

EVANGELICAL FRIENDS MISSION
LUKE 10 THINK TANK

Wednesday, November 6, 2024
Brea, California

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All reports to EFM for each field are held at this website address: https://friendsmission.com/field-prayer-team-resources/. It is not a publicly listed web page, but feel free to pass it along to others in the EFC family involved in the Luke 10 Initiative, including prayer partners!

EFM NATIONAL LUKE 10 THINK TANK SCHEDULE

November 6, 2024

*The Lord **now sent** them ahead…*
*He instructed, "Pray that **the Lord of the Harvest would send** more workers…*
NOW GO,** and remember that **I am sending you…

9:00am Think Tank Convenes
Stan: Welcome
Jonathan: Singing Worship
Dan: Reflection on EFC-Sending History
Reading of Luke 10
Matt: CAN GO Criteria, Benchmarks, Help Wanted

10:30am Two-minute proposal from NWYM concerning The Balkans
- What is the status or proposal for EFM concerning the CAN GO?
- What are a couple of most compelling reasons for today's CAN GO proposal?

Updates
- Tanzania
- Kavet of Laos (in Cambodia)

10:40am Seven Discernment Group Assignments
- be clear on allotted time
- assigned leader and reporter who is not the main champion/s for field
- identify timekeeper (set alarm to go off out loud 1 minute before time limit)
- assigned notetaker
- make sure the person pushing the cause doesn't talk too much to where the group can't ask questions and make observations!

-BREAK-

11:00am SEVEN DISCERNMENT GROUPS

- *(11:00, 10 min)* Group members silently read through the report for this field
- *(11:10, 20 min)* Group discuss:
    1. **How do we see God working and encouraging us to move forward?**
       *See Think Tank '24 Purpose page 6 for notes on "what do we need to see."
    2. Note as a group what the status of the benchmarks are for this field:
       (see pages 9-12 Luke 10 Initiative Report)
- *(11:30, 30 min)* 5. Identify next steps…

- Are there any factors that have changed since the think tank recommended this field and, if so, how do those changes impact proceeding with the launch process?
- What 2 or 3 questions, if we answered them, might help a future missionary want to go?
- **What challenges need to be addressed before we deploy missionaries?**
- **What are the top priority 2 or 3 next steps in order to send missionary/s to launch the field?**

12:00-1:20pm Break for Lunch

1:20pm Back in meeting room
1:30pm Think Tank back in session

SMALL GROUP REPORTS: *(10 min each)*

1. Briefing from each discernment group: *(6 min)*

- How do we see God working and encouraging us to move forward?
- What challenges need to be addressed before we deploy missionaries?
- What are top priority 2-3 next steps in order to send missionary/s to launch the field?

2. Full group feedback and discussion *(4min)*

3. The pulse of group…
   …are all hearts clear?

The Balkans
Mexico
Shuar of Ecuador
South Sudan
Muslim refugees in Greece
Persian Gulf Countries (Dubai)
NE Brazil

- GROUP PICTURE -

3:00pm **Stan:** Creating Sending Cultures in Local Churches
Seven case studies from scripture to consider missionary development principles.

5:00pm Dismissal

5:30pm Think Tank Group Dinner

THINK TANK 2024 PURPOSE

Purpose

1. **Discern NWYM proposal for commitment to launching a new field in The Balkans (yes or not yet proposal to EFM Board).**
2. **Give input to EFM concerning priority next steps that need to happen in order to send missionary household/s to 1) Mexico, 2) Shuar of Ecuador, 3) South Sudan, 4) Muslim Refugees of Greece, 5) Persian Gulf Countries, and 6) NE Brazil.**
3. **Further develop strategy to invite every member of our churches to consider missionary service.**

WHAT DO WE NEED TO SEE in the CAN GO Criteria to discern proposals for commitment to launch a field?

