



JUNGLE KIDS
FOR CHRIST
Empowering Children

ANNUAL REPORT 2019

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Final Thought 33

To Our Board of Directors and Supporters

2019 was a challenging year. Now that I think about it, it seems that every year is a challenging one. Perhaps life and ministry are simply challenging. As I was praying the other day, I shared with God, "Why is it that I am still struggling with this..." I felt God answering with a simple, "Because if you didn't have this, you would not need me anymore." It is true, when we are on the top of the mountain, we seem to forget the valleys, the shadows and Him who led us out of them. So, having a challenging year is a good thing.

As you look at the picture below (next page), notice the children. They come from families whose only hope for change is their children. Notice the staff. They live in a region where purpose driven work is scarce. Notice the missionaries, they left behind their families so that they can actively pursue God's calling in their life. And notice yourself. You are not physically in the picture, but you are there. Without you, you can take out the missionaries because they would be back home making a living. You can take out the staff, because tuition alone does not cover expenses. You can take out the buildings. Without missionaries, without staff, and without buildings you can take out the children. They would be attending a secular school and never see and hear the true gospel; Christ though us.

Thank you for your support. May God continue to bless you.

Roberto A. Davalos



Executive Director
January 16, 2020

Fundación Alianza Misionera Antioquia (FAMA)

Antioch Missionary Alliance



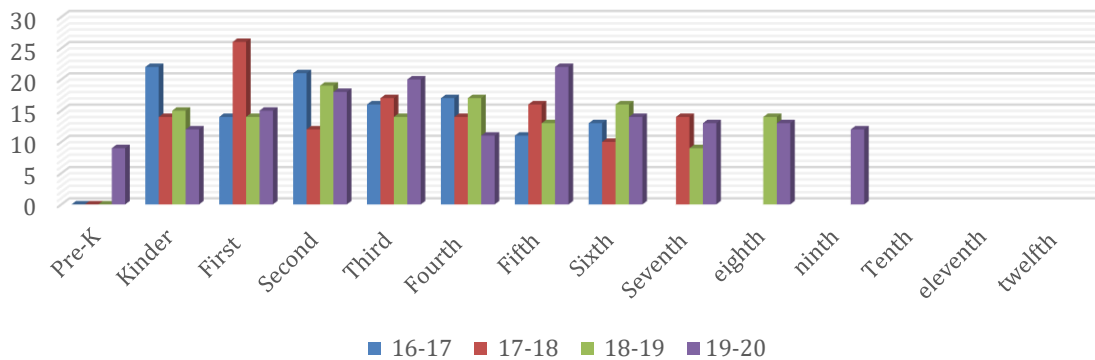
Antioch Christian Academy Statistics

Presented by Roberto A. Davalos

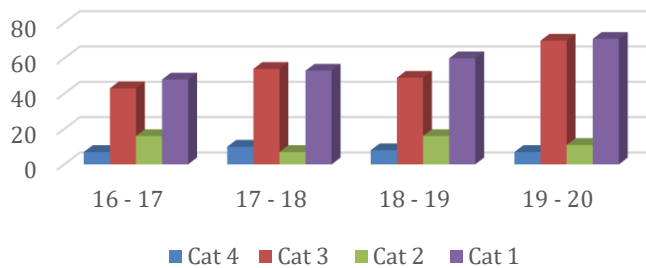
Student Population

Grade	16-17	17-18	18-19	19-20	Difference	<i>Projected</i>		
						20-21	21-22	22-23
Pre-K	0	0	0	9	9	15	15	15
Kinder	22	14	15	12	12	20	20	20
First	14	26	14	15	0	20	20	20
Second	21	12	19	18	4	20	20	20
Third	16	17	14	20	1	20	20	20
Fourth	17	14	17	11	-3	20	20	20
Fifth	11	16	13	22	5	20	20	20
Sixth	13	10	16	14	1	20	20	20
Seventh		14	9	13	-3	14	20	20
eighth			14	13	4	13	14	20
ninth				12	-2	13	13	14
Tenth						12	13	13
eleventh							12	13
twelfth								12
Total	114	123	131	159	28	207	227	247

Enrollment



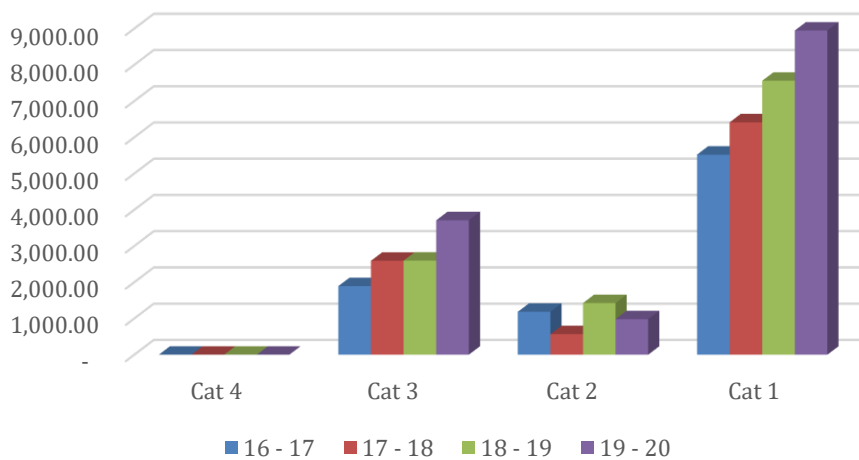
Students per Category



Tuition 19 -20 per category:

1. \$126
2. \$89
3. \$53
4. Pay by work

Income per category per school month



Income per category and in general increased as student population increases.

