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FAITH IN PRACTICE

LEADERSHIP CONFERENCE

OCTOBER 11, 2025

Schedule of Events

7:00-7:30am	**Breakfast**		
7:30-7:35am	**Welcome and Overview**	Cary Moorhead, MD	Salon D
7:35-8:00am	**Opening Prayer and Mission Integration**	Mark Woolf, MD	Salon D
8:00-8:30am	**CEO Updates**	Ben Adesope, PhD	Salon D
8:30-9:00am	**Guest Speaker: Thriving in Christian Life**	James Tour, PhD	Salon D
9:00-9:30am	**Quality Committee Updates**	Lola Coke, PhD	Salon D
9:30-10:30am	**Program Updates and Key Initiatives** Guatemalan Program Updates Volunteer and Partnership Updates Supply Chain Updates	 Jaime de Leon & Ben Adesope, PhD Abby Maxa Jeffery Antichevich	Salon D
10:30-10:45am	**Refreshments and Break**		
10:45-11:45am	**Breakout Session**	Medical Clinic & Surgery Discussions	Diamond Room & Salon D
11:45am-12:00pm	**Break**		
12:00-12:30pm	**Leading Together**	Group Discussion	Salon D
12:30-12:35pm	**Final Remarks and Closing Prayer**	Ben Adesope, PhD & Mark Woolf, MD	Salon D

Opening Prayer
& Mission Integration

Mark Woolf, MD

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Opening Prayer and Mission Integration



- What is Mission Integration?
- Why is this essential for FIP?
- Dr. Woolf's role as Spiritual Care Leader
- Q&A and Discussion

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CEO Updates

Ben Adesope, PhD

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Conference Objectives

1. **Reconnect with Purpose**
   - Reaffirm our shared calling as servant leaders
2. **Reflect on Progress**
   - Understand where we are coming from
3. **Realign for Growth**
   - Gain clarity on FIP's strategic priorities for 2026 and beyond
4. **Recommit to Leadership**
   - Equip every team leader with tools to help us translate strategy into daily action
5. **Rise and Lead Together**
   - Strengthen unity and collaboration among all leaders. Rising collectively in our service of love and excellence

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Mission

Faith In Practice improves the health and wellness of underserved Guatemalans through health- related medical missions, community-based health initiatives, robust partnerships, and education while fostering spirituality and compassion in our patients and volunteers.



Guiding Principles

Sharing our Faith Through Deeds

- Jesus taught and healed with compassion for all. Matthew 4:24
- Faith by itself, if it has no works, is dead. James 2:17

Acceptance, Respect and Empathy

- All people have been created in the image of God. Genesis 1:27
- Accept one another, then, just as Christ accepted you, in order to bring praise to God. Romans 15:7

Appreciation of Cultural Differences

- For God shows no partiality. Romans 2:11
- There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus. Galatians 3:28

Sharing our Gifts and Talents

- Be devoted to one another in brotherly love. Honor one another above yourselves. Romans 12:10
- Be kind and compassionate to one another, forgiving each other, just as Christ God forgave you. Ephesians 4:32

Guiding Principles

Support and Nurture Volunteers

- Much will be expected of those who are entrusted with much. Luke 12:48
- As each has received a gift, use it to serve one another, as good stewards of God's varied grace. 1 Peter 4:10

Courtesy

- Speak evil of no one, to avoid quarreling, to be gentle, and to show perfect courtesy toward all people. Titus 3:2
- And let us consider how we may spur on another on toward love and good deeds. Hebrews 10:24

Personal Integrity

- This is what the Lord requires of you: act with justice, love with kindness and walk humbly with your God. Micah 6:8
- Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable – if anything is excellent or praiseworthy – think about such things. Philippians 4:8

