

## Mid-Year Report:

# ALTECO Executive Team 2023 Plan/Projections

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Drafted and Presented by Chris and Tina Ferry

- **2023 Projected Theme/Objective:** Accompanying Growth and Deepening Relational Partnerships
  - ALTECO/MTO Team - Maintain and deepen connections with our team in North and South America: ETO, TransAmazon Network, ALTECO Team, and Board
    - **UPDATE:** Executive Committee of the ETO (Javier, Henrique, Irma, Chris and Tina) met frequently and is unified and functioning well, TransAmazon Network is relationally more connected with ALTECO and the ETO, ALTECO “staff” connects weekly through team huddles on Zoom and frequent email, WhatsApp interaction
  - Partner Organizations and Churches: Re-Connect with past partner organizations and key partner churches and deepen connection/understanding/facilitate better partnership
    - Improved connection with partner organizations: Jaars, SAM, COMIBAM, Wycliffe, International Partnering Associates, Cru, AMTB (Brazil), Partners International Canada
    - Deepened relationship with key partner churches:
      - Church at Sandhurst: in-person visit by Chris and Tina, in-person visit by Irma, signed contract with MTO for financial support of \$50,000 for 5 years. (Thank you Paul and Robin for facilitating this connection!)
      - First Baptist of Cleveland, Tennessee: in-person visit by Chris and Tina and Bob and Mary Jane, vision trip scheduled, cancelled (January) and then scheduled again for October 2023. In-person visit by EC of the ETO August 2023. Funds donated for MTO Leadership Training and LICAC (Colombian Tribal Network) meetings. (Thank you Bob, Mary Jane and Joe for facilitating this connection!)

- Mosaic in Denver: June in-person visit by EC of ETO, meeting with elders, missions team, small groups, full sermon. Funds donated for MTO Leadership Training.
- Authentic Life Church in Denver: June in-person visit by EC of ETO, meeting with elders, staff lunch, Sunday service time. Short term team planned for March 2023 to Bolivia postponed due to national strike in Bolivia. ALC encouraged their congregants to support missionaries on a monthly basis and MTO leaders are supported monthly by various members.
- ALTECO Donors and Followers: Maintain regular communication while broadening visibility and understanding of the ALTECO mission and vision
  - Social Media: ALTECO has Instagram and Facebook to broaden visibility. We average 12 posts each month. Board Members - if you are on FB or Insta please follow our accounts, like, comment and share posts to increase our following.
  - Email Updates: ALTECO sends out quarterly updates to 650 individuals. We'd like to increase the number of recipients. Board Members - if you have personal contacts that you would like to receive ALTECO updates 4 times a year please forward us their contact information.
- ALTECO Organizational Plan: Engage a specialist to accompany ALTECO (Chris, Tina, and the EC of the ALTECO Board) in the process to establish ALTECO's Organizational Strategic Plan.
  - We (Chris and Tina) met with the EC of the Board in April of 2023. In our meeting Phil, Paul, Doug and Bob encouraged us to de-prioritize tasks and projects to create more margin for personal health and to avoid burnout. Together we decided to postpone the ALTECO Organizational Plan project until 2024. This project will now be shown in our 2024 plans.
- 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
  - Weekly prayer and time of sharing in our Friday team huddles.
- **ALTECO Personnel**
  - Administrator: As we seek to be more proactive and effective, we need more margin in the administrator role. Viki is currently working 20 hours/week and we hope to

increase her hours to 24 hours/week in 2023. The current hourly rate for admin is \$25/hour.

