January 9, 2023

Strategic Priorities: FY 2023-2025

**Vision:** For people from every language to understand the Bible and be transformed.

(Adopted by Wycliffe USA Board, March 2020)

**Mission:** Serve with the global body of Christ to advance Bible translation and work together so people can encounter God through his Word.

(Adopted by Wycliffe USA Board, March 2020)

**Core Values:**

A. **LONGING FOR PEOPLE TO KNOW GOD (1 Timothy 2:3-6)** We understand the Bible is critical for people to know God and be transformed into followers of Christ. Bible translation makes it possible for all language communities to encounter the fullness of God within their culture and context. We approach our mission with passion, knowing that people are lost without the hope of the gospel.

B. **LOVING GOD AND LOVING PEOPLE (Mark 12:30-31)** As we are being transformed into Christ’s image, we strive to love him with all our hearts, souls, minds and strength, and in turn, love people the way Christ loves us.

C. **ENGAGING ALL PARTS OF THE BODY OF CHRIST (Romans 12:4-5)** As members of one body, we seek to engage and equip Christ-following men, women and children from diverse generations, cultures and churches to participate as part of God’s global mission.

D. **REACHING PEOPLE IN WAYS THEY CAN CLEARLY UNDERSTAND (1 Corinthians 14:9)** We believe that accurate, clear and natural translation of the Bible in accessible formats leads to a life-changing relationship with God through Scripture.

E. **DEpending ON GOD (Proverbs 3:5-6)** We depend on God, pray with expectation and trust him for all aspects of Bible translation around the world.

F. **COLLABORATING WITH HUMILITY AND INTERDEPENDENCE (Philippians 2:2-3)** As a participant in a worldwide movement of agencies, networks and churches, we join our partners in the common goal of transformation through
God’s Word. We seek to contribute, support, learn from and serve in a spirit of humility and mutuality.

**G. INVESTING IN OTHERS (Matthew 28:19-20)**
In partnership, we steward resources and build capacity so local translation teams and churches can move forward with well-planned, high-quality, sustainable and community-engaged Bible translation programs.

(Adopted by Wycliffe USA Board, March 2020)

**Doctrinal Statement:**

We believe the Bible, the inspired Word of God, is completely trustworthy, speaking with supreme authority in all matters of belief and practice.

We believe in one God, who exists eternally in three persons, the Father, the Son and the Holy Spirit.

We believe all people, being created in the image of God, have intrinsic value, but as a result of sin are alienated from God and each other, and therefore in need of reconciliation.

We believe that Jesus Christ, the Son of God, born of the virgin Mary, is fully God and fully human; He demonstrated God’s love for sinners by suffering the penalty of death in their place, rose bodily from the dead and ascended to heaven where He intercedes for His people.

We believe all who repent and trust in Jesus Christ alone as Lord and Savior are, by the grace of God, declared to be right with Him, receiving forgiveness and eternal life.

We believe the Lord Jesus Christ will return personally in glory, raise the dead, and judge the world.

We believe all people will rise from the dead, those who are in Christ to enjoy eternal life with God, and those who are lost to suffer eternal separation from Him.

We believe in the Holy Spirit who imparts new life to those who believe in Christ; through His indwelling presence and transforming power He gives assurance and equips believers for holy living and effective service.

We believe the Church is the body of Christ, the fellowship of all believers, and is commissioned to make disciples of all nations.

(Adopted by Wycliffe USA Membership, December 2008)
Vision 2025: To see a Bible translation program in progress in every language still needing one by 2025.

(Adopted by Wycliffe USA Board, September 2005)

Themes of Vision 2025:

URGENCY our sense of urgency is based on God’s deep affection for humanity and His Desire that individuals from every tribe, language, people and nation on earth enter into a relationship with Him. It is this urgency that moves Wycliffe USA to seek ways to accelerate the pace of Bible translation within parameters that ensure the quality of the translation and ensures that we are doing it in the most cost-effective way.

