



## BSWN STRATEGY – 2025-2030

Prepared by: Boards of Directors

Audience: BSWN Members, Supporters, and Stakeholders

**The Black Sea Women in Nuclear Network (BSWN) is dedicated to empowering professionals in the nuclear field through leadership, collaboration, and advocacy. This strategy outlines our priorities for 2025–2030, focusing on strong leadership and communication to drive growth, partnerships, and sustainability.**

Core priorities:

To achieve our mission, BSWN will prioritize a forward-thinking leadership team with excellent communication to:

1. Grow supporters from 123 to 600 by 2026.
2. Establish strategic partnerships in at least one nuclear-related organization per country with BSWN presence by 2026.
3. Secure sustainable funding of at least \$200,000 annually by 2025, expanding to \$1 million by 2030.

### Short-Term Goals (2025)

1. Launch monthly leadership meetings to align strategies and monitor progress, starting March 31, 2025, and continuing permanently.
2. Conduct a supporter questionnaire to identify interests, project preferences, and availability, with results analyzed and actions implemented by April 30, 2025.
3. Implement the finalized communication strategy (published April 30, 2025) to enhance engagement and visibility by Q2 2025.
4. Develop an organizational strategy for BSWN chapters to standardize operations across regions by May 31, 2025.
5. Define key metrics (e.g., supporter growth, event attendance, funding secured, communication efficiency) by May 31, 2025.
6. Finalize sponsorship agreements worth \$200,000 via industry grants, corporate partners, and donations by December 31, 2025.
7. Establish an emergency fund for humanitarian initiatives by April 30, 2025, with ongoing donation campaigns to sustain it.

8. Review and, if needed, amend the BSWN statute to update governance or membership policies by September 30, 2025.

### **Medium-Term Goals (2025–2026)**

1. Continue the annual international conference series, “Empowering Women in Nuclear – We All Can Do It!”, with at least 60% supporter attendance from the country where the event takes place.
2. Engage 50% of supporters in sponsored initiatives (e.g., international events, internal programs, or research projects) annually.
3. Grow the emergency fund to \$10,000 through targeted campaigns and partnerships by 2026.
4. Prepare for the 2027 leadership election with nomination and voting processes established by Q4 2026.

### **Long-Term Goals (2025–2030)**

1. Ensure BSWN’s sustainability through:
  - Funding: Secure \$1 million annually via diverse sources (grants, sponsorships, memberships).
  - Alliances: Maintain partnerships in Black Sea countries (Bulgaria, Georgia, Moldova, Romania, Türkiye, Ukraine).
  - Supporter Satisfaction: Achieve a 4/5 satisfaction score via annual surveys, with 1,000 supporters by 2030.