

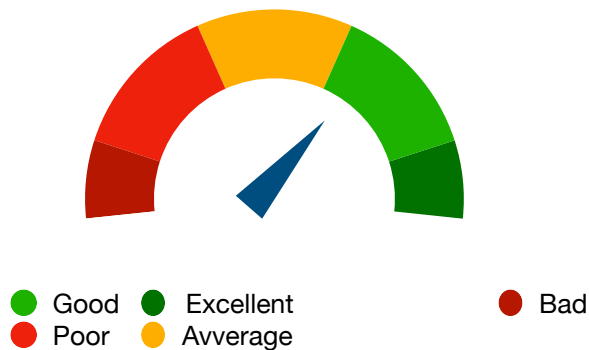
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REPORT ON THE IMPLEMENTATION OF THE STRATEGIC PLAN 2020 - 2025

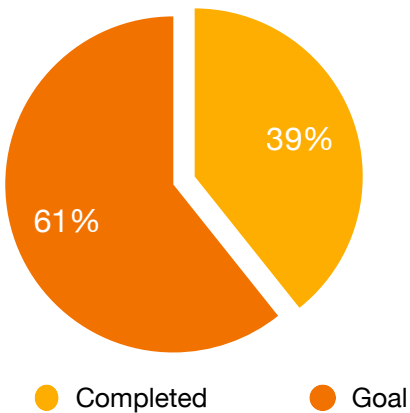
January 2026

IN 2020 - BY 2025

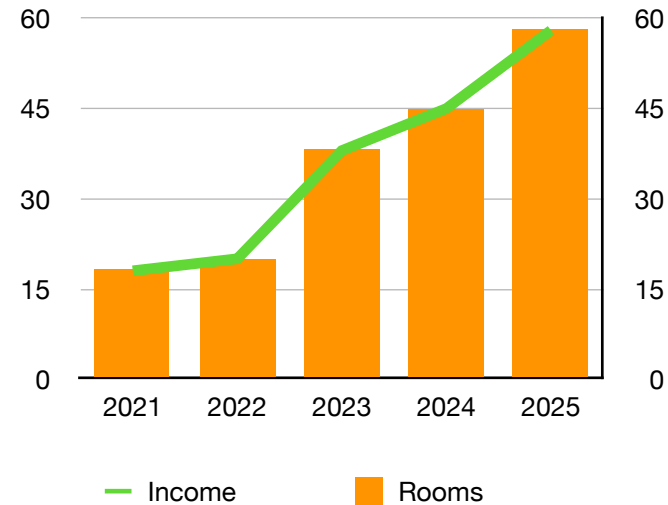
37 Language Communities in Bible Translation support (Advisers, Consultants, Training, and IT)



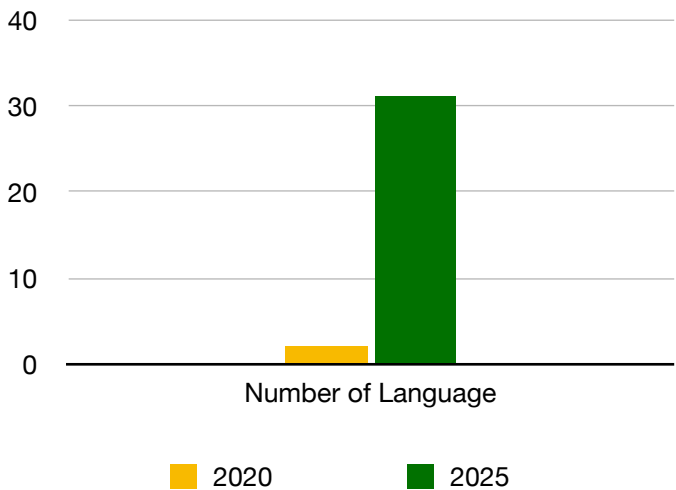
17 Language Communities in MTB MLE



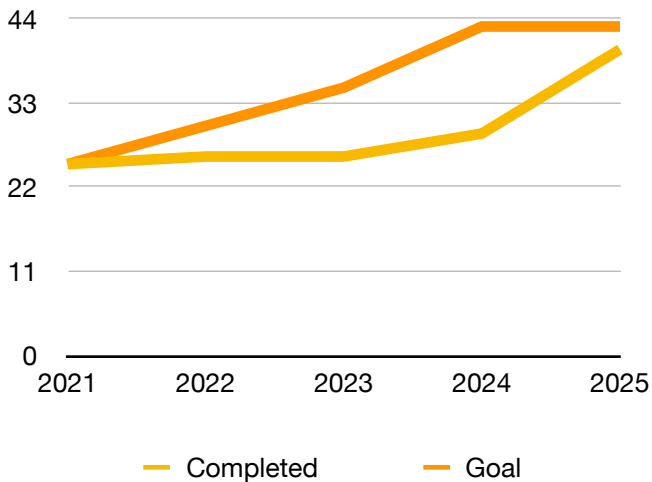
60 Language Communities in SE Programs



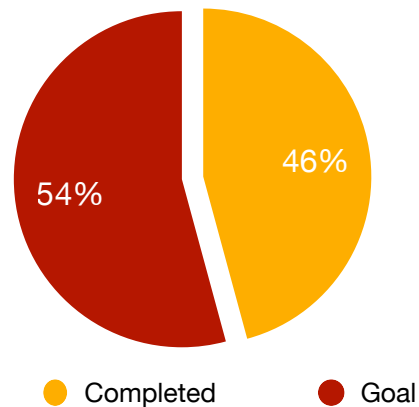
35 Language Communities in Languaculture



40 Language Communities in Digital Media Services and Audio Bible



30 Language Communities in Language Technology



Goal 1

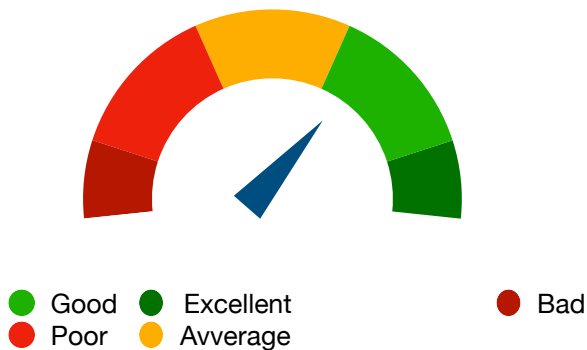
Well Nourished

Growing engagement with broader constituencies is establishing a foundation for the sustainable flow of staff and financial resources.

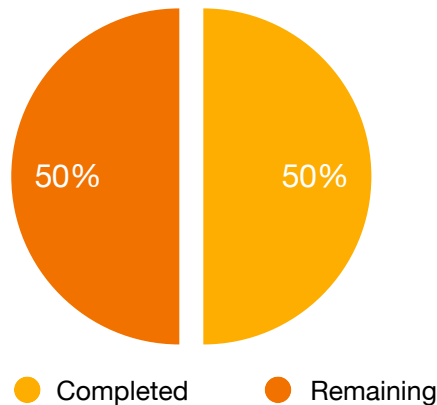
Goal 1 Well Nourished

Obj 1.A To generate a sustainable local income source that can cover SIL operation costs, making the organization self-reliant, and achieve Global local resourcing strategic plan of SIL

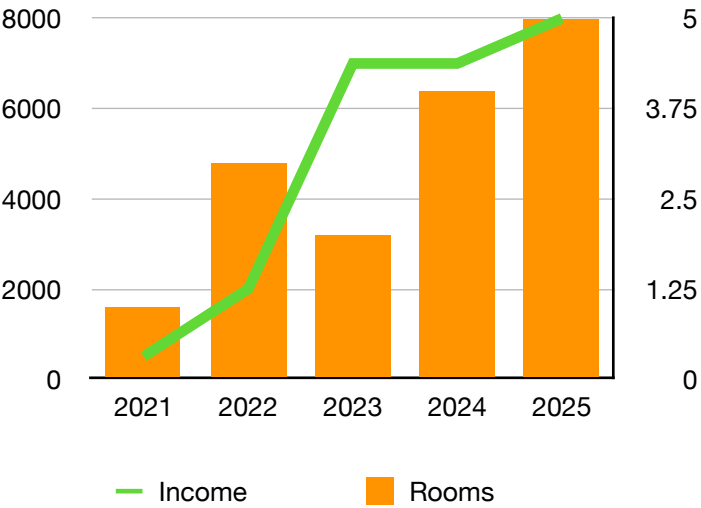
1. Prioritize the development of existing and new resourcing relationships at all levels.