Current and projected Staff for Antioch Christian Academy and FAMA

FAMA									
Antioch Christian Academy	18 - 19			19-20			20 - 21		
Administration	FAMA	JKC	total	FAMA	JKC	total	FAMA	JKC	total
General Director		1	1		1	1	1		1
Accountant/Bookkeeper	1		1	1		1	1		1
Academic Director / teacher	2		2	2		2	3		3
Assistant	1		1	1		1	1		1
General Inspector	1		1	1		1	1		1
Administrator			0			0			0
Secretary	1		1	1		1	1		1
Teachers & Aids									
Full time teachers	6	2	8	12	1	13	13	1	14
Part Time Teachers	4		4	2		2	2		2
Aids			0			0			0
Support									
Chaplain			0			0			0
Counselor		1	1		2	2		1	1
Educational Psychologist			0			0			0
Social Worker			0			0		1	1
Consultant	1		1	1		1			0
Maintenance									
Construction	1		1	1		1	1		1
Landscaping	1		1	1		1	1		1
Maintanance	1		1	1		1	1		1
Subtotal A.C.A	20	4	24	24	4	28	26	3	29
Other	18 - 19			19-20			19-20		
The Farm	FAMA	JKC	total	FAMA	JKC	total	FAMA	JKC	total
Groundskeeper	1		1	1		1	1		1
Student Resident Home									
SRH and Farm director		1	1		1	1		1	1
SRH Care Taker	1		1	1		1	1		1
SRH volunteer		1	1		1	1		1	1
Church									
Pastor		1	1		1	1		1	1
Pastor aid								1	1
Sub total Other			0			0			0
			0			0			0
JKC Ecuador									
Missionary Care		2	2		2	2		2	2

STM teams / Marketing		1	1		1	1		1	1
Sponsorship			0			0		1	1
Sub Total	2	6	8	2	6	8	2	8	10
Total in Ecuador	22	10	32	26	10	36	28	11	39
JKC US									
Communications Coordinator		1	1		1	1		1	1

	18 - 19			19-20			20 - 21		
	FAMA	JKC	total	FAMA	JKC	total	FAMA	JKC	total
Total JKC and FAMA	22	11	33	26	11	37	28	12	40

	18 - 19	19 - 20	20 - 21
Payroll			
FAMA	22	26	28
JKC	11	11	12

Accomplishments

- Successfully launched a Pre-k program.
- 8th graders were able to continue to 9th grade.
- Hired two well qualified English native speaking teachers. Kindergarten teacher has a good level of English.
- Converted chapel room into 9th grade homeroom / English for middle school.
- Completed basketball covering and started soccer field with track project.
- Relocated workshop from central location to strategic location for safety.
- Continue to develop standard operation procedures (SOP) for the whole school.
- Live Nativity program reached 500+ people and parents were well pleased with performance and message.
- Competency based grading and planning continues to evolve withing faculty culture.
- Added another professional to the counseling department enabling them to provide weekly or bi-weekly support to 29 students and their families.
- Started extracurricular activities. 55 students signed up to soccer, basketball, swimming, and English training.



Challenges

- Hiring qualified Christian teachers in the jungle is challenging.
- Equip program is working well but we do not have enough applicants or exposure in the U.S.
- Students who apply to our middle school do not pass the English and spiritual standard making our higher grades small. Very likely, our first senior graduate body will have less than 12 students.
- Without a special ed teacher, some of our student struggle even though our teachers are required to differentiate in the classroom.

- Not enough funding to promote teacher training and staff activities.
- Continues loss of power on campus.

Goals for 2020

- Start first year of Ecuadorian high school. U.S. 10th grade.
- To receive the approval of the Department of Education for High School (Bachillerato 1, 2 y 3)
- To develop a well thought out academic plan for High School.
- To recruit 1 English teacher for pre-k – 1st grade.
- To hire a Science high school teacher.
- To complete basketball court with illumination, upkeeping court and possibly bleachers.
- For Miguel Funes to become General Director. Roberto will continue to lead planning and development of the high school.
- To hire an Academic Director to oversee the whole school academic aspect.
- To strengthen and revamp our recruiting strategy for Christian teachers in Ecuador.
- To recruit 50 more student sponsors.
- To fill elementary grades with up to 20 students.



School Counseling Department

The counseling department has evolved in the last year with the addition of Amelie Leman and we expect it to continue to expand when Ashley Greenway (social worker) arrives later this year. Our team continues to provide daily crisis intervention not only for students but for their families as well. We provide weekly psychoeducation for students and monthly workshops for parents and family. We also currently have 33 students who receive ongoing support either through individual / group / family counseling due to social /emotional conflict or academic intervention due to significant cognitive delays. Some of these interventions include home visitations. Our interaction with the ministry of education has also improved and we are working collaboratively with them to obtain the government support some of our students require. Our vision for the future includes an increase in home visitations with the inclusion of Ashley Greenway to our team.

Student Resident Home

Presented by Kelvin Johnson

Accomplishments

- Due to lack of participation from her parents, one of the girls did not return to the Student Home this last year. Without Lasteña in the home we saw significant improvement in the overall behavior of the girls.

We have 6 girls in the resident home which represent 5 communities we are connecting with.

Anahi, because of trauma, attended professional Christian counseling. She progressively healed stating with once a week session to only one per month.

- Successful relationship between Home Manager (Amelie), caretaker (Laura), and helper (Cassidy) with the girls

Roles:

- Manager (Amelie):
Manages Home

- Focuses on pushing girls academically
- Personal development
- Character building
- Follow up meetings with Caregiver and Helper
- Organization/schedule



- Caregiver (Laura)
- Provides emotional and spiritual support in the Home
- Cooks, cleans and maintains the Home.
- volunteer helper in the Student Home. (Cassidy)
- Helps with personal needs and hygiene.
- Provides help with extracurricular activities

- Pushes English in the Home
- Assists with homework

- Director



- visits the parents one weekend a month and establishing a relationship of mentorship, accountability and empowering.
- Meet with Home Manager once a week to discuss girls' progression and best way to pass information on to parents.
- Girls joined the after school extracurricular activities.
 - 5 of the girls thrived in soccer and were some of the standout players in the Inter school sports
 - 1 girl has really enjoyed swimming and the disciplines involved
- Due to the focus from the Home Manager on academics, all the girls are doing much better in their grades in every class this year.
 - As most of the girls are at the top of their class in English, they have also progress to average level in other subjects.