PARTNERSHIP Scripture makes it clear that God is greatly glorified when diverse individuals or communities work together harmoniously toward the accomplishment of the things He sets forth to be done. While working unilaterally may seem most efficient, it is not reflective of the very nature of God. Additionally, the coordination of a holistic breadth of work by a variety of organizations ultimately allows a greater efficiency. With these things in mind, we choose to no longer do things by ourselves that could be done with others.

CAPACITY BUILDING When an organization or individual is focused on a single, critical task, it is easy to miss opportunities for a greater good. We choose to commit ourselves - with the greater good in mind - to making short-term sacrifices in order to harvest long-term results. The results of capacity building include trained personnel, sufficient funding, and networks of people and institutions that can consistently provide guidance, consultancy and finances.

CREATIVE STRATEGIES We recognize that we cannot make our full contribution to Vision 2025 by either working harder or simply doing more of what we have been doing all along. Instead, we must work differently, embrace new attitudes and expand our repertoire of strategies so we can significantly increase our effectiveness.

SUSTAINABILITY In a world marked by uncertainty and instability, reliance on any one person, strategy, system or organization for critical work in poor stewardship. Spreading the weight of responsibility as well as sharing the privilege of participation more broadly ensures that work is more likely to continue even in the midst of crisis. We commit ourselves to see that what has been started will be brought as close to a point of sustainability as possible.

(Adopted by International Administration, June 2003)
Results to Achieve:

God’s Word is accessible and has impact among all people in a language that speaks to their heart.

*It is accessible when:*
- It has been translated and made available in a form the people can understand and use.

*It has impact when:*
- Through its use, it informs the faith and practice of individuals, churches and communities.

*It speaks to the heart when:*
- The Scriptures are available in culturally appropriate forms to include written, oral and/or vernacular media, as needed or desired.
- Translations are based on sociolinguistic research and language development.
- Language programs are sufficiently resourced.

*They are sufficiently resourced when:*
- People are engaged in informed prayer for Wycliffe members, partners, Bibleless peoples and programs.
- Sufficient numbers of committed people of godly character, with the ability to work together effectively, are recruited, prepared, nurtured and retained.
- Wycliffe USA-sponsored Bible translation projects are receiving adequate financial support.

(Adopted by Wycliffe USA Board, September 2005; Amended, February 2009)
Strategic Priorities

Catalytic Partnership with the Bible Translation Movement
By 2025, we will ensure that all Wycliffe USA-assigned staff understand and are aligned in support of new ways of working in Bible translation. With a posture of humility but recognizing Wycliffe USA’s size and resources, we will position ourselves to intentionally steward our resources toward providing partners with the staff, funding, and additional support that the partnership believes will facilitate catalytic progress in Bible translation.

Aligning Our Workforce to What God is Doing Around the World
By 2025, we will ensure that all Wycliffe USA-affiliated staff understand the recruiting and staffing direction of Wycliffe USA. We will position our organizational messaging in support of that direction to attract individuals accordingly. Additionally, we will prioritize recruiting, assigning, and preparing individuals to serve with partners who align with our missiological principles, including ensuring that the majority of reassignments fit within these principles.

Best-in-Class Work Experience
By 2025, we will create a best-in-class work experience that addresses the holistic and intergenerational needs of Wycliffe USA-affiliated staff for better attraction, health, and retention of staff. We will develop a stronger sense of community among all Wycliffe USA-assigned staff by optimizing participation and relationship-building, regardless of location.

Strategic Relationships with Local Churches
By 2025, we will integrate strategic church relationships as a natural part of how Wycliffe USA staff and departments think, act, and collaborate in carrying out their work in Bible translation. In the U.S., we will establish relationships with churches representing all parts of the body of Christ and develop the products and services necessary to serve those relationships well. In Bible translation projects, we will ensure that local churches are central to all aspects of our engagement.
**Pathway to Impact**

*Wycliffe’s Theory of Change*

[Diagram of the Pathway to Impact with details on OPPORTUNITY/PROBLEM, ACTIVITIES, OUTPUTS, NECESSARY CONDITIONS/ASSUMPTIONS, SHORT TERM OUTCOMES, and LONG TERM IMPACTS.]