



Code of Excellence



United in Christ

LOVE LIKE JESUS.
LIVE AS A CARING
FAMILY.



Build Servant Leaders

LEAD WITH HUMILITY
AND TEAMWORK.
SERVE OUR
COMMUNITIES.



Operate with Excellence

PURSUE QUALITY
WORK. PRACTICE A
GROWTH MINDSET.



Responsible Stewardship

STEWARD
FAITHFULLY.
DEVELOP
SUSTAINABILITY



Advance Lasting Impact

CREATE AMAZING
OPPORTUNITIES.
BUILD WHAT
MULTIPLIES.

UBORA MEANS EXCELLENCE



United in Christ

**LOVE LIKE JESUS. LIVE AS
A CARING FAMILY.**

We are united first in Christ. Our work is not simply education, leadership development, or community service; it is a Christ-centered mission rooted in discipleship, biblical truth, prayer, humility, and love. Discipleship is woven throughout the entire journey: from access and sponsorship through primary school, secondary school, service, higher education support, employment, enterprise development, and our UBORA Ambassador community. We seek to develop people who follow Jesus in how they learn, lead, work, serve, and build.

Behavior summary: You follow Jesus and help others experience Christlike love and family.



Build Servant Leaders

**LEAD WITH HUMILITY
AND TEAMWORK.
SERVE OUR
COMMUNITIES.**

We develop leaders who serve first. At UBORA, leadership is not about title, position, control, or personal recognition. It is about humility, courage, integrity, responsibility, teamwork, and service. We lead with humility and teamwork through open and honest conversations with each other. Servant leadership puts we before me. It is practiced through community outreach, including care for widows, children, the vulnerable, and those who may be overlooked.

Behavior summary: You lead humbly, work as one team, and serve the community.



Operate with Excellence

**PURSUE QUALITY WORK.
PRACTICE A GROWTH
MINDSET.**

UBORA means excellence. We pursue excellence by consistently going beyond what's expected to achieve a higher standard. Quality work matters because God, students, families, donors, communities, and Tanzania deserve our best. This includes world-class education in our primary leadership school and STEM secondary school, Biblical worldview formation, leadership development, employment pathways, Business Stewardship Hub, community outreach, UBORA Ambassador engagement, and every operational system. We practice a growth mindset by welcoming feedback, learning from mistakes, improving systems, innovating, and rising through challenges.

Behavior summary: You consistently go beyond what's expected through quality work and a growth mindset



Responsible Stewardship

**STEWARD
FAITHFULLY. DEVELOP
SUSTAINABILITY.**

We believe everything entrusted to UBORA belongs first to God. This includes students, staff, donors, land, buildings, finances, relationships, influence, opportunities, time, and the future of the mission. Responsible stewardship means we manage what matters with faithfulness, wisdom, integrity, and accountability. We strive to be worthy of the gifts invested in UBORA. We do not waste resources or treat opportunities carelessly. We develop sustainability by building strong people, strong systems, local ownership, enterprise capacity, and long-term missional health.

Behavior summary: You manage what God entrusts with integrity and sustainability.



Advance Lasting Impact

**CREATE AMAZING
OPPORTUNITIES. BUILD
WHAT MULTIPLIES.**

UBORA exists to create amazing opportunities that lead to lasting, multiplying impact. We are not simply helping students attend school. We are developing Christ-centered servant leaders who can learn, serve, work, build, lead, and multiply impact across Tanzania. The goal is a thriving UBORA Ambassador Community that strengthens families, create opportunity, build enterprises, serve communities, and influence thousands of others for generations. We build what multiplies by investing in students, teachers, mentors, employers, entrepreneurs, UBORA Ambassadors, and community partners.

Behavior summary: You create amazing opportunities and build what multiplies.

UBORA MEANS EXCELLENCE