

DISCERNING DIRECTION DOCUMENT (3D)

Annual Plan of Faithful Activities for 2021-2022 – 8 July 2021

Gary Hoag, President & CEO



PURPOSE: In obedient service to Jesus Christ, GTP multiplies faithful stewards and mobilizes peer accountability groups to build trust and grow local generous giving to God's work.

PRESIDENT & CEO: This full-time position serves God, the staff, board, and regional facilitators by orchestrating the efforts of GTP to accomplish our purpose in pursuit of our vision with integrity to our values and in partnership with our global network.

PRAYER: God, give us your perspective on all matters, guide our people (staff, board, and regional facilitators), help us build our processes, raise up partners (givers, intercessors, and volunteers), supply provision, grant protection, and fill us with peace.

1. **Mobilize the board to steward our purpose and the staff to scale our programs for qualitative and quantitative growth**
 - Deepen board engagement by praying (weekly), messaging (monthly), reporting (quarterly), and gathering (annually)
 - ✓ Contact each member to share challenges, cultivate relationships, and suggest ideas for greater involvement (quarterly)
 - ✓ Work with the board officers / committee chairs to enhance meetings and global gathering (GG) experience (Q1-Q4)
 - Position Teaching and Training programs to grow reach and impact with VPTE via online, onsite, and on-demand delivery
 - ✓ Teach and train online and onsite (prioritizing travel to underserved regions) / activate on-demand platform (Q1-Q4)
 - ✓ Coach RFs / regional teams to replicate trainings (*JOE, The Choice, The Sower, The Council*) and track data (Q1-Q4)
 - Orchestrate Teamwork with GA so the GN shares our purpose, spreads our programs, and shows up at IAS 2022
 - ✓ Respond to inquiries and networking opportunities while administrating various operational matters (daily as needed)
 - ✓ Reach out to receptive people and potential partners with communication, coaching, and resources (daily as needed)
 - Grow Toolbox with VPPC with more resources in more languages and expand partnership in prayer and giving
 - ✓ Launch podcast (Q1), add training videos (Q4), and translate Diagnostic Tool & Templates in 4+ languages (Q1-Q4)
 - ✓ Update partnership calendar: detailed plan for inviting intercession and individual / institutional support (Q1-Q4)
 - Manage legal, risk, and compliance matters, foundation reporting, operational processes, and two new hires with CFOSC
 - ✓ Align systems with staff guide (Q1-Q2) before adding a partnership administrator / a program administrator (Q3-Q4)
 - ✓ Do financial review (Q1), new staff orientation (Q2), ECFA reaccreditation (Q3), and submit to 360 evaluation (Q4)
2. **Motivate stewards to follow “biblically faithful, globally consistent, and locally contextualized” standards worldwide**
 - Edify RFs and help them build regional teams to multiply faithful stewards who work to form new or fortify existing PAGs
 - ✓ Spend 1:1 time with each RF quarterly, suggesting books and resources, and providing help or coaching (as needed)
 - ✓ Assist RFs to assess regional needs (Q1), build annual 3D (Q2), rally regional teams (Q3), and attend IAS 2022 (Q4)
 - Lay a foundation for rolling out External Review of PAGs in 2022-2023 with preparatory PAG activities in 2021-2022
 - ✓ Connect 1:1 with each PAGA to build bonds as a basis for strengthening the global fellowship of PAGs (Q1-Q4)
 - ✓ Survey PAGA and experts, determine metrics / measures for PAG efficiency / effectiveness, and create infographic (Q2)
 - Cast vision for “biblically faithful, globally consistent, and locally contextualized” standards in strategic ways online / onsite
 - ✓ Share the message in grant requests (Q1-Q4), annual report (Q2), year-end appeals (Q2), and mass emails (Q3-Q4).
 - ✓ Inspire the world to multiply stewards (with *JOE*) / follow standards to build trust and local giving at IAS 2022 (Q4)
3. **Multiply the reach of the GTP values and “With You!” culture by equipping and educating the Global Network**
 - Enhance personal stewardship and professional service (Christian commitment, listening, humble service)
 - ✓ Study the Word, post *Daily Meditations*, attune to God, and give an account for work, exercise, and rest (daily)
 - ✓ Comply with staff guide and ECFA standards (daily) and schedule time with staff to attune to their needs (monthly)
 - ✓ Block time to read, to write scholarly articles / books, to speak at conferences / events, and to go fly fishing (Q1-Q4)
 - Engage with PAGs and networks in North America (biblical teaching, partnership, accountability standards)
 - ✓ Nurture relationship with ECFA and CCCC with strategic activities that bless USA, Canada, and the GN (Q1-Q4)
 - ✓ Deepen collaborative ties with Kairos, CLA, Missio Nexus, NCF, TBG, GC, Mission Eurasia, and others (Q1-Q4)
 - Embark on other countries as travel bans lift (empowerment, transparency, global diversity, sustained interdependence)
 - ✓ Plan staff retreat to strengthen relationships with coworkers / to learn more about how they think / work (Q2)
 - ✓ Help host GG / IAS 2022, plan program with VPTE / VPPC and logistics with GA and CFOSC (once scheduled)
 - ✓ Travel to build bonds and deliver programs with RFs and staff / gather impact stories of stewards and PAGs (TBD)