Where Are We – YOY 2026 - 2019

	FYE26 Approved Budget	FYE25 Annual Projection	FYE24 ACTUAL	FYE23 ACTUAL	FYE22 ACTUAL	FYE19 ACTUAL
Donations	633,670	540,600	618,759	752,900	531,300	659,700
Grants	794,500	660,700	388,557	354,200	450,300	351,000
Fundraising Events (Gala/Vibrance)	1,025,000	1,498,000	836,211	1,067,500	960,000	910,600
Share The Mission Program	1,304,185	1,244,400	1,159,486	1,123,900	907,200	1,128,700
Total Fundraising Income	3,757,355	3,943,700	3,003,013	3,298,500	2,848,800	3,050,000
Mission Team Member Fees	2,056,850	1,986,100	1,710,144	1,649,200	1,010,500	1,705,400
Mission Team Member Sponsorships	(65,000)	(55,900)	(67,075)	(45,400)	(38,500)	(65,500)
Related Business Income	30,000	27,700	6,938	-	2,700	200
Total Other Income	2,021,850	1,957,900	1,650,007	1,603,800	974,700	1,640,100
Total Operating Revenue	5,779,205	5,901,600	4,653,020	4,902,300	3,823,500	4,690,100
Program Mission Expenses	1,841,465	2,166,800	1,947,596	1,894,600	1,491,200	1,594,300
Program Administrative	159,919	128,400	229,167	122,200	85,900	147,200
Program Network Related (Casa De Fe)	188,762	190,100	154,856	72,000	66,100	46,600
Restricted Expenditures (Casa de Fe)	-	-	19,404	57,300	35,600	39,000
Program Payroll Expense	1,431,092	1,363,300	1,498,686	1,144,000	991,400	1,124,200
Total Program	3,621,239	3,848,600	3,849,709	3,290,100	2,670,200	2,951,300
Administrative Expense	498,550	551,700	552,459	425,100	308,500	298,000
Administrative Payroll Expense	619,694	551,900	618,431	503,400	479,400	373,400
Total US Administrative	1,118,243	1,103,600	1,170,890	928,500	787,900	671,400
Fundraising Expenses	283,300	291,300	260,227	150,400	208,900	229,900
Fundraising Payroll Expense	636,070	618,600	814,565	700,000	552,500	527,900
Total Fundraising & Other	919,370	909,900	1,074,791	850,400	761,400	757,800
Total Operating Expenses	5,658,851	5,862,100	6,095,390	5,069,000	4,219,500	4,380,500
Net Operating Surplus/(Deficit)	120,353	39,500	(1,442,370)	(166,700)	(396,000)	309,600
# of Teams US Volunteers	41	43	44	39	32	39
# of US Volunteers	1,294	1,286	1,192	1,186	748	1,292

Strategic Priorities (Existing)

1. **Increase access to specialty care:** Increase the number of US- and Canadian-led missions completed each year from 40 to 52 in ten years (+8 surgical, +4 medical clinic).

2. **Increase access to ongoing healthcare for the underserved**: Invest in 200 community health workers and navigators to provide health and referral services to Guatemala's most underserved and remote communities.

3. **Transform social healthcare through robust partnerships:** Increase access to health and surgical care through the creation of a health alliance, a clinically integrated network of health providers dedicated to serving Guatemala's most underserved communities.

4. **Digitize healthcare to drive patient care:** Develop technology that will support community health workers and partnership by increasing continuity of patient care and visibility into the needs of those we serve.

5. **Train and inspire future health professionals:** Expose 100 aspiring health professionals to the needs of the poor to further develop their careers of compassion and build the volunteer pipeline of tomorrow.