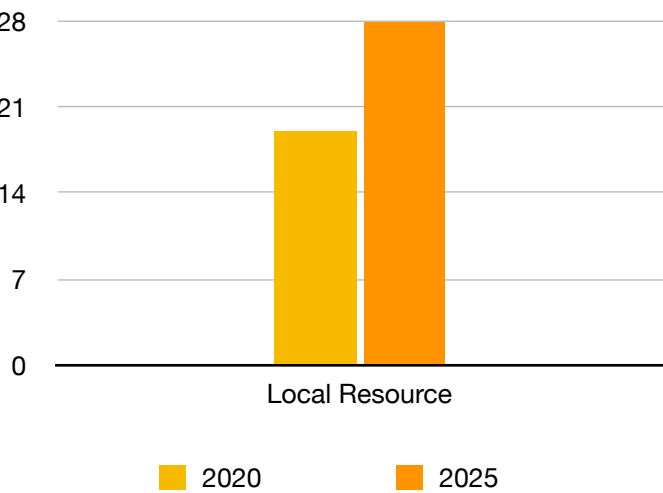
2. Build apartment complex for suitable income



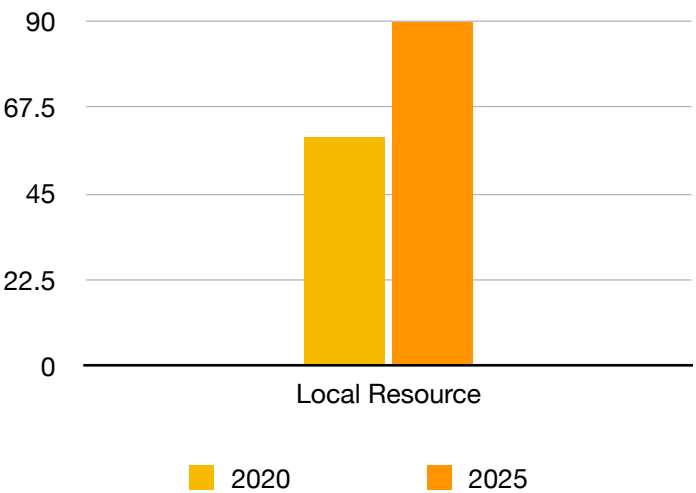
3. Rent office space



4. Increase the local resource from the current 19%



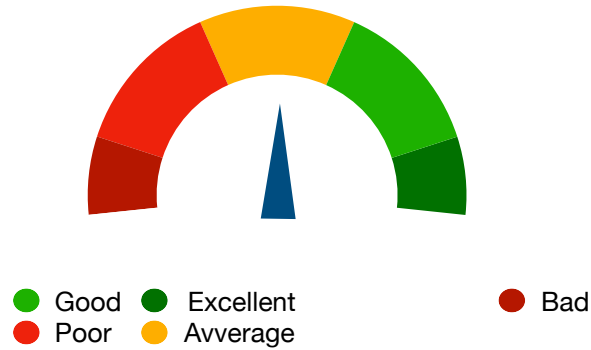
5. Increase non-traditional funding from 60%



This non-traditional funding stream consists of donors not affiliated with Wycliffe, revenue generated from local services, Languaculture ,rental income, local donations, and a 2% salary contribution from local staff members.

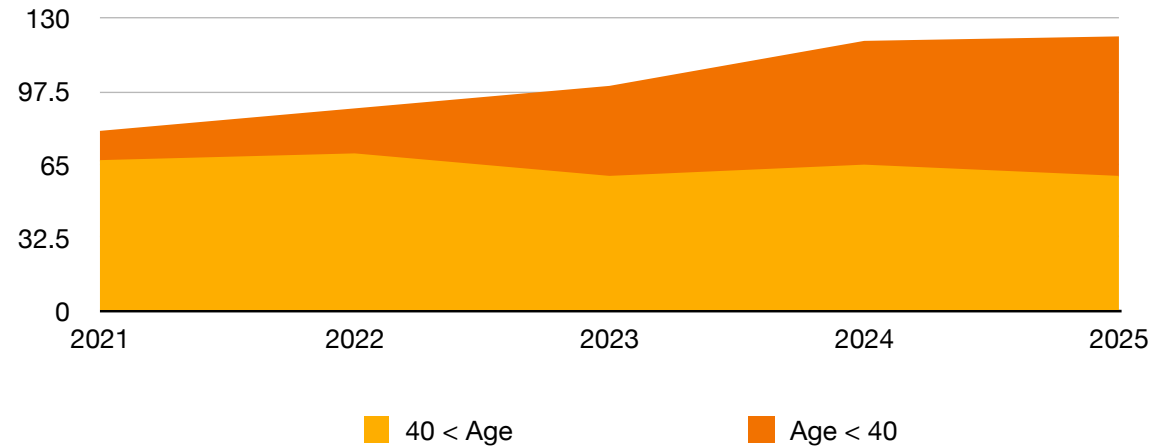
Goal 1 Well Nourished

1. Develop the capabilities for tracking and responding to opportunities and constituent needs



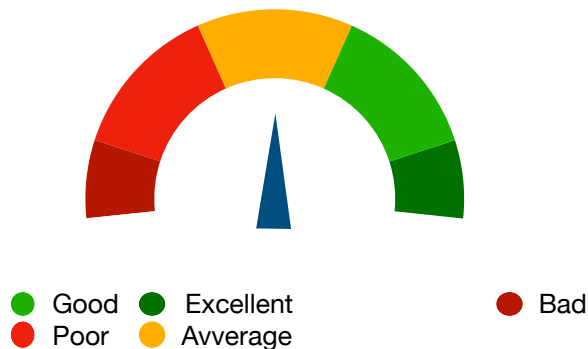
Obj 1.B Develop more sustainable models for human resources

2. Recruit young professionals with particular skills and capabilities to



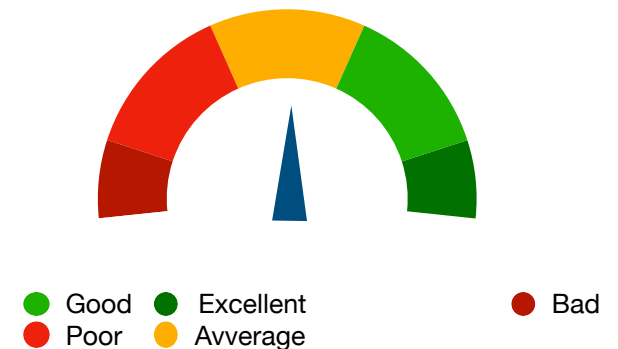
Obj 1.c Develop the capabilities for tracking and responding to opportunities and constituent needs.

1. Strengthen our PMO office



At the start of the strategic plan for 2020, we did not have a PMO office. The aim for this strategic spot is to develop the office and enhance its capabilities. Our department is now open, with three trained staff members.

2. Strength our HR office to look for different ways to recruit and retain more staff and volunteer



Goal 2

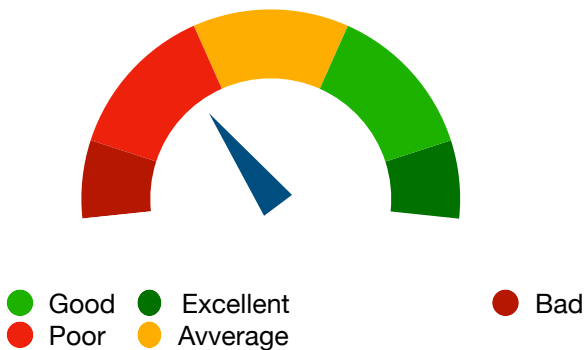
Capacity Development

Strengthen SIL in Ethiopia's capacity in order to meet the needs of the community by enhancing our governance, leadership, staffing, and resourcing.

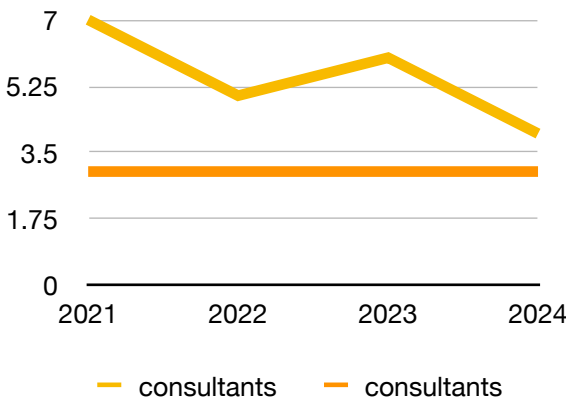
Goal 2 Capacity Development

Obj 2.a Increase well equipped and knowledgeable staff in all areas of administration, LD, BT, SE, and technology.

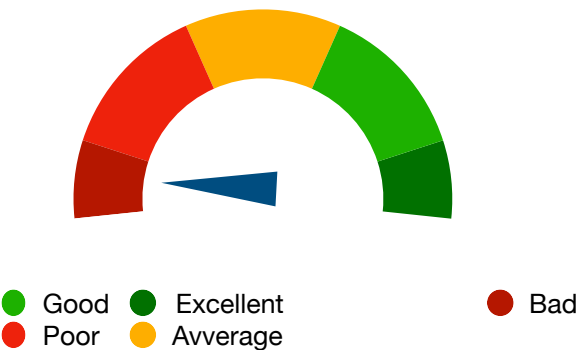
1. Five additional local and global Bible translation consultants.



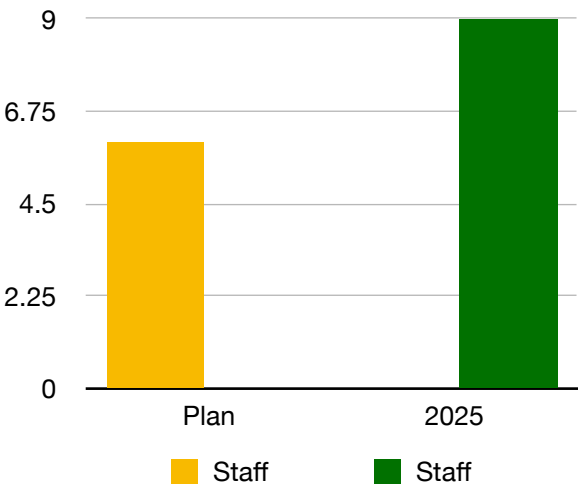
2. Maintain at least 3 existing Bible translation consultants.