Story Time:

This year has really been a big year with the parents of the Student Home girls. Once a month I (Kelvin) get the privilege to go and spend a weekend in Bella Vista. Bella Vista is where we first connected with the girls from the student home 4 years ago through a pastor who started a church there. I go once a month and stay in a small cabin next to the beautiful Napo River. This cabin was built by the parents of the Student Home girls. Each year I have witnessed so much growth in the Student Home girls, but this last year I have even seen growth in the parents. The parents have started to get more involved. I told them at the beginning of the year that I was going to spend more time listening and less time talking. This statement produced challenges from both sides, the parents and me. First, as an American, I have a tendency to want to control the conversation or always input my ideas. Second, as an indigenous Ecuadorian, many often don't feel their ideas have worth or are just too timid to speak up if there's someone else of a different culture in the area. We both agreed to work on these challenges this year.



This year the parents have been much more involved. One meeting passed where there was only a few representatives because of partying to much the night before. The parents felt it would be best to place a "multa" (fine) for each time a parent didn't show up to the monthly meetings. The parents understand the importance of the meetings and they felt it was best to have a fine as money is scarce for the parents and this would be a challenge for them to have to pay. In the following meetings, the parents decided that the meeting should be held in one area (Bella Vista) for all parents. Many of the parents have moved to different parts of Ecuador to find work and are no longer in the community of Bella Vista. They

continued to let me know that it was important that all meet together at the same time because we are all a family and we are all in this together with the girls and JKC and they need to meet in the same location at the same time. Many parents will have to travel hours on the bus just to make the meetings. This was their idea and it is so humbling to see how much they are getting involved to help their daughter be successful. This provides so much value for their daughter. The parents had also recognized that it was difficult for me to travel all over to meet with parents who have left the community (Bella Vista). They felt it was necessary for them to return for the meetings, since everything started from this community.

Challenges

- Each girl has low reading skills which often makes comprehension in other subjects difficult.
- Different Traumas in several girls often limit their learning capacities.

Financial:

- It costs approximately \$2,200 per month to cover expenses related to the Student Resident Home. We have only raised \$775 per month.

Logistics/Communication with families: Most of the girls live in very remote areas. To communicate with their parents, I (Kelvin) need to be able to plan things out several weeks in advance. Very often, do to schedule changes, politics, climate etc., it becomes a great challenge to keep parents up to date. Several parents do not read very well, several parents don't speak Spanish very well (They speak Kichwa). Communication is a challenge.

Goals for 2020

- Each girl to reach level 3 for each subject. Level 3 is the desired competency level/skill for each subject. (Amelie)
- Help each girl become more stable emotionally and help them understand their purpose. (Amelie)
- Create a clear manual for the girls and the volunteers for each transition year. (Amelie)
- Activities for the girls to help them prepare for one relationship leaving and another entering their lives.
- Prepare Volunteer/helper what girls may be going through and how they can be understanding and ready for the next school year.
- All parents show consistency to having meetings in one location once a month
- Start to show leadership abilities. English, Sports, Church, Friendships.
- Parents to be more involved with local church. Work projects, ministry.
- Provide clean water for the girls on the weekend/vacations when they return home. They continually return to the student home with parasites in their stomachs.
- To raise \$2,500 per month.

The Farm

Presented by Kelvin Johnson

Accomplishments

- Finished one complete fishpond
- Finish building and relocating Chicken Coop
- Raised and butchered complete cycle of 45-day broiler chickens for the School lunches (100 chickens)
- Volunteer built a ram-pump to help pump water from the river to the fishponds.
- Sold first batch of pigs from the Sow. Half the piglets were sold and the other half was raised and butchered and sold as meat.



Challenges

Financial

- Need a more consistent budget.
- Better plan and consistency working with cooks from the school to produce 3 main sources of protein from the farm. (fish, chickens, and pigs).
- Funding for Core projects. Guayusa, Fish, Pigs, Chicken.
- Keeping the Honeybees from swarming. During the rainy times of year, flowering production is low, and bees leave the columns.

Goals for 2020

- Develop a plan to cut costs for School Lunches with Chicken, Pigs, Fish.
- Purchase first cycle of Cachama/Tilapia fish
- Purchase Gas pump to fill Reservoir Tanks located on top of property with river water for the fishponds
- Rent Excavator for 3 days to dig out 2nd fishpond
- Build an addition on the pig pen for raising enough pigs to support school lunches in Pork
- Farm becomes self-sustaining. Finish plan with producing 3 main protein sources for the school lunches

Small bee farm:

Plant sufficient flowering plants for the bees to have enough food during the rainy times of year.

Guayusa project:

Plants continue to grow. Still searching for the best market with the hope of those interested in progressing and partnering with the project.

Emmanuel / The Church

Presented by Yulier Licea

Accomplishments

- Started missionary work at Verde Cocha community where 12 adults and 10 children accepted the Lord and are being disciplined as new children of God.
- Three new believers from Ahuatino's church got baptized while we were celebrating the first anniversary of the church on September.
- Hosted two medical teams one on February and the other one on August where we shared



medicine and the Word of God in the following communities: Alto Pusuno, Tamiaurku, Verde Cocha, Ponceloma and Kachiguañuska.

- Had the first bilingual retreat of the Community of Faith Emanuel entitled: "Puruntuinchi Cristo shamunara" - Prepárate para venir al encuentro de Jesús (Prepare to come to the encounter of Jesus) with the participation of more 200 brothers and sisters!
- From March to July we ran the program "The Great Adventure" where 220 children received the Samaritan Box and attended in the Discipleship.
- Evangelized in the following communities: Tres Hermanos, Manguilla and Verde Cocha
- Continued to strengthen the discipleship and the evangelism in: Kachiguañuska and Ahuatino.
- 6 new adults are attending Emmanuel Church regularly
- Delivered (7 audio bibles in Quichua - proclaimers) to the 7 leaders in order to evangelize and disciple others.

