



Hope in the Harvest Missions International **Outreach Plan 2015**

SECTION 1: BACKGROUND

Purpose Statement -

The purpose of Hope in the Harvest Missions is to seek to cultivate Christ's hope in underdeveloped and impoverished areas of the world through agricultural and personal transformation. Building on borrowed talent, we seek to impact attitudes and practices that will promote the economic and social well-being of individuals, from a conviction that a changed life results from a Christ-changed heart.

Where We Are Serving –

Liberia

Why Liberia? -

From 1980 to 2004 Liberia suffered through a series of civil wars that went unnoticed by the rest of the world. Starting with the assassination of President Tolbert and the public execution of 13 cabinet members by Samuel Doe the horror continued as Charles Taylor's rebels claimed power and took over in 1990. Over 300,000 people died during this time wiping out entire generations of knowledge in expertise in what once was a thriving economy. Agriculture knowledge and skills vanished leaving the bush to encroach on what was productive farm ground. Today Liberia imports over 90% of its food, although Africa is one of the most arable soils in the world. 83% of the Liberians are farmers and 51% live in urban areas. The population of Liberia is about 4.1 million people (occupying a state about the size of Ohio)

Liberia is one of the third poorest countries in the world, with the majority of the population living on less than \$1 a day.

There is no running water and very limited electricity only 2,000 facilities in all of Liberia have electric power.

Vision –

Generating Christ centered economic growth.

Core Values – Faithfulness, Humility, Mercy, Witness

Faithfulness:

We have to work and carefully look after God's garden, which He has entrusted to us. Genesis 2:15, "Then the LORD God took the man and put him into the garden of Eden to cultivate it and keep it."

Humility:

Jesus demonstrated and instructed us to walk in servant leadership. He spent His life fulfilling His Father's desire for Him, never elevating Himself, but rather humbling Himself and exercising unselfishness.

1 Corinthians 10:31, "... whatever you do, do all to the glory of God".

Mercy:

As Christians it is our responsibility to be a faithful steward and teacher, so that others can benefit from your understanding.

Luke 12:48b, "From everyone who has been given much, much will be required; and to whom they entrusted much, of him they will ask all the more."

Witness:

We witness spiritually by leading people through confession and repentance and thereafter, by faith, to the appointment of Jesus as Lord and Saviour.

With this precious gift of salvation we have the right to be called children of God and have our names written in the book of eternal life.

Matthew 28:16-20, "Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

SECTION 2: ORGANIZATIONAL STRATEGY

TRANSFORMATION

STRATEGY 1

- Personal transformation –
In 2014 Ebola waged an invisible war in Liberia. For those who can look across their street and see over fourteen empty huts as entire families died from Ebola, they will tell you while the war of 2003 in Ganta was vicious at least they could see the enemy, Ebola is worse than war. In 2014 it was recorded that 3,000 Liberians died from Ebola, we know that number is low as many families discreetly disposed of the bodies of their loved ones to reduce the risk of being ostracized and face starvation themselves. Liberia shut down for five months in 2014 and carried the shut down into 2015. Schools were closed, markets were halted. Taking a risk HITHM returned to Liberia November 21st, to demonstrate the love of Christ, and bring hope to a fragile nation. Faith does not come without hope, and hope comes by knowing Jesus and knowing that your brothers and sisters around the world have not stopped caring. HITHM could not just continue to send money but they had to send people to be on the ground to share in the cause and share in the victory of Christ.

1. Shared cause

This mission is a shared cause; we want people who come alongside the mission to experience their own transformation. When a person engages with the mission the mission should be giving back to the individual; Spiritual growth, to love the Lord deeper, in daily prayer, in searching to translate God's words, in being used by God; Individual growth, by stepping out of a comfort zone, by using skills for the service of others, by working for a purpose; Accountability growth; responding to God's call (rather than that of our own), becoming transformed to help others transform.

Each person that comes to the mission is coming to champion the cause; we need to uphold these champions in prayer, in communication, in support of the use of talents, time and treasure. We commit to measure and value:

Transformation in the cause on which HITHM is focused

Transformation in the champions that God has sent HITHM to coach

Transformation in HITHM¹

The mission should be a witness in print, in word and in deed of the tremendous love Christ has for everyone. The mission shares in the cause by:

- a) Requesting specific prayers from prayer warriors enlisted and dedicated to pray for the mission.
- b) Communicating monthly via email newsletter the activities of the mission.