- Due to a high level of efficiency, Viki did not need the additional 4 hours/week to accomplish her tasks. She continues to work 20 hours/week at \$25 hour.
- 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. Greg and Jamie Stuckey have volunteered their time to serve as short-term team coordinators for key ALTECO partner churches. In 2023 we aim to facilitate 3 short-term trips - 1 vision trip for First Baptist of TN and 2 project-based trips. In an effort to plan for long-term sustainability, we plan to invite a long-time ALTECO Partner, Laura Stokes, to shadow the Stuckeys on a volunteer basis as they facilitate the teams in 2023.
  - Greg and Jamie facilitated the beginning stages of a short term trip to Bolivia with Authentic Life Church. Due to a national strike this trip was postponed.
  - Praise! As of July 2023, Jim and Suzi Macy (from Long Beach, CA) have volunteered to serve, on a trial basis, alongside Greg and Jamie as Short-Term Team Coordinators for ALTECO. They will work to raise their own support and are excited about this opportunity to work more closely with the Three Waves Movement while still basing out of the US. We are working with Greg and Jamie to finalize their job description and to schedule an in-person orientation for Jim and Suzi.
- Bookkeeper: Kris Van Wormer continues to do a great job as ALTECO bookkeeper. She was hired because of her vast bookkeeping experience and knowledge of non-profit management. In an effort to build depth within our team and free up Kris to support the Executive Team in the areas of non-profit compliance, policies, and seeking grants from foundations we hired an entry-level/junior bookkeeper (Jill Bryant), supervised and working alongside Kris, to provide basic data-entry and bookkeeping support about 4 hours/week. This provides another member within the ALTECO team that understands the ins and outs of our finances and systems. The new bookkeeper will be paid up to \$25/hour on a contract basis.
  - Kris Van Wormer continues to work as the Senior Bookkeeper. Her support on the Policies Committee (Phil, Bob, Viki, Chris and Kris) has been very helpful.
  - Jill Bryant was hired as the Junior Bookkeeper but within a few weeks it was evident that she lacked margin to fulfill the responsibilities. By mutual agreement Jill

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stepped aside and we hired Allyson Pastrone as the new Junior Bookkeeper. Allyson and Kris have worked together in the past and seem to compliment one another well. Check out her bio on our website for more info re: Allyson - <https://al-teco.org/allyson-pastrone>

- Social Media Coordinator: Hannah Jones was hired in January 2023 to support our growing social media presence. She will work 1-2 hours/week at \$15/hour.

- **2023 Goals and Priorities (Blue line-items priority)**

- Support ETO w/the execution of L555 Leadership Training Module 3 (September 2023 in Peru); Video recorded for ALTECO/MTO Communications. Video 1 - report on training module 3.
  - In progress, fully-funded, event to take place as planned September 2023
- Support the TransAmazon Network and the ETO w/ the formation of the tribal network in Surinam and catalyze conversations regarding the formation of a consortium in Surinam (July)
  - TransAmazon Network formalized the Surinam network July 2023. Awaiting final paperwork to be signed by Surinam leaders and the Trans Amazon Network.
- MTO Evaluation - support through planning and participation in a strategic evaluation of the MTO (September 2023)
  - EC of the ETO met in June 2023 to finalize processes for the evaluation to take place the first week of October 2023 in Puerto Maldonado, Peru.
- Continue 5-Year Financial Support Plan MTO - Pilot Program for support raising in South America
  - Facilitate progress with the micro-finance project as led by the ETO, the Stuckey micro-finance org Here's Life. (1st Quarter Zoom Discovery call with Here's Life and Executive Committee of the ET, 2nd/3rd Quarter field visit by Here's Life - Peru or Colombia, 4th Quarter finalize program details to begin in 2024)
    - UPDATE: Discussion with Stuckeys would be helpful to understand their availability to coordinate these processes with Javier and the EC of the ETO
  - Bi-monthly meetings w/ Terena re: support-raising progress