Goals for 2020

- Continue to strengthen the discipleship and the Leader's training through Bible studies in Misahualli, Ahuatino & Kachiguañuska
- Plant & establish a church in Verde Cocha community:
 - I. Baptize around 12 believers on February. Continue to disciple them. Train three elders to be in charge. Assist the building up of small chapel. Outreach the rest of the community. Outreach in Ishki Ñambi
- Buy a piece of land in Misahualli to build the temple of the church as well as raising the necessary funds to help with this endeavor
- Obtain legal status recognition from the government if permitted
- Continue to host medical teams. We expect two groups, one in February and the other one in August
- Establish a new church in a Quichua community



Financials

Presented by Lloyd Chase (Treasurer) and Roberto A. Davalos

The Following reports will be presented upon request:

- Statement of Financial Position for JKC: Balance Sheet 2019
- Statement of Activity for JKC: Profit and Loss 2019
- Proposed Budget for JKC 2020
- Profit and Loss FAMA 2019
- Projected Budget for FAMA 2020

Our tendency is to focus our fundraising on construction, small projects and student sponsorship. We have struggled to raise support for our general account. In other words, we have not been able to raise enough monthly recurring support for our general account.

Student Sponsorship increased in 2019 and it is expected to continue to increase in 2020. We expect to recruit at least 50 new sponsors.

Marketing Department Annual Report 2019

Fundraising

Accomplishments

- Added 52 new student sponsors through the “Sponsor a Student” campaign.
 - 8% increase from last year (48 added in 2018)
 - These new sponsors will provide an estimated income of \$28,080 in 2020.
 - Note: Totaling how much was raised this year is nearly impossible because individuals begin to give at different parts of the year and in some cases different amounts as well, i.e. annually vs. monthly.
 - 10 - 15 from short-term mission teams
 - Remainder from stateside appearances or former missionaries.
 - Numerous others increased their sponsorship levels incrementally.
- Added 3 new sponsors for Student Resident Home.
 - 1 full sponsorship, 2 half sponsorships.
 - These new sponsors will provide an estimated income of \$4200 in 2020.
- Events attended and held stateside
 - Presentations made by missionaries to a church: 4
 - Two were “Sponsor a Student” Sundays and others were of varying scopes.
 - Meetings held or attended with various organizations and their leadership: 14
 - Churches and school included
 - Each meeting varied in scope: schedule a future fundraising event, initial meeting to form a new partnership or send a new team, build up and strengthen existing relationships
 - Organized 3 sponsorship gatherings in Atlanta that gained 11 new sponsors.
 - Two missionaries attended a mission’s conference stateside.
- Presented to every STM team about sponsorship (some more detailed than others)
- Successfully helped Anna and Ashley, new team members, support raise to be deployed to the mission field.
- Successfully fundraised for the basketball court covering, a new freezer, industrial stove for the kitchen, backpacks and supplies for students, and 2019 deficit.
 - In total, this was approximately \$24,000.
- Making strides at clarifying our message by using Donald Miller’s StoryBrand method.





Challenges

- Low number of new student sponsors from our teams this year.
 - Getting responses back from team members once they returned to the States.
 - Ease of signing people up in Ecuador.
 - Systematic on our part and technology limitations.
 - Typical demographic of our teams are high school and college age students and asking them to make

commitments on the spot is difficult.

- Many of them have to talk to their parents first.
- Organizing stateside events from Ecuador.
 - Confirming dates and locations.
 - Sunday morning time slots or for fundraising specific events.
 - Finding the people to help us stateside (outside of the “JKC Champions”).
 - General logistics are difficult to navigate.
- Making time to start executing the “Fundraising Growth Plan”.
- Getting productive responses from social media posts and email blasts.
 - Could be donations, applications, etc.
- Finding ways to connect more with the heart of our supporters without actually being able to meet with them in person.

Goals

- Review of 2019 Goals.
 1. Add 75 – 100 new student sponsors by end of calendar year.
 - Added 52 new student sponsors.
 2. Start executing “Fundraising Growth Plan”
 - This did not happen.
 3. Continue to present to each STM team throughout the year.
 - Achieved, although need to revamp for year 2020.
 4. Utilize social media and email blasts more effectively for all campaigns.
 - Achieved, see more below.
 5. Stay consistent in our fundraisers and ensure that each part of JKC is receiving representation throughout the year.
 - Improved in this area, but we can still improve more. It takes time and energy to focus on all four ministries without diminish any one of them. Finding that balance will be tough.
 6. Brainstorm creative ways to fundraise.
 - Shifting from creative fundraising ideas to better communicating framing our story while fundraising.

- Become more persistent in scheduling fundraising activities.
- 7. Work on follow-up process from Ecuador. Emails, phone calls, etc.
 - We have been more persistent in our emails, but aside from that it is the same.

Goals for 2020

8. Add 75-100 new student sponsors by end of calendar year
9. Start executing "Fundraising Growth Plan".
 - Adding at least 5 individuals to our general partners team.
10. Modify and better focus our presentation to teams for student sponsorship.
 - Add 25 sponsors through teams being hosted.
11. Be more consistent in fundraising efforts. They should be happening year-round.
12. Hold at least 2 "Sponsor a Student" Sundays at partnering churches.
13. Hold at least 2 general fundraisers for Jungle Kids for Christ stateside.
14. Work on ways to clearly communicate our story and inviting people into that as the hero.



Communications

Presented by Jessica Everhart and Tyler Foster

Accomplishments

- Monthly newsletter sent consistently and on time through our revised system.
 - Tyler & Roberto brainstorm ideas, Tyler collects the content and then sends to Jessica to be put together on Wix and mailed letter.
- Added a consistent "Donate" section at the end of all email blasts and marketing materials.
- Modified, clarified and cleaned up parts of the JKC Website.
- Contact Database grew by 400 contacts to a total of 1763 contacts in 2019
- Contacted all STM teams after their return to US via mail.
- Hosted and guided our marketing and social media intern to a productive summer.
- Social media engagement increased significantly, see numbers below.
 - Facebook
 - Page likes increased from 1005 to 1237.
 - Page followers increased from 1020 to 1268.
 - Posts per week stayed the same at 1.3/week which seems to be a good number.
 - On average, each Facebook post reached 1380 people in 2019,
 1. Posts in 2018 only reached 882 people on average.
 2. This is an increase of 498 people, which is a 56% increase.

