



January 13, 2021

Dear EFM Supporters,

On behalf of the EFM Board, I want to thank you for your continued support of the work of Evangelical Friends Mission. Amid the challenges of the past year, our commitment remains the same: to make disciples of Jesus around the world. Out of a desire to be faithful to that great calling, the Board of EFM has decided to make some important changes to our organizational structure, which is why I am writing to you today.

At our fall meetings held November 5-6, 2020 in Yorba Linda, CA, the Board received a recommendation from our Executive Director, Dan Cammack, that we consider a restructuring of our executive staff. With the recent integration of new missionary families into EFM from Northwest Yearly Meeting and Evangelical Friends Church – Eastern Region, as well as our Five-Year Goal to send 10 new missionary units to launch 5 new fields by 2025, Dan believed the current job description of our Executive Director should be reassessed. After prayerful consideration of his recommendation, the Board agreed.

As a result, the tasks for which Dan has been primarily responsible up to this point will now be divided between two new positions, which we are calling Executive Director and Field Director.

The primary duties of the new Executive Director will include:

- Strategic planning to ensure EFM has a long-range strategy to fulfill its vision for the future.
- Overseeing the daily operations of the organization, including all executive and office staff.
- Ensuring that sound financial practices are developed and maintained so that adequate funds are available to permit EFM to carry out its work.
- Representing EFM in all regions of EFC-NA, communicating the vision of the organization in a clear and compelling fashion.

The primary duties of the new Field Director will include:

- Overseeing the daily operations of the EFM mission fields in a manner that supports and guides EFM's mission.
- Regularly visiting EFM fields/missionaries, focusing on member care and field development.
- Overseeing field coaches and field support teams.

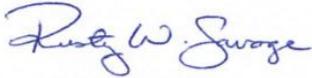
Our hope in making this change is that it will allow the Executive Director to focus on helping EFM as an organization to advance in accordance with our mission, while allowing the Field Director to focus on oversight and care for our missionaries and fields. As a Board, we are very grateful that Dan Cammack has agreed to serve as our new Field Director.

Along with these changes to the role of the Executive Director, the Board also made the decision to replace the position of Associate Director with a new position we are calling the Director of Mobilization. The primary duties of this new position will be to oversee recruitment efforts for new missionary candidates and spearhead the process of exploring and pioneering new EFM fields. We believe this is an important step, not only for our immediate Five-Year Goal, but also for the long-term future of EFM. The Board is grateful that Matt Macy has agreed to serve as our Director of Mobilization.

We will begin the search for our new Executive Director in early 2021. It is our hope that we will find the right candidate from within one of our EFC-NA regions. In the meantime, Dan and Matt will continue to serve in their current positions until the new Executive Director is hired. Please pray with us that God will guide us throughout this search process and the right person for this important leadership role will be found.

Thank you for your faithful service to our Lord. I pray that you will experience in new ways the full width, length, height, and depth of His love in 2021.

For the nations,

A handwritten signature in blue ink that reads "Rusty W. Savage". The signature is written in a cursive, flowing style.

Rusty Savage
EFM Board Chair