disseminate regular impact reports to stakeholders, detailing progress on strategic objectives and the foundation's impact, starting Q1 2024.
- Use data insights to refine program offerings, fundraising strategies, and operational efficiencies on an ongoing basis.
- Conduct annual strategic review meetings utilizing data-driven reports to inform decision-making, starting Q4 2024.

Responsibilities: Strategic Planning Team, Program Directors

Timeline: Impact reports from Q1 2024, ongoing refinement, annual reviews from Q4 2024.

Community Engagement

Develop Corporate Partnerships and Volunteer Opportunities

Action Steps:

- Identify and engage potential corporate partners with aligned interests in education and foster care, initiating outreach in Q2 2023.
- Create a corporate volunteer program that offers meaningful engagement opportunities, to be designed in Q3 2023 and launched in Q1 2024.
- Host annual community engagement events to showcase the foundation's work and foster relationships between scholars, volunteers, and corporate partners, starting Q2 2024.

Responsibilities: Community Engagement Manager, Corporate Relations Officer

Timeline: Corporate outreach from Q2 2023, volunteer program design in Q3 2023, annual events from Q2 2024.

Strengthen Community Ties and Support for Scholars

Action Steps:

- Launch a College to Career function connecting scholars with professionals from corporate partners, to begin in Q2 2024.
- Facilitate regular feedback sessions with scholars, volunteers, and corporate partners to assess the effectiveness of community engagement initiatives and identify areas for improvement, starting Q3 2024.
- Develop a social media strategy to highlight community engagement success stories and opportunities, to be implemented in Q1 2024.

Responsibilities: College To Career Coordinator, Social Media Manager

Timeline: College to Career function launch in Q2 2024, feedback sessions from Q3 2024, social media strategy implementation in Q2 2024.

3 YEAR FINANCIAL PROJECTIONS (see financial model)

The nsoro Educational Foundation

3-Year Strategic Plan Summary (2023-2026)

Our Mission:

To empower youth aging out of foster care through a holistic scholarship inclusive of coaching, mentorship, and workforce readiness, ensuring their successful transition to adulthood and the achievement of post-secondary credentials.

Our Vision:

The nsoro Educational Foundation endeavors to become the national gold standard, authority, and thought leader for post-secondary funding, coaching, and mentorship for youth aging out of foster care ages 16-26. nsoro's program offerings provide holistic wrap-around support and essential life skills that when coupled with gap funding ensure nsoro scholars not only graduate debt free but are positioned for equitable employment and graduate college self-sufficient.

Strategic Objectives:

1. **Financial Sustainability:** Grow annual revenue to \$5 million by 2026 | Endowment seed.
2. **Program Excellence:** Expand market share to serve 520 students, achieving a 90% graduation and employment rate.
3. **Operational Efficiency:** Integrate AI and develop an alumni task force, maintaining operational costs below 20% of revenue.
4. **Community Engagement:** Strengthen and diversify corporate partnerships and volunteer opportunities.
5. **People and Learning:** Foster a culture of DEI and brain health, supported by a dedicated Chief People Officer (Board Member Role)

Key Initiatives:

- Diversify funding through targeted fundraising campaigns.
- Launch and scale the nsoroWorks program for internships and apprenticeships.
- Codify operational best practices and seed an endowment for long-term stability.
- Enhance data-driven decision-making to optimize program delivery and impact.

Financial Goals:

- Achieve a \$5 million revenue target by 2026 through diversified funding streams, ensuring the Foundation's long-term stability and capacity to expand its impact.

Looking Forward: As we embark on this strategic journey, our focus remains steadfast on the empowerment and success of our scholars. Together, with the dedication of our staff, volunteers, partners, and donors, we will build a future where every foster youth possesses the tools, resources, and support necessary to thrive.

Contact Information:

For more information, to get involved, or to support our mission, please contact:

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Acknowledgments:

We extend our deepest gratitude to our community of supporters, partners, and everyone who believes in our mission. Your commitment fuels our work and makes our goals achievable.

Together, we are transforming futures.



THE nsoro FOUNDATION

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