DISCERNING DIRECTION DOCUMENT (3D)

Annual Plan of Faithful Activities for 2021-2022 – 7 July 2021

Ereny Monir, VP of Training & Empowerment



PURPOSE: In obedient service to Jesus Christ, GTP multiplies faithful stewards and mobilizes peer accountability groups to build trust and grow local generous giving to God's work.

TRAINING AND EMPOWERMENT: The purpose of this full-time VP position is to multiply the impact of GTP efforts with our global network by building relationships, doing trainings, and empowering trainers.

PRAYER: Our programs served 4,113 stewards in 103 countries in the global in 2020-2021. Teaching efforts touched ## onsite in ## countries and ## online in ## countries. Training programs impacted ## onsite in ## countries and ## online in ## countries. With God's favor and our faithful work, we pray to teach and train more people in more countries and multiply trainers.

1. **Collaborate with CEO to design and deliver Teaching and Trainings and with VPPC to develop platform courses**
 - Provide onsite teaching, replicable trainings (JOE), and responsive trainings as God opens doors for travel
 - ✓ Contextualize teaching and tools for PAGs, regions, and/or networks, and engage partners as appropriate (Q1-Q4)
 - ✓ Prioritize onsite service to Caribbean, EPSA, Eurasia, Europe, Francophone Africa, and South Asia regions (Q1-Q4)
 - Do online teaching, replicable training (JOE), and responsive training as requested by RF and receptive workers
 - ✓ Roll out "Capacity Building" series like "Template Training" series featuring board, PAGA, and RF voices (Q2-Q3)
 - ✓ Work with RF to replicate Online JOE and trainings linked to *Sower*, *Choice*, and *Council* (Q1-Q4)
 - Create Pathwright courses that meet the needs of RF and PAGs and multiply stewards across the GN
 - ✓ Finish on-demand JOE course (Q1), pilot it (Q2), refine it as needed (Q3), and share it globally by IAS 2022 (Q4)
 - ✓ Make on-demand courses linked to *Sower*, *Choice*, and *Council* and other topics with Program Administrator (TBD)
2. **Connect coaching and certification with Teamwork efforts to strengthen stewards, regional teams, RF, and PAGA**
 - Coach stewards to deliver trainings and train trainers, RF to build regional teams, and PAGA to strengthen their PAG
 - ✓ Survey and assess work over two years with GA, and gain insights from experts to develop coaching at GTP (Q1)
 - ✓ Map pathways for coaching these groups with CFOSC (Q2) and put them on the platform by IAS 2022 (Q3-Q4)
 - Research how to build out certification on the platform in a way that combines completing courses and getting coaching
 - ✓ See what others are doing, talk to experts and sketch a certification plan in consultation with the CEO (Q2)
 - ✓ Test parameters of certification with board and RF (Q3) and roll out to GN at IAS 2022 (Q4)
3. **Communicate with staff, trainers, board members, RF, PAGA, and others to empower and encourage multiplication**
 - Network and build relationships with influencers and regional communities of stewards with intentionality
 - ✓ Dedicate 25% of time to nurture relationships / network with staff, trainers, RF, PAGA online / onsite (Q1-Q4)
 - ✓ Form community on retreats / online, e.g. Aswan, India, and foster sustainability with WhatsApp groups (monthly)
 - Start monthly messaging to global community of trainers and strengthen quarterly reporting to board, RF, and PAGA
 - ✓ Conceive strategy for email to inspire trainers (Q1-Q2), build template, and start sending it monthly (Q3-Q4)
 - ✓ Add tips to one pager to shift from informing the board to engaging them and distribute it to RF / PAGA (Q1-Q4)
 - Compile insights for peer learning from weekly work, monthly staff time, and quarterly board, RF, and PAGA meetings
 - ✓ Query what's working and make training videos to share best practices and key insights for global application (Q4)
 - ✓ Sketch with CEO the program ideas for plenary sessions, panels, and peer learning time at IAS 2022 (Q2-Q4)
4. **Continue to model and promote GTP values and "With You!" culture in MENA and throughout the Global Network**
 - Enhance personal stewardship and professional skills (Christian commitment, empowerment, listening, humble service)
 - ✓ Soak in the Word, eat healthy, go to gym, apply personal life coaching tips, and account for work and rest (daily)
 - ✓ Comply with staff guide and ECFA standards (daily) and schedule time with staff to attune to their needs (monthly)
 - ✓ Finish int'l certification (Q1) and attend conferences and trainings for ideas to improve GTP trainings (Q1-Q4)
 - Engage with NABLA to help ministries flourish in Egypt / MENA (partnership, transparency, accountability standards)
 - ✓ Interface with Adel Azmy, Andrew Mahfouz, Evette Fekry, ask status questions and offer aid as needed (Q1-Q4)
 - ✓ Serve on Nakon board, coach the use of GTP templates, and urge ministries to get NABLA accreditation (Q1-Q4)
 - Embark to other countries as travel bans lift (biblical teaching, global diversity, sustained interdependence)
 - ✓ Travel for staff retreat to strengthen relationships with coworkers / to learn more about how they think / work (Q2)
 - ✓ Help host GG / IAS 2022, plan run sheets with CEO / VPPC building on Dubai 2019 experience (once scheduled)
 - ✓ Strategize travel to deepen relationships with receptive groups and deliver program to underserved regions (TBD)

