

BRICKS TO BREAD 5-Year Strategic Plan 2026-2030

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Phase 1: 2026

Phase 2: 2027-2028

Phase 3: 2029-2030

THE WORK WE DO

Define structure/business model to provide parameters for alternative oven/bakery designs

Define logistics and needs for simultaneous oven builds

Understand requirements to establish operational capacity and systems in one new country.

Create WhatsApp group for recipients for connection and peer learning

Implement changes to improve collection of feedback from participants in cultural exchange programs.

Implement program improvements for participants in cultural exchanges

Explore and define partners, and legal and operational requirements in other countries
Capture feedback from the women and partners to refine process

Pilot builds with partner(s) in a new country

Strengthening partnership in a second new country.

THE WOMEN WE SERVE

Write proposal to plan training content/structure for before oven build

Test 'before oven build' training materials and delivery. Complete 'before oven build' training-of-trainers model; conduct at least two test/review cycles with all participants

Redesign and refine 'before oven build' training 'Before oven build' training program fully adopted and required for all recipients

Define entrepreneur mentor criteria; survey women for interest and feedback

Define purpose of regional groups; form committee of staff and women leaders

Launch regional groups (e.g., WhatsApp)
One woman leader per region; fully functional women's leadership program

Research micro-enterprise registration requirements; assess benefits and costs

Present findings and decide IF micro-enterprise registration adds value. IF valuable, provide support through the registration process

Two micro enterprises registered with PYME

Foundation and learning on monthly reporting: report findings at conference

Monthly Reporting System Adoption, Evaluation and Adjustments: Present findings; decide if micro-enterprise registration adds value; identify at least three interested women

Scaling and sustaining New Reporting System with high level of compliance (50-60%)

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THE ORGANIZATION

Assess current board, define key roles & functions

Recruit new board members

Re-evaluate job & board positions

Develop a succession plan for Nancy, identify tasks to delegate now.

Mentorship for Nancy and identify requirements for eventual transfer of responsibilities

Identify potential program partners

THE FUNDING

Review/refine fundraising strategy, approved by board

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Review/refine fundraising strategy, approved by board

Analyze institutional sustainability annually

Analyze institutional sustainability annually

Analyze institutional sustainability annually

Analyze & understand the financial reporting requirements for CR in-country fundraising

Identify CR in-country grant opportunities

Identify CR in-country grant opportunities

improve website for SEO/search purposes

Identify channel through which to recruit CR volunteers outside of our direct network

Marketing/recruiting of CR volunteers beyond our direct network

Improve CRM system and learn how to track marketing outcomes in CRM

Develop solid/innovative comm plan

Review/optimize solid/innovative comm plan

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THE WORK WE DO

Reviewed and documented processes for recipients (target: 20% faster completion)

- 2-3 alternative oven/bakery business models defined and expert engaged to create structural designs/solutions

- 2 additional countries selected for future expansion

- Achieve 30% survey completion among participants in cultural exchange

- Reviewed and documented processes for volunteer/cultural exchange programs

- Build 6-7 ovens per year, only after internal capacity is met
- Pilot two builds occurring at the same time

- Review and document processes for women education/support programs

- Achieve 90% volunteer and donor satisfaction (experience and cultural sharing), with 30% response rate.

- Expand B2B initiatives to two new countries
- Build 8-10 ovens per year

THE WOMEN WE SERVE

- Peace Corp role proposal/job posting with defined goals for curriculum development and training

- Number of women expressing interest in leadership roles

- Registration feasibility research completed (Yes/No)

Monthly reporting training participation rate, baseline reporting compliance, satisfaction score

- Number of training pilots completed (defined during phase 1)

- Number of women trained as mentors (Target: ≥3 initial leaders)

- Number of women interested in registration. • Number of enterprises supported (defined during phase 1)

Compliance growth rate, confidence score, time to complete report

- % of recipients completing training prior to build (Target: 100%). Average training satisfaction score (Target: 90%)

Number of active regional groups
Mentor engagement and participation rate (defined during phase 1)

Number of enterprises successfully registered (Target: 2 by 2030)

By 2030, 80%+ of recipients consistently submit monthly reports that clearly demonstrate value.

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| A | Phase 1: 2026 | Phase 2: 2027-2028 | Phase 3: 2029-2030 |
|---|---|---|---|
| C H I E V E M E N T S | THE ORGANIZATION | | |
| | Board member profile defined, new B2B Board President | Board training plan implemented, Committees defined & active | Re-evaluate job and board positions |
| | Clear job descriptions & roles for board and staff | Mentorship active, and progressive transfer of responsibilities | Annual review of succession plan |
| | Succession plan in place Operational support hired | | |
| | Shared objectives with program partners | At least one partner executing a program or service | Two additional partners executing programs or services |
| | THE FUNDING | | |
| | Fundraising strategy defined, resources and approved by board | Fundraising strategy defined, resources and approved by board | Fundraising strategy defined, resources and approved by board |
| | Annual goals/budgets maintain financial sustainability | Annual goals/budgets maintain financial sustainability | Annual goals/budgets maintain financial sustainability |
| | | Apply for at least one in-country grant | apply for at least 2 in-country grants and win 1 |
| | | increase both followers and donors XX% (defined during phase 1) through new marketing efforts | Increase ratio of CR volunteers to XX% (defined during phase 1) increase both followers and donors XX% (defined during phase 1) through new marketing efforts. add 2 new communication vehicles. |