¹ Borrowed from Eric Foley "Coach Your Champions", page 117

- c) Hosting visitors in the Ag Center in Liberia who do outreach in the community (Ebola may stifle this goal but at least one team in 2015).
- d) Encouraging champions to own HITHM (Seek the gifts of others to take on roles and responsibilities).
- e) Equip Liberians to become champions of HITHM. (Build partners to share in FGW. Work with 4 to 8 interns (one no more than two for three months at a time) to build “servantship” capacity. This is a hands on job sharing program where the intern will work with Travis or Gina learning the role of HITHM in Liberia.

STRATEGY 2

- Agricultural transformation –

In spite of Ebola HITHM returned in November of 2014 to Liberia to begin another season of planting after the rainy season came to an end. The start of 2014 the global economy showed Liberia as one of the third poorest countries in the world but Ebola will lower that number when reported in 2015. Ebola forced the borders to close and in a country that imports over 90% of its food many people were left hungry and destitute. HITHM returned to grow the love of Christ, to grow hope, to grow knowledge to grow food.

1. Demonstrate a viable feedstock plan for livestock on the farm

To reduce reliance on imported protein sources Liberia needs to grow her own livestock but feeding livestock has been the challenge. Liberians do not value the production of corn because they eat rice as their staple diet. They have not connected that if they care for their livestock by intentionally feeding a balanced diet that livestock can become a viable trade for them.

2. Education in villages

To demonstrate the love of Christ through Farming God’s Way. Farming God’s Way (FGW) brings a Bible based solution to the food security and poverty crisis the rural poor are facing in Liberia. This program is well balanced between the spheres of biblical, technology and management agriculture solutions to equip the poor to come out of poverty with what God has put in their hands and revealing the fullness of HIS promise of abundant life.

Taking FGW into the villages, where there is ancestral worship and other practices taking place, will become a priority in 2015. We have found an evangelist partner with a start up organization called EPFC (Equipping people for Christ). EPFC will be traveling with the mission to do the night time revivals and outreach. Suffering from the medical, economic and spiritual crisis of the Ebola epidemic these villages need to be nurtured, loved and lifted up in a well organized and attentive manner. It takes one week to travel to, conduct and return from a FGW clinic. Every village that holds a clinic will need at least three more visits during the first year. Remembering that a seed holds only potential hope, it takes cultivation, care and nurturing to see the seed into a harvest.

During the months of January, February, March and April six villages could be visited, with four follow up visits (two from village clinics conducted in 2014 and one from January and February each).

3. Teach Agriculture education on the campus of LICC

Continue to evaluate and adjust to the level of need the agriculture curriculum and course work being offered on the campus of LICC.

4. Education outreach with other entities

When possible be a leader in developing partnerships with other learning institutions and NGO's in the area of viable agriculture practices.

Objectives –

- **Share the gospel of Christ**

Serving: All

At what cost: \$8,000.00 for supplies and outreach plus produce from farm

Time line: daily through the curriculum of Farming God's Way, by this new partnership with EPFC, through willingness to teach at LICC, through Church and LICC participation in activities.

Measurement:

Measurement: List programs or activities participating in that are outside of "teaching".

- **Equipping the poor for abundant life in Christ**

Serving: The neighborhood specifically

At what cost: Time

Time line: after each harvest in the swamp and the nonfenced fields we will leave a portion of the harvest for those who are in need to come and harvest for themselves.

The mission should be a resource to assist with disciple ship (Bible teaching, mentoring, witnessing, training, working and serving) when asked.

Measurement: Reduce the theft of the harvest and destruction of the crops.

Transformation by those who work in/with/for the mission – testimonies shared and posted in the annual 2015 report and on the website.

- **Lifting the yoke of poverty**

Through the academia setting:

Serving: LICC students and NGO's and USAID as requested.

At what cost: \$5,000.00 for transportation and travel around Liberia

Time line: Three semesters for LICC and as requested through the year by others

Measurement: At the end of 2015 six courses will have been taught at LICC. Visit at least 3 other higher institutions and work with USAID as available.

