



All Hearts ❤

Beating together as One MAF

20 November 2025



Scan the QR code to test
live translation options!
*French, German, Dutch,
Italian*



Why we're here today

- A reminder of what Integration is
- Celebrating our progress so far
- What are the next steps?
- What does this mean for you?



Translation options



- French
- German
- Dutch
- Italian

Send us your feedback by emailing
integration@mafint.org

Our vision and mission

Our Vision

To see isolated people changed
by the love of Christ

Our Mission

Serving together to bring help,
hope and healing through
aviation

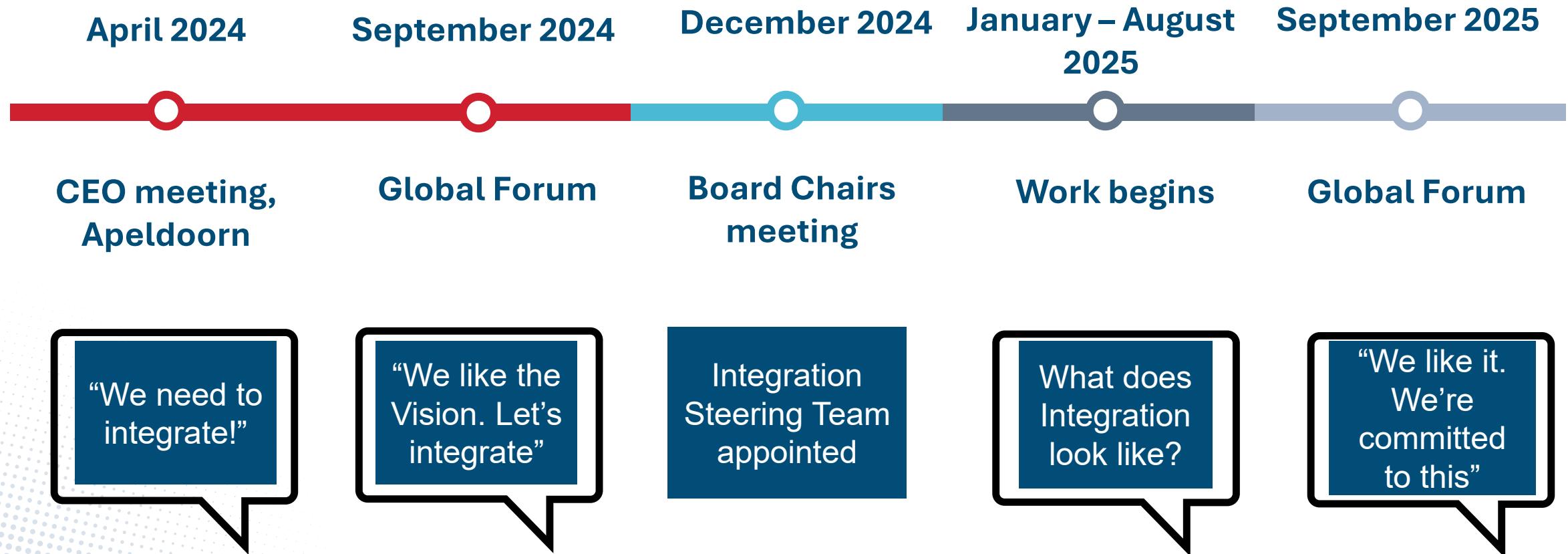


We are all on the move!



How Integration came about

A look back...



Celebrating our wins – Global Forum 2025



Our symbolic leaves



Our time capsule



Signing the Integrating Parties Agreement

Selecting our new Board

- *Søren Filbert – Chair*
- *Ian McBride*
- *Jean Mutabazi*
- *Matthew Burton*
- *Paul Henning*
- *Ralph Gunn*

Celebrating our wins – Highlights



Each separate group signed a **data sharing agreement**.

- ✓ Enabling working together



Our marketing teams have released their first **united magazine**!