Strategic Priorities (Added in 2025)

6. **Spiritual/Faith-Based Priority:**
   - Re-Integration of Mission Integration Committee and Guided Literature (Ex: Mission Drift)
   - Redesigned Team-Based Spiritual Leadership Role Description
   - Introduction of Organizational-Wide Spiritual Leader
7. **Financial Sustainability Priority:**
   - Organizational Partnerships
   - Multi-Year Funding Opportunities
   - Emergency Preparedness & Continuity Reserve: 1 – 2% of Annual Budget
   - Obras Surgical Mission Coalition & Shared Cost Models
8. **Operational Efficiency**
   - Data-Driven Decision-Making Tools
   - Volunteer Recruitment Plan
   - Addition of 4 New Diversified Board of Directors to Existing 19 Members

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Opportunities for Growth

- **Volunteer Recruitment and Impact**
  - Revenue Impact: (-186 Volunteers) = (-$260,400)
  - Contract Staffing ($60k)
  - Share the Mission Impact (-186 Volunteers) = (-$186,000)
  - Total Variance is approximately = $446,460
- **Medication and Supply Procurement**
  - Cost-Sharing Models
  - Team Support
- **Clinical Operations**
  - Volunteer Medical Director
  - Community Health Workers
- **Operational Decision-Making**
  - Partnering with you



Immediate FY 2026 Plans

- **Organic Growth**
  - Medical Mission Coalition
  - Hospital Hilario Galindo
- **Operational and Financial Efficiency**
  - Information Technology
  - Financial Reporting and Stability
  - Development/Fundraising
  - Clinical Quality
- **Volunteer Recruitment Plan**
  - Maintaining and Improving Volunteer Experience
  - Volunteer Sponsorship Fund
  - Increasing Partnerships



Thriving in Christian Life

James Tour, PhD

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Thriving in Christian Life

October 11, 2025

James Tour, Rice University

jmtour.com

The blessing of the family



Companies started in past 10 years, ~$2B current valuation

1. Dotz- graphene quantum dots and CO_2 Capture—Public, https://www.dotz.tech/
2. Weebit- silicon oxide computer memory—Public, https://weebit-nano.com/
3. Zeta Energy- Li-metal/C-S batteries, https://zetaenergy.com/
4. Neurocords- graphene nanoribbons for spinal cord repair
5. Xerient- pancreas cancer treatment in Phase II clinical trials, https://xerient.net/
6. Pleozyme- treatment of Down Syndrome, traumatic brain injury, stroke and dementia, https://www.gerenox.com/
7. Rust Patrol- corrosion inhibition, https://rust-patrol.com/
8. Roswell Biotechnologies- DNA sequencing and analyte on a molecular electronic chip, https://www.roswellbiotech.com/
9. Universal Matter- flash graphene and other 2D materials, www.universalmatter.com.
10. Flash Metals USA Inc., Public via Metallium Ltd. - Flash heating for rare earth elements from coal fly ash and metals by urban mining of electronic waste. And flash heating for lithium-ion battery recycling of cathodes and anodes. https://metalliuminc.com/
11. United Standard Materials Corp.- Flash heating waste plastic for 1D materials plus hydrogen gas, and 1D silicon carbide from waste.
12. Flash Hydrogen LLC for the silicon carbide preparation, graphite, and battery recycling.
13. Pattern Materials—Laser-induced graphene (LIG)
14. IronLattice—Neuromorphic AI computing device based on a superlattice structure, compute-in-memory
15. URI Biotech LLC—Molecular machines in cardio-vasculature care
16. Hagana Inc.—MXenes, inorganics, flash within flash
17. Terrajoule Inc.—flashing soil for removal of PFAS, heavy metals and organic, and flashing PFAS-containing granulated activated carbon or PFAS-containing resins.

Is there a prescription for thriving?

Psalm 1: 1-3 How blessed is the man who does not walk in the counsel of the wicked, nor stand in the path of sinners, nor sit in the seat of scoffers! But his delight is in the law of the Lord, and in His law he meditates day and night. He will be like a tree firmly planted by streams of water, which yields its fruit in its season, and its leaf does not wither, and in whatever he does, he prospers.

Is there a prescription for thriving?

