

*Rooted and Ready*

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# **Jonathan House Strategic Plan**

## **2025**



## Mission:

Helping people survive and recover from forced displacement together with the church.

## Vision:

Communities of shelter, hope and healing where displaced people and Christian neighbors thrive together.

## Program:

We offer an intensive, site-based transitional housing program that provides safe, stable shelter and supportive community to asylum seekers in Minneapolis and St. Paul, and seek to empower Christian communities as movements of shelter, hope and healing.



### Dignity

**We love people** - affirming inherent dignity, we commit to the best in each other.



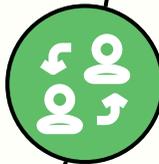
### Partnership

**We work together** - seeking assets beyond our own, we partner with churches, local groups, and displaced people in our community.



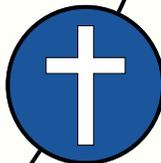
### Hospitality

**We share life** - bearing witness to joy and sorrow, we open our hearts and doors to asylum seekers.



### Mutual Transformation

**We give and receive** - relating as equals, we are changed through cross-cultural relationships of care.



### The Journey of Faith

**We follow Jesus** - seeking God in daily life, we welcome others regardless of background because we've been welcomed by God.

# Context Assessment

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In 2025, U.S. policies have taken a hard anti-immigrant turn, with the right to seek safety through asylum being undermined from several angles. In this context it is reasonable to predict that the Jonathan House program will feel destabilizing impacts. As formal solutions for displaced people are weakened, community-based solutions will need to step forward. **We hope to resource church-based movements of hospitality, while maintaining and adapting our flagship housing program through changing circumstances.** This plan adjusts our course from rapid expansion to resilience and relationship-building, setting out stepping stones for a faith-based movement of welcome strong enough for our times.



# Strategic Priorities

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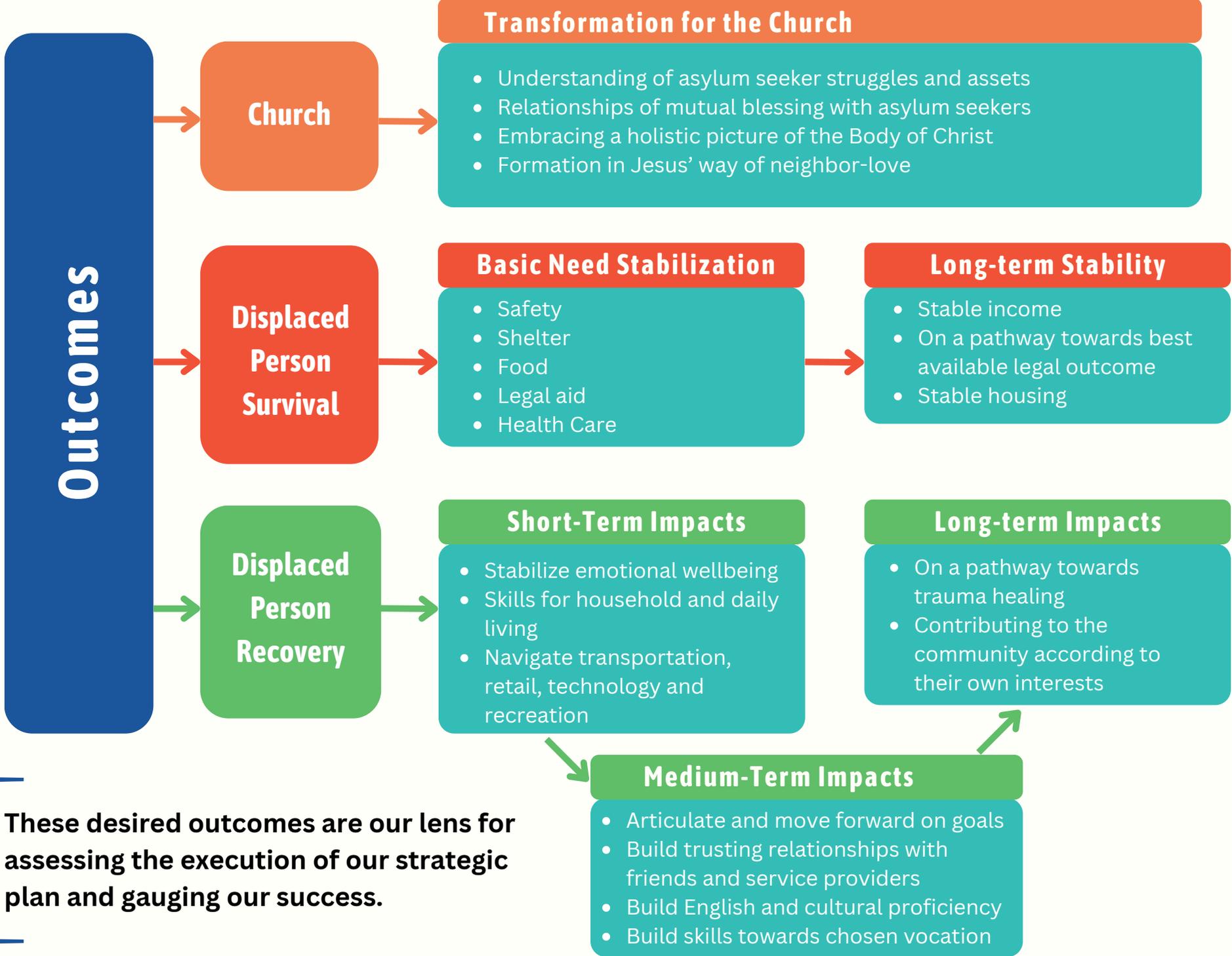
1. **Deepen collaboration with churches** to resource the movement of shelter, hope and healing beyond our walls.
2. **Stabilize and strengthen** our existing transitional housing program to support asylum seekers in unstable times.
3. **Maintain a strong foundation** through helpful administrative systems, supportive supervision practices and steady streams of funding.