- ✓ Working together
- ✓ Reducing duplication
- ✓ Aligning our messaging



Youth engagement teams, known as Co-Pilot, are working together, sharing ideas and launching new initiatives!

- ✓ Working together
- ✓ Reducing duplication
- ✓ Increasing funds



Creating a **Transformation Hub** to join together transformation projects.

- ✓ Enabling working together
- ✓ Embedding innovation into our culture

Celebrating our wins – Highlights



HR onboarding system
has now gone live!

- ✓ Working together
- ✓ Better transparency and tracking
- ✓ Reducing risk
- ✓ Faster processes



Bougainville Collective is being established. Building the fundraising strategy at the same time as the operations strategy.

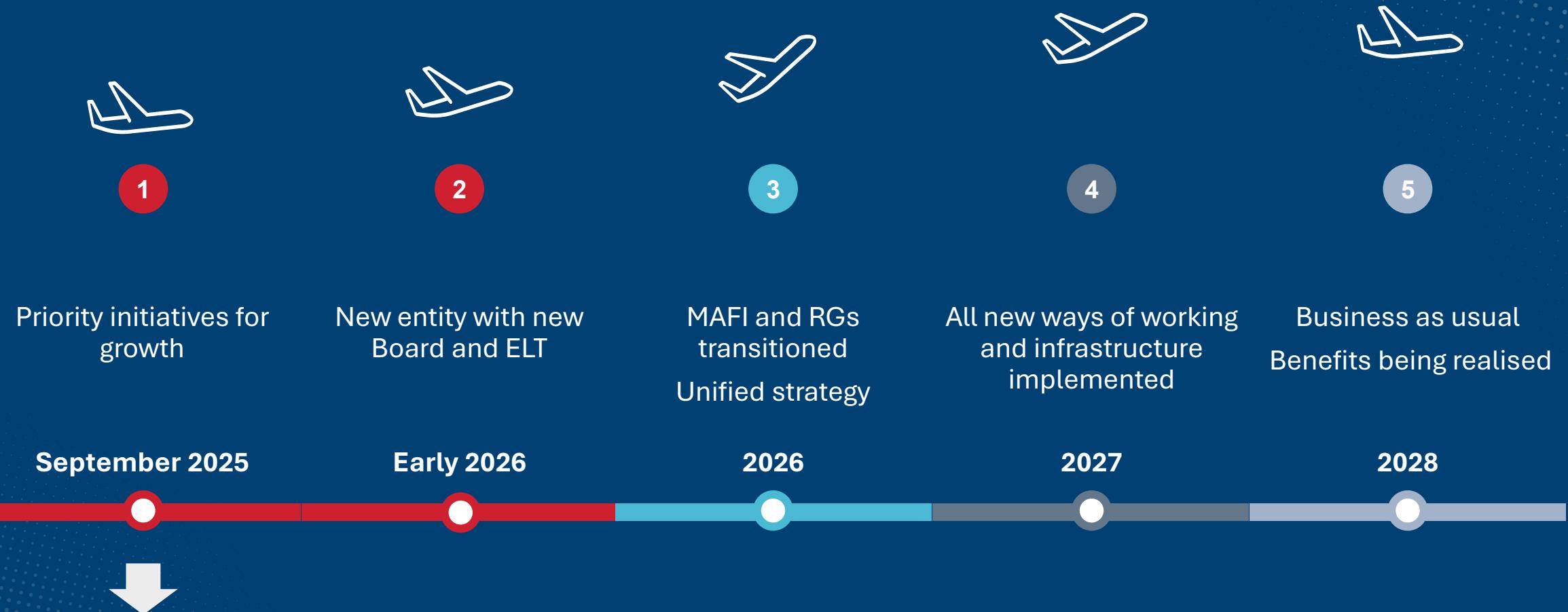
- ✓ Working together
- ✓ Better transparency
- ✓ Reducing risk
- ✓ Increasing the likelihood of success



Workstreams have continued to build and make progress – more later!