Joshua 1:8 This book of the law shall not depart from your mouth, but you shall meditate on it day and night, so that you may be careful to do according to all that is written in it; for then you will make your way prosperous, and then you will have success.

Psalm 119: 97-99 O how I love Your law! It is my meditation all the day. Your commandments make me wiser than my enemies, for they are ever mine. I have more insight than all my teachers, for Your testimonies are my meditation.

The excitement of a scientist with faith

September 3, 1993; Purdue University

Matthew 21: 21 Truly I say to you, if you have faith and do not doubt, you will not only do what was done to the fig tree, but even if you say to this mountain, 'Be taken up and cast into the sea,' it will happen.



Purdue Memorial Union and Hotel



Ei-ichi Negishi; 2010 Nobel Prize in Chemistry



H. C. Brown; 1979 Nobel Prize in Chemistry

Application of the scriptures in my career

Upset with a colleague

Luke 6: 27, 28 But I say to you who hear, love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you.





Rutledge Chapel

http://artsandsciences.sc.edu/relg/affiliates/rutledge/rutlphotos.html

Practical applications of the Scriptures

Students in the home

Proverbs 14: 4 Where no oxen are, the manger is clean, but much increase comes by the strength of the ox.

Scriptures are essential to fearing God, observing the commandments, and humility

Deuteronomy 17: 18-20

Now it shall come about when he sits on the throne of his kingdom, he shall write for himself a copy of this law on a scroll in the presence of the Levitical priests. It shall be with him and he shall read it all the days of his life, that he may learn to fear the LORD his God, by carefully observing all the words of this law and these statutes, that his heart may not be lifted up above his countrymen and that he may not turn aside from the commandment, to the right or the left, so that he and his sons may continue long in his kingdom in the midst of Israel.

The Scriptures are our life

Deuteronomy 32: 45-47

When Moses had finished speaking all these words to all Israel, he said to them, "Take to your heart all the words with which I am warning you today, which you shall command your sons to observe carefully, even all the words of this law. For it is not an idle word for you; indeed it is your life."

Attaining peace

Philippians 4: 9 The things you have learned and received and heard and seen in me [Paul], practice these things, and the God of peace will be with you.

Start with 15 minutes every morning.

An invitation

To the person that does not believe in the physical resurrection of Jesus…

tour@drjamestour.org


DrJamesTour.org
tour@drjamestour.org
Connect with me @DrJamesTour

Quality Committee Updates

Lola Coke, PhD

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Quality Committee Updates

- Quality Manual Updates (QR Code)
- Review/purchase new volunteer medical kits
  - Ask all team leaders to determine a 3-person volunteer care team
    - Review volunteer medical kit on Sunday
    - Team doctor, additional doctor and nurse-Medical Clinic Teams
    - Team doctor, Anesthesia provider, nurse-Surgical Teams
- Review/purchase new hospital emergency carts
  - Equipment/supplies expired or missing
  - New carts being explored-FIP owned and kept in locked closet
  - Surgical team key personnel to review and ensure cart is locked at beginning of each week

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Quality Committee Updates

- Unusual Occurrence Update:
  - UO form will be electronic (QR Code/Volunteer Portal)
  - 8 patients—Complicated cases-important to discuss after triage to be sure surgeon has the skill/resources and ensure follow-up
  - 2 volunteers
    - Altitude sickness—added Diamox to volunteer medical kit
    - Allergic reaction – signaled need for volunteer medical kit review

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Quality Committee Updates



- Research Partnerships
- Vaccination Needs– no change to policy
- Illness During Mission Protocol

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Program Updates & Key Initiatives

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Guatemalan Program Updates

Jaime de Leon

Ben Adesope, PhD

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Guatemalan Program Updates

- **Reporting Structure**
  - Surgery
  - Medical Village
  - Mobility
- **New Patient Recruitment Process**
- **In-Country Volunteer Leaders**
- **Audiology Program**