1. Conviction growing for four criteria: Champion, Affirmation, Need, and Opportunity. *Are there signs of increasing enthusiasm, unity, prayer, and support to launch this field?*
2. Gifting (missionaries with gifting…) may or may not have missionary applicant/s at this point. *What if we made a commitment and put out a call for workers from our U.S. churches?*
3. Are there compelling reasons that stir passion among us for launching the field? *Is it worth the cost? Is it worth the cost of sending our sons and daughters?*

- EFM's CAN GO Criteria is still our guide for discernment and focus.
  - The CAN GO question concerns which people, field or general community.
  - The commitment is where we expect to deploy missionaries from our U.S. churches.
  - We are not determining whether this field can be launched by the end of 2025, nor the formal long-term strategy.
  - We are not trying to force a certain number of fields. Capacity depends on CAN GO criteria. Discern faithfulness!
  - Proposals for new field commitments do not end today (for 2025 launch and beyond).
- What are we not making decisions on right now?
  - We are not making proposals on who, how, or when we will deploy EFM missionaries.
  - We are not making proposals concerning what partner yearly meetings in other countries will do.
  - We are excited about potential agreements with partner yearly meetings but we aren't making proposals about partnerships.
  - But we should be aware of and talking about the vision and next steps for all these topics in the decision of commitment for EFM sending U.S. missionaries to a field.

EFM's CAN GO Criteria

C – Champion/s	**We must go**
A – Affirmation	**Church: local, national, international**
N – Need	**Compelling need for the gospel, unreached or underreached**
G – Gifting	**Missionaries with gifting and character to accomplish the task**
O – Opportunity	**Openness among these people, even a sense of invitation**

EFM HELP WANTED 2024 HANDOUT

HELP WANTED at EFM

Would you be open to a new purpose in your life?



Is it possible that God has an adventure for you in another country?

Imagining living your whole life never hearing that Jesus loves you. EFM is committed to working in countries where people may never hear the Good News if we don't go. ***Poverty. Broken Relationships. Spiritual Emptiness. Lack of Education. Pressing Social Issues.*** To make a lasting impact, EFM needs people who are willing to serve one to two years as well as people willing to serve as career missionaries. Together, we can bring hope and transformation.

EFM is looking for people with a wide variety of skill sets in both lead and supporting roles including:

BUSINESS · FARMING · ADMIN · TEACHING · HEALTH · LEADERSHIP DEVELOPMENT

HOSPITALITY · RELATIONAL ENGAGEMENT · DISCIPLE-MAKING · SMALL GROUPS · CHURCH PLANTING

Begin the conversation today to discover how your unique life experiences and vocational skills can meet these important needs.

EFM will prepare you to implement immersion and disciple-making habits for serving within a friend-making context. You may need to redefine what it means to be a "missionary." EFM equips and sends with appropriate training, salary package, and support from a personal EFM Coach and Missionary Care Team.




EFM's Five-Year Goal
Luke 10
IS TO SEND AT LEAST
10 New Missionary Households
FROM THE U.S. TO LAUNCH
5 New Fields by 2025.
In Fall 2023, EFM committed to sending 12 households to open six new mission fields:
EFM is still exploring The Balkans (Eastern Europe), Tanzania, and the Kavet of Asia. We are also seeking more workers for some of our existing mission fields.
MEXICO
SHUAR OF ECUADOR
NE BRAZIL
MUSLIM REFUGEES IN GREECE
SOUTH SUDAN
PERSIAN GULF STATES
Scan the QR Code to watch our 2024 Help Wanted Video and explore how God may be calling you.
"THE HARVEST IS GREAT, BUT THE WORKERS ARE FEW. SO PRAY TO THE LORD WHO IS IN CHARGE OF THE HARVEST; ASK HIM TO SEND MORE WORKERS INTO HIS FIELDS."
Luke 10:2
PRAY
SEND
GO
EVANGELICAL FRIENDS MISSION
EVANGELICAL FRIENDS MISSION
P.O. Box 771139, Wichita, KS 67277 | (303) 421-8100
efm@friendsmission.com | www.friendsmission.com
EFM the missions sending agency of EFC-North America.

2024 Fall Luke 10 Initiative Update

THE FIVE-YEAR GOAL
To send 10 new missionary households from North America to launch 5 new fields by 2025

In launching these new fields we will pursue partnerships with Evangelical Friends groups on other continents who share our vision and wish to work with us.

