

Mid-Year Report:

ALTECO Executive Team 2022 Plan/Projections

Drafted and Presented by Drake, Megan, Chris and Tina Ferry

- **2022 Projected Theme/Objective:** Strengthening Connections
 - Maintain and build connection with our team in North and South America: ETO, TransAmazon Network, ALTECO Team and Board
 - Connect/Re-Connect with partners: individuals, churches and organizations
 - Orientation of North American Team
 - Encourage and facilitate opportunities for spiritual growth and well-being amongst our team/co-laborers. Create a culture that encourages connection with the Lord, listening to His voice and abiding in Him as we serve together

- **ALTECO Personnel**
 - Administrator: 16 hours/week cost covered by ALTECO board member through May 2022; as we seek to be more proactive and effective, we need more margin in the administrator role. Beginning in May 2022 we truly need Viki 24 hours/week. The current hourly rate for admin is \$25/hour. [Due to Viki's efficiency and other outside job commitments she did not increase her hours beginning May 2022. Viki continues to be pleased with her role within ALTECO and has recently reduced her outside job commitments and will begin working 20 hours/week August 15th. We anticipate Viki's role to increase long-term but are making adjustments slowly in order to advance at a rate that serves Viki and is realistic due to ALTECO's financial reality.](#)
 - Short Term Team Coordinator: In line with our goal to engage existing and new partners and to support our teams and their projects on the ground we believe facilitating short term teams is vital. As ALTECO is a catalyst, seeking to educate and engage the western church in an interdependent, respectful model of ministry short term teams are a great platform to build engagement and understanding. However, education and excellent facilitation is vital and thus, we believe hiring a STT Coordinator is essential. Projected wage - \$25/hour x 16 hours/week. [In response to the board's counsel in our January meeting we have put this on hold. However, since the board meeting, Greg and Jamie Stuckey have come forward](#)

offering their support to facilitate short term teams for key ALTECO partner churches in 2023. In addition to this we have a woman in mind to begin shadowing Greg and Jamie (on a volunteer basis) for one or more trips in 2023. We are prayerful that long-term this woman could step into the Short Term Team Coordinator role and for now being “trained and oriented” by Greg and Jamie would be a good step forward. This is not yet confirmed - more details and information will be shared as things firm up.

- Orientation: July 2022, New Members of the ALTECO Team: It is essential that they capture the vision, objectives and organizational culture of ALTECO before continuing forward. We held the New Member Orientation July 2022 at the Hardin home in TN. Jonathan and Bekah Pifer (Ecuador Country Coordinators), Kris Van Wormer (Bookkeeper) and Viki Kooiman (Administrator) attended. Doug and Ruth Baughman led history and org-culture sessions while Paul and Robin participated by Zoom for a history and vision session. We (Chris and Tina) led sessions focus on broad operational realities of the MTO and ALTECO as well as brainstorming sessions for the team to provide input and to build ownership as we move forward as a team. The time was effective to build connection amongst the team and to move into this next season with a firm understanding of history, vision and objectives.

- **2022 Goals and Priorities (Blue line-items priority)**

- Support ETO w/ execution of L555 Leadership Training Module 2 - Cusco Peru
 - Videos recorded for ALTECO and for MTO while in Peru
 - Mid-Year UPDATE: Training Module 2 has been moved from Cusco to Pucallpa for improved logistics and reduced cost. A core MTO team met in Denver to work with L555 to refine the curriculum and to contextualize the content for our 3rd wave participants. All training materials are ready and our team is excited to learn together September 18-24 in Pucallpa, Peru.
- Orientation of North American Team (3 days in TN - Kooiman, Van Wormer, STT Coordinator)
 - Mid-Year UPDATE: Task completed
- Continue 5 Year Financial Support Plan MTO - Pilot Program for support raising in South America
 - Assist the ETO in the development of the MTO website in Spanish