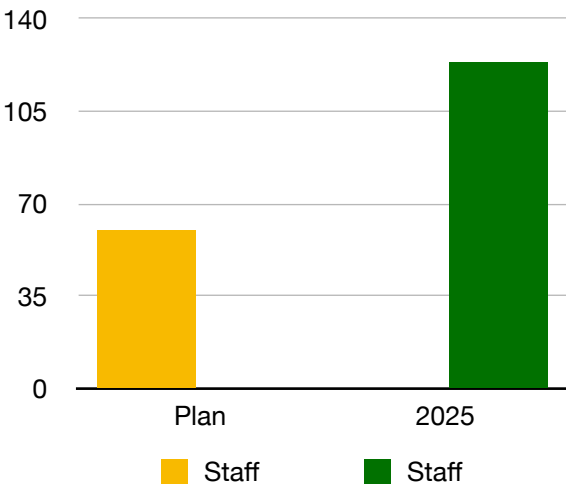
3. # of additional local and global Bible translation advisors.



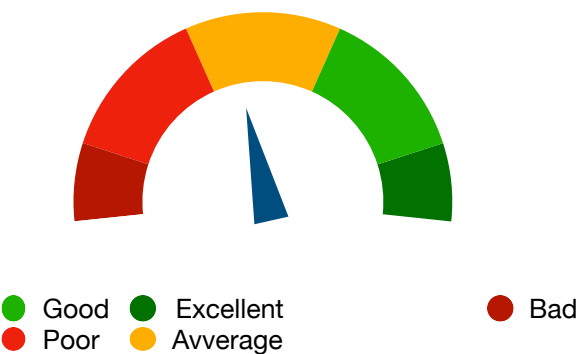
4. Six local Scripture Engagement Specialists.



5. Sixty Scripture Engagement Trainers of Trainers.



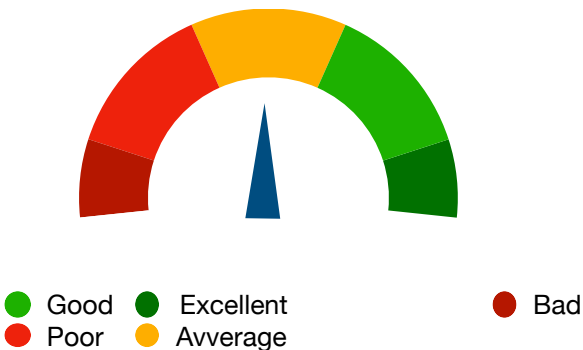
6. One full time HR / member care staff



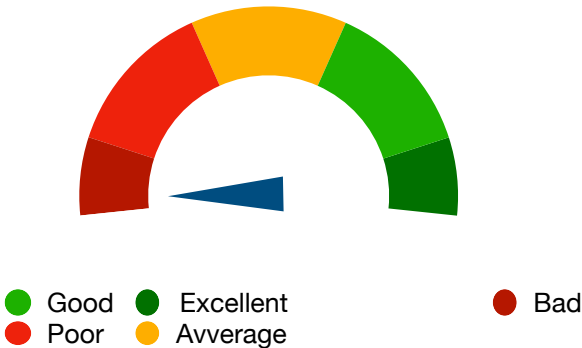
Goal 2 Capacity Development

Obj 2.a Increase well equipped and knowledgeable staff in all areas of administration, LD, BT, SE, and technology.

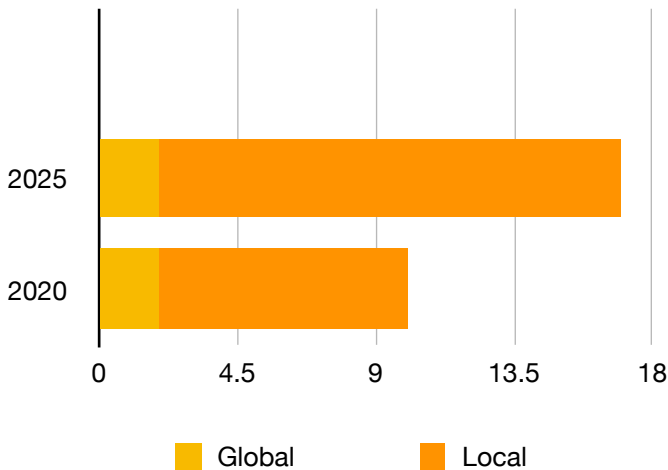
7. Two additional local and global linguistic consultants on lexicography, phonology and grammar for leading workshops



8. Three additional local MLE/literacy



9. Three additional local and global MTB MLE teacher-trainers



10. Two additional material production experts



11. One local language technology consultant



12. Two local language technology specialist



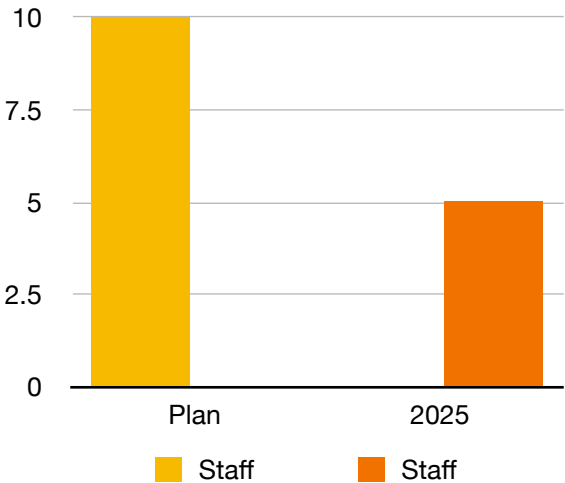
13. One local or global media technician



14. Five local and global emerging leaders



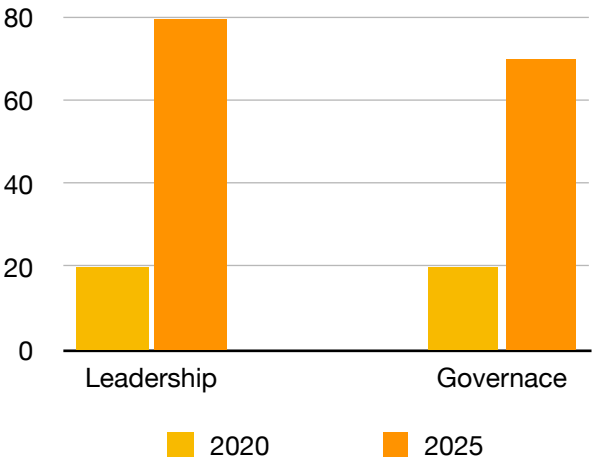
15. Eight language teachers and 2 Intercultural trainers in langua-culture department



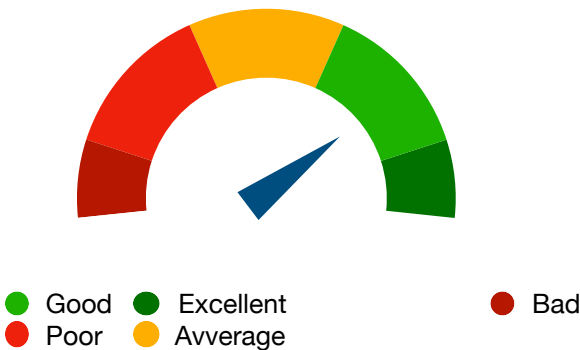
Goal 2 Capacity Development

Obj 2.b Be healthy grow as a joyful and diverse community of people who learn and grow together.

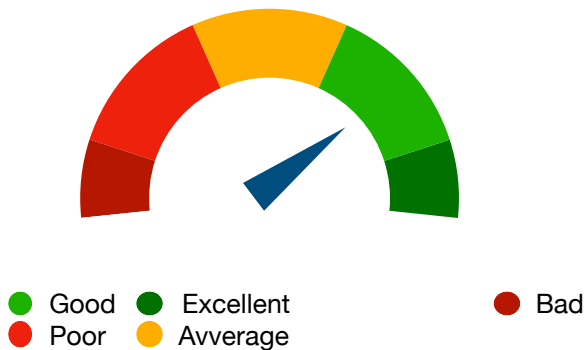
1. Majority of locals are participating in management structures, leadership, services, governance, agreements, human resources, planning and decision-making.



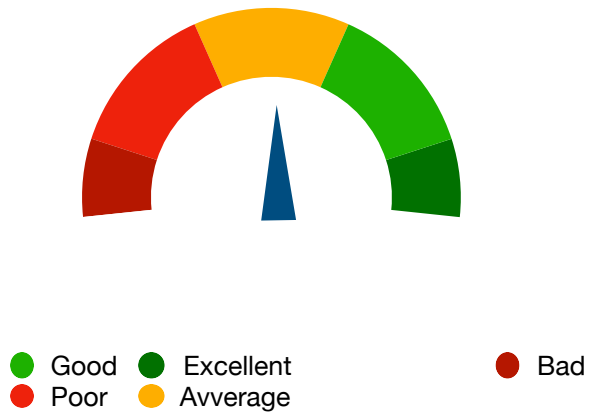
2. The vision of community of grace is integrated into all aspects of policy, process, products and services.