Through the community setting:

Serving: Community

At what cost: \$3,000.00

Time line: Through the year as requested

Measurement: When approached by willing to work with local entrepreneurs to establish business plans at least three businesses, two churches and two NGO's. 2) Start a Rotary Club in Ganta by year end 2015 have 25 charter members.

- **Being responsible to care for God's creation**

- Through crop/fruit/vegetable production:**

- Serving: LICC, HITHM

- At what cost: \$2,500.00 (little revenue)

- Time line: Production will continue to be measured as banana, plantains, and pineapples will bear some fruit in 2015. Vegetables will continue to be propagated and researched.

- Measurement: Recording the dates and amount of harvest will be introduced to the staff along with recording the use of the harvest (consumption or sale).

- Through livestock expansion:**

- Serving: LICC, HITHM

- At what cost: \$5,000.00

- Time line: Tilapia; will be sexed with the first production in July of 2015 and first harvest in late February 2016. Chicken flock continues to grow with a goal of 50 layers by the end of 2015. Ducks, pigeons and other fowl will continue to be observed.

- Rabbits; second generation rabbits will be sold in June of 2015, new lines will be introduced and genetics continued to be developed. Rabbits need new hutches. Guinea pigs; first consumption to be June of 2015

- Measurement: Need a reliable livestock manager on the ground by March 2015. Harvest 50 tilapia, sell a dozen eggs a day, consume four roosters, sell 10 rabbits and consume five guinea pigs.

- **Encourage Christ based transformation**

- By being a resource for other institutions and entities**

- Serving: All

- At what cost: \$3,000 Travel/food costs to Monrovia and overnight stays

- Time line: As needed, estimated 6 times per year

- Measurement: Depending on the nature of the service, what is being requested, who is responsible, who benefits?

- By demonstrating training techniques to rebuild the entrepreneurial climate in Liberia**

- Serving: Two focuses; 1. Organic farms 2. Artisans

- At what cost: 1. \$1,200 for travel costs, printing costs, and communication costs 2.

- Upfront costs estimated as \$1,500 for travel to Monrovia (shared travel costs), \$100 for meeting costs, \$100 for communication costs

- Time line: 1. March identified and qualify farmers. April establish potential sites. May develop sites for planting. June ensure sites are planted. Harvest.

- 2. Two times lines one in country and one out of country: In country work with Marvin Torrano to establish a point of sale for artisan group. Out of country find interested investors in artisan startup plan. Dry run of shipping done in goods to USA by year end 2015. Once the dry run works then into 2016 identify artisans and in country board. Meet monthly with in country board. Ship first box(s) of goods by second quarter 2016.

- Measurement: 1. Number of sites to be no more than two (other than campus farm).

- Farmers attend and are trained. Three sites are prepared and planted. Planting is documented. Sites are observed and nurtured, germination rates are captured and documented, notes are compiled on the sites weekly. Review of farms and crop production levels will be done in at the end of June.

2. Investors identified to cover startup costs. 4 artisans identified and five advisory board members identified. Funds for product development accessed. Product produced and shipped within budget. Allocation of funds distributed, profits materialized and reinvestment continues.

By bringing in the trainers/individuals/team from around the world to spend 10 days to 3 months

Serving: LICC and others as determined by willingness to come

At what cost: Upfront costs of \$2,000 but visitors will pay for food, housekeeping, transportation and other costs associated with stay.

Time line: While the mission would appreciate having visitors in 2015 this need may be difficult to meet.

Measurement: Success will be: 1. Visitors volunteer to share their gifts of time and talent with mission in Liberia and list how they would like to serve. 2. Preparing list of needs in Liberia. 3. Coordinating when the visitors will be on hand for how long and what is to be accomplished when finished. 4. Preparing the visitors before their arrival of mission expectations, sensory overload and environment in Liberia. 5. Budgeting costs for each group and creating itineraries. 6. Managing group before, during and after arrival 7. Create a survey tool using Survey Monkey for all Champions to evaluate their experience with HITHM. Send out the link to survey within 15 days of the participation. 8. Within 30 days of participation send out the survey compilation for board review.