PROGRESS IN EACH BENCHMARK

STAGE ONE (2021)

Each region selects at least one new field to adopt and propose to EFM

- *NW, ER, Indiana, MA, and RM each held regional Think Tanks in 2021.*
- *SW held their regional think tank summer 2023 and added the Kavet of Cambodia/Loas for plans to explore*

At least 10 potential fields chosen for exploration (May)

- *Spring 2021 National Think Tank identified 11 fields to explore.*

STAGE TWO (2022)

All potential fields visited at least once (Nov)

- *Luke 10 Exploration Teams were deployed to 10 locations by 10 teams between April 2022 and March 2023 for the first exploration (NE Brazil, Eastern Europe, Tanzania, South Sudan, Northern India, Lahu in Thailand, Mexico, Ecuador, Muslim Refugees of Greece, and Persian Gulf States)*
- *Northern India and Lahu in Asia exploration paused for U.S. missionaries Nov 2022*
- *SW sent a team for first exploration trip to the Kavet in SE Asia Oct 2024*

STAGE THREE (2023)

At least 15 potential missionary units getting field experience (May)

- *2021-Fall 2023, EFM has sent 11+ units for field experience*

All potential fields visited for at least the second time (Nov)

- *2021-Spring 2024, 7 fields have been visited for the second time (Ecuador, Mexico, Greece, South Sudan, Tanzania, NE Brazil, Persian Gulf States)*
- *NW sent second trip to The Balkans (Eastern Europe) June 2024*

At least five new fields approved by the EFM Board (Nov)

- *November 2023 National Think Tank & EFM Board approved, so far, commitment to launching six fields: Ecuador, Mexico, Refugees of Greece, South Sudan, Persian Gulf States and NE Brazil*

STAGE FOUR (2024)

Regions establish Field Prayer Team/s who meet regularly in the U.S. to pray for each field

- NW's Ecuador Prayer Team has paved the way in meeting monthly since 2018, but had to stop
- MA Central Africa prayer team meets weekly and includes the 3 MA few fields since March 2022
- ER's Gulf States Prayer team meets monthly since early in 2024
- RM's NE Brazil Prayer Team started meeting monthly since October 2024
- MA has identified team leaders and is developing Field Prayer Teams for
    - South Sudan

- Mexico
- Tanzania

EFM post Help Wanted Signs for short- and long-term missionary households for each field (May)

- With help from regional Field Study Groups, EFM has been posting and further preparing HELP WANTED material for all new fields, and is working with regions to establish EFM volunteer ambassadors to take the message to each congregation across the U.S.

Regions send 10:2 Prayer Trip/s to each field to pray for the soil and for workers* (Nov)

- Mexico had a team visit for prayer and further exploration of new states in June 2024
- Gulf States Prayer Trip October 2024
- Ecuador Prayer Trip October 2024
- South Sudan Prayer Trip November 2024
- Mexico Prayer Trip January 2025

EFM commissions Field Study Group/s to complete Pre-Launch Planning Reports for each field (Nov)

- Pre-Launch Planning Reports were submitted to EFM's Think Tank (Mexico, Ecuador, South Sudan, Greece, Gulf States)

Field Study Groups initiate conversations about missions-sending plans with any potential partnerships (Nov)

1. **Multinational partnerships with international sending yearly meetings.**
   - Conversations with Rwanda, Mexico, Burundi and Nepal are occurring at various levels of detail.
2. **Formal or informal partnerships with organizations with whom we may collaborate with in launching field.**
   - Conversations with partners in each potential field have been occurring at various levels of formal or informal potential. World Renewal in Brazil. AMEE in Ecuador.
3. **Inter-regional/yearly meeting collaboration within EFC-NA is encouraged to build capacity in the EFM family of churches.**
   - Indiana in conversation with RM for Brazil,

Regional Strategic Considerations:

- ✓ ***Missions ambassadors communicate a call for prayer teams and workers with every local church***
  NWYM and EFC-MA are preparing to send out ambassadors. SW, ER, and RM are ready to explore soon.
- ✓ ***At least 3-4 potential missionary households have visited each field (1-2 weeks or 2-12 months)***
  Those who have visited and identified themselves as future missionaries:
  Gulf States 2 The Balkans 2 Ecuador 3 (plus 2 from Mexico) Greece 4
  Mexico 1 (plus 5? from Mexico) NE Brazil 1 Tanzania 4 (plus 1 Mexican)
  South Sudan 3 (plus 1 Rwandan family and 1 Mexican)
- ✓ ***At least double the number of people directly engaged with pre-field development (praying, planning, giving, visiting) this year.***

<u>STAGE FIVE (2025)</u>

EFM receive at least 2 short-term (2 years) or long-term (4 years or more) applications for each field (May)