- ✓ Working together
- ✓ Aligning plans and strategies
- ✓ Reducing duplication

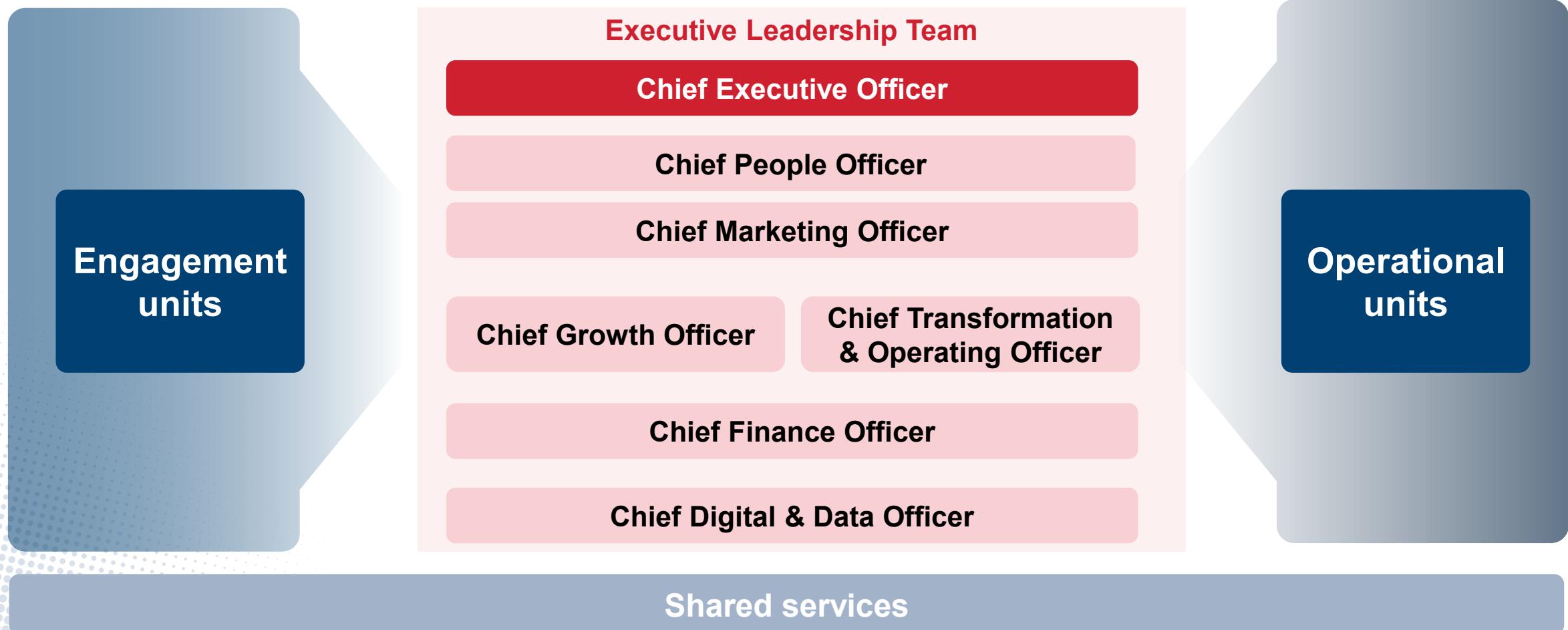
Integration roadmap



September 2025 : Global Forum – resolution to move to our new organisation
(Integrating Parties Agreement)