- Mid-Year UPDATE: MTO Website Completed (check it out! - www.movimientotresolas.org)
- Monthly meetings w/ Terena re: support-raising progress
 - Mid-Year UPDATE: Meetings have been bi-monthly and Henrique and Corina continue to seek in-country support. Last week Henrique shared that a mission organization is offering him full-support with full-freedom to serve in his role as President of CONPLEI and the TransAmazon Network. This agreement has yet to be formalized but Henrique does seem to be considering this as an option to help offset his ministry expenses. If this does occur, the support Henrique receives from donors through ALTECO could be used to provide for his ministry expenses - this would be a helpful provision to offset his expenses and increase his effectiveness as he and Corina serve within the MTO.
- Continued engagement with Javier and ETO re: in-country partnership development plan. Pilot programs with Terena, Mayorga, Sanchez and Rodriguez
 - Mid-Year UPDATE: The Mayorga and Rodriguez families have been very engaged in the partnership development program. Progress is slow but promising.
- Monthly Zoom meetings with individual ALTECO/MTO Team (beginning June 2022)
 - Mid-Year UPDATE: Individual Zoom meetings on a monthly basis have been difficult to execute. One-on-one meetings may be more realistic to execute quarterly. We are re-evaluating how we intentionally maintain connection with team members. Input welcome.
- Quarterly Email Updates from ALTECO to its partners
 - Mid-Year UPDATE: Quarterly email updates are being sent as projected
- Facilitate quarterly Email Updates from ALTECO team members to their support base
 - Mid-Year UPDATE: All ALTECO team members are writing quarterly email updates and Viki is translating the updates and sending them out via email to their support teams
- Personalized Donor Connection: emails, phone calls, and thank you notes written to all recurrent and one-time givers
 - Mid-Year UPDATE:

- New Donor Communication - All new donors are now being captured in a monthly report generated by Kris and a first-time donor thank you letter is being sent by Viki.
- Recurrent/Existing Donor Communication for SA Team Members - In line with our goal to personally communicate with our team's support teams in 2022 we are drafting a personalized letter for Javier and Betzabe Mayorga, Irma Espinoza, Juan Carlos and Zulema Sanchez, and Cesar and Solangy Rodriguez. Thus far letters and personalized prayer cards have been sent to the Mayorga and Espinoza support teams. In the second half of 2022 we will complete this communication for the Sanchez and Rodriguez support teams. (Note - it will remain the responsibility of the NA team members to communicate with their donor base. This initiative is solely for our SA team members.)
- Increase Social Media Presence with weekly post on Facebook.
 - Mid-Year UPDATE: We're doing even better and are averaging 2 Facebook posts each week! On top of this the MTO now has a Facebook presence and is completely managed by a 2nd wave partner in Colombia! Check out our FB pages and like and share the content to help our presence grow - <https://www.facebook.com/ALTECO/> and <https://www.facebook.com/MovimientoTresOlas>
- Coordinate Bi-Monthly ALTECO Family Meetings: coordinated by ET, led by Johnsons
 - Mid-Year UPDATE: These meetings continue to bless our team.
- In-person connection between the Spragues and the Ferrys twice in 2022 (Executive Team Retreat?)
 - Due to the challenges the Sprague family has faced with their support base we have not been able to meet. As you know, the Spragues have stepped down from serving on the Executive Team and will devote their time to increasing their support base.
- Executive Team members model healthy ministry balance by taking Spiritual Formation Week (assess if this should be annual) as well as 1 week of vacation in 2022. TBD - Viki, Kris, and other team?
 - Chris and Tina will attend a spiritual emphasis week at SonScape (<https://sonscaperetreats.churchcenter.com/home>) the first week of December. In support of the Ferry's health their sending church (Authentic Life Church in Denver) paid for their retreat in full.

- In the New Team Orientation Chris and Tina cast the vision for each team member to take an annual spiritual retreat (1-2 days) and shared some free resources to facilitate the retreat. In team-reviews this will be emphasized again.