3. Unfortunately, though, there is no way of quantifying how much this increase amounts to in a dollar figure.

- Top 3 Posts by number of people reached:
 1. Brissa Announcement – 12.9K reached
 2. Initial “Paro” Announcement – 3.7K reached
 3. Augustana U. Nursing Trip – 3.6K reached
- 4 posts surpassed 3k reached (not including above posts): Missionary families leaving, Marlene & Gina lunch video, Campus is ready pictures, update on Ariel.
 1. 2019 had 7 posts reach 3k or higher; 2018 has only 1 post at 3k reached.
- 4 posts surpassed 2k reached (not including above posts): Final “Paro” update, Open House presentations, Welch College Team, L&L Money Rap video.



1. 2019 had 4 posts reach between 2k and 3k, 2018 had 5 as such.

▪ 24 posts surpassed 1K reached (not including above posts): Happy New Year, Merry Christmas, Live Nativity Video, SRH Video Update, Campeonato 2019, Antioch Video Update, First Campeonato Post, Student Council 2019, SRH Video Ask, “Paro” update/Farm post, AFUMC Team, CFUMC Team, First parent workshop, First day of school pt. 2, First day of school, Holistic Education, End of Year ceremony, THP Team, Interns Arriving, CCCB Team, Meet Fiorella, Empower 2019 introduction, SRH House Helper Ask, Chapel Services, Liberty U. Team.

1. 2019 had 24 posts reach between 1k and 2k, 2018 had 14 as such.

- Overall in 2019, 33 posts reached at least 1k reached out of 66 posts. compared to only 20 in 2018.
- Instagram
 - Increase number of followers from 263 to 530 followers
 - Average number of likes grew from 42 likes to 74 likes per post.
 - Average reach per post increased to 383 per post.
- Continued to save money by using our USPS non-profit status and taking advantage of discounts and deals for our printing services.
- Significantly increased our utilization Wix by purchasing a larger plan and sending additional blasts outside of the regular newsletters.
- Higher response to Newsletters and other blasts through Wix Email ShoutOuts:
 - Wix Data found in Appendix 1.

Challenges

- Social Media
 - Keeping content relevant to our audience.
 - Deciding which content to post because so much goes on at school.
 - Driving more engagement like shares, comments, tags and clicking on links.
 - Limited number of characters to tell the story.
- Collecting newsletter information and sending it out on time (succeeded but still difficult).
- Managing the database.
- Getting more engagement from newsletters and other Wix ShoutOuts.

Goals

- Goals for 2019 Reviewed
 1. Clean up the database
 - We did a lot of clean up this year and started utilizing a USPS service that helps with changes of address.
 2. Grow our database
 - Track STM teams better so that we have contact information for them.
 - Try to get personal emails and addresses, not high school or university information.
 - Continue sending our initial follow-up letter, then later send out a survey asking about their experience.
 - Get contact information from any events, fundraisers, meetings, that are done throughout the year.
 3. Better follow-up/contact with first-time donors and/or big donors
 4. Increase Facebook and Instagram likes, followers and engagements
 - Achieved with significant increases.
 5. Increase Facebook and Instagram posts per week to approx. 2.
 - Did not meet this goal but have realized that where we are at with 1 – 2 per week is sufficient and effective.
 6. Better engagement from Wix ShoutOuts
 - Staying creative, using pictures and videos, utilize the ShoutOuts given by Wix, figure out how to handle our inactive contacts in our Wix database.
 7. Keep website up to date
 - Achieved, multiple pages were reviews and adjusted.
 8. Brainstorm more creative ways to communicate with our supporters.

Goals for 2020

9. Create more story driven communications.
 - Social media posts, email blasts, newsletters, etc.
10. Continue to grow and clean up our database.
11. Increase number of likes and followers on both of our social media platforms.
12. See increased engagement from Wix ShoutOuts.
 - More link clicks and emails opened.
13. Maintain a clear, clean and updates website.
14. Continue creating and sending newsletters on time each month.

Recruiting

Accomplishments

*Statistics from Rich Zuch

- Successfully generated interest in our various job openings.
 - EQUIP English Teacher, Social Worker, and Summer Interns.
 - Presenting to our short-term mission teams.
 - Sending our Wix email ShoutOuts to our JKC contact list.

- Using social media to promote openings.
- Successfully recruited 1 EQUIP Teacher, 1 Social Worker and 2 summer Interns.
- Received 13 total applications.
 - 8 learned about us through a mission team experience.
 - 5 heard about us through a friend, their school, or their church.
- A note from Rich, “Although the number of applications has decreased since last year, the quality of the applications has gone up dramatically. It's also evident simply by looking at the applications that news about JKC is spreading by more means than simply our short-term team program. News is being spread by people in the States. Additionally, there is an almost immediate effect to be seen after sending out an email blast for a new position. There has been at least multiple inquiry's if not an outright application after each blast. “



Challenges

- Turning positive reactions from our presentations into applications online.
- Difficult to simplify and clarify the message when the ministry needs a lot of people.
 - Positions available: SRH caregivers, psychologist, youth pastor, worship minister, English teachers, other teachers, etc.
 - Length of service: EQUIP Program (2+ yrs.), Long-term missionaries (2 yrs.), short-term interns (3 mos.), etc.
- Individuals who have useful skillsets but do not fall within a current job descriptions or openings.
- Presenting to teams when we do not always know where our needs will be the following year.
- Not attending any stateside events with the purpose of recruiting individuals.
- Justifying travel costs to attend events as such.
- We need people quicker than they can typically arrive on the field.