DISCERNING DIRECTION DOCUMENT (3D)

Annual Plan of Faithful Activities for 2021-2022 – 8 July 2021

Ruthie Cristobal, VP of Partnership & Communications



PURPOSE: In obedient service to Jesus Christ, GTP multiplies faithful stewards and mobilizes peer accountability groups to build trust and grow local generous giving to God's work.

PARTNERSHIP AND COMMUNICATIONS: The purpose of this full-time VP position is to engage our Global Network of givers and friends to participate in the mission and vision of GTP.

PRAYER: From the 4,113 friends in our global network (GN) list, we have ### subscribers to prayer journal and ### givers from ## countries gave \$\$\$\$\$\$ to GTP in 2020-2021. With God's favor and faithful work, we pray God supplies \$585,000 by 30 June 2022 from a wider base of prayer and financial support.

1. **Rally the individuals and institutions in the Global Network to partner with GTP in Prayer, Giving, and Service**
 - Prayer: Grow prayer support for regional and global work through the Prayer Journal and Monthly Global Prayer Hour
 - ✓ Get prayer requests from staff and RF of the focus region of a particular month (monthly)
 - ✓ Encourage GN to pray with GTP by sending 12 PJ and launching MGPH in July 2021 (monthly)
 - Giving: Orchestrate online / other giving efforts for growing global individual / institutional giving and regional support
 - ✓ Invite individual support in JEs, steward monthly givers ("the 70"), and draft ackno letters for Provisum (monthly)
 - ✓ Work with CEO / CFOSC to submit grant proposals to fund regional work and global operations (as needed)
 - ✓ Do "GTP at 3" campaign (3 April 2022) to glorify God and grow global participation with GTP (Q3-Q4)
 - Service: Engage individuals to spread our programs and entities to share our purpose on specific projects
 - ✓ Dream with VPTE on practical ways "the 70" and GN can advance program and partnership with us (monthly)
 - ✓ Devise with CFOSC how entities can collaborate with GTP as an onramp for signing MOU partnerships (Q2)
 - ✓ Provide collateral coaching and support with staff to extend program reach and help PAGs build capacity (Q2)
 - ✓ Participate on PCC and ignite board interest and involvement with good reporting, discussion, and tips (Q1-Q4)
2. **Raise the bar on multichannel communications: website, platform, email, social media, video, infographics, reports, etc.**
 - Website, platform: Elevate website function with plug-in research, page development, and Google Analytics data input
 - ✓ Survey GN (Q1), improve gtp.org to resource the GN (bi-monthly), and load DT&T in 4 new languages (Q1-Q4)
 - ✓ Connect with partners, ministries, and networks to grow # visitors, # page views, and other metrics (as appropriate)
 - ✓ Aid CEO / VPTE / GA in developing platform parts: courses, coaching, certification, and community (as needed)
 - ✓ Launch empower.gtp.org platform to scale staff capacity and position people and partners to multiply impact (Q1)
 - Email: Improve Journal Entry (JE) by promoting regional, PAG, and global efforts and add monthly or as needed emails
