

ALTECO 2023 Strategic Plan

Mission Statement

We exist to support the indigenous church of the Amazon & Lowland Regions of South America in fulfilling the Great Commission by promoting unity, respect, and cooperation among existing missionary forces.

Vision Statement

We want to see a strong, thriving indigenous church in the Amazon and Lowland Regions of South America fulfilling the Great Commission - discipling indigenous believers and reaching unreached people groups with the Gospel.

Core Values

Cooperation Oriented: We respect, mobilize, and cultivate healthy relationships with each missionary force of the Three Waves Movement in the Amazon region- the tribal church, Latin National church, and foreign missionaries. We strive to engage catalytic partnerships and networks, to intentionally unite under mutual goals & common objectives, and to comprehend and enjoy our need for diversity in the body of Christ.

Indigenous Driven : We honor the voice of indigenous leadership and strive to promote their sense of God's vision and dreams for their nations. We support initiatives that are sustainable and culturally appropriate within the indigenous context.

Great Commission Focused: We facilitate training and advocate for equipping indigenous believers in the local tribal church to make disciples of Jesus across the Amazon and Lowland Regions of South America. We pursue holistic progress that values spiritual growth alongside livelihood issues.

Organizational Strengths

- ALTECO has been a 501(c)(3) corporation since 2007.
- ALTECO uses an 'upside-down' organizational structure, elevating and being driven by the people being served (the Amazonian indigenous church).
- ALTECO is a small organization with a majority of our team actively engaged in the field. This allows us to quickly adapt to the changing needs of the people groups we serve while continuing to fulfill our mission with increased efficiency.
- ALTECO maintains low overhead costs by minimizing administrative fees and utilizing a completely remote staff.

- ALTECO intentionally fosters an environment of transparency which enhances collaboration, the ability to focus on priorities, and a high level of ownership.
- ALTECO seeks optimum ministry effectiveness by equipping indigenous people to work directly with other indigenous people.
- ALTECO operates in a multicultural context comprised of three missionary forces, known as the Three Waves Movement: Foreign/Western (First Wave), Latin National (Second Wave), and Amazonian Indigenous (Third Wave).
- ALTECO enjoys generational and cultural diversity on both the staff level and Board level, striving to represent the population served.
- ALTECO looks to see where God is already working and join Him.
- ALTECO focuses on catalytic influence and proactive thinking. We aim to inspire others as we seek to obey God and follow Him together.
- ALTECO mentors its team members to raise successors and replacements.

Goals

- A. Accompany and support the activities and goals of the Three Waves Movement
- B. Accompany the formation of consortiums and Amazonian indigenous networks
- C. Facilitate training and other resources for Christian leaders

Strategies

- A. Accompany and support the activities and goals of the Three Waves Movement**
 1. Structure of ALTECO strategically established and continually adjusted to provide a backbone for the Three Waves Movement in South America
 - i. Facilitate financial support for key leaders and projects of the Three Waves
 - ii. Three Waves Movement leadership represented on the ALTECO Board
 2. Promote unity, respect, and cooperation among existing missionary forces
 - i. Strengthen Connections: deepen and maintain connections for healthy partnership and sustainable results in the field
 - a. ALTECO Board
 - a. Implement policies for board development
 - b. Evaluate board roles and networking strengths
 - b. ALTECO Partner Organizations
 - a. In-country visits to interact with consortium members
 - b. NA org connections: introduction by ALTECO Founder and then personal follow-up