1. Missionary Candidate Approved by EFM: Fred and Jonelle Liddell family, May 2024
   - (Mexico Yearly Meeting deployed Jose Olivas to Ecuador March 2024)
   - (EFC-Rwanda approved Nicodeme and Annonciatha Basebya November 2023)

Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers* (Nov)

Field Study Groups propose partnership agreements where applicable (Nov)

EFM Deploys at least 2 missionary households placed on each field (short term or long term) (Dec)

How does EFM determine where the new fields will be started?
Through the **Luke 10 Initiative**. EFM depends on the regions/yearly meetings, churches, and individuals that EFM serves as their missions' agency to engage in this discernment process. The Luke 10 Initiative requires **four types of participants** who gather for **Luke 10 Think Tanks** and discern, based on **EFM's CAN GO criteria**, what locations and people groups to visit via exploratory teams called **Luke 10 Trips**. Out of these trips will come recommendations to the EFM Board about where to launch new fields.
Learn more at: https://friendsmission.com/five-year-goal/

The Great Commission is too big for anyone to accomplish alone and too important not to do together.

FIELDS IN PROCESS

1. **Mexico** – Sponsor: Mid America, Partner: Mexico **APPROVED FALL 2023**
    - Exploration Trip 1: April 19-29, 2022 to Jalisco State, Nayarit State, Colima State, and the Huichole people group, 16 people on trip; 5 from U.S. and 11 from Mexico
    - Exploration Trip 2: April 24-May 1, 2023 to Jalisco and Nayarit; 10 people total, 5 people from U.S. and 5 from Mexico
    - Pre-Launch Planning Trip: June 9-12, includes exploring Durango and San Luis Potosi States, 12 people
    - 10:2 Prayer Trip 1: Scheduled January 2025
2. **The Shuar of Ecuador (and Peru)** – Sponsor: Northwest, Partner: Mexico **APPROVED FALL 2023**
    - Field Prayer Team established after Badgleys returned from Ecuador in 2018.
    - Exploration Trip 1: May 30-June 16, 2022, 8 people on trip; 6 from U.S., one from Mexico, one from Bolivia
    - Exploration Trip 2:
      June 5-August 2, 2023: 2 from the U.S. and 2 from Mexico.
      June 5-15, 2023: 2 from U.S.
      July 4-August 2, 2023; 2 from U.S.
    - **First missionary** deployed by Mexico Yearly Meeting March 2024: Jose Olivas
    - 10:2 Prayer Trip 1: Oct 25-Nov 1, 2024, 5 from NW and SW
3. **South Sudan** – Sponsor: Mid America, Partner: Rwanda **APPROVED FALL 2023**
    - Exploration Trip 1: October 10-21, 2022, 7 on team, 3 from U.S., 4 Rwandans
    - Exploration Trip 2: September 8-17, 2023, 7 on team, 4 from U.S., 3 Rwandans
    - **Missionary Candidate Approved** by EFC-Rwanda: Nicodeme and Annonciatha Basebya, Nov '23
    - Pre-Launch Planning Trip: June 29-July 9, 2024, 4 from U.S., 3 Rwandans, 1 Mexican
    - 10:2 Prayer Trip 1: November 15-24, 2024, 6 from U.S., 4 Rwandans, 1 Mexican
4. **Muslim refugees in Greece** – Sponsor: Northwest **APPROVED FALL 2023**
    - Exploration Trip 1: May 30- June 10, 2022, 6 on team

- Exploration Trip 2: September 20-30, 2023, 8 on team
- 10:2 Prayer Trip 1: planning towards Spring 2025

5. **Northeast Brazil** – Sponsor: Rocky Mountain **APPROVED FALL 2023**
    - Exploration Trip 1: March 11-21, 2023, 5 from the U.S. and 1 from Brazil
    - Exploration Trip 2: October 13-24, 2023, 8 on team
6. **Persian Gulf States (Dubai)** – Sponsor: Eastern Region, Partner: Nepal **APPROVED FALL 2023**
    - Exploration Trip 1: October 17-24, 2022: 6 on team, 5 from U.S. (1 Nepali) and 1 from Nepal
    - Exploration Trip 2: October 19-31, 2023; 6 on team, 4 from U.S. (2 Nepali) and 2 from Nepal
    - Field Prayer Team started in ER monthly by zoom Spring 2024
    - 10:2 Prayer Trip 1: October 2024
7. **The Balkans (Eastern Europe)** – Sponsor: Northwest
    - Exploration Trip 1: June 15-22, 2022 visited Serbia and Croatia with 5 on the team
    - **Missionary Candidate Approved** by EFM: Fred and Jonelle Liddell family, May 2024
    - Exploration Trip 2: June 7-22, 2024 visited Bosnia, Herzegovina, Croatia, and Montenegro 5 adults and 2 children
8. **Tanzania** – Sponsor: Mid America, Partner: Burundi
    - Exploration Trip 1: September 11-21, 2022; 7 on team, 4 from U.S., 3 Burundians
    - Exploration Trip 2: September 17-26; 8 on team, 4 from U.S, 4 Burundians
    - Future Missionary Training Trip: June 22-29, 2024: Site visit to boot camp school and field
9. **The Kavet people of Laos (and Cambodia)** – Sponsor: Southwest
    - Exploration Trip 1: October 24-30, 2024, 4 on team.