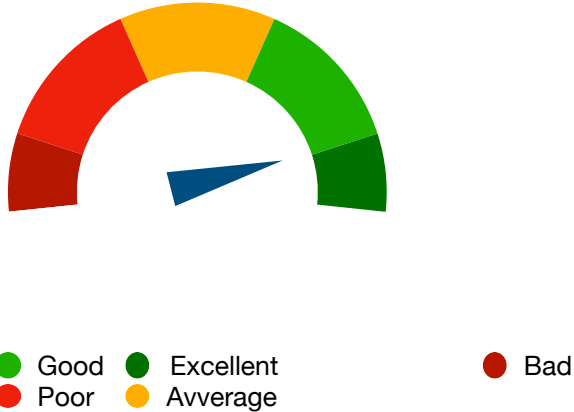
3. A sense of belongingness to both a global and local community.



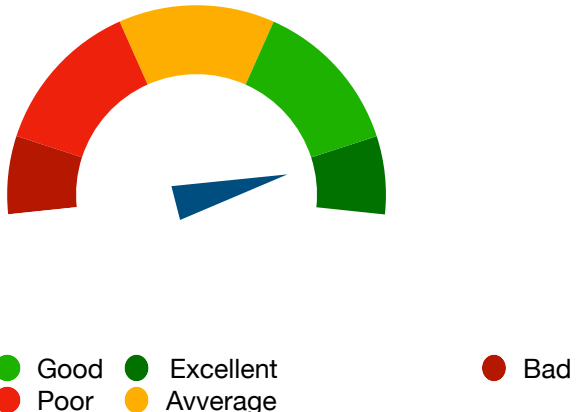
4. Leaders at all levels are exhibiting SIL's leadership values in how they lead people.



5. All staff have an annual performance review meeting and the opportunity for a community retreat.



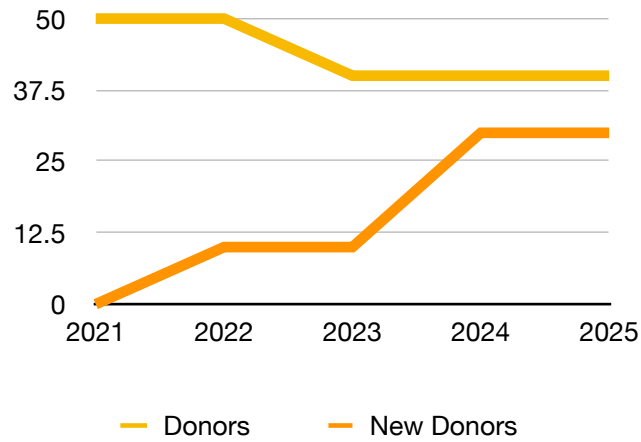
6. All staff have the opportunity for a community time of devotions every morning.



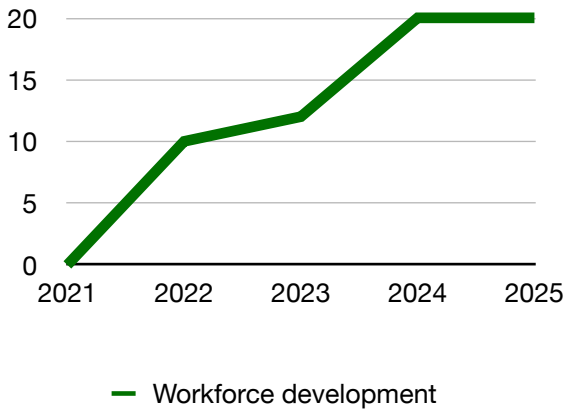
Goal 2 Capacity Development

Obj 2.c Be Robust and Relevant - start to create new, more local ways of 'being SIL' by developing new ways of sustainable financial resource from local and non-traditional resourcing by developing new streams of funding in collaboration with global and Africa Area efforts.

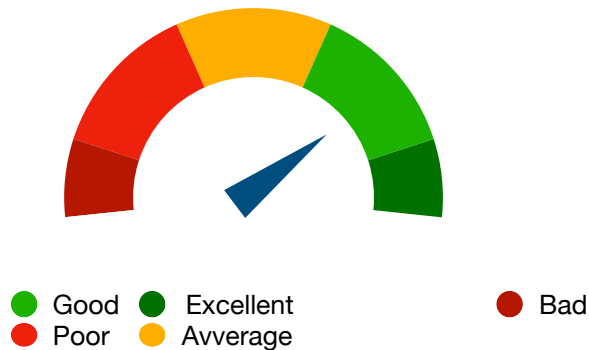
2. Securing additional diverse donors



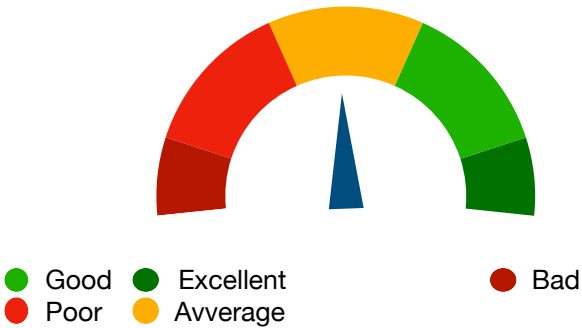
3. Leadership and staff capacity is in place to contextualize for managing SIL's brands.



4. Increase local relevance by implementing the SIL philosophy of partnership in local contexts

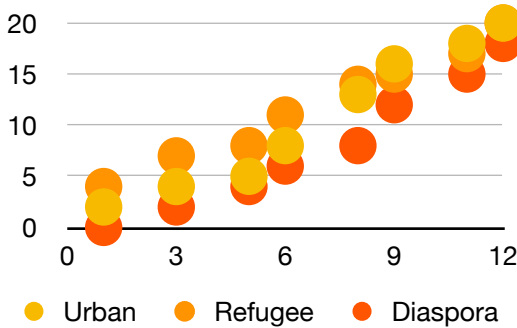


5. Input has been given by local and global stakeholders at all stages of the reflective planning.

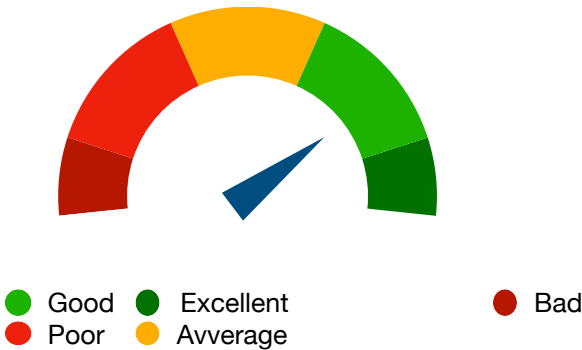


Obj 2.d Be Connected - strengthen leadership in order to understand and respond to the local realities that are shaping mission in the 21st Century..

1. Language-related services & cross-cultural training that address the need in urban, refugee & diaspora populations.



3.. Annually practicing missiological reflection.



Goal 2 Capacity Development

Obj 2.e Enhance and upgrade organizational effectiveness (OE)- strategies seek to improve organizational capacity in technology, system, structure, process, and policy for effectiveness and efficiency to achieve the goals.

1. HR serves addressed members' needs with full capacity, technology, and system



Good Excellent
Poor Average Bad

2. Admin manage organizational assets wisely, efficiently, and effectively.



Good Excellent
Poor Average Bad

3. Orientation for new staff by HR



Good Excellent
Poor Average Bad

4. Ongoing orientation of systems and processes of HR, IT, Finance are given to all departments



Good Excellent
Poor Average Bad

5. Staff supervision system is implemented and fits the local context and remote workers, and aligns with our organizational health, goals and strategy.



Good Excellent
Poor Average Bad

6. New finance technologies (mobile banking, internet banking, electronic tax, electronic bill sys. and others) are utilized.

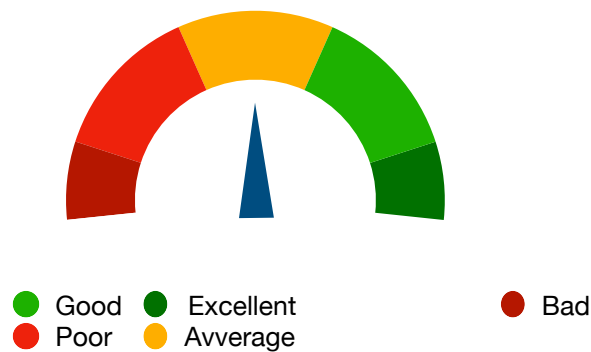


Good Excellent
Poor Average Bad

Goal 2 Capacity Development

Obj 2.e Enhance and upgrade organizational effectiveness (OE)- strategies seek to improve organizational capacity in technology, system, structure, process, and policy for effectiveness and efficiency to achieve the goals.