- c. ALTECO Partner Churches
 - a. Short Term Team Facilitation: coordinated by short term team coordinator, only core partner churches participate to maximize impact
 - b. Vision Trips for new partner churches - First Baptist in Cleveland, TN
 - c. In-Person Visits of core partner churches by Executive Team (Sandhurst in Florence, SC/First Baptist in Cleveland, TN/Authentic Life Church in Denver, CO/Mosaic Church in Denver, CO)
 - d. ALTECO Team (NA and SA)
 - a. South American Tribal Leadership (Trans Amazon Network): support communication and consensus among Christian tribal leadership
 - i. Coaching, mentoring, connecting through key events and gatherings
 - 1. 2023 Evaluation of the Trans Amazon Network and the Three Waves Movement as a whole in Colombia
 - 2. 2024 proposed gathering of all Tribal Network leaders in one location
 - e. South American Church Denominations and Organizations working in the Amazon Region
 - ii. Facilitate Amazon Consultations in the US and in South America
 - a. 2024 MTO Consultation planned in Peru
 - b. In 2023 support and coach the Three Waves Leadership team as they invite key organizations and leaders to 2024 consultation
3. Personnel: Develop a strong and diverse ALTECO team
 - i. Foster a team culture that encourages spiritual health, prayer, and the celebration of God's work being accomplished as we serve together
 - ii. Build infrastructure and streamline North America-South America connections by adding Country Coordinators where needed
 - a. 2023-Evaluate: Surinam
 - b. 2023-Evaluate: Bolivia
 - c. 2023-Restructure: Peru
 - d. 2024-Evaluate: Brazil
 - e. 2024-Evaluate: Paraguay

- iii. Create and fill staff positions in areas of weakness
 - a. 2023-Bookkeeper
 - b. 2023-Social media/Storytelling Coordinator
 - c. 2024-Short-Term Missions Team Coordinator
 - iv. Nurture peer discipleship and mentoring
 - v. Facilitate leadership development training
 - 4. Development: Increase partnerships and revenue for research and evangelism
 - i. Seek grants from foundations
 - ii. Continue to work closely with key partner churches and organizations to produce long-term interdependent investment
 - 5. Marketing: Broaden visibility and understanding of the ALTECO mission and vision
 - i. Clarify messaging
 - a. Public Messaging- Promote a refined focus
 - b. Website - Update with simplified mission, vision, values
 - c. Social Media – Increase & diversify platform presence; utilize social media specialist
 - ii. Build communication resources
 - a. “What is the Three Waves Movement?” Video in English (to be recorded Sept 2022 in Peru and created early 2023)
 - b. “Leadership Training – Module 2” Video (to be recorded Sept 2022 in Peru and created October 2022)

B. Accompany the formation of consortiums and Amazonian indigenous networks

- 1. Facilitate gatherings & provide counsel and guidance as requested in the process of forming consortiums
 - i. Evaluate consortium formation at the time of planned 2023 Surinam tribal network formation
 - ii. Evaluate the current state of the “friends of FRALIC” operating as a consortium accompanying the Bolivian tribal network
 - iii. Engage with the current consortium and evaluate effectiveness and ongoing collaboration with the tribal network in Brazil
- 2. Counsel and support in the process of forming Amazonian indigenous networks
 - i. Investigate the reality of the tribal church in Ecuador (felt need, available leaders, strategies) for the formation of the Ecuadorian tribal network
 - ii. Support the formation of the Surinam indigenous network (August 2023) through funding and counsel

iii. 2024 and beyond: Pending - Venezuela, Guyana, French Guiana, and Argentina

C. Facilitate training and other resources for Christian leaders

1. Facilitate research to provide real-time data for a strategic and practical approach to tribal outreach & discipleship
 - i. Collaborate with existing tribal networks and consortiums to facilitate surveys to build an in-country database that accurately reflects the state of the tribal church and available resources.
 - ii. Educate and equip existing missionary organizations and denominations; sharing the investigation results and initiating a process of collaboration to effectively work together in mission.
2. Facilitate Leadership Development Training Program: Currently during 3-year initial launch
 - i. Equip 25 key leaders to be more effective in their ministry as they aim to mobilize the tribal church in the Amazon. Areas of focus - understanding organizational structure and culture, the spectrum of partnership, servant leadership, team roles, interdependency vs. dependency etc.
 - ii. Launch 2024 field program
 - a. One trained leader in each SA country.
 - b. About 10 trainees participating under each leader
3. Develop and follow a five-year financial support plan for key Latin National and Tribal leaders in the Three Waves Movement
 - i. Colombia: Currently in Year 2 of 5-year training
 - ii. Peru: Currently in Year 1 of 5-year training