Actions -

- Plan:
Farm produce sites, livestock sites, row crop sites
Agriculture education curriculum theory/practical
Coach Champions
Transform lives of visitors to the Ag Center
- Measure:
Farm production expense and revenue
Agricultural participation of students and community
Local economy and growth from mission outreach
Transportation of goods
Feedstock and variety offered to livestock
Reproduction of livestock
Use online survey's to track the challenges and opportunities HITHM has.
- Evaluate
Clear understanding of program demonstrated
Clear understanding of the why's answered
Agriculture learning and instructional practices
Farm staff to ensure knowledge is acquired
Using the responses from Survey Monkey list out what are the opportunities and report adjustments as necessary within 30 days of the Champions participation. Respond back to the HITHM board and the Champions.

GOVERNANCE

A. BOARD OF DIRECTORS

Who We Are –

Dr. Jim Milstead – Chair

I am Jim Milstead, and I have been practicing Emergency Medicine for nearly 30 years now. The First Evangelical Presbyterian Church in Frankfort has been the home church for my family since 1990. During this time, my wife, Becky, and I have been blessed to be leader of the Missions Team and have led mission trips to many parts of the world to fulfill the Great Commission. It is truly a joy to be a part of Hope in the Harvest Missions International as we join in the work the Lord has called Travis and Gina to.

Matt Beardsley – Secretary

I'm Matt Beardsley, and I am an attorney and CPA practicing in Frankfort. I am excited to be a part of Travis and Gina's ministry and I hope that through God's grace that any talents I have to offer will help the mission to flourish. I have admired Travis and Gina for many years for the enthusiasm that they have in everything that they do. Their passion for mission work is infectious. I was blessed to witness this firsthand on a trip to Honduras last fall, and I look forward to being a part of it in the future.

Rae Jahn – Treasurer

I have been employed at First Evangelical Presbyterian Church for 27 years. I was a member of the Thorntown Presbyterian Church until 2009 when I transferred my membership here. I have been the financial secretary here at First EPC since about 1995, so I feel that I have the experience needed to be the treasurer of Hope in the Harvest.

I was raised in the Disciples of Christ Church and transferred to Presbyterian as an adult. I have been searching for a way to become more active in sharing my faith and feel that working with missions might be a way to do that, even though it might only be by staying home and supporting the people who are doing the "real work." I was especially drawn to Travis and Gina's mission to teach "farming God's way" and to help people learn how to feed themselves that way.

Brian Smith

I'm Brian Smith, and I work at Lamb Farms in Lebanon, IN. I am also president of Agri-Stewards which strives to educate the subsistence farmer in third world countries to become better farmers through the Word of God. Isaiah 58 speaks of God's desire to break the yoke of the oppressed. I am excited about what God will accomplish through Travis and Gina by educating and developing the oppressed.

Dan Lutes

I'm Dan Lutes, and an electrical engineer by trade, but my heart is with missions. I serve as Missions Chairman at Christ United Methodist Church in Westfield, IN and have travelled several times with Travis and Gina on foreign mission trips. I love their enthusiasm and heart for missions. Without exaggeration, I can say they are truly the inspiration for what I do. They are definitely living out the Great Commission: "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit," -- Matt. 28:19

Kathy Glover

I'm Kathy Glover. God has given me a heart to join Him in His mission field, sharing His love for others and his amazing gift of salvation! I have enjoyed serving on our Mission Team at First Evangelical Presbyterian Church in Frankfort, IN, and have been blessed to experience many mission trips to Mexico, Costa Rica, China, and recently to Liberia, Africa, where I served alongside Gina and Travis in their Hope in the Harvest ministry. I have learned that when the Holy Spirit prompts me to go, He will lead me and show me what He wants me to do – whether it is giving my testimony, facilitating a Womens' Bible study, or teaching watercolor or knitting classes. Gina and Travis are truly a blessing to the Liberian people, and I am so thankful that God has allowed me to play a small part in this. "How beautiful are the feet of those who bring good news!" Romans 10:15

Shan Sheridan

I'm Shan Sheridan with the Clinton County Chamber of Commerce and also Pastor of a small rural church in the southwestern corner of Clinton County in New Hope . I have been blessed to know Travis and Gina for several years and certainly look forward to working with them in this exciting and challenging endeavor. I believe Hope in the Harvest Mission International would be best and does capture the emotion and vision of what these two have been called to do.