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Guatemalan Program Updates

- **Emergency Response and Continuity Plan Developed by SETRAC**
    - Pre-trip recommendations
        - Keep emergency contact info updated with FIP
        - Register Passport with STEP through U.S Department of State
        - Participate in roundtable sessions
    - In-country recommendations
        - New Orientation Process
        - Emergency Notification Mobile App (INSIVUMEH)

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Volunteer & Partnerships Updates

Abby Maxa

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Volunteer Updates – Policy Statements



- Updates for 2026 (QR Code)
  - **Minimum Age**
    - Volunteers must be 15 y.o. at the start of the mission week; volunteers 15-17 y.o. must pass the minor approval process
  - **FIP Staff Alcohol Policy**
  - **Team Leader Confidentiality Acknowledgement**
  - **Hotel, Transportation, Clinic Locations**

Volunteer Updates – Post-Trip Assessment

- **Survey Completion** – 40% completion (YTD 485 of 1,210 US volunteers surveyed)
  - 34% (164) were first-time volunteers

- **Volunteers plan to serve again within 2 years** – 94% of first-time volunteers, 98% of returning volunteers

- **5 questions regarding team leadership** – 99% of ALL volunteers were satisfied by the resources provided, communication, and leadership for their teams.

- **2 questions regarding FIP website and FIP Houston staff response** – 97% satisfied with FIP website; 99% received support from staff if/when needed.

- **99% of ALL volunteers felt they were of value to their team throughout their week.**

Volunteer Updates – Post-Trip Assessment

- Post-Trip Assessments
  - **Goal for 2026: > 60% completion (vs 40% in 2025)**
- Information gained is vital to operational improvement
- Mission Team Leaders receive results within a month after mission completion
- **How you can help** – Please encourage 100% survey completion by your team

Volunteer Updates – Post-Trip Assessment

- **Updates/Changes to 2026 Survey**
  - 4 questions added to evaluate the spiritual component of the mission week
    - Spiritual activities
    - Personal faith
    - Spiritual Leader volunteer
    - Inclusivity toward all faiths/beliefs

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Volunteer Updates – Recruiting Guidelines

- **Role Descriptions**
- **Program Guides**
  - Medical Clinic Teams
  - Surgery Teams
  - Mobility Clinic Teams

- Resources above found on QR Code and FIP website



Growing Our Volunteer Base – Recruitment

- **Inspire the Future** – Create opportunities to connect with potential medical and non-medical volunteers

- **Expand the Volunteer Base** - Identify volunteer roles that are stagnant or shrinking; Work to revitalize
    - Determine which volunteer roles are most at risk for aging out due to retirement
    - Identify areas for growth that supports our mission objectives (example: Imaging Specialist)

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Strategic Partnerships

- **Existing and Potential Partnerships**
  - Rotary
  - University of Houston
  - UT Health
  - Keiser University
  - Memorial Family Medicine Residency Program
- **Student Volunteer Applicants**
  - 23+ applications received in 2025 from students in advanced healthcare degree programs or physician training programs

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Supply Chain Management

Jeffery Antichevich

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Jeff@faithinpractice.org

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Supply Chain Updates

- **FY2026 Formulary Changes**
  Designed for specific programs and procedures (Village/Surgery types)

- **Feedback Needed**
  - Sugammadex (Bridion)
    - Neostigmine replacement
      - Pricing/Procurement Challenges

- **Suture / Mesh Donation**



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Supply Chain Updates

- **Shipping Containers**
  - FIP opens space for teams to send product on containers
    - Shipping process
    - Shipping schedules and deadlines available online

- **Required Documentation**
  - Sample manifest can be found on Volunteer Resources site, by contacting SCM, or your Houston Staff Contact
  - Manifest with inventory helps SCM

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Supply Chain Updates



- **Surgical Packs**
  - DeRoyal Partnership
    - History
    - Critical Changes
    - Current Plan
    - Financial Impact
  - Exploring Other Organizations and Opportunities

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Please Transition to Breakouts

Refreshments & Break

15 Minutes

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Surgery Mission Teams

Breakout Session

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Surgery Team Breakout – Lola Coke, PhD

- Quality Committee Updates
  - Surgical Subcommittee and Anesthesia Subcommittee updates
  - Patient follow-up process after surgery
  - Surgical specialty recruiting process/proposal
  - Crash cart discussion
  - What are your concerns, and how can Quality Committee support?