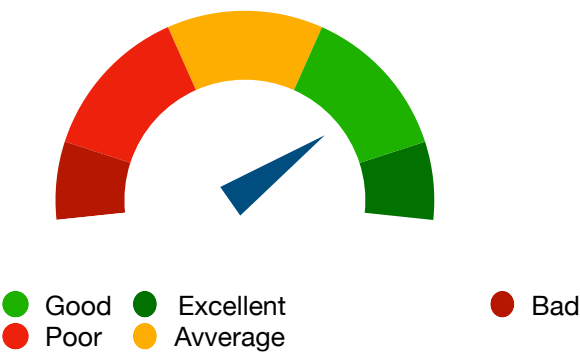
7. Finance reports are submitted as due to all stakeholders



8. Annual audit reports are submitted as due to all stakeholders



9. All audits are clean(free off issues)



10. Qualified finance staff in all project areas(at least BA)



11. The organization complies with all financial laws, regulations and standards of the government

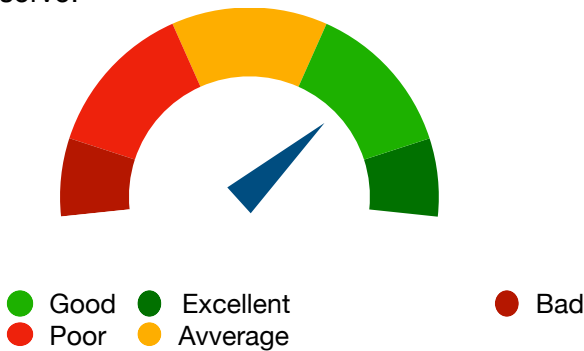


12. Project Monitoring Office in place

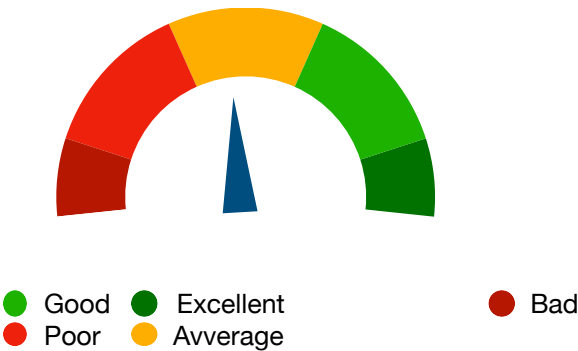
Goal 2 Capacity Development

Obj 2.e Enhance and upgrade organizational effectiveness (OE)- strategies seek to improve organizational capacity in technology, system, structure, process, and policy for effectiveness and efficiency to achieve the goals.

13. IT oversees core infrastructure, including hardware, software, staff and facilities, that is secure, resilient, and adaptable to meet the current and anticipated future needs of the organization and the language communities we serve.



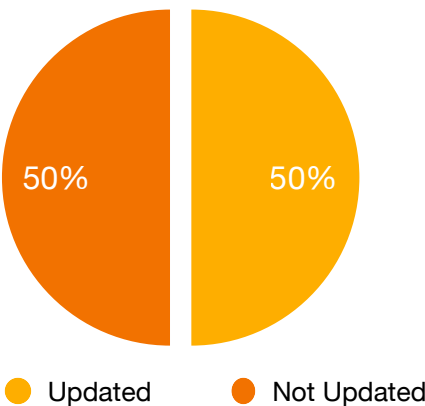
14. Up-to-date key documents and information stored in a centrally accessible location.



15. Effective accounting internal control system is in place at all levels in the organization.



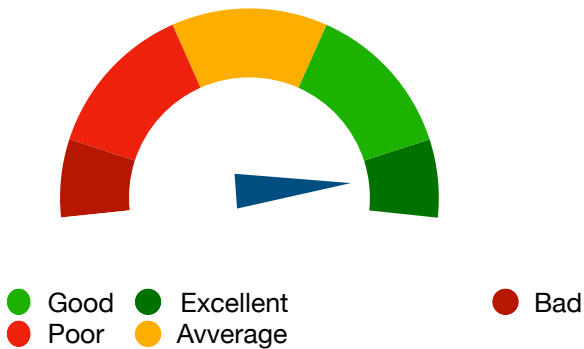
16. All manuals updated and revised every two years



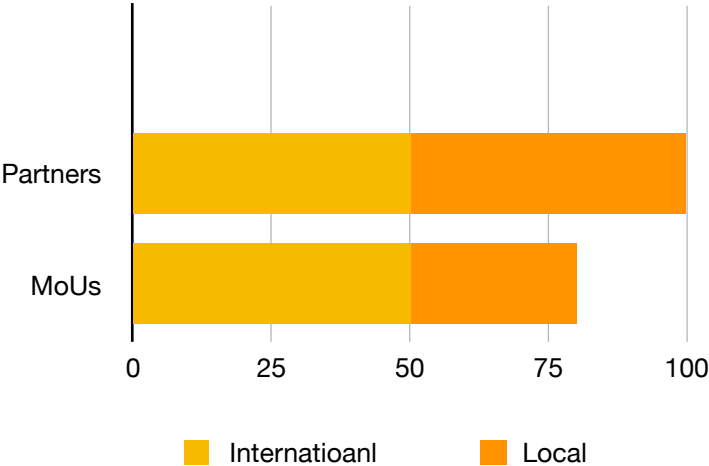
Goal 2 Capacity Development

Obj 2.f Strengthening partnerships and networks at in the local, national, and global level . .

1. Proper engagements with relevant national and regional level government entities.



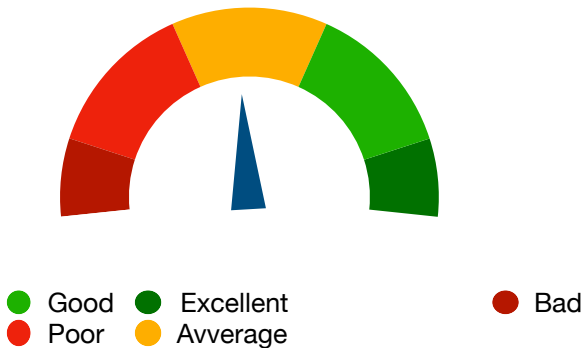
2. Maintain active MoUs with all relevant implementation and resource partners.



3. Maintain partnerships formed with Churches, para-church, private sectors and other implementation partners.



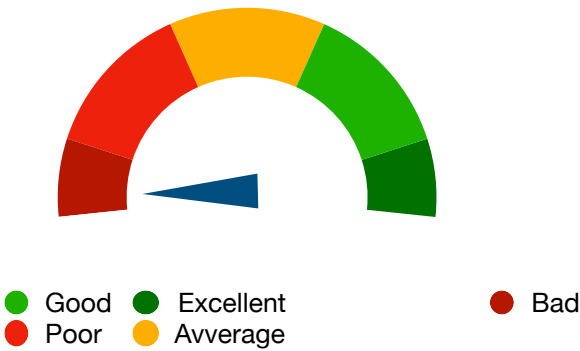
4. SIL's activities in Ethiopia are widely publicized through promotional materials, the website, social media, etc



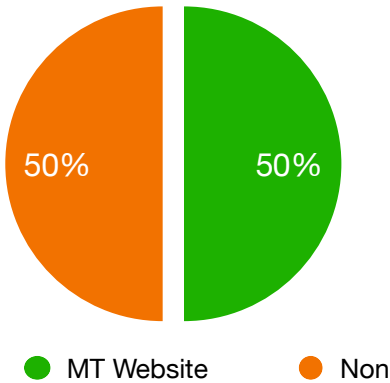
Goal 2 Capacity Development

Obj 2.g Be Responsive - Clarify SIL's identity and organize SIL's core activities into different 'spheres of engagement' with the wider community Increase the organization's capacity to advocate for local language communities.

1. # of transformational stories on websites and local media.



2. 50 languages have mother tongue websites.



3. SIL's identity is clear and is embraced by partners.



Obj 2.h - Increase the organization's capacity to advocate for local language communities.

1. SIL Core Statements are widely understood by the staff and are guiding new advocacy strategies.



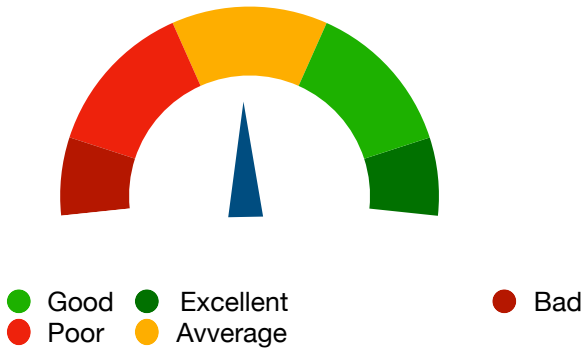
2. Increased knowledge about advocacy and community engagement.