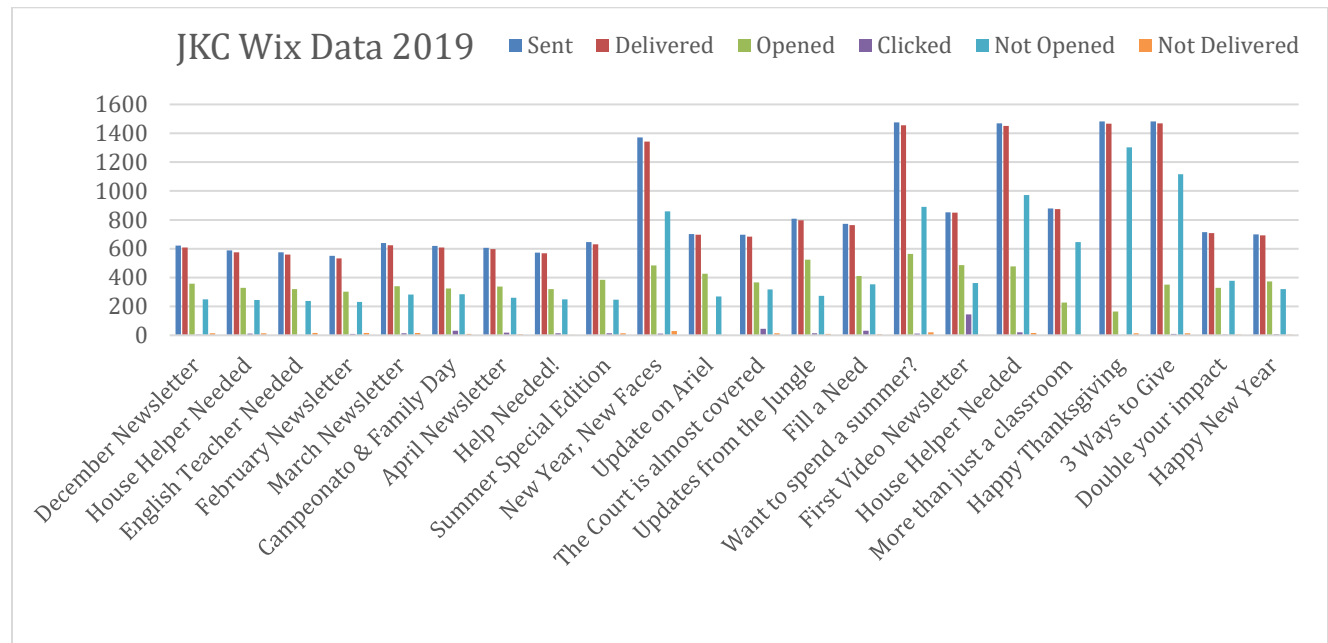
Goals

- Goals for 2019 reviewed
 1. Recruit 1 or 2 EQUIP program teachers.
 - Achieved with the arrival of Anna Benschel.
 2. Recruit for our short-term intern needs.
 - Achieved by having Julia and Suzanne over the summer.
 3. Recruit at least 1 SRH House Helper for a 2-year commitment.
 - Did not achieve but decided to go with one House Helper for year 2019-2020.
 4. Make the message for the recruiting pitch clearer and simplified.
 - Made progress but have to keep clarifying.
 5. Create ways by finding events to make formalized pitches at stateside events.
 - Did not happen. All events were focused on fundraising.
 6. Ensure that all team members know “how to” recruit.
 - General conversations have happened, but no formal teaching time.

Goals for 2020

7. Recruit 1 or 2 EQUIP Program Teachers.
8. Fulfill our summer intern needs.
9. Recruit a House Helper for the Student Resident Home for 2020-2021 year.
10. Create a “brand script” to specifically recruit people.
11. Clarify needs when communicating and making recruiting presentations.
12. Attend or hold at least one recruitment specific event stateside.

Appendix #1:



Month	Sent	Delivered	Opened	Clicked	Not Opened	Not Delivered
December Newsletter	622	608	358	5	250	14
House Helper Needed	589	575	330	11	245	14
English Teacher Needed	575	559	320	4	239	16
February Newsletter	551	534	302	9	232	17
March Newsletter	640	624	341	13	283	16
Campeonato & Family Day	619	609	325	31	284	10
April Newsletter	606	598	338	18	260	8
Help Needed!	573	569	320	14	249	4
Summer Special Edition	646	631	384	14	247	15
New Year, New Faces	1,372	1,343	484	11	859	29
Update on Ariel	701	697	427	4	270	4
The Court is almost covered	697	684	366	46	318	13
Updates from the Jungle	807	797	524	14	273	10
Fill a Need	772	764	411	32	353	8
Want to spend a summer?	1475	1455	564	11	891	20
First Video Newsletter	852	849	486	145	363	3
House Helper Needed	1468	1451	478	21	973	17

More than just a classroom	878	874	227	3	647	4
Happy Thanksgiving	1482	1467	165	3	1302	15
3 Ways to Give	1482	1468	352	9	1116	14
Double your impact	714	708	330	6	378	6
Happy New Year	699	693	374	8	319	6

JKC Missionary Care Report 2018

Presented by Rich and Tiff Zuch

Accomplishments

- Navigated through another year of adding and losing multiple team members with minimal fallout.
- Continued partnership with our certified Christian counselor in Quito
- Ongoing fellowship/prayer meetings
- Provided direction, logistics and help to 7 incoming missionaries and interns
- After the restructuring of JKC's application process through posting job openings and a more specific application process we have greatly increased the number of quality applications.
- Oversaw a much-improved summer intern program that was not only impactful for our interns but extremely helpful and necessary for JKC.
- Received 13 applications + many more inquiries into various positions and possibilities of working with JKC
- Held five exit interviews with outgoing personnel
- Brought in a new equip teacher that is currently on site, a new social worker who is currently studying Spanish in Quito. We helped them and others with questions related to visas, logistics, and preparation.

Team Turnover

This past year we said goodbye to eight people that were with us for varying periods of time. Charlene Byssainthe, Matt and Hailie Deckard, Samuel Schmidt, Tyler and Eunice Twistol, Julia Powell and Suzanne Kebanli.

New Team Members:

Although we have lost a number of people, we have also been joined by four new team members-

Anna Bensele

Anna joined JKC as our Equip Program English teacher in 2019. She has a 2-year commitment. Before coming to Ecuador Anna was already proficient in Spanish and so was able to skip the language acquisition period that we offer. Anna is currently teaching 3rd-6th grade English.

Ashley Greenway

Ashley has been accepted to our social worker position and will be working with the counseling department upon her arrival in the Jungle. She is currently undergoing an intensive six-month language training in Quito and will join us on site in March of 2020.



Debbie Ramamoorthy

Debbie also joined JKC this year. She was a teacher at Alliance academy in Quito and approached us about job opportunities with our ministry. She is teaching 7th-10th grade English.



Marisol Shiguango

Marisol has returned from her teaching position in Coca and is currently teaching Pre-K through 2nd grade English at Antioch Academy.

