IGCT Ltd Strategic Plan 2027–2031

Nov 7, 2026 · @A.K.A.

Summary

Over the next five years, IGCT will grow from a digital platform into a global network of safe houses, in four phases: launch the app and retreats, open the first safe house in Mexico, prove the model, then expand to more facilities.

Each phase is gated by the one before it. The app and retreats build the reputation, data, and funding base needed to open a safe house, and a proven first safe house makes the case for the next ones. Throughout, the app lets IGCT serve far more women online than any one facility can house.

Two investments make the rest possible: a full-time grant professional hired in Year 1, and a core team of mentors and housing staff added as each phase begins.

Mission, Vision, and Guiding Priorities

Mission: IGCT Ltd provides survivors of sexual exploitation and trafficking with safe residential homes, healing, and entrepreneurial mentorship so they can rebuild their lives and become self-sustaining business owners.

Vision: A global network of safe houses where every survivor of sexual exploitation and trafficking can heal, learn, and return to society free, independent, and thriving as an entrepreneur.

Four priorities guide every decision in this plan:

1. **Survivor safety and dignity first.** No growth target outranks the safety, privacy, and wellbeing of the women IGCT serves.
2. **Build in order.** Each phase starts only when the one before it is stable, funded, and staffed.
3. **Reach through the app.** Online programs extend IGCT's healing and mentorship to women who cannot live in a safe house.
4. **Fund the mission sustainably.** A steady pipeline of grants, donors, and earned income supports long-term growth, not just the next project.

Strategic Goals

IGCT has five long-term goals. Each one supports the mission, and together they set the order of the work.

Goal 1: Launch and grow the IGCT app. Finish and release the app with its online courses, mentorship, healing programs, and educational vault, then keep growing the number of women it serves.

- Complete development, test it with a small group of survivors, and launch publicly.
- Build a library of entrepreneurial courses and healing content, adding new material every year.
- Protect users with strong privacy and security, since many survivors need to stay hidden from former exploiters.

Goal 2: Launch and sustain healing retreats in Mexico. Run regular private retreats focused on nervous-system restoration, offered to survivors on scholarships funded by grants and donors, and use them to build IGCT's reputation, partnerships, and local operations.

- Raise scholarship funding through grants and donors, hold a first retreat, gather participant feedback, and set a regular schedule.
- Build relationships with local therapists, healers, landlords, and service providers.
- Use retreats as the entry point for women who later apply to the safe house.

Goal 3: Open IGCT's first safe house. Acquire or lease a home in Mexico where women live bill-free for their residential stay while they heal and build their businesses.

- Secure the property, furnish it, and meet local safety and legal requirements.
- Write house policies, including the drug- and alcohol-free rule, intake criteria, and graduation standards.
- Welcome a first small group of residents, then grow to full capacity.

Goal 4: Expand to multiple facilities. Once the first safe house shows strong results, open additional homes and extend IGCT's reach to more regions.

- Document the safe-house model so it can be repeated in new locations.
- Choose new sites based on need, cost, safety, and local partnerships.

Goal 5: Build a strong team and a reliable funding base. Hire the people and secure the funding that every other goal depends on.