The Lahu people in Asia– Sponsor: Eastern Region
- Exploration Trip 1: December 8-15, 2022, 5 from U.S. plus EFC-Thailand leaders
- ON PAUSE for U.S. missionaries. Thai nationals active. See CAN GO Report.

Northern India – Sponsor: Indiana
- Exploration Trip 2: February 20-March 4, 2023
- ON PAUSE for U.S. missionaries. Indian nationals active. See CAN GO report.

Future Missionaries:

- 5 in training or field experiences in 2024
- 5 participated in training trip to Tanzania and South Sudan in 2024
- 16ish on list who are “ready or close to ready to apply to EFM if they/we said yes”
- 36ish who are quite active in prep and conversation with EFM
- 150ish names on list of persons who have expressed interest since 2021
- MANY INDIVIDUALS AND EFC CONGREGATIONS WHO HAVE NOT YET HEARD EFM’S HELP WANTED

LUKE 10 BENCHMARKS AND GLOSSARY

THE STRATEGIC FIVE-YEAR GOAL

To send **10 new missionary households** from the U.S. to launch **5 new fields** by **2025**.

In launching these new fields, we will pursue partnerships with Evangelical Friends groups in other countries who share our vision and wish to work with us.

During the next two years we expect to launch at least 6 new fields. To accomplish this, we will focus on three goals:

1. Lay a strong foundation of prayer – locally, regionally and nationally.
2. Send missionaries to launch each new field.
3. Establish a disciple-making ministry presence in each field.

STAGE FOUR MAJOR BENCHMARKS (2024)

- Regions establish Field Prayer Team/s who meet regularly at home in the U.S. to pray for each field (March)

  "Lord Jesus, please raise up prayer teams from around the world who would faithfully pray for these new fields."
- EFM post Help Wanted Signs for short- and long-term missionary households for each field (May)

  "…the workers are few, so Lord Jesus, please cast out more workers into your fields."
- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers* (Nov)
- EFM commissions Field Study Group/s to complete Pre-Launch Planning Reports for each field (Nov)
- Field Study Groups initiate conversations about missions-sending plans with any potential partnerships (Nov)
  - Multinational partnerships with international sending yearly meetings.
  - Formal or informal partnerships with organizations with whom we may collaborate with in launching field.
  - Inter-regional/yearly meeting collaboration within EFC-NA is encouraged to build capacity in the EFM family of churches.

  Regional Strategic Considerations:
  - ✓ *Missions ambassadors communicate a HELP WANTED for workers with every local church*
  - ✓ *At least 3-4 potential missionary households have visited each field (1-2 weeks or 2-12 months)*
  - ✓ *At least double the number of people directly engaged with pre-field development (praying, planning, giving, visiting) this year.*

STAGE FIVE MAJOR BENCHMARKS (2025)

- EFM receive at least 2 short-term (2 years) or long-term (4 years or more) applications for each field (May)
- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers* (Nov)
- Field Study Groups propose partnership agreements where applicable (Nov)
- EFM Deploys at least 2 missionary households placed on each field (short term or long term) (Dec)

POTENTIAL FUTURE BENCHMARKS 2026-2028

During these next three years:

1. Expand prayer ministries on every front.
2. Follow EFM protocol to provide care and support to each field.
3. Develop a long-term disciple-making strategy for each field.

STAGE SIX MAJOR BENCHMARKS (2026)

- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers* (Nov)
- EFM in collaboration with regions provide care for missionaries on every field who are engaged into full time focus on immersion language learning and culture bonding during at least the first 2 years. This includes some home-stay immersion experiences and maintaining a learning posture.