 - ✓ Feature 8+ impact stories, 11+ PAGs, blogs, platform, programs with staff / 6+ board members writing (bi-monthly)
 - ✓ Team with GA to share multilingual materials (books, ebooks, DT&T) to strengthen regional teams / GN (Q1-Q4)
 - ✓ Send emails to "the 70," downloads, trainers, and other tags in collaboration with VPTE and GA (as needed by Q4)
 - Social media: Implement Facebook and LinkedIn strategy to create awareness so more people share our purpose
 - ✓ Create SM content to promote events, spread programs, share materials, and drive traffic to website (as needed)
 - ✓ Assess SM analytics / strategize with CFOSC to increase reach / engagement with our programs / PAGs (monthly)
 - Video, infographics, reports: Utilize multimedia and one pagers to report, share program impact, and rally participation
 - ✓ Create infographics, one pagers, and annual report to raise awareness, illustrate impact, and grow support (Q1-Q4)
 - ✓ Add testimony videos to tell impact stories and training videos to help people participate in the movement (Q4)
3. **Reflect GTP values and "with you" culture in Southeast Asia and throughout the Global Network**
 - Enhance personal stewardship and professional capacity (Christian commitment, listening, transparency, humble service)
 - ✓ Spend time in the Word, share what you are learning, attune to God, and give an account for work and rest (daily)
 - ✓ Comply with staff guide and ECFA standards (daily) and schedule time with staff to attune to their needs (monthly)
 - ✓ Pursue professional web and social media certifications (2) and attend online conferences and trainings (Q1-Q4)
 - Engage with CCTA, CSA, MEP and others in the Philippines (biblical teaching, partnership, accountability standards)
 - ✓ Deepen ties with Anjji Gabriel, Zenet Maramara, Raf Pabunag, their boards, and others for collaboration (Q1-Q4)
 - ✓ Foster partnership work (online and onsite with travel as needed) to empower stewards and enrich CCTA (Q1-Q4)
 - Embark on other countries as travel bans lift (empowerment, global diversity, sustained interdependence)
 - ✓ Travel for staff retreat to strengthen relationships with coworkers / to learn more about how they think / work (Q2)
 - ✓ Help host GG / IAS 2022, plan run sheets with CEO / VPTE building on Dubai 2019 experience (once scheduled)
 - ✓ Schedule travel to Indonesia and other countries to gather stories of stewards and PAGs (TBD)

DISCERNING DIRECTION DOCUMENT (3D)

Annual Plan of Faithful Activities for 2021-2022 – 7 July 2021

Paula Mendoza, Global Administrator



PURPOSE: In obedient service to Jesus Christ, GTP multiplies faithful stewards and mobilizes peer accountability groups to build trust and grow local generous giving to God's work.

GLOBAL ADMINISTRATION: The purpose of this full-time Global Administrator is to manage the administrative responsibilities and operational processes for GTP.

PRAYER: Our Teamwork efforts aim at multiplying faithful stewards and mobilizing peer accountability groups in collaboration with 12 regional facilitators. With God's favor and our faithful work, we pray our work hits all 12 regions and forms new PAGs.