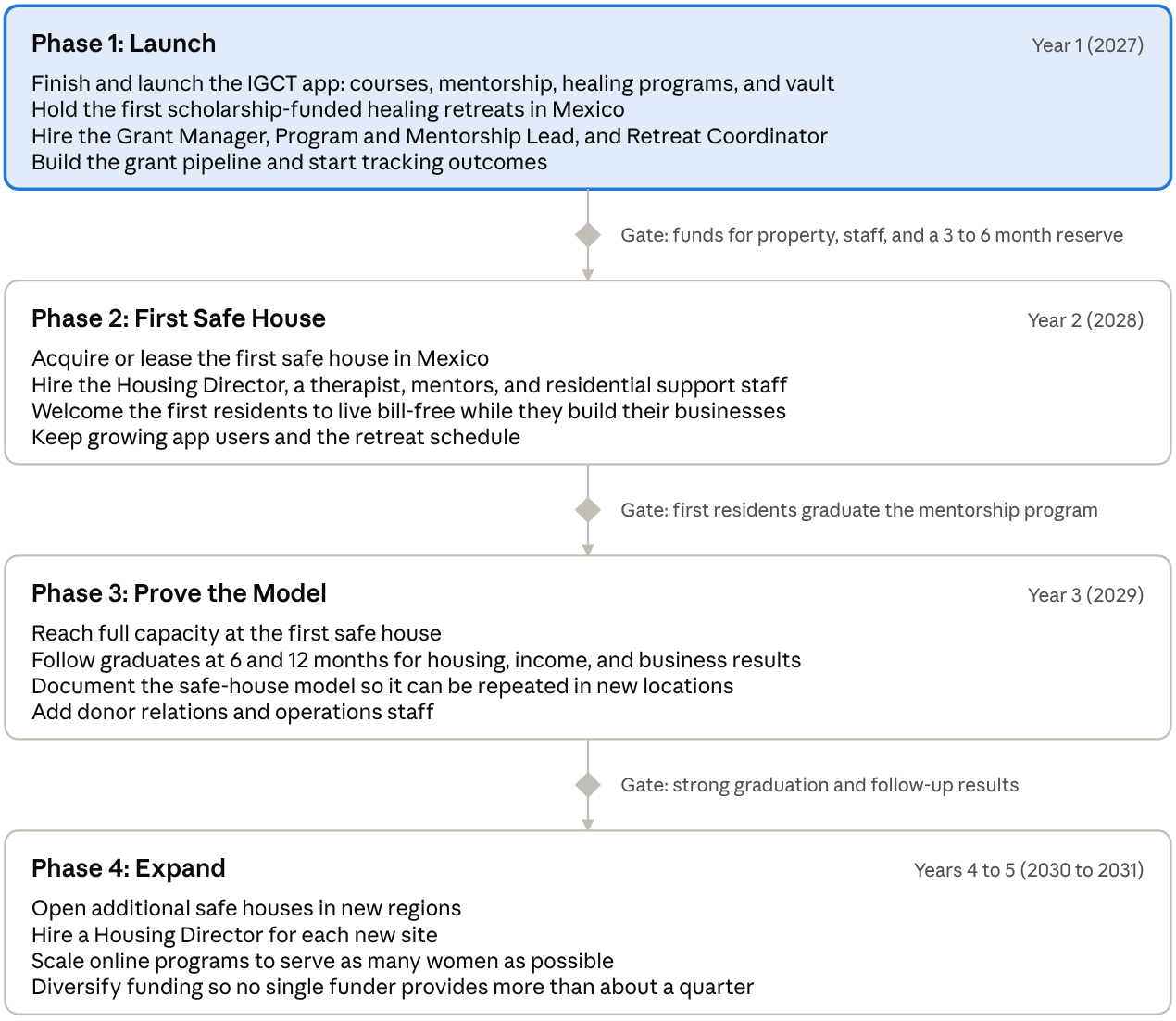
- Hire a full-time grant professional early, then add mentors, housing directors, and support staff as each phase begins.
- Grow a diverse mix of grants, individual donors, sponsors, and earned income so no single funder can put the mission at risk.

Roadmap

IGCT moves through four phases over five years, and each one starts only when the one before it meets its gate.

Each phase opens only after the one before it passes its gate

IGCT roadmap, 2027 to 2031 (current focus highlighted)



IGCT roadmap · 4 phases, 3 gates

The dates are a planning guide: if a gate takes longer to reach, the next phase waits rather than starting underfunded.

Staffing and Hiring Plan

The grant professional is IGCT's first and most important hire, because every later role depends on the funding that position brings in. Other roles are added as each phase begins, so payroll grows only as the work does.

Role	When to hire	Why it matters
Grant Manager (full-time)	Year 1	Researches funders, writes and submits applications, tracks deadlines and reports, and builds funder relationships
Program and Mentorship Lead	Year 1	Oversees the app's courses and mentorship, recruits and trains mentors, and tracks participant progress
Retreat Coordinator	Year 1	Plans and runs retreats in Mexico and manages local vendors and partners
Housing Director	Year 2, before the first safe house opens	Runs daily life in the safe house, enforces house policies, and keeps residents safe
Licensed Therapist or Trauma Counselor	Year 2	Provides clinical healing support to residents and retreat participants
Entrepreneurship Mentors	Year 2, growing each year	Coach residents and online participants through building their businesses
Residential Support Staff	Year 2, growing with capacity	Provide around-the-clock coverage, house support, and crisis response

Role	When to hire	Why it matters
Development and Donor Relations Manager	Year 3	Grows individual donors, sponsors, and events to balance grant income
Operations or Finance Manager	Year 3	Manages budgets, compliance, and financial reporting across sites
Housing Director, each new site	Years 4 to 5	Leads each additional safe house

To control costs early, some roles can start part-time, as contractors, or as trained volunteers. Survivor graduates who want to give back may also become peer mentors over time.