- We have maintained close communication with Henrique and Corina and with SAM. This process is going well.
- Continued engagement with Javier and ETO re: in-country partnership development plan. Pilot programs with Terena, Mayorga, Sanchez, and Rodriguez
  - Accompanying processes as needed/desired by co-workers
- Participate in Three Waves Team Trips to deepen the connection with the tribal networks, consortium members, and on-the-ground partners: Brazil (July - CON-PLEI celebration and key meetings), Ecuador (April), Bolivia (April)
  - UPDATE: Bolivia short term team trip with Authentic Life Church postponed until 2024 due to Bolivian national strike
- Accompany short-term team trips to learn from the Stuckeys as they coordinate and build relationships with the key MTO partner churches (Bolivia)
  - UPDATE: Jim and Suzi Macy are being folded into the Short-Term Team Coordination Team. We are still at the very beginning stages of this process but we are celebrating God's provision.
- Facilitate vision trip for First Baptist of Cleveland TN (Colombia) and continue relational partnership development
  - Vision trip to take place October 2023. Jim and Suzi Macy will shadow Chris, Tina and Javier as we facilitate this trip.
- Cooperate with Paul Johnson in partnership connection with Sandhurst Church
  - Praise God! The MTO signed a partnership agreement with Sandhurst for financial support of \$50,000 for 5 years.
- Closely accompany the Spragues as they navigate part-time service with ALTECO and raising support to return to full-time
  - At this time the Drake seems content to split their time between ALTECO/MTO and the organization, Gospel Link. Gospel Link pays Drake a salary for working 24 hours each week and funds his ministry travel on their behalf. Drake is currently limited with his travel for MTO/ALTECO projects due to a lack of ministry funds. The Spragues currently have enough monthly support to cover their monthly salary but nothing above and beyond that.

- Continue weekly “US Team Huddles” for quick reporting and projections
  - Huddles are effective and consistent
- Bi-monthly Zoom meetings with individual ALTECO/MTO Team
- Continue quarterly Email Updates from ALTECO to its partners
- Continue to facilitate quarterly Email Updates from ALTECO team members to their support base
  - Most team members are consistent with providing their quarterly updates. Our co-workers are learning the “why” behind sending updates to their supporters and are engaging the process.
- Personalized Donor Connection: thank you email campaign for all recurrent ALTECO donors, continued thank you letter to all first-time donors
  - We have begin to use Little Green Light, a donor management tool, to streamline and improve donor/partner relations. Our team has met 3 times in the last 6 months to evaluate our use of the tool to continue to improve.
- Strengthen Understanding through Communications:
  - Public Messaging - refine message, vision, mission, values; update website
  - Increase Social Media Presence with 2 posts/week on Facebook; Create Instagram Page and post twice weekly.
  - UPDATE: this process will continue to improve as the Communications Committee meets first quarter of 2024 to continue to refine ALTECO’s vision, mission and values before working with a strategic consultant on ALTECO’s strategic plan. Reminder - this was planned for fall of 2023 but per the EC of the Board’s counsel we are bumping this project to 2024.
- Continue to coordinate Bi-Monthly ALTECO Family Meetings: coordinated by ET, led by Johnsons - to be discussed EC of ALTECO Board
  - With Enoque Faria assuming the role of pastoral care for the MTO (August 2023) the MTO leaders have expressed that they believe this is sufficient to care for the time being. The ALTECO “staff” based in the US meets weekly and joins the MTO quarterly Zoom calls. This seems sufficient at this time.