Member Counseling opportunities

As previously stated, we now have a partnership with a professional Christian counselor through “Youth World” in Quito. Her name is Kelley Jordan-Taube. She accompanies their program’s team trips to Misahualli twice a year and has made herself available to our missionaries for one on one or group counseling during those times on a pro bono basis. When she came in the spring, she held a group session with all of us during one of our Wednesday night meetings where she introduced herself to everyone and talked about resting and recharging well. It was immediately apparent that Kelley is, simply stated, very good at her job and she immediately endeared herself to everyone. During that same trip she was able to meet with five of our Members. In October, during her second visit, that number rose to ten. If all goes according to plan, she will be available in the spring and fall of 2020 as well.

Applications

As also mentioned in the recruiting section, we received less applications this year than last. However, nearly every application received is from someone that is well suited for the position they are applying for and/or is planning on joining JKC in the future.

There currently are 15 applications in our system. Two of those are from our Equip teacher and our social worker already in Ecuador. The breakdown of the other 13 is as follows.

Intern Positions: 8

Potential future missionaries: 3

Teacher (equip): 1

Other: 1

The 8 intern applications are currently being assessed but if everything goes through as planned, we will be joined by four new young ladies this summer.

Laura Cavalenes- STM Intern

Laura has worked with JKC as a part of one of our regular short-term teams for 3 years in row now I believe. She applied to be one of our interns last year but was unable to stay for the required time. She is very passionate about the work in the Jungle and is very excited to be working with us for a longer period this summer. She is an excellent choice for the short-term team intern position as she is proficient in Spanish and already knows most of the details of how our teams run while here.

María Emilia Caicedo- STM Intern

María is an Ecuadorian and is currently a student at a University in Quito. She has teaching experience and is passionate about reaching youth and children for Christ. I believe she will be a great fit for this position as well. She will also bring a new level of familiarity in the Quito portion of our teams' trips as she grew up there.

Libby Frizzell- Farm Intern

Libby is currently finishing her Zoology degree for pre-veterinary studies in Oklahoma. She is minoring in Spanish and has spent a semester in Chile. She will be the first Intern we bring in to work specifically at the farm. This will entail help and expertise working with the animals and our various farm projects while also assisting with the teams when they come to work at the farm.

Vivian Schroeder- Marketing Intern

Vivian came to know Jungle Kids for Christ through the Youth World Organization and trips with North Coast Church in CA. She inquired about all of our Internship positions but is also very interested in working with JKC longer term. She is currently studying for her degree in early childhood education. She is proficient in all things Social media and I think will be a good fit for this position.

Adam and Carol Duncan-

Adam and Carol have been on trips to Misahualli with the Hanna project for two consecutive years now. They somewhat recently felt a desire and call to move their lives and family (2 Kids, Caleb and Moriah) to Ecuador to work with JKC on a long-term basis. They were recently approved by the IM board as new Missionaries through their organization.

Adam is a bi-vocational pastor and has worked in Law Enforcement for 20 years, including specialization as a Victims Advocate (Domestic Violence, Sexual Violence and Child Abuse) with the University of Missouri Police Department. He has also been educated as a Counselor and Educator and has served as the Counseling Pastor at Rejoice FWB Church in Columbia, MO since 2016.

Carol is a registered nurse and would be serving in the currently open position as our School nurse once arriving in the jungle. She has also worked as a substitute public school teacher.

They plan on arriving in Ecuador in 2021, depending on fundraising, and will join us in the jungle after a period of Language training.



Challenges

- **Zuch off site:** Since March of 2019 we the Zuch have been off site for medical reasons. This obviously creates logistical challenges in being in charge of bringing new people. Another thing that is difficult is not being there to sense how the team dynamic is functioning at the moment and being able to address possible concerns in meetings. We will, Lord willing, be returning in late summer 2020.
- **Interns:** This past year's summer Intern program was significantly better than the year's before. This was largely due to the efforts of Tyler and Kaylan Foster who were their hosts. Although it worked well there is still a need for housing that is better suited for Summer interns.
- **Visas:** The Visa situation has calmed down since last year and appointments are now readily available. We will still require incoming personnel to have a visa in hand before coming to Ecuador. Even though this process also went much smoother for all of our missionaries this year, it remains a complicated task that is always subject to change.
- **Team dynamics:** In a sense this will always be a challenge as long as we have people coming and going each year. It is something to always be aware of and always be working on. If we are not intentional about creating a healthy team, we begin to move in the other direction.
- **Housing:** Very significant projects have been undertaken and improvements made to raise the quality of housing that our missionaries can utilize. If we want to continue attracting qualified professionals, we will need to continue to have enough suitable space for incoming personnel.

Goals for 2020

- **Utilize more third-party resources (Such as CIT material) to strengthen our team.** We need to be a team that not only functions well and welcomes new member in well, but we need to work toward being a group of people that others will be extremely excited about joining and working with. I believe there are many resources available to us in order to accomplish this goal.
- **Continue to refine and develop how we care for our Missionaries.** Creating a living and work environment that is conducive to our missionaries as whole people - in the physical, mental, emotional, and spiritual arenas.
- **Expand Counseling options for missionaries on-site.** (unchanged from last year) As previously stated, we now have a pro-bono professional Christian counselor available to our missionaries at least twice a year. These counseling sessions would mostly be viewed as preventative care. However, efforts need to make to enlist a counselor that is available to our missionaries on a more regular (as needed) basis.
- **Establishing an Emergency Fund.** (unchanged from last year) This could be used for individuals, couples, or family units that need immediate relief. Those situations could be assessed and approved by a counselor.
- **Funds allocated for a missionary retreat.** (unchanged from last year) This would be utilized to provide an annual retreat in or out of country (depending on funds) that could not only be used as a respite but also for team building/unity and planning.

If the JKC team were, for example, to do a retreat like this in Baños, Ecuador I believe it could be an extremely positive and necessary experience that could be planned for a relatively small amount of money considering how many people we would be providing this for. Through my research I have found a number of nice hotels that could give us a group rate of between \$37 and \$90 per night per person depending on the hotel. This would include amenities like breakfasts, pool, game room, If we take into

account all the missionaries and their kids, sending a guest speaker for daily sessions, and bringing someone for childcare during the session times I estimate we are looking at between 25-30 people. This means that if we were to find a time to take a five-day retreat, we could do this for an average price of \$9000 depending on the location. This could also provide pay for a potential speaker. I have contacted the previously mentioned counselor Kelley about her thoughts on what she could bring to the table for this. We could also look into bringing some else in such as Neil Gilliland or Curt Holland from IM.

