

COUNTRY	GOALS	SUB PROJECTS	RESPONSIBLE	DUE	NEXT STEPS
STAFFING					
USA	Staff Training Plan	Maximize CLA + Mission Increase	Chris + MK		
	Assess Staff Structure and Org Chart	Develop program for interns	Rachel		what structure does your dept require and what new staff do you anticipate hiring in the next five years
		Chart new hires: development, sponsorship, programs	MK + Chris		
MOLDOVA	Staff Policy and Training	Develop written policy for protecting children in our program	Chris + Rachel		
		Do's and Don'ts for TL volunteers and staff	Chris + Rachel		
		Training / orientation for US team members	Chris + Kari		
		Develop staff as "subject matter experts"	Alina		
	New Staff Members	Chaplain	Chris	1 year	
		FT Vocational Director (US + Moldova)	Chris + Rachel	1 year	
AMAZON	New Staff Members	FT Sponsorship Coordinator	MK + Sarah	1 year	
		Ministry Training Director	Sarah	1 year	
		Pilot	MK + Sarah	3 years	
PROGRAMS					
USA	Pastor's Conference Planning		MK + Chris + Kelly		
	Evaluate Peru	What would it look like to incorporate a sponsorship program there	MK + Chris + Rachel + Kari		Visit in March/April 2022 with Wayne Williams If we decide to expand there, we need a written plan from Wayne and someone to manage it
MOLDOVA	Vocational Program	Vocational Training Business Plan	Chris		1-2 businesses that employ our TL kids - private Christian daycare in Balti, coffee shop
			MK + Alina		Broaden our charter in Moldova
			Alina		3 vocational partnerships with tech businesses in Moldova
			Us + Alina		Artisan market opportunities for TL kids
		Micro-Financing Business Plan	Chris + Alina + Leanne		micro-loan / grant program for people in rural villages
	TL Program Redesign	How many TL kids were not part of our VC program	Alina + Katea + Malimon		
	Community Centers	Business Plan	Alina + Chris		Ask John Gonas if he has students who can help develop business plans
			Us + Alina		Identify villages that need community centers and which ones only need a small pavilion
			Alina		Moldovan staff visit and learn about existing community centers
	Development of TL program in Cahul and Chisinou	Evaluate housing, start with an apartment, look into purchasing and to build out office space (close to schools and bus routes)	Us + Alina	5 years	
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	3,000 Sponsored Kids in Vulnerable Child Program	Schedule quarterly meeting with MK , Chris, Tara + sponsorship team to make sure team is hitting goals and MK is in the loop	Rachel	5 years	Ask sponsorship team for reasonable numbers
	Multiple Conferences / Annual Celebration of Partners	Determine budget	Alina	3 years	
	Scope and Sequence of Pastoral Training	Word Partners	Chris		
	Continue exploring short term placement of US citizens for job creation		Us		
	Partner / Anchor US church in specific Moldovan villages and churches (25 kids to start in location + share of translators cost)		Chris		Chris talk to Linda Gates
AMAZON	5 Pastors Conferences Annually		Us + Sarah	5 years	Need 2 pastor teachers + women's teacher + counselor Develop 5 teaching teams for every conference 3 PC by 2023
	Scope and Sequence of Pastoral Training	1-2 periodic trainings with TLI	MK + Chris		Compare and contrast TLI + Leadership Outreach curriculum - how does that impact or complement the PC
	Missions School to train teenagers	Residential program	Rachel	5 years	Fully develop pastors to cover marriage, children, counseling, etc
	25 Libraries	One per year	Sarah + Stephanie	5 years	
	Indigenous Mission Trips	\$50,000 raised (\$3,500 per trip + \$10k/year for boat upkeep)	Sarah + MK		
		Goal of 12 annually	Sarah + Neia		
	20 urban churches connected to 20 river churches		Sarah R + Neia		
	Community and job development in villages	Make villages more self-sustaining	Sarah		
		Vocational program	Sarah		
	Expand our reach into unreached regions in the Amazon	Season for mission trips where boat stays in the jungle	Sarah + MK + Kari		
		Pastoral training in that area	Sarah + MK + Kari		
		Identify another region for future expansion	Sarah + MK + Kari		
	Donor database system + accounting software	Research potential options	MK + Sarah + Tara		MK + Tara stay and help after March trip
	Purchase video equipment to capture all main sessions and workshops for PC		MK + Sarah	3 years	Identify someone who is equipped to help us with the set-up (RHCC? Jeremy Farber?)
	5 Children's Conferences	Add one annually	Sarah + Anny	5 years	
SPONSORSHIPS					
AMAZON	Define what child sponsorship provides in the Amazon	set up consistent staff guidelines and growth plan for Amazon team (similar to Moldova)	Rachel + Stephanie	6 months	
	8 new villages fully sponsored by 2025	one new village per year	Anny + Stephanie		
	Next steps for teenagers		Anny + Stephanie		
USA	Expansion of sponsorship program	grow new children sponsorship programs - ask Amazon + Moldova for specific number	Rachel + CG	1 year	church partnerships
	Software for Translation	Develop new streams of sponsorship	Us BTI360		
OPERATIONS					
		Sales Force	Emily	3 months	