3. Improved media skills and contacts



4. Increased ability to obtain and use data



Goal 3

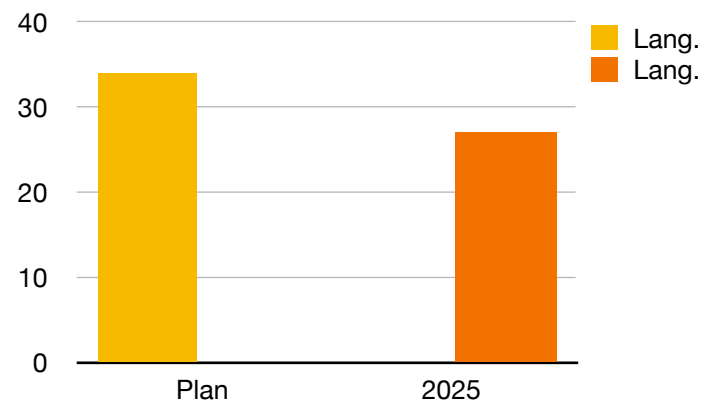
Language Development & Education

Children and adults in local language communities are learning successfully in their mother tongue and are well prepared for further learning and living in language(s) of wider communication.

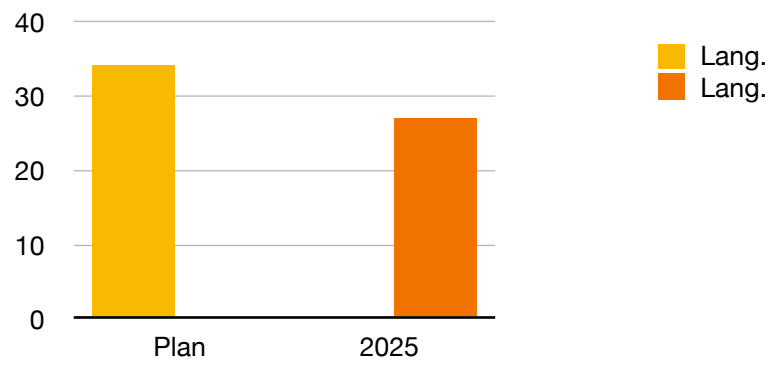
Goal 3 Language Development & Education

Obj 3.a Community Engagement in MT Education - Language communities and government officials are making informed choices concerning the role of their language in education and are actively involved in the planning process

1. 34 of language communities in which SIL is involved in a collaborative implementation of MTB MLE and non-formal literacy programs together with local government partners.



2. 34 of language communities / local government partners with which SIL plans programs and submits funding applications



Obj 3.b Standardized Mother-Tongue Educational Materials - Mother-tongue based multilingual education (MTB MLE) and other literacy programs in local language communities are resourced

1. 34 language communities have new education materials published in local languages with the involvement of SIL



2. 7 additional school dictionaries published in local languages



3. Standardized education material produced by well trained authors based on current government curriculum



Goal 3

Language Development & Education

Obj 3.c Children Receiving Quality MTB MLE - Children in local language communities are receiving a quality mother-tongue based multilingual education taught by trained MT educators.

1. 10 language communities will have pre-primary Model schools	5	3. 34 language communities' will have local trainers trained to train educators to teach using MTB MLE materials and methods	15	5. 34 language communities' have sufficient education materials accessible to students	16
2. 34 language communities' educators trained to teach using MTB MLE materials and methods	16	4. 5 partnerships established with education colleges and universities.	2		

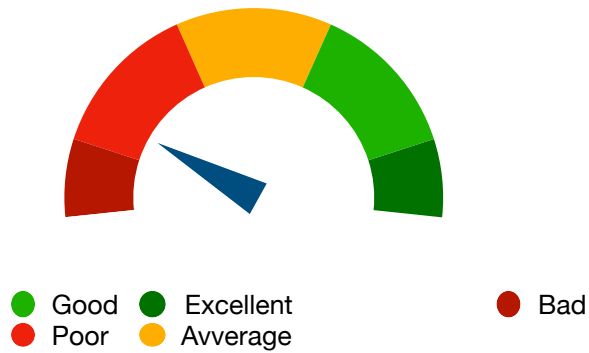
Obj 3.d Adults Using Local Language Materials - Adults in local language communities are participating in local literacy classes and are accessing and sharing information in their mother tongue.

1. 17 language communities will have regular of adult literacy classes (with priority to Functional Women Literacy)	11	2. 34 language communities' will have access to information and availability of materials in their mother tongue e.g. through websites, social media, mobile phone apps and other media.	22
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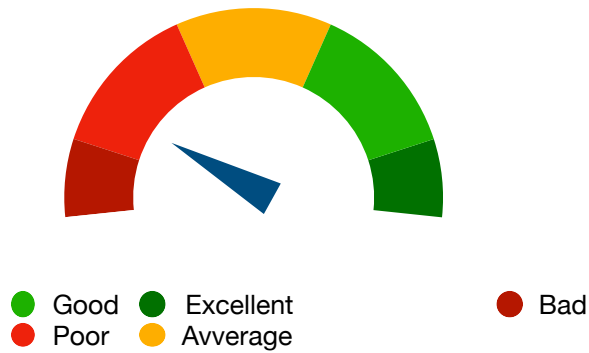
Goal 3 Language Development & Education

Obj 3.e Ensuring Quality Language Development - Language communities and decision makers have the information and skills they need to ensure quality and effectiveness in the development of their language

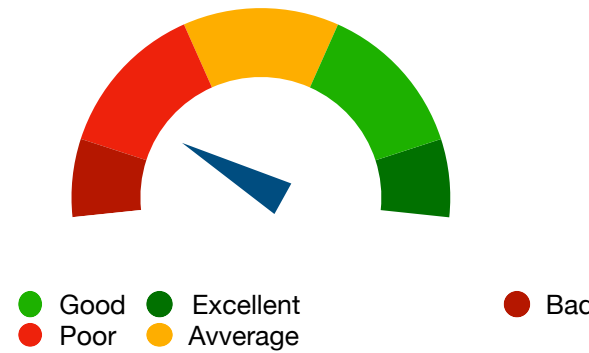
1. 34 language communities' will have local trainers available to teach lexicography, phonology and/or grammar to local language speakers.



2. 34 language communities' will have local trainers available to lead writers' workshops, editing workshops and shell book workshops to local language speakers.

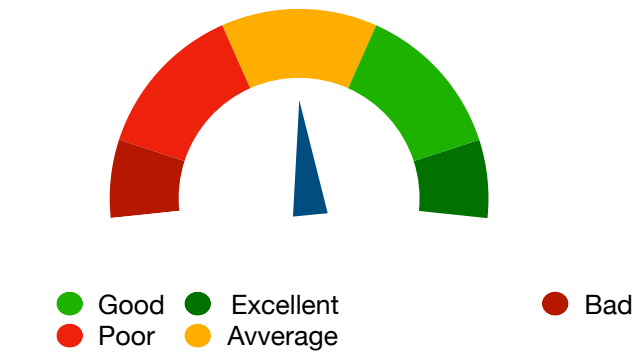


3. 34 language communities' will have local languages supported in their development through contributions by SIL linguists (e.g. research, study, descriptive paper)

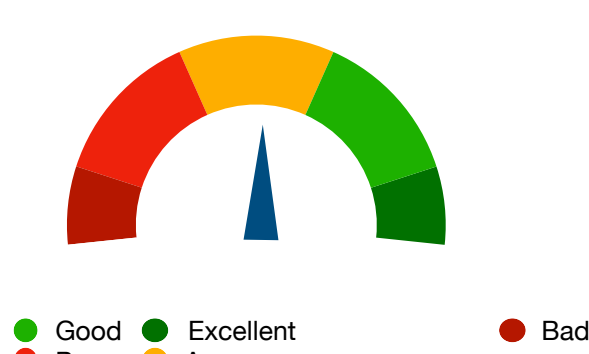


Obj 3.f Equip communities to advocate for quality MTB MLE that includes children with special needs and women.

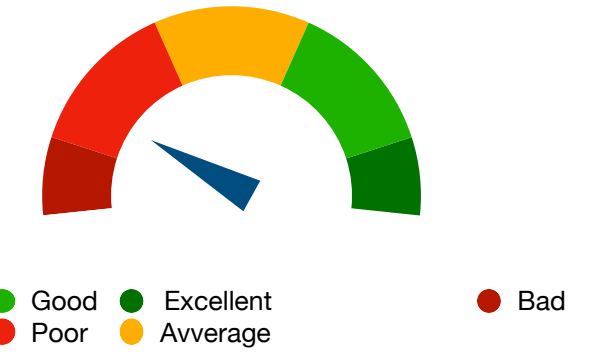
1. Government officials and local communities are aware of what is necessary to implement a quality MLE program.



2. Local leaders are trained to identify the value of developing their people through MTB MLE programs.



3. A growing number of community groups advocate for improved education for children with special needs.



Goal 4

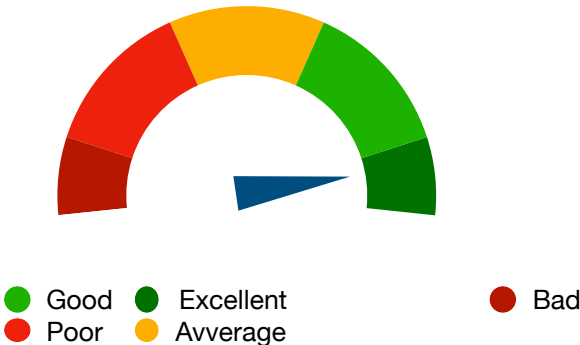
Bible Translation & Scripture Engagement

Enhance local language communities to develop and effectively use quality mother tongue Scriptures, Scripture-based resources (oral and/or written) and other mother tongue products.