There are many reasons I believe this should be made a priority. When everyone is in their respective roles on site there are always a thousand things to do and there often simply isn't time to connect with coworkers and other team members. Many of us have kids and that also greatly limits the amount of quality time that is available to connect with one another. Through experience and through reading CIT resources I believe there is a huge difference in team productivity and excitement when we are all on the same page and have a chance to connect on a personal and spiritual level through praying with one another and having a chance to confide in one another. I believe that energy and passion will bleed into the rest of the ministry as well.

Short-Term Mission Teams

Presented by Tyler Foster

Accomplishments

- Created and implemented a theme for team season called “JKC Empower 2019”.
 - This promoted and encouraged engagement on social medias and focus throughout the week of serving in Misahualli.
- In 2019, we hosted 20 teams totaling 428 people. 3 teams were new to the jungle and 17 returned from prior years. See a chart and full breakdown in Appendix #1.
- Our teams pushed academic standards, and reading levels of the students, while advancing various work projects around the school and farm, and the Gospel was also shared in communities around Misahualli.
- Successfully administered a trip follow-up survey using Google Forms. Results in Appendix #2.
- Signed up 10-15 new student sponsors and received interest in individuals wanting to serve. through exposure to the ministry, experience with the students and our talks with them.
- Hosting teams of many different types who work in different areas.
 - Church/Youth, College/University, Non-Profit, and High School
 - Traditional, Social Work, Construction, Medical, Nursing, Guayusa Project, Church VBS in Misahualli, and Outreach to communities outside of Antioch.
- More intentional in our sharing time as different missionaries shared a meal and their testimonies with teams depending on the focus and age group of each team.
- Highest level English students translated for our teams all summer.
 - Translations were needed on the work site and in communities when not in school.
 - Both teams and students enjoyed this opportunity.



- Our team intern, Julia, played a pivotal role in the execution of the summer trips.

Challenges

- Teams wanting the month of June, which created lodging and logistical issues.
- Scheduling teams evenly in the classrooms. I.e. more teams in older grades vs younger grades.
- Teams assigned to older grades not being prepared and/or engaging with our students.
- Struggled with missionary staffing over the

summer.

- Many of us left before then end of the summer, which caused a strain on missionaries on the ground and some teams were disappointed or felt unappreciated.

- Received a low response rate on the trip surveys.
- Road closures through the Baeza – Papallacta pass to get to Quito.
- Redundancy in tourism locations for some teams.
- Hostel arrangements in downtown Quito. Airport Suites is good.

Goals

- Review of 2019 Goals
 - Host between 20 and 25 teams with an increased number of participants from last year.
 - Hosted 20 exactly, saw a decrease in overall number of participants.
 - Host more than 7 teams outside of the months of May, June & July.
 - Hosted 9 teams! 2 in January 5 in March 1 in April, and 1 in October
 - Make the programs and projects more beneficial for students, teams and teachers.
 - Based on feedback and observations, this was achieved.
 - Design new ways for missionaries to share with the teams.
 - Had missionaries share within their contexts and were intentional with sharing time in the evenings.
 - Continue to include presentations of student sponsorships and recruitment.
 - Achieved. Although going to revamp next year.
 - Better follow-up after each of the trips.
 - Create a document/survey that we can send to team leaders and individual trip members following their trip. Achieved.
 - Continue to be open to new possibilities of “types of teams”.
 - We are open to new ideas, but no one surfaced this year.



summer.

Goals for 2020

- Host at least 22 teams and see an increased number of participants.
- Add teams outside of the months of June, July.
 - Continue to develop the spring team season.
- Host at least two vision trips for prospective organizations wanting to send teams.
- More effectively present our sponsorship program and opportunities to get involved.
 - Only 10-15 people signed up to sponsor last

- Receive at minimum a 50% response rate from trip survey.
- Find new hotel options in downtown Quito or creative ways to use the Airport Suites.
- Explore new tourism ideas.
- Be open to new possibilities of team scopes.

Construction and work projects

Presented by Roberto A. Davalos

Accomplishments

- Completed Basketball court covering. Investment close to \$60,000, projected \$90,000, saved \$30,000.
- Finished 1 home and built shell for 2 other homes.
- Started building fence in the front of the property adding security and safety to campus.
- Relocated and enlarged the shed enabling the construction of a soccer field.
- Started building 60m x 30m soccer field with track.



Challenges

- Because we did not hold any fundraising events or received any grants specific for construction projects, we secured a 15-year loan of \$215,000.
- Both basketball structure and homes, which were built with contractors, had quality issues.

Goals for 2020

- This year we would focus on finishing projects on campus and possible investing into some projects in the farm, specifically:

Finish school cabin and SRHwater gutters & paint	6,840.00
Finish Shed	720.00
Finish fence	5,380.00
Finish Basketball court (lighting not included)	3,600.00
Electric project for basketball	4,200.00
Soccer field / Track	4,600.00
Middle school bathrooms, septic tank, rain drain	5,400.00
Install sheetrock walls /celing in cabins	3,300.00
	34,040.00

- In addition, Emmanuel church plans to purchase a property for future church building.

Final Thought

As we enter a new year and a new decade, my hope is that we will grow as a team. One of my weaknesses as a leader has been to focus much on work and not on people. Accomplishing tasks and meeting deadlines has been a drive. What if we switch gears and focus on our relationships? Yes, our Ecuadorian staff needs a bit of the task-oriented personality that our U.S. staff brings. And our U.S. staff needs a bit more of our Ecuadorian relationship-oriented personality. What if we can find synergy? Balance?

I believe 2020 will be a year for deeper relationships to develop. A year for order and peace around campus. A year to continue to developing procedures and clarity on our goals as a team. A year to develop a loving, caring passionate work culture.

May God continue to lead us and bring restoration to individuals and families through the work of all of us who make Jungle Kids for Christ.