Shelly Lea

I'm Shelly Lea, and work as a video production manager at Wiley and Sons. I traveled internationally for the first time when I participated in a mission trip with Hope in the Harvest Missions International. I was so excited, passion filled and changed that upon returning to Indiana the board asked me to join the team and I accepted with the blessings of my family. A year later our youngest son joined me to make a return trip to see the amazing work of sharing the gospel through agriculture in a country that needs the love Christ to feed their souls and produce to feed their families.

Tom Miklik

I'm am Tom Miklik, retired but cannot really confirm that as I am enjoying the work I can share in my community and around the world. I have known Travis and Gina since our running club days. I was fortunate to go with friends as a part of the first Team Liberia in 2012 and the rest is a God thing. I came back home excited and committed to serving Liberia. I enjoy using my engineering skill sets and connections for the benefit of my Liberian brothers and sisters.

Travis Sheets Gina Sheets

Travis and Gina Sheets are born Hoosiers, and for their 19 years of marriage have lived in Clinton County Indiana where they have spent the past 10 years building a diversified farm (Purple Rock Farm www.purplerockfarm.org) operation raising all natural pasture poultry, free range laying hens, pasture beef, rainbow trout and a variety of fruit and produce, all for retail sale. Travis is a Vincennes University graduate with a passion for all things living and breathing; from plants to animals he has a caretaker spirit with a lifetime of hands on experience. Gina's passion is economic development with an advanced accreditation by the International Economic Development Council in Economics through the University of Oklahoma and Business Administration from Stanislaus State University of California.

For the past 7 years Trav has been a missionary building churches around the world as a part of the small team who comprise World Mission Builders. When stateside (about half the year) Trav manages the farm, serves as a Clinton County Councilman, raises exotic birds for retail sale, runs a landscaping company, and manages the rental properties he and Gina own. Gina has spent the past 13 plus years working in the field of economic development (10 on the local level and the past three years and currently serving as the Director of Economic Development for the Indiana State Department of Agriculture. Both have ran small businesses, and served in elected positions. They have been host parents to seven exchange students from around the world and they have hosted many international visitors at their farm. Trav and Gina are very active in their community, recognized as Clinton County's Citizens of the Year in 2006. Gina is a Paul Harris Fellow and past president of Frankfort Rotary. They have literally traveled and ran all over the world; Trav is a 2011 "Iron Man" finisher and Gina an "ultra-runner".

In January of 2012 Trav and Gina were called to Africa to share their skills in diversified farming and business development. In May it was confirmed to them and those around them that Liberia will be the next home for the Sheets. After much prayer and discussion Hope in the Harvest Missions International has been created as the 501c3 that will send Trav and Gina (and their 4 dogs, Nimba, Cebu, Kitty and Keke) to Ganta Liberia first quarter of 2013. This is an answer to many prayers for an exciting friendship and partnership forming with the Liberian International Christian College. Trav and Gina will teach diversified farming using Farming God's Way and they work with the LICC staff and administration to build an entrepreneurial program in the community at large.

B. BOARD POLICIES

See attached

SECTION 4: OPERATING PLAN

A. DESCRIPTION OF THE PROGRAM

The purpose of Hope in the Harvest Missions is to seek to cultivate Christ's hope in underdeveloped and impoverished areas of the world through agricultural and personal transformation. Building on borrowed talent, we seek to impact attitudes and practices that will promote the economic and social well-being of individuals, from a conviction that a changed life results from a Christ-changed heart.