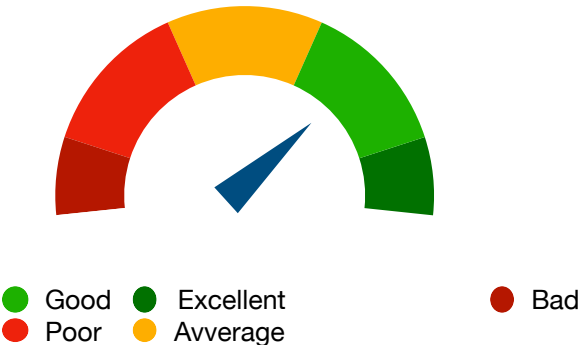
Goal 4 Bible Translation & Scripture Engagement

Obj 4.a Develop quality mother tongue Scripture and Scripture- related materials in collaboration with translation partners and churches.

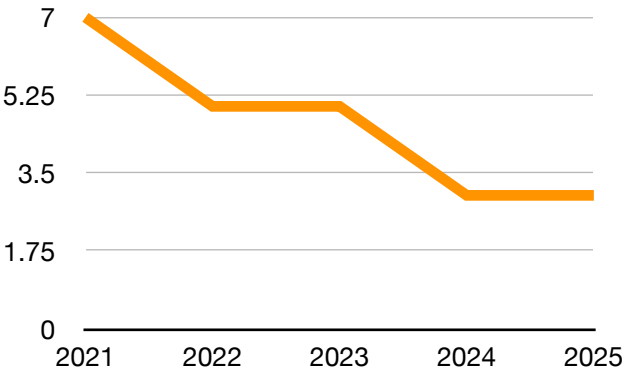
1. Each CPBT Bible translation project has trained Mother-Tongue translators (MTTs)



2. SIL advocates with partners the necessary program elements for quality translation practices.



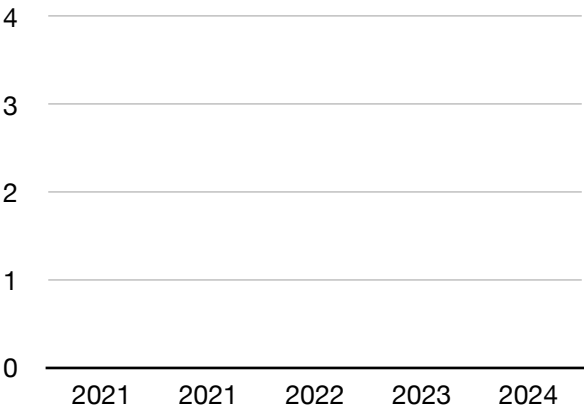
3. Qualified SIL Translation Advisors serving in partner projects.



4. Qualified SIL Translation Consultants serving in Bible translation project.



5. Scripture-based key-terms' dictionaries available for language communities.



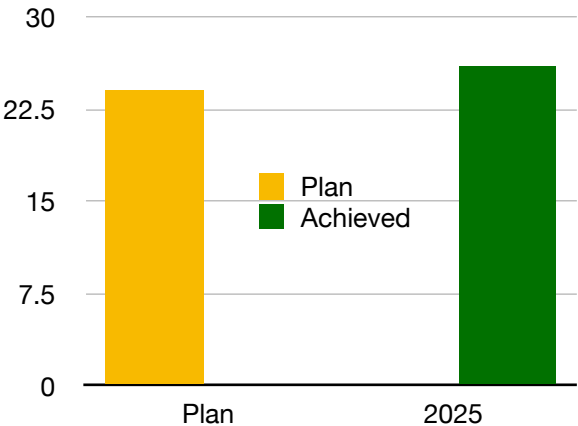
6. Priests, pastors, evangelists, church leaders, and community members have received a variety of scripture engagement training.



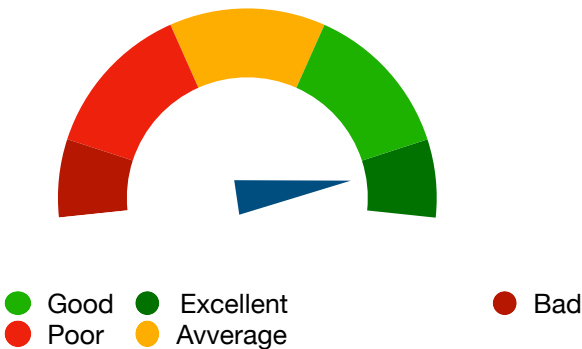
Goal 4 Bible Translation & Scripture Engagement

Obj 4.b Improve the accessibility to mother tongue Scripture in different platforms to all language communities.

1. 24 languages will have non-print media products (SD card, Apps, Mega voice)



2. Various print products are available for language communities



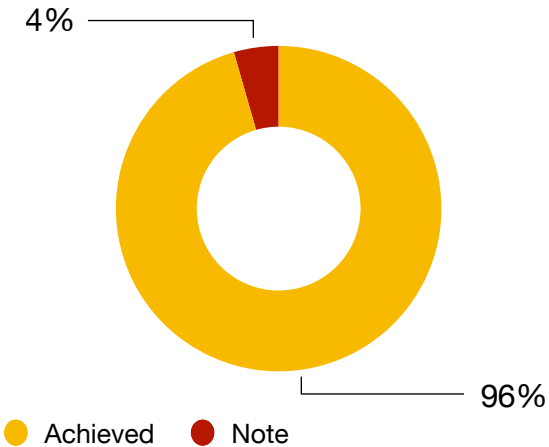
3. We advocate for Local Bible study groups to regularly meet and use the mother tongue print or digital media



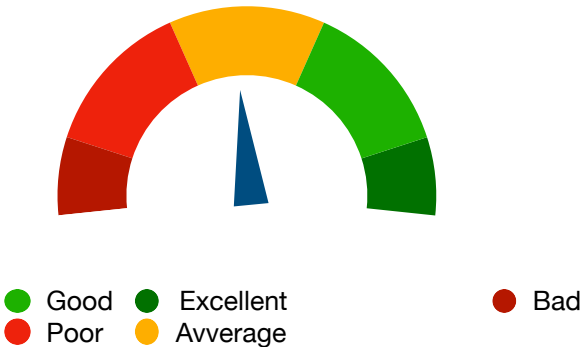
Obj 4.c Improve the use of Scripture materials in churches and ministries effectively, and promote mother tongue Scripture materials that have been developed.

1. 59+ language communities' local churches/ministries are using Scripture and Scripture Engagement (SE) products & services available in their MT language

3. 29+ language communities' will have print and non-print/digital scripture materials can be found in use at the church



2. Priests, pastors, evangelist, church leaders, and community members using Scripture and SE products in church activities.



Goal 4 Bible Translation & Scripture Engagement

Obj 4.d Local language communities implement Bible Translation and Scripture Engagement ministries in sustainable ways as their capacity increases.

1. Members of all denominations are found on the CPBT led Bible translation project language committees.



Good Excellent
Poor Average Bad

2. CPBT Bible translation teams are represented by different local denominations.



Good Excellent
Poor Average Bad

3. Advocate Scripture Engagement ministry for all CPBT language communities.



Good Excellent
Poor Average Bad

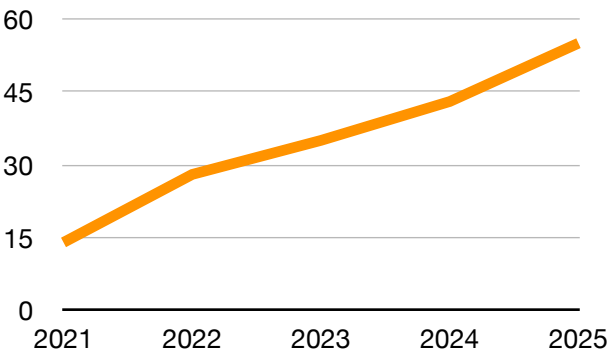
Obj 4.e Promote community ownership and appreciation of Scripture, SE programs, and products available in local languages

1. 50 language communities of community members reporting positive experiences with MT Bible and SE services



Good Excellent
Poor Average Bad

2. Percentage of local church communities have been trained in the use of MT Bible and SE services



3. Local churches have a variety of SE programs



Good Excellent
Poor Average Bad

Goal 5

Intercultural Living and Mission

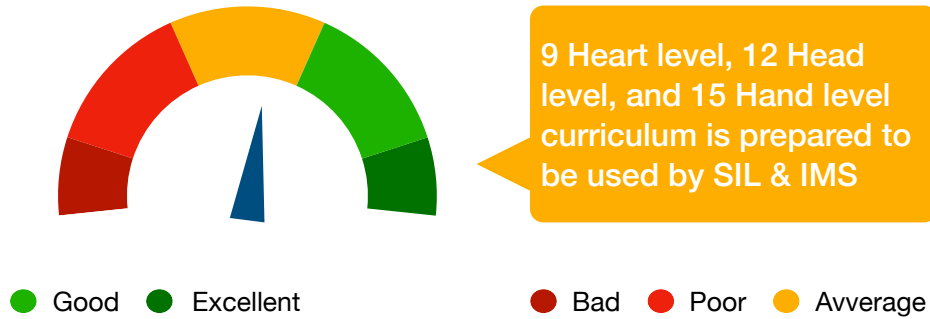
Train local and international Intercultural workers through Scripture-based knowledge, attitude, and skill so that they can cope with the challenges of the mission field, live, and minister in an intercultural community.