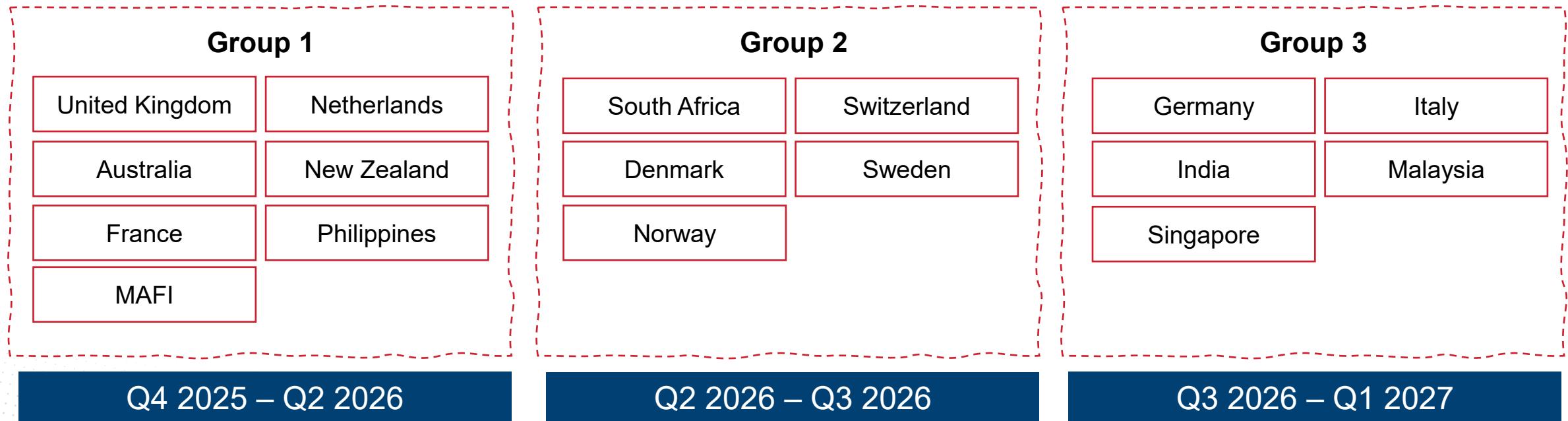
Our future new MAF

Our design focuses on the isolated communities we serve and growing our impact



What does transition look like?

Groups will move in phases. These phases are for the **legal** transition.



MAF in Finland to follow – date to be announced.

What could transition look like?



Q4 2025

New MAF established

New Board appointed

New CEO appointed

Everyone continues in business as usual (BAU)

We gather information and prepare to move

Q1 AND Q2 2026

Mobilising for change

CEO and initial Executive Leadership Team (ELT) in place

Business rhythms (planning, budgets, reporting) established

Executive Leadership Team coordinates global strategies

Work begins on a common IT infrastructure

Q3 AND Q4 2026

Implement changes

2027 consolidated budget drafted

New email address

Teams start to align into each functional area under the new ELT member

2027 / 2028

Optimisation

Unified essential systems in place

Transition into a common IT infrastructure

What does moving into our new house look like?

- Everybody will experience change at some point, but possibly not yet
- The level of change you feel and see, will depend on your role, your location and the systems you're using

“Unless the Lord builds the house, the workers labour in vain.”

Psalm 127:1

What's happening in the workstreams?



Funding

- Increase funding
- Use resources to have a bigger impact

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Digital and Data

- Unified Systems
- Improved data reporting = data driven decisions



How We Work

- New integrated organisation
- Structure
- Decision rights



People

- How we manage and support
- Inspiring experience for staff and families

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Finance

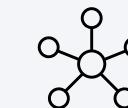
- Consolidated budget
- Consolidated reporting



Who We Are

- Unified identity
- Common unified language
- Guiding beliefs and principles

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Shared Services

- Shared service functions established
- Aligning processes to support the whole organisation

What are we calling ourselves?

MAF International

- ✓ Allows us to use existing systems
- ✓ Reduces complexity, confusion and cost
- ✓ Speeds up integration

A brand review will take place in the next 18-36 months

We'd love you to get involved...

1

Please share your thoughts:

- Email
- Feedback form
- Pulse Surveys

2

Help to tell the story – email your hopes and prayers for Integration to us so they can be included in the time capsule



3

Contribute to our Integration support team

4

Become a New MAF Ambassador – have a local voice

Questions? Email us at integration@mafint.org