1. Support the CEO with board and operations and VPTE with Teaching and Training program administration

- Manage board and committee work with CEO in compliance with BPM and in accordance with governance calendar
 - ✓ Arrange committee meetings and board sessions, take minutes, help with GCC, and archive documents (Q1-Q4)
 - ✓ Handle logistics of Global Gathering to convene the board, staff, and regional facilitators (RF) together (Q4)
- Connect with the CEO daily to address anticipated operational matters and unexpected items requiring assistance
 - ✓ Coordinate staff meetings (monthly), strategic discussions (as needed), and staff retreat (Q2), and IAS invites (Q4)
 - ✓ Perform duties with tools like Mailchimp, Canva, Eventbrite, Vimeo, Google, WordPress, and others (daily)
 - ✓ Learn new skills like video production or adopt new tools in consultation with staff and volunteer CTO (as needed)
- Assist CEO and VPTE with the administration, delivery, and stats for online and onsite Teaching and Training work
 - ✓ Help with logistics for onsite and online teaching and trainings, *e.g.* visas, planning, top and tail work (as needed)
 - ✓ Aid JOE groups, administrate zooms, manage registrations, get feedback, compile stats, make certificates (Q1-Q4)
 - ✓ Position JOE to multiply by giving input for platform development, coaching administrators, and more (as needed)
 - ✓ Collect Teaching / Training data (quantitative and qualitative) and create system of getting RF data too (Q1-Q4)

2. Strengthen administrative processes with CFOSC and VPPC to enrich Teamwork and Toolbox efforts

- Steward the Global Network database (Mailchimp and Salesforce) to maximize reach (wider) and engagement (deeper)
 - ✓ Pull queries, add contacts, affix tags, compile lists, send emails, and do related tasks in a timely manner (as needed)
 - ✓ Collaborate with staff to get RF the support and coaching they need to strength teams and PAG capacity (Q1-Q4)
- Implement financial management procedures with CFOSC for ensuring appropriate controls and reporting
 - ✓ Reconcile expense reports for 5 staff and 3 credit cards with receipts and appropriate documentation (monthly)
 - ✓ Manage cash expenses and submit receipts and/or affidavits for budget management and accountability (as needed)
 - ✓ Process reimbursements for RF, payments to translators, and other vendors related to Teamwork efforts (as needed)

3. Serve and resource RF and regional teams / assist staff to help PAG administrators (PAGA) with PAG capacity building

- Give RF and regional teams what they need in real-time or on an annual basis to accomplish their 3D work
 - ✓ Coach RF, PAG administrators and/or regional team members on administrative and program matters (as needed)
 - ✓ Survey RF and PAGA annually and compile results for staff discussion and strategy development (Q1-Q2)
- Get resources in multiple languages into the hands of RF and PAGA for distribution and GN for use and sharing
 - ✓ Locate interpreters for program work and direct translation projects from layout to completion (as needed)
 - ✓ Respond to inquiries proactively and seek help as needed to provide excellent customer service (daily)

4. Spread GTP values and "With You!" culture through work in the Latin America region and with the Global Network

- Enhance personal stewardship and professional skills (Christian commitment, listening, transparency, humble service)
 - ✓ Spend time in the Word, attune to God, share what you are learning, and give an account for work and rest (daily)
 - ✓ Comply with staff guide and ECFA standards (daily) and schedule time with staff to attune to their needs (monthly)
 - ✓ Pursue professional certifications and attend online conferences and trainings (Q1-Q4)
- Engage with CONFIABLE in Guatemala and with Latin America (empowerment, partnership, accountability standards)
 - ✓ Maintain communication with Juan Callejas and the CONFIABLE board and lend a helping hand (as needed)
 - ✓ Pray for new RF for Latin America, help discern and advance the regional vision, and send "Bulletin" (monthly)
- Embark to other countries as travel bans lift (biblical teaching, global diversity, sustained interdependence)
 - ✓ Travel for staff retreat to strengthen relationships with coworkers / to learn more about how they think / work (Q2)
 - ✓ Help host GG / IAS 2022 and orchestrate logistics with CEO and staff to welcome the world (once scheduled)
 - ✓ Do program travel in Latin America, manage logistics and translation, and help on trips to other countries (TBD)

DISCERNING DIRECTION DOCUMENT (3D)

Annual Plan of Faithful Activities for 2021-2022 – 6 July 2021

Matthew Gadsden, CFO & Strategy Catalyst



PURPOSE: In obedient service to Jesus Christ, GTP multiplies faithful stewards and mobilizes peer accountability groups to build trust and grow local generous giving to God's work.

FINANCE & STRATEGY: The purpose of this full-time role is to oversee GTP financial activities and strategic processes.

PRAYER: Father, open our eyes and hearts to the work before us in our house and the world through partnership and collaboration with likeminded workers. Please help us encourage and support those you call to take up this cup. Help me to hold firm like a strong glue, grease the efforts of the team, and give gumption to those feeling discouragement. Amen.

