



2023-2024 Strategic Plan

FOR THE NATIONS REFUGEE OUTREACH

MISSION

To provide educational and family services that help meet the practical needs of refugees and to share with them the gospel of Jesus Christ.

VISION

Over the last several years we have developed high quality, effective educational programs and have shared the good news of Christ with many DFW area refugees. Our vision is to bring these proven programs to more and more of the area's large refugee population.

CORE VALUES

Christ-centeredness | *We love because He loved us first.*

Initiative | *If you see a need, tend to it.*

Flexibility | *We do our best to plan, but sometimes needs don't fit in a schedule.*

Empathetic Servanthood | *We offer what we have out of love to aid those who are hurting.*

Commitment | *We are in this neighborhood, offering these resources, for the long haul. We are not going anywhere.*

We believe these values allow us to walk with families resettling permanently to the USA and Dallas area, while celebrating their cultural backgrounds, recognizing their dignity, and giving them the tools needed to succeed by meeting their real, practical needs.

SWOT ANALYSIS

Strengths — For the Nations Refugee Outreach has a clearly defined need and client base, a strong donor base for staff and operations, and involvement from refugees via leadership, volunteering, and staff positions. FTNRO has a strong diverse team of staff and leaders who understand the refugee community because of its grass-roots beginning. The refugee community has knowledge of services that we provide.

Weaknesses — While our refugee population has increased, our volunteer base has not yet been fully rebuilt post COVID.

Opportunities — A new generation of volunteers and donors can be reached and connected to serving in our programs. An established facility allows for program stability and growth.

Threats — Without a solid volunteer base, services for refugees could decline and less people will be able to access services.

MINISTRY GOALS

We aim to meet the needs of refugees in our community through the following:

- teach English and literacy to children and adults
- teach life skills to children and adults
- provide family services for refugees
- connect refugees with the community
- share the gospel with refugees
- grow in the Christian faith with refugees
- provide Christian mentor relationships with children and youth

YEARLY OBJECTIVES

- Offer 9 levels of English class to help our students improve in reading and speaking English.
- Offer relevant seminars based on the most pressing needs of our students.
- Offer programming for kids 4 days/week and for 8 weeks in the summer with educational resources, elective education (i.e. ballet/art/taekwondo classes, etc.), Bible lessons, and play therapy for kids who are in need.
- Provide Bible studies, mentorship, and employment opportunities to refugee youth to help propel them out of poverty.
- Aid with family services including but not limited to immigration legal help, assistance with food, healthcare, housing, and employment.
- Utilize local volunteers in our programming to aid refugees more robustly and to facilitate relationships across cultures.
- Provide a daily Bible lesson.
- Offer weekly prayer groups and Bible study opportunities for refugees.

ACTION PLANS

FTNRO plans to maintain our current programming to serve refugees in the Dallas area. We aim to remain consistent, but also commit to reevaluating what needs improvement. Our current goal is to increase our volunteer base so that we can serve more refugee families, especially more children.

STUDENT STORY

Rona is a public high school student who arrived in the United States in 2012 as a Congolese refugee. She has five siblings, and her father serves a pastor while also working an additional full-time job. Rona became involved in For the Nations programs when she was eleven years old, getting homework help, reading help, and learning the songs and

motions we learn during our summer programs. Rona has been a consistent and contributing member of weekly youth Bible Study at For the Nations, filled with questions of faith, wisdom, and compassion for her peers. She applied for For the Nations' paid youth internship program and has now served with the staff as an intern for three school semesters and one summer. She has both aided and led classrooms of children; she assists these elementary students with their homework, teaches them Bible lessons, and models a good example for them.

This past fall, Rona found she was in the top 10% of her class. She came to the US with an inability to speak English, and now, even while holding down a job outside of the internship, she has excelled academically. She has also flourished in terms of her character, maturity, faith, and initiative. Rona's spiritual growth is evident in her questions and interactions in weekly Bible Study, in her patience and wisdom with the children she leads, and in her relationships with her peers.

We are privileged to watch her have such a positive impact on the younger students, and it is encouraging to see the impact they have on her as well. Her favorite thing about working with For the Nations is helping the children who cannot speak English because she remembers being where they stood. She has been a huge blessing to our ministry, staff, and the students we serve.