Goal 5

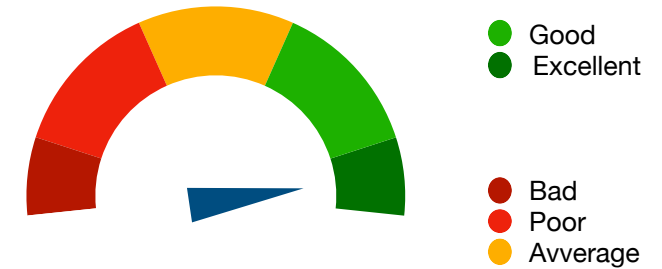
Intercultural Living and Mission

Obj 5.a Standardize Intercultural Training Curriculum Make available well develop standardize intercultural training curriculum materials in partnership with mission organizations and churches.

1. Training institution and language communities have new Intercultural Training Curriculum materials published.

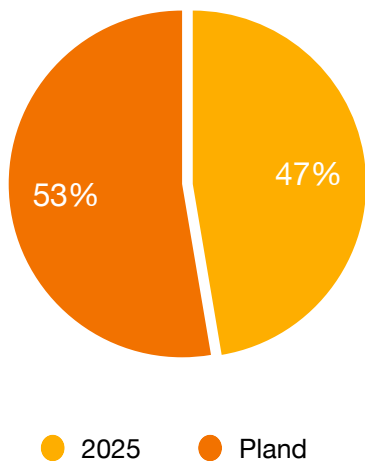


2. Universities and Colleges have the new Intercultural Training Curriculum materials.

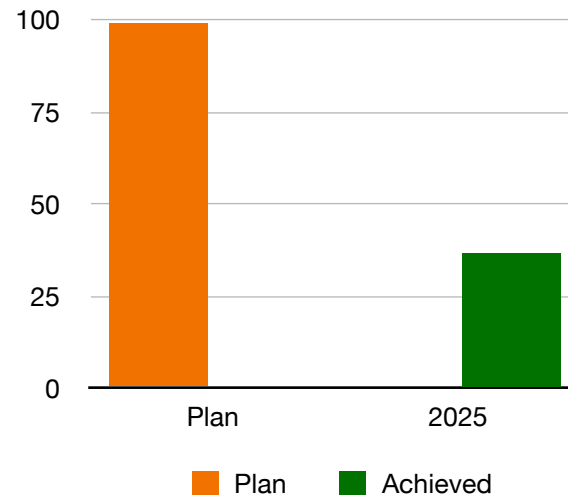


Obj 5.b Promote advocacy on intercultural living to continue.

1. 150 church leaders are aware of the need for an intercultural living training



2. 99 mission board members are aware of the



3. Awareness-raising programs promoting co-existence and multicultural team life

Sixty international students, nine IMS missionaries, 201 domestic missionaries, and 71 leaders received multicultural team life awareness

4. Creating dialogue for cross-cultural team

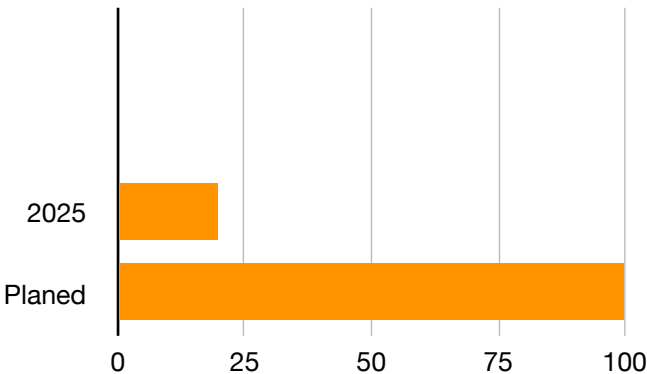


Goal 5

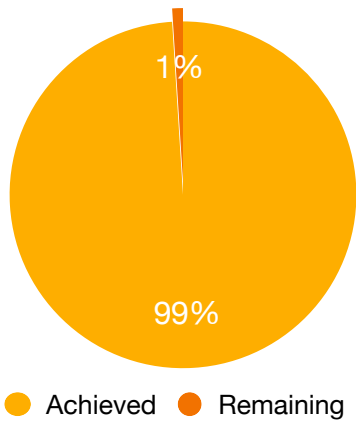
Intercultural Living and Mission

Obj 5.c Refugee Receiving Quality Intercultural Training refugees who based in Ethiopian are participating in intercultural training and practice intercultural living.

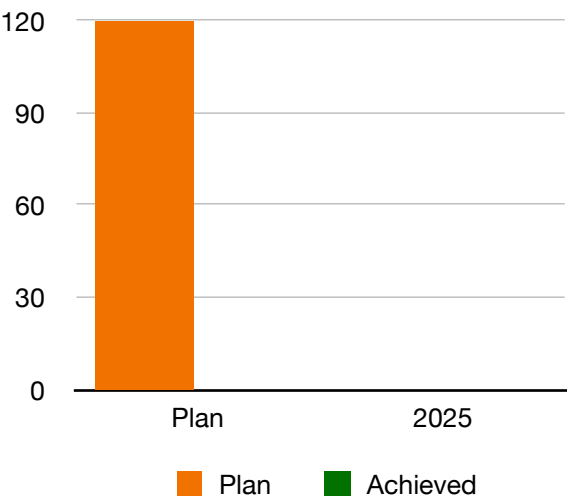
1. Improve 1.300 refugees in Ethiopian refugee camps prepared for cross-cultural mission



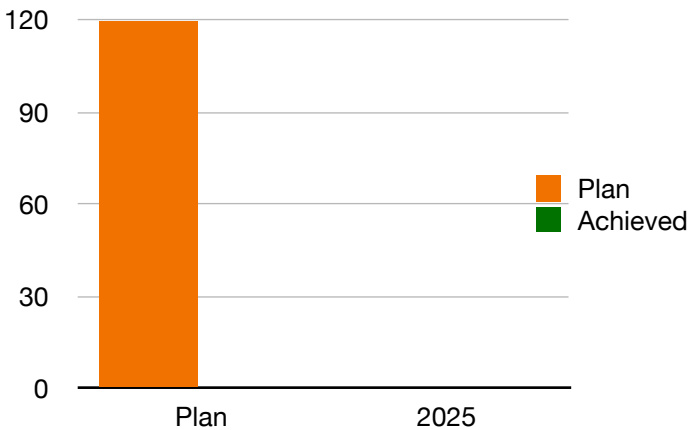
2. 60 church leaders found in refugee camps are equipped for cross-cultural mission leadership



3. 120 refugees in neighboring countries of the Horn of Africa refugee camps prepared for cross-cultural mission



4. 60 church leaders found in neighboring countries of the Horn of Africa refugee camps



Goal 5

Intercultural Living and Mission

Obj 5.d Enhance language skills expatriate who want to serve in Ethiopian local language communities are participating in local language classes and are accessing and

1. New Expatriate have regular language class in Amharic, Oromo, Somali, and Tigray. language.



2. Improve and make available the current online teaching platform and materials

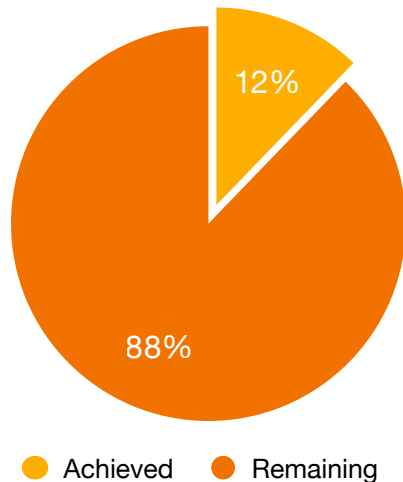


3. Develop and are available fully organized online courses

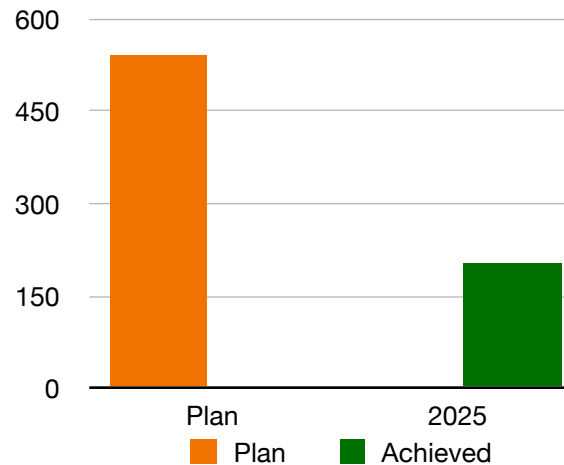


Obj 5.e Ethiopian and Ethiopian Diaspora Receiving Quality Intercultural Training
Ethiopian diasporas who lives in different language communities globally are participating in intercultural training and enhance their intercultural living.

1. 90 Intercultural workers going to the international mission fields sent by IMS and East African Sending Office are equipped



2. 540 Intercultural workers sent to the domestic mission fields EECMY, KHC, ECF, ECC, and others



3. 360 Language students