STAGE SEVEN MAJOR BENCHMARKS (2027)

- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers* (Nov)
- EFM provide care for missionaries on every field, in collaboration with regions. Conversations are taking place about possible long-term strategy.
- Field Study Groups propose appropriate updates to any formal or informal partnership agreements. (Nov)

STAGE EIGHT MAJOR BENCHMARKS (2028)

- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers* (Nov)
- EFM receives proposals from Field Study Groups in sponsoring regions for vision and long-term field strategies for each field. (May)
  Regions are asked to receive proposals and insights from missionaries with field immersion experience.
- Field Study Groups identify growth plans needed for pioneering missionary team. Update Help Wanted signs. Recruit more missionary team members as appropriate. (May)

PREVIOUS BENCHMARKS 2021-2023

STAGE ONE MAJOR BENCHMARKS (2021)

- Regional Think Tanks select at least one field to propose to EFM for exploration
- At least 10 potential fields chosen by EFM for exploration (May)
- Each region commits to adopting at least one of the new fields (Sept)

STAGE TWO MAJOR BENCHMARKS (2022)

- Regions visit their adopted fields for exploration (May)

STAGE THREE MAJOR BENCHMARKS (2023)

- At least 15 potential missionary households getting field experience (May)
- All potential fields visited for at least the second time (Nov)
- At least five new fields approved by the EFM Board (Nov)

GLOSSARY – EFM'S LUKE 10 INITIATIVE

Luke 10 Initiative: The systematic EFM initiative to discern where and who and how to launch new mission fields.

Four Types of People: The EFM initiative is intentional to invite and include 1) future missionaries 2)people with missions experience 3) influential church leaders 4) people from other nearby countries, usually Friends Church leaders

EFM CAN GO Criteria: The five criteria EFM uses for discernment in decision to send missionaries to start a new mission field: Champions, Affirmation, Need, Gifting, Opportunity.

Luke 10 Think Tank: Regional or national discernment gatherings specifically for prayer, receiving reports, discussion and forming proposals to the EFM Board in the Luke 10 Initiative process. Formed originally to determine what locations and peoples to explore.

Luke 10 Exploration Trip: Group deployed by sponsoring region/yearly meeting **missions team** who gathers information and makes trips to potential fields. CAN GO Reports and proposals are made with the sponsoring region/yearly meeting missions team to the EFM Think Tank. *This is "exploration" terminology EFM used in pre-EFM "yes or no" decision of commitment to launch field.*

Field Study Group: Group deployed by/with sponsoring region/yearly meeting **missions team** to continue gathering information and making proposals with the regional missions team in next steps of launching field. The Field Study Group, for example, provides the Pre-Launch Planning Report and leads conversations and proposals for partnerships. *This is terminology EFM uses after "yes" decision to launch field.*

- Field Study Group, Regional missions team, and Luke 10 Exploration Team usually involve some of the same people for continuity in the process, "wearing different hats" through the process.

National Luke 10:2 Prayer Gathering: EFM's monthly national conference call prayer gathering on the second Thursday of each month to pray for workers and pray for EFM's efforts in the initiative.

Regional Field Prayer Teams: People in sponsoring (and collaborating) regions gather for prayer on a regular basis "at home" to pray for each field. (specific leader/s, established meeting times, identified regular participants)

10:2 Prayer Trip: Regions deploy a group to travel to the field to pray for the soil and pray for the workers. In the purest sense, this group is not required to do anything but pray! This is an opportunity for people to see and experience the places where we are going so that they are better prepared to be prayer and financial partners and champions/mobilizers for this field.

Pre-Launch Planning Trip: Regions are asked to provide Pre-Launch Planning Reports in order to help EFM identify basic information that is needed in order to actually have a missionary move to the field to get started. This may require trip/s.

Partnerships and Collaborations: Partnership Agreements are to be written by regional field study groups in collaboration with EFM staff to be proposed to the EFM Board for approval (may involve EFM Think Tank). These partnerships may be "works in progress" in this journey.

- **Multinational partnerships** with international sending yearly meetings. These occur when EFM and a missions-sending board in another yearly meeting outside of the U.S. endeavor to both send missionaries to work together to start/oversee a mission field together.

- **Partnerships with organizations** with whom we may collaborate with in launching the mission. These