

A. CONTACT INFO

Ministry Name	International Training & Equipping Ministries
CEO Name & Title	Dr. Stephen Van Horn, President and Founder
Primary Contact & Title	Dr. Stephen Van Horn, President and Founder
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Website	www.iteministries.org

B. KEY INFO

Year Founded	2003
Total Employees (FT & PT)	1 FT 1PT
Total Volunteers	12
Total Board Members	3
Total Donors (last 24 months)	281
Organizational Memberships	<input type="checkbox"/> Evangelical Council for Financial Accountability (ecfa.org) <input type="checkbox"/> Christian Management Association (CMAonline.org) <input type="checkbox"/> Christian Stewardship Association (stewardship.org) <input checked="" type="checkbox"/> Other: IFCA International
Is your IRS 990 form available for public inspection?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Do you have an annual audited financial statement that meets ECFA's Standard No. 3 and is available to the public?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/> We will meet this standard by (date): ASAP

C. FINANCIAL INFO (per ECFA reporting categories – www.ecfa.org)

	Last Fiscal Year Actual	Current Fiscal Year Budget	Estimated Budget 2010
INCOME			
Donated Income	137,414	157,000	157,000
All Other Income	78	800	800
Total Income	137,492	157,800	157,800
EXPENSE			
Program Services	113,755	119,600	119,600
General & Administrative	24,230	30,545	30,545
Fundraising	13,899	6,625	6,625
Total Expense	151,884	156,670	156,670

D. OUR "ELEVATOR SPEECH" (external)

Brand Promise (slogan or tagline)	ITEM is declaring and defending the truth and exposing false teaching when necessary, using Scripture alone to train pastors and church leaders.
What do you do? (50 words or less)	ITEM conducts 3 -5 day Bible and theology seminars that are designed to equip pastors and church leaders to study, live out, and teach the Word of God thereby bringing the church to maturity.
Key Endorsements (names of people or organizations)	Dr. Bert Downs, former President Western Seminary, Portland Or Dr. Les Lofquist, Exec. Director, IFCA International Rev. Doug Hazen, NW Regional Director, World Venture
Our "BHAG" (Big Holy Audacious Goal) is:	Trained regional and national coordinators in Africa working with trainers and directors in America to train an average of 1000 pastors each year who teach others, all funded by established businesses in each country served by ITEM.

E. THE FIVE DRUCKER QUESTIONS (internal)

From: *The Peter F. Drucker Foundation Self-Assessment Tool: The Five Most Important Questions Every Nonprofit Organization Must Ask* (leadertoleader.org)

1. What is our mission?	To equip pastors and church leaders anywhere in the world with a biblical and theological foundation, and with the ability to rightly divide and accurately proclaim the Word of Truth, which brings about a mature church that is protected from the frauds & heresy.
2. Who is our customer?	<ul style="list-style-type: none"> • Our PRIMARY customer are the untrained (therefore vulnerable to false teaching) pastors and church leaders that we serve and equip through Bible and theology seminars. • Our SUPPORTING customers are those who are partnering with us by volunteering, teaching, referring, giving and praying.
3. What does the (PRIMARY) customer value?	The primary customer values knowledge about and from the Bible, and instruction in regard to what it means by what it says, how to study it, apply it, and teach it effectively by others.
4. What have been our results?	Over 2300 church leaders have attended at least one of our three current seminars. Many pastors are pulling away from the African traditional religions and are beginning to preach and teach the Bible only. Church leaders are being exposed to the false teaching that dominates the continent. Two coordinators are doing training on their own. One cult leader is studying the Bible with ITEM's coordinator in Kenya.
5. What is our plan?	Continue to train church leaders who, in turn, will use ITEM's complete set of notes to duplicate the training. Equip at least one national in each country to do what we do and provide him with what he needs to train others on his own. Establish a revenue generating business in each country.

F. S.W.O.T. ANALYSIS

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Passion for God's Word • Training in Bible and theology • 28 yrs of experience • Strong network in Africa 	<ul style="list-style-type: none"> • Limited pool of potential trainers • Only 3 board members • Limited resources to provide training and establish revenue generating businesses 	<ul style="list-style-type: none"> • Bible knowledge in Africa is very shallow • Bible teaching almost nonexistent in Africa • 90% of pastors are unable to attend school • Invitations abound! 	<ul style="list-style-type: none"> • Unsafe travel • Innocent victims of political violence. • Spiritual attacks in response to exposing witchcraft in churches

G. THREE STRATEGIC (and specific) WAYS FOR TBG MEMBERS TO BECOME INVOLVED

No.	Opportunity/Task/Volunteer Role	Target Date
1	Invite us to come and speak at your church or Christian group so others can hear about the spiritual crisis in Africa.	Ongoing
2	Use your talents! Help us plan a new business in Africa that will support the pastors seminars or help us develop our web-based marketing.	Ongoing
3	Go on a trip with us. Come to Africa and teach at one of our seminars or support someone you know to go and teach with us.	Ongoing. 3 trips per year available.
	<u>Major Prayer Request:</u> Additional churches that will take ownership of a county or region and the capital needed to establish revenue generating businesses in each country ITEM services.	Immediate need.

Thanks for limiting your report to 2 pages!