# Our Theory of Change

## The IAFR Continuum of Response





**These desired outcomes are our lens for assessing the execution of our strategic plan and gauging our success.**

# Deepen Collaboration with Churches

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## Strategic Priority 1 Action Plan

**Pilot a church coaching program:** Work with 1-3 congregations to help them launch church-led housing programs. What we learn during this informal pilot period could contribute to a more formalized program in the future.

**Deepen our support of immigrant-led congregations:** Build intentional patterns of fellowship with immigrant-centered congregations, listening for ways that we can use our skills and assets to support their solutions.



# Stabilize and Strengthen Transitional Housing Program

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## Strategic Priority 2 Action Plan

**Stay alert to changing circumstances and adapt:** As circumstances change within the immigration system, be prepared to respond with safety plans, program adjustments, and support for residents.

**Build on accompaniment team success:** Continue developing strong rhythms for recruiting, onboarding, and support of accompaniment teams, with the goal of providing a strong team for each new resident going forward.



# Maintain a Strong Foundation

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## Strategic Priority 3 Action Plan

**Helpful administrative systems:** Continue developing our use of the Virtuous CRM and maintain other operational practices.

**Supportive supervision practices:** Update our annual missionary review rhythm, maintain other supervision practices.

**Steady streams of funding:** Strengthen our grant-writing and major donor cultivation and maintain other fundraising practices.



# Jonathan House and IAFR

Jonathan House is a local program of the International Association for Refugees (IAFR).

IAFR is a Christian non-profit on a mission to help people survive and recover from forced displacement. IAFR has teams and projects in the U.S., Africa and Europe, as well as a sister organization, IAFR Canada. IAFR also offers training and consultation to refugee ministries on a global scale.

All Jonathan House team members are IAFR staff, and all Jonathan House funds are processed through IAFR.

Learn more about IAFR and our projects around the world at [www.iafr.org](http://www.iafr.org).