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Surgery Team Breakout – Jaime de Leon

- **Obras Updates**
  - Staffing
  - Dental Clinic
  - Audiology
  - Urology
- **HHG Updates**
  - Staffing
  - Wards

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Surgery Team Breakout – Jaime de Leon

- **Supplies and Medications**
  - Obras use of supplies
  - Supply needs
  - Medication donations (antibiotics)
- **Roundtables**
- **Celebration Dinner**



Surgery Team Breakout – Paola Mac Donald

- Updates - Referrals, Ortho Patients, CdF, CdM
- Statistics
- Post-amputation patients and relationship with ROMP
- Encourage volunteers to visit CdF and CdM

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Surgery Team Breakout – Paola Mac Donald

Before



After



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Surgery Team Breakout – Paola Mac Donald

Before



After

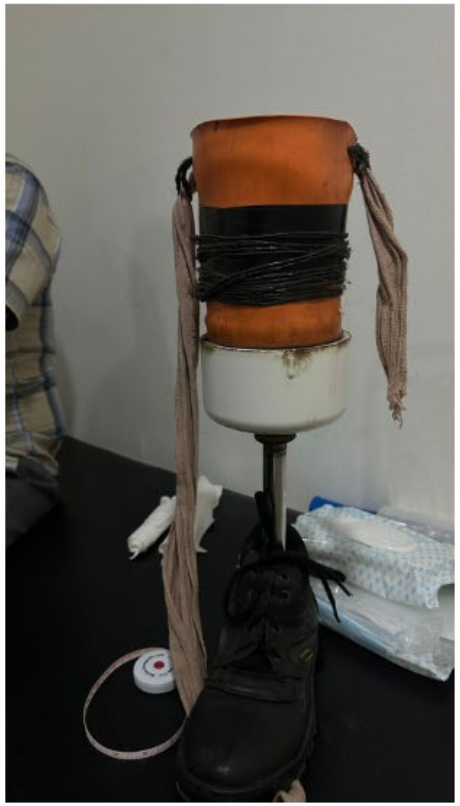


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Surgery Team Breakout – Paola Mac Donald

Before





After



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Medical Clinic Mission Teams

Breakout Session

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Medical Clinic Breakout – Ariel Marroquin

- 2025 Stats
- Program achievements
- Patient recruitment
- Ortho clinic
- Pharmacy transition in medical clinics

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Medical Clinic Breakout – Ariel Marroquin

- Round table meetings
- Volunteer Recruitment
  - Spanish interpreters, gen support, assistant support for triage, PT/OTs
- Gen 4 Joy new wheelchair from FWM
- Rotary global grant for cervical cancer education, screening, and treatment to eliminate cervical cancer in Guatemala.

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Medical Clinic Breakout – Dr. Johnson/Dr. Woolf

- Pharmacy Subcommittee
- HbA1c machine
- Portable X-ray machine
- Implementation of ORTHO clinic in Medical Clinic missions

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Medical Clinic Breakout – Lola Coke, PhD

- Volunteer Care Team questions
- What are your concerns and how can Quality Committee support?

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Leading Together

Group Discussion

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Leading Together

- What are your critical needs?
- What information would you like to know more about?
- How can FIP support you?
- How can you each help FIP?



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Final Remarks & Closing Prayer

Ben Adesope, PhD
& Mark Woolf, MD

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Thank You for Joining Us

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OCTOBER 11, 2025