

## Mission and vision

Mennonite Mission Network exists to lead, mobilize and equip the church to participate in holistic witness to Jesus Christ in a broken world. We envision every congregation and all parts of the church being fully engaged in mission — across the street, all through the marketplaces and around the world. People of all cultures are transformed by Jesus Christ. Mission Network’s aim is that people will encounter the whole gospel of Christ. People hear, see and receive God’s good news in Jesus proclaimed, through the power of the Holy Spirit.

## Organizational values

Christ-centered	Mutuality	Belonging	Innovation	Reconciliation
<p>“Christ is at the core of who we are, our mission and vision. We share the Anabaptist conviction that Jesus is the center of our faith.” — <i>What is an Anabaptist Christian</i>, Palmer Becker</p> <p>“Remain in me, and I will remain in you. A branch can’t produce fruit by itself, but must remain in the vine. Likewise, you can’t produce fruit unless you remain in me.” — John 15:4 (CEB)</p>	<p>We build respectful relationships of collaboration, learning from one another’s cultures and contexts, each giving and receiving.</p> <p>“Above all, show sincere love to each other, because love brings about the forgiveness of many sins. Open your homes to each other without complaining. And serve each other according to the gift each person has received, as good managers of God’s diverse gifts.” — 1 Peter 4:8-10 (CEB)</p>	<p>Our Anabaptist way of living centers around community. Each and every person is an integral part of the whole.</p> <p>“We have many parts in one body, but the parts don’t all have the same function. In the same way, though there are many of us, we are one body in Christ, and individually we belong to each other.” — Romans 12:4-5 (CEB)</p>	<p>We strive to be flexible and work closely with our partners in creating a new vision for ministry in a rapidly changing world.</p> <p>“No one pours new wine into old leather wineskins; otherwise, the wine would burst the wineskins and the wine would be lost and the wineskins destroyed. But new wine is for new wineskins.” — Mark 2:22 (CEB)</p>	<p>We seek to be active witnesses for peace and justice, believing that all people are created in God’s image.</p> <p>“He has told you, human one, what is good and what the Lord requires from you: to do justice, embrace faithful love, and walk humbly with your God.” — Micah 6:8 (CEB)</p>

## Strategic priorities

Ministry engagement	Peace and justice	Transformative learning	Organizational vitality	Financial sustainability
<p>We invite, encourage and mobilize others to participate in God’s work of reconciliation, by helping them engage in their local contexts and connecting with others around the world.</p>	<p>We continuously cultivate and grow our constituent base to work toward the Beloved Community, including areas of undoing racism, decolonization and human equality.</p>	<p>We collaborate with partners and constituents to equip conferences, congregations and individuals in areas such as church planting, mentorship and leadership development.</p>	<p>We proactively care for the overall health of our organization and equip ourselves to adapt, innovate and thrive in a dynamic and ever-changing global environment.</p>	<p>We strive to be generous and wise stewards of God’s gifts to our organization, through balancing spending and income and using the resources entrusted to us to expand God’s kingdom, now and into the future.</p>





# 2024-2025 Strategic Planning

*Here with purpose*

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## Organizational leadership goals

- Create a healthy organizational culture and improved internal/external communications.
- Prioritize peace, justice and anti-racism by fostering increased collaboration across all initiatives.
- Develop new mission education materials and opportunities.
- Increase and diversify constituent engagement.
- Revitalize opportunities that respond to the needs of racial-ethnic constituents.
- Create and enhance current training and resources materials for church planting, leadership and discipleship.
- Cultivate and increase opportunities for professional and leadership development.
- Promote cross-functional collaboration, to enhance internal effectiveness and productivity.
- Enhance understanding of organizational financial statements, to ensure effective stewardship of organizational resources.
- Achieve consistent outreach to individuals and congregations, to maximize invitations to provide financial support.

## Advancement initiatives

### Development

- Conduct agency-wide learning opportunities concerning planned giving and estate gifts.
- Study, evaluate and improve MST model.
- Develop an individual donor list for the executive director and help coordinate donor visits/engagement.
- Increase collaborative fundraising campaigns with MC USA and other related entities.
- Increase grant award amounts and variety of grant funders.
- Collaborate with IT to improve online-giving functionality through website and or via social media.

### Marketing and Communication

- Enhance executive director profile/visibility with constituents.
- Launch new website to improve functionality and Search Engine Optimization.
- Coordinate Anabaptism at 500 cross-promotion with MennoMedia.
- Collaborate with other departments to develop inspirational promotional campaigns for our programs and initiatives, such as for Just Peace Pilgrimages.
- Develop series of marketing surveys to better understand our evolving constituency to meet changing needs.



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## Operations initiatives

Finance	Human Resources	Information Technology
<ul style="list-style-type: none"> <li>Establish and implement credit card policy</li> <li>Continuous training for Finance team for IRS and GAPP related procedures.</li> <li>Fully implementing the new expense management system.</li> <li>Continue to review and improve the 5-year financial plan on a quarterly basis with executive team.</li> </ul>	<ul style="list-style-type: none"> <li>Develop and maintain intentional efforts to improve communication and address other concerns outlined through employee engagement survey results.</li> <li>Develop and implement a standardized employee review program.</li> <li>Develop and implement enhanced procedures for record keeping and increased awareness for safeguarding purposes.</li> <li>Enhance orientation and onboarding procedures for all category types — staff, Service Adventure leaders, international service workers, and international service associates.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to standardize and promote the use of MennoDocs.</li> <li>Review and update IT policies.</li> <li>Work with other departments to find and support technological tools for new initiatives.</li> <li>Find additional IT related cost savings, where possible, while maximizing IT value.</li> <li>Provide technical and leadership training opportunities for IT staff.</li> <li>Migrate all Mission Network IT-supported devices to Azure Active Directory.</li> </ul>

## Ventures initiatives

Constituent Engagement	Global Partnerships	Training and Resources
<ul style="list-style-type: none"> <li>Connect with Mennonite Church USA conferences, and congregations through annual events.</li> <li>Promote engagement of Mission Network service programs at Mennonite colleges/universities and youth gatherings.</li> <li>Connect Mission Network leadership, board, MVS alumni and staff with church and event speaking engagements.</li> <li>Promote of programs, through e-newsletters and promotional material production.</li> </ul>	<ul style="list-style-type: none"> <li>Work with international partners, to broaden access to biblical and theological education at all levels and in multiple languages.</li> <li>Participate with partners in holistic ministry, including in the areas of peace and justice, migration, social services, evangelism and church planting.</li> <li>Strengthen commitment to Anabaptist theological perspectives and identity.</li> <li>Broaden discipleship and leadership development opportunities for children, youth and young adults.</li> <li>Participate in the Mennonite World Conference 500 year anniversary.</li> <li>Roll out additional chapters of the Just Peace Pilgrimage tracks, including South Africa — chapter 2 of the Racial Justice track, Underground Railroad — chapter 3 of the Racial Justice track, Calais — chapter 2 of the Christ at the Borders track, and chapter 1 of the Solidarity with Indigenous Peoples track.</li> <li>Continue to collaborate with our global companions in supporting one another in faithfully witnessing to God’s peaceable kingdom.</li> <li>Continue to work with partners in fostering opportunities for young adults to learn how to live in community and serve others.</li> </ul>	<p>The provision of missional and leadership learning opportunities:</p> <ul style="list-style-type: none"> <li>Roll out the refreshed church-planting curriculum and network approach for MC USA churches.</li> <li>Provide responsive training and resources for global learners.</li> <li>Support Mission Network Ventures programming.</li> <li>Continue to explore broader needs with immigrants/refugees and youth.</li> </ul>