- Executive Team model healthy ministry balance by taking Annual Spiritual Formation Retreat (3 days) as well as 1 week of vacation in 2023.
  - Thus far, no retreat and no vacation planned.
- **2023 Schedule, Projected Engagement and Other Information**
  - January: Board Meeting Prep, Viki Kooiman Annual Review, Colombia vision trip with First Baptist
    - First Baptist vision trip moved to October
  - February: Relationship development visit to SC - Sandhurst, Sprague, Hardin, Johnson; Launch Communications Committees and Policies and Procedures Committees and schedule first meetings
    - SC visits were very fruitful, Communication Committee postponed to first quarter 2024. Policies and Procedures committee functioned well. New policies are included in the board documents. Chris will brief board in-person re: next steps.
  - March: Board Committee Planning Meetings; Sprague Annual Review
    - Javier, Chris and Tina met with Drake in March re: 2023 MTO research tasks.
  - April: Ecuador Visit with EC of ETO, Bolivia trip postponed due to unrest
  - May: Board Committee Meetings; MTO Project Plan Pre-Work for August Board Meeting, ALTECO Executive Team 8/2023 Board Meeting Preparation
  - June: L555 Leadership Training Curriculum Contextualization and Translation (participants: Mayorga, Espinoza, Terena, Ferry), Continue Preparation for August Board Meeting - MTO 2023 Project Plan Meetings
  - July: Brazil Visit, Continue Preparation for August Board Meeting
  - End of July/Beginning of August: Surinam Consultation to form tribal network
    - To save funds Suriname travel was combined with Brazil trip. The network was formed over Zoom (!!)
  - August: ALTECO Board Meeting in TN, Relationship Building: ET take 4 days before board meeting to connect with Mayorga, Terena, Espinoza and First Baptist of TN, Leadership Training Prep, Annual Review - Kris Van Wormer

- September: Leadership Training Module 3, ETO Meeting, MTO Evaluation
- October/November: Year End Communication Prep (individual team member supporters, ALTECO Year End Impact Report, Year End Campaign), Fine tune planning for 2024, Board Meeting Prep, Finalize MTO Project Plan with ETO
- December: Year End Communications, Planning for 2024, January Board Meeting Prep
- Dates TBD: Micro-Finance Discovery Trip (maybe June/July - Colombia/Peru?),

**- 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: 2023 Financial Needs

- We believe 2023 will be fully funded but cannot make the definitive statement as we are finalizing agreements with Sandhurst and First Baptist; See the 2023 Projections Document in the Board Portal for detail

- Praise! God has provided and ALTECO's budget and the MTO priority projects are all fully funded in 2023.

- UPDATE: While we are celebrating our signed partnership agreement with Sandhurst, we are still waiting for First Baptist to offer a formal partnership with the MTO. We will most likely know more following the EC of ETO's in-person visit to First Baptist in August and following First Baptist's vision trip in October.

- Long Term:

- 5 Year Financial Support Plan MTO - Pilot Program (in cooperation and collaboration with the ETO and the Trans Amazon Network)

- In 2023 we aim to:



- Facilitate progress with the micro-finance project as led by the ETO, the Stuckeys and micro-finance org Here's Life. (1st Quarter Zoom Discovery call with Here's Life and Executive Committee of the ET, 2nd/3rd Quarter field visit by Here's Life - Peru or Colombia, 4th Quarter finalize program details to begin in 2024)
- Continue to build individual partner databases on MailChimp, then country-wide databases
- Support our team as they communicate regularly via email and WhatsApp, mobilizing prayer support and begin to tell the story of what God is doing in the MTO
- Support Colombia team as they utilize their recently formed, in-country foundation to facilitate funds for the tribal network and in-country coordination team, learn and plan to duplicate this approach in Peru and/or Bolivia next
  - **UPDATE:** Due to the rigorous schedule of many country teams these processes have been de-prioritized or slow to develop. We still believe this initiative to be important and expect further interaction during the September/October meetings of the MTO in Peru.

**- 2024 At A Glance**

- Event: 2024 MTO Consultation held in Peru
  - **UPDATE:** This project has been changed to a TransAmazon Network Encounter, probably in Ecuador. (MTO Priority Project #1 - see MTO project plan for more info)
- Media and Communications: Intern? Fundraising event/campaign?
- Administration: more support needed?
- Short Term Team Coordinator and ALTECO HR/Team Care Coordinator: evaluate Stuckey's role and need for an on-staff coordinator
  - **UPDATE:** God has provided Jim and Suzy to accompany the Stuckeys on the STT Team.
  - **HR/Team Care Coordinator:** no felt need at this time