Funding and Sustainability Strategy

IGCT will fund its growth through a steady grant pipeline first, then add other sources so the organization is never dependent on a single funder.

Grants (primary source in Years 1 to 3)

- Build and maintain a calendar of foundation, corporate, and government grants focused on anti-trafficking, women's economic empowerment, mental health, and housing, including dedicated funding for retreat scholarships.
- Apply year-round, and match each application to the funder's priorities using the mission, statement of need, and outcome data.
- Report results on time to every funder, since strong reporting leads to renewals and larger grants.

Individual donors and sponsors

- Launch monthly giving, where donors can sponsor a woman's stay, a retreat scholarship, or a mentorship seat.
- Hold an annual fundraising event and campaign once the first safe house opens.
- Seek corporate sponsors and in-kind donations such as furniture, food, laptops, and professional services.

Earned and partnership income

- Explore paid app access for supporters and organizations, with survivors always served free.
- Partner with businesses that can buy from or hire graduates, which supports both funding and outcomes.

Capital funding for safe houses

- Run a dedicated capital campaign for each property, separate from operating funds.
- Build an operating reserve, ideally three to six months of expenses, before opening each new site.

A healthy long-term target is that no single funder provides more than about a quarter of IGCT's annual budget.

Measuring Success

IGCT will track a small set of outcomes from the start, so it can show funders real results and set numeric targets once the first year gives a baseline.

Metric	What it shows	Tracking begins
Women active on the app	Online reach	Year 1
Courses and mentorship modules completed	Engagement and learning	Year 1
Retreat scholarships funded, participants, and satisfaction	Healing reach and quality	Year 1
Grant applications submitted and won, and dollars raised	Funding strength	Year 1
Safe-house residents served and occupancy	Residential reach	Year 2
Residents who graduate the mentorship program	Program completion	Year 2
Graduates who launch a business	Entrepreneurial success	Year 2
Graduates with stable housing and income at 6 and 12 months	Lasting independence	Year 3

Metric	What it shows	Tracking begins
Safe houses operating	Growth of the network	Years 4 to 5

The board should review these metrics every quarter and set specific yearly targets after the first full year of results. Follow-up data on graduates will be the strongest evidence IGCT has when asking for larger grants.

Risks and Mitigation

The biggest risks are funding gaps and moving too fast, and both are reduced by building in phases.

Risk	How IGCT will reduce it
Grant funding falls short	Hire the grant manager in Year 1, apply year-round, and grow donor and sponsor income alongside grants
App launch is delayed or over budget	Launch a smaller first version with core features, then add more over time
Resident or staff safety incident	Secure, confidential locations, trained staff, clear crisis plans, and partnerships with local authorities and medical providers
Legal and immigration issues for international residents	Work with a licensed Mexican immigration attorney and design the residential stay to fit legal limits
Residents relapse or leave the program early	Trauma-informed care, clear expectations at intake, and a written plan for supporting women who leave
Staff burnout	Reasonable caseloads, clinical supervision, and paid time off
Expanding before the model is proven	Open new sites only after the first safe house shows strong graduation and follow-up results

Risk	How IGCT will reduce it
Data breach exposing survivors	Strong app security, minimal data collection, and limited staff access to personal information

Next 90 Days

The immediate focus is finishing the app, preparing the first retreat, and starting the grant pipeline.

- [ ] Set a target launch date for the app and list the features needed for the first version
- [ ] Recruit a small group of survivors and advisors to test the app before launch
- [ ] Set the date, location, and budget for the first retreat
- [ ] Write a job description for the full-time Grant Manager and begin recruiting
- [ ] Build a grant calendar of at least 10 funders whose priorities match IGCT
- [ ] Confirm IGCT's tax-exempt status and registration in each country where it will operate
- [ ] Consult a Mexican immigration attorney and a local real estate advisor about the first safe house
- [ ] Present this plan to the board for approval and set a quarterly review schedule