- 2022 Schedule, Projected Engagement and Other Information

- January: Board Meeting Prep, Viki Kooiman (Admin) Review/Plan, Sprague complete month-long respite (December 13, 2021 - January 13, 2022)
- February/March: Sprague Personal Fund Raising, Research Project in Peru (Sanchez and Drake), Partner Engagement: Partners International Canada (Partner with a Leader Program), Mosaic Church (Spring Campaign), end of March Ferrys travel to the US
- April: Ferry focus on settling in Colorado, Spragues are ET point people for the month of April
 - Mid-Year UPDATE - We did not take April off to settle but worked a part-time schedule. Stepping away fully would have been detrimental to our team and progress. We will be taking October "off" to enjoy 3 weeks as a family in Europe to celebrate Georgia's high school graduation.
- May: Drake travel to Bolivia to represent the 1st wave of the ETO, the ET, accompanying Javier and Henrique and to continue research for future engagement, Ferrys settle in Colorado and begin to engage with Kris (bookkeeping) and other Colorado partners
 - Mid-Year UPDATE - Drake and the broader team did not travel to Bolivia. This trip is now scheduled for 2023 and will include Javier, Henrique, Chris and Tina and hopefully Drake - support level pending.
- June: L555 Leadership Training Curriculum Contextualization and Translation in Denver, Colorado (participants L555, Mayorga, Espinoza, Terena, Ferry), Preparation for July Orientation, Preparation for August Board Meeting
 - Mid-Year UPDATE - Completed
- July: ALTECO NA Team Orientation, Travel to Colombia as ETO Members to participate in the consultation for the formation of the Colombian tribal network and to attend ETO Meetings, ETO Meetings - accompany 2023 MTO Project Plan development,
 - Mid-Year UPDATE - Completed, Additionally - a vision trip from Mosaic Church in Denver traveled to Colombia following the consultation and Javier,

Chris and Tina, Cesar and Solangy Rodriguez hosted them in Inírida for a 5 day vision trip.

- August: ALTECO Board Meeting in TN
- September: Leadership Training Module 2 in Pucallpa, Peru, Peruvian Tribal Network and Consorcio Connection Trip
- October/November: Year End Communication Prep (individual team member support, ALTECO Year End Impact Report, Year End Campaign), Planning for 2023, Board Meeting Prep, Finalize MTO Project Plan with ETO
- December: Ferry Spiritual Retreat, Year End Communications, Planning for 2023, January Board Meeting Prep
- Dates Undecided: Travel to Canada to connect with Partners International
 - Mid-Year Update: Following several Zoom meetings PIC seems to be stalling out on their engagement, we will continue to engage but a trip to Canada doesn't seem to be necessary at this time.

- Finance/Budget

- In line with our organizational goal to accompany the South American church as they take more ownership of their role (investing resources - both human and financial) in the Great Commission, ALTECO's approach to fundraising must be two-fold. Short term - having funds to continue to serve as a catalyst and close partners of the work on the ground while investing long term - investing in the equipping of our teams in South America as they work to engage the national and tribal church through prayer and finances.
- Short Term: 2022 Financial Needs
 - Orientation: Flights/Other Expenses for Viki and Kris, other team members self-support
 - Board Member Travel to Tennessee: Irma Espinoza, Javier Mayorga, Henrique Terena
 - Administrator Cost: 24 hours/week x \$25/hour, June-December
 - Short Term Team Coordinator: \$25/hour x 16 hours/week; potential start date June 2022 (discussion - individual raising a portion of their support?)
 - MTO Project Plan 2022: Funds needed as presented by Javier Mayorga

- Long Term:
 - 5 Year Financial Support Plan MTO - Pilot Program (in cooperation and collaboration with the ETO and the Trans Amazon Network)
 - In 2022 we aim to:
 - Build individual partner databases, then country-wise databases
 - Mid-Year UPDATE: The Mayorga and Rodriguez families are currently building their databases on MailChimp. Then will follow the steps as listed below.
 - Communicate regularly via email and WhatsApp, mobilizing prayer support and begin to tell the story of what God is doing in the MTO
 - End of 2022/2023: Investigate solutions/create plan for facilitating funds in South America
 - Mid-Year UPDATE: The Colombia team has formed a Colombian foundation to receive funds on their behalf. It is our hope that this will be the model for other countries but will begin with the Colombia pilot program first.