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USA	Refine + Develop Systems and Software	Asana	Sara + Emily			
		Website	Lucy + MK			
		Google Drive	Sara			
	Document, Curriculum, Policies		Chris			
CAPITAL						
MOLDOVA	Addition to Petru and Viera's Home @ B2L Balti	Develop architectural plan	MK + Chris + Alina		What is the minimum standard we want to provide for house parents	
		Obtain two bids for construction	Alina			
	Addition to GH Balti for House Parent	Develop architectural plan	MK + Chris + Alina			
		Obtain two bids for construction	Alina			
	Look at conversion of third floor GH Chisinau to house parent apt		Alina			
	Purchase New Vans		Alina		Communicate weekly with Alina	
Construction of Apartment Complex in Chisinau	Business + architecture plan	MK + Chris + Alina		Get housing online, Work with mission-building team		
Office Infrastructure	Chisinau + Balti + Cahul	Alina				
	Upkeep for assets and facilities	Alina		Fire systems for houses		
AMAZON	Office infrastructure	Find additional storage for Sarah R to keep JMA equipment - can we secure things at John Pac center or marina?	Sarah + MK			
		Construction of steps	Sarah			
	John Pac Center Updates	Roof repairs	Sarah			
		Construction of sleeping pavilions	Sarah + MK			
	Purchase a plane		Sarah + MK	3 years	Jeremy Farber	
Purchase Speed Boat		Sarah	In process			
TRIPS						
USA	Complete the curriculum 5 year scope and sequence for mission trips		Kari			
	Scope and sequence for 5 years of VBS curriculum		Kari			
	Streamline trip member training (videos, manuals, etc.)		Kari			
	Expand ministry programming to include more specific training as part of each trip, especially in the Amazon		Kari			
	Exploratory Trip to see new potential places		Kari + MK			
	Add 3 new trips annually		Kari			
MOLDOVA	Offer a construction trip	Invest in and develop future construction teams	Kari		work w/Lee Co and/or Thomas Constructors	
AMAZON	Add programming for teens on mission trips		Kari + Sarah			
MARKETING						
	Monthly recurring non-sponsorship giving program		Emily + CG			
	Permanent signage/booth at all RHCC Campuses		Lucy		Talk with Steve Horton--mk emailed him on 9-1-21	
	Expand our audience so we can reach everyday people to join us in the work of JMI. This will result in new partners, donors and sponsors.	Double our social media numbers		Gabs + Haley		
		Drive more traffic to website		Gabs + Haley		
	More engagement with our current audience online		Gabs + Haley			

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USA	Build a network of more high profile advocates.	Being featured on podcasts, radio/TV, events, social media	Gabs + Haley		
	More video content	Gabrielle to head/oversees video content	Gabs + Haley		
		Mini documentary series on our work in the Amazon & Moldova (Indie Atlantic Film)	Gabs + Haley		
		More natural story iPhone footage (TL stories)	Gabs + Haley		
		Staff stories/videos (What our sponsorship program is like/how MK got involved with this ministry/what a trip is like/travel vlogs)	Gabs + Haley		
		Press releases to Christian magazines/blogs/nat geo	Gabs + Haley		
	Tell more stories	Social media post/blog	Gabs + Haley		
		Telling story about a child/pastor/family,	Gabs + Haley		
		Story Campaigns (teenage stories "Illie's/Veronica/etc. story)	Gabs + Haley		
		Weekly stories sent from each country (make our social more story telling)	Gabs + Haley		
New website	Donor stories (Ashley Fox, Mamma Jen, Steve)	Gabs + Haley			
		MK + Lucy	2022		
DEVELOPMENT					
USA	Develop 10 new Church Partners by 2025		Chris		Develop two new Church Partners annually
	Fine Tune Development Work	Develop new markets for events - Top Golf	Kari		
		Schedule development trips	MK		
		Maximize partnership with Kelly Minter - bring in new sponsors + donors and develop existing ones	Us		
Church partnerships	Develop clear plan to engage new partners	Chris	February 2022		
MOLDOVA	Offer vision trips with pastors and donors		MK + Chris + Kari		
AMAZON	Fishing / development trip		MK + Sarah + Kari		
	Offer vision trips with pastors and donors		Chris + MK + Kari		
KEY	projects moved over from last year's strategy doc				