B. MULTI-YEAR STAFFING PLAN

Position	2014				2015				2016			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
Missionaries											2	2
<i>Missionary Assist</i>					1	1	1	1	1	1	1	1
<i>Ag Center Supervisor</i>	1	1	1	1	1	1	1	1	1	1	1	1
<i>Warehouse Director</i>	1	1	1	1	1	1	1	1	1	1	1	1
<i>Livestock Manager</i>	1	1	1	1	1	1	1	1	1	1	1	1
<i>Production Manager</i>								1	1	1	1	1
<i>Field Technicians</i>	2	2	2	2	2	2	2	1	2	2	2	2
<i>Center Day Security</i>			1	1	1	1	1	1	1	1	1	1
<i>House Day Security</i>	1	1	1	1	1	1	1	1	1	1	1	1
<i>Night Security</i>	2	3	4	4	4	4	4	4	4	4	4	4
<i>House cook</i>	1	1	1	1	1	1	1	1	1	1	1	1
<i>Outside cook</i>	1	1		1	1	1	1	1	1	1	1	1
<i>Day Laborers/day≈</i>	17	34	3	46	10	50	50	50	50	50	50	30

C. BUDGET:

PART 1: ESTIMATING BUILDING COSTS FOR AG CENTER

Project	Notes	Cost	Cost share	Total
Second Floor	LICC will allocate subsidy when available	\$112,000	50%	\$ 56,000
Security Center	Will reduce salary payment	\$ 12,000	50%	\$ 6,000
Student Restrooms	Will reduce salary payment	\$ 15,000	50%	\$ 7,500
Interior touch up mission quarters	The mission quarters will need to repainted and some plastering	\$ 7,000		\$ 7,000
Part 1 Total				\$76,500

PART 2: ADDITIONAL MULTI YEAR CAPITAL COSTS

Multi-Year Capital Costs	2014	2015	2016
Vehicle - Toyota	\$10,200	\$50,000	
Third floor Ag Center shared cost stated at 50%			
Computers/Printers/Projectors			\$6,000
Furniture		\$1,400	\$4,000
BUV - replicated in Liberia			\$5,000
Fish ponds		\$ 4,500	
Total	\$10,200	\$54,500	\$15,000

PART 3: ESTIMATED 2015 EXPENSES

Annual Expenses	Total
Stateside	\$7,300
Mission staff salaries	\$16,890
House staff	\$1,200
Day Laborers (separate than those building Ag Center)	\$1,260
Advertising	\$1,000
Ag Center Building	\$4,300
Ag Center Furnishings	\$1,400
Ag Center Maintenance	\$2,500
Food	\$4,500
Dog Expenses	\$1,000
Shipping expenses	\$7,550
Communication	\$2,200
Gas	\$6,280
Medical costs	\$800
Misc Cost	\$2,300
Field office expenses	\$2,404
Field Equipment	\$7,000
Field Supplies	\$1,200
Equipment Maintenance	\$7,150
Seeds/plants	\$500
Live Animals	\$1,000
Feed expense	\$1,200
Animal housing	\$7,500
Livestock medical	\$200
TOTAL ESTIMATED ANNUAL EXPENSES	\$88,634
Monthly estimate	\$13,800

Part 4: Summary of Costs

Summary of Costs	Total
Capital costs part one	76,650
Operating costs part three	88,634
Total 2015 year cost	165,284

SECTION 5: OWNERSHIP PLAN

Projects	Requests	Discount %	Est. Revenue
Hope for an Education	\$ 3,500	(95.0)%	\$ 200
God's Acres	\$ 20,000	(1.75)%	\$ 19,650
Communication - Engaged	\$ 20,000	(1.75)%	\$ 19,650
Grants	\$ 7,000	(1.75)%	\$ 6,8
Owners	\$ 38,000	(1.75)%	\$ 37,335
Participants	\$ 87,500	(1.75)%	\$ 85,968
TOTAL	\$176,000		\$169,680

SECTION 6: ACTION PLAN FOR 2015

Action	Who is accountable	Due Date
Maintain website and technical support	Hans Vargas	On going
Communication: newsletter	Sheets/Jahn/Vargas	monthly
Facebook/website/emails	Sheets	On going
EVENT(s)	Board	planned

Contact information:

Travis and Gina Sheets: USA address: 2282 East County Road 250 North, Frankfort IN 46041
USA phone: 765-490-9277

Liberia address: Agriculture Center Liberia International Christian College, Royal Community,
Ganta, Nimba County, Liberia wmbtrav@yahoo.com Sheets.gina@yahoo.com

Donations may be made to:

Hope in the Harvest Missions International
352 West Clinton Street
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www.hopeintheharvest.com

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