1. Manage key external and outsource relationships and internal compliance with policies and procedures (GLUE)

- Collaborate strategically with CEO, VPPC, VPTE, and GA to engage current and potential partners
 - ✓ Participate in meetings with foundations and assist with grant submissions and reporting (as needed)
 - ✓ Build rapport with 'gatekeepers' of global ministries and networks and steward MOU commitments (Q1-Q4)
 - ✓ Sketch "North Star / Southern Cross" strategy for Murdoch, Stewardship, Maclellan, Genesis, et al (Q1-Q2)
- Monitor dealings and maximize deliverables associated with contractual, legal, and outsource relationships
 - ✓ Supervise Provisum to optimize CRM / financial management and giving portals to expand support (Q1-Q4)
 - ✓ Review contracts to benefit GTP re: LMS and other services, items for legal review, and GLA work (as needed)
- Maintain internal compliance with BPM and policies while enhancing governance and operational procedures
 - ✓ Do internal audits to verify policy adherence in Q1-Q4; set up or strengthen procedures, e.g., leave (as needed)
 - ✓ Oversee financial review (Q1), ECFA reaccreditation (Q3), FAC matters, and board stewardship of risk (Q1-Q4)

2. Maintain global financial stability for GTP, help RF stir movements, and coach PAGs to build capacity (GREASE)

- Adminstrate financial operations and reporting, restricted gift management, and operational viability
 - ✓ Review financials for accuracy, decision making, and reporting (monthly, quarterly, and annually)
 - ✓ Account for restricted funds (monthly) and assess 'tipping' point to avoid unhealthy dependence (Q1-Q4)
- Craft strategies with CEO to assist Regional Facilitators (RF) in mapping 3D's that mobilize regional teams
 - ✓ Help RF recruit people, raise funds (with or without a campaign), and rally prayer to stir a movement (Q2-Q4)
 - ✓ Evaluate the regional house of each RF to aid them in make sure they build on a firm foundation (annually)
- Unite "Fellowship of PAGs" with "Biblically Faithful, Globally Consistent, Locally Contextualized" standards vision
 - ✓ Engage PAG administrators (PAGA) with GA in online forum to build relationships and share vision (Q1-Q2)
 - ✓ Minister to PAGA and inspire international ministries to pursue PAG accreditation with them (Q1-Q4)
 - ✓ Learn challenges of each PAG with VPTE and coach them to build accreditations and capacity (annually)
 - ✓ Collaborate with VPPC to train each interested PAG to raise local funds and apply for grants (annually)

3. Maximize reach and impact of our four programs with staff enrichment and network engagement (GUMPTION)

- Strengthen team with CEO by meeting before onboarding a partnership director (PAD) / program director (PRD)
 - ✓ Plan solitude, social, spiritual, and strategic activities for staff retreat and work with GA on logistics (Q1-Q2)
 - ✓ Guide search and secondment of new hires, develop orientation, and orchestrate VP support (Q2-Q4)
- Suggest strategies / technologies to grow program reach / impact: Teaching | Training | Teamwork | Toolbox
 - ✓ Outline ways to use social media to equip ministry workers to spread GTP programs and join PAGs (Q4)
 - ✓ Map ways that networks (WEA, Lausanne, and others) can engage with GTP staff, RF, and programs (Q4)
 - ✓ Query staff regarding challenges, test existing tools, new platforms, and possible solutions (as needed)

4. Model GTP values and "With You!" culture through work in the South Pacific and with the Global Network

- Enhance personal stewardship and professional credibility (Christian commitment, biblical teaching)
 - ✓ Meditate on "with you" verses and Scriptures related to governance, stewardship, and accountability (daily)
 - ✓ Pursue professional accreditation, accounting studies (as scheduled), and speaking opportunities (as invited)
- Engage with CMA / CMASC in Australia (listening, humble service, transparency, accountability standards)
 - ✓ Build relationships with Gary Williams, Steve Kerr, and others by spending time together (Q1-Q4)
 - ✓ Network at CMA conference (Q2) and other CMA events (as scheduled) to help strengthen CMASC
- Embark to NZ, PNG, and IAS 2022 (empowerment, partnership, global diversity, sustained interdependence)
 - ✓ Form a relationship with Jan De Lange and RF to discern how to serve the PAG movement in NZ (Q1-Q4)
 - ✓ Walk in the dust of the CEO and RF as they work with Joshua Harber to launch a PAG in PNG (Q4)
 - ✓ Get to know the global network and oversee budget and use of restricted funds for IAS 2022 (Q1-Q4)