

2026-2030 STRATEGIC COMPASS



Since 1970, MidPen has lived by our founding mission: To provide safe, affordable housing of high quality to those in need; establish stability and opportunity in the lives of residents; and foster diverse communities that allow people from all ethnic, social, and economic backgrounds to live in dignity, harmony, and mutual respect.

To maximize our mission impact in today's rapidly changing and uncertain environment, we will lead with intention and agility, guided by our five-year Strategic Compass and always rooted in our Mission, Core Values, and Guiding Principles. Together, we're charting a course to 13,000 homes for 30,000 residents.

CORE VALUES:



Integrity



Collaboration



Accountability



Respect



Excellence

GUIDING PRINCIPLES:

We embrace each individual for who they are and recognize the unique perspectives and experiences they bring.

The MidPen community is committed to listening with intention and making space for every voice.

We nurture meaningful connections and foster a culture of continuous learning and growth.

We strive to ensure that resources and opportunities are available to help everyone reach their fullest potential — so that all of us can contribute to the success of our communities.





HOMES

At a time when the need is greater than ever, we will deepen and extend impact within our 12-county geography.

Create 2,500 new homes.

- Dedicate 25% to serve people who face the greatest challenges to housing stability, such as people who have experienced or are at risk of homelessness.
- Produce much-needed housing for lower-wage working families and seniors with fixed incomes.

Invest in sustaining the high quality of our communities for the long term.

Champion increased funding and transform fractured public systems to speed delivery of – and sustain – homes and services for people in need.



RESIDENTS AND COMMUNITY

Guided by residents' voices and experiences, we build upon housing as a foundation for vibrant communities where everyone can live their best lives.

With mission-aligned partners and resident input, design responsive programs that residents can use to advance their individual goals for education, mental and physical health, and economic power.

Build and sustain strong neighborhood and place-based partnerships that foster connection, shared responsibility, and environments where residents will thrive.



TEAM MIDPEN

Rooted in our mission and fueled by common purpose, we amplify our collective impact and shape a culture our teams can take pride in – created with intention, together.

Cultivate extraordinary talent and support the growth of our people as individuals, leaders, and members of highly effective teams.

Prioritize the voices of people who are most impacted as we make decisions.

Operate with the deep understanding that every team at MidPen relies on the others to be successful.

Continue investing in MidPenners through systems, tools, and learning & development programs that strengthen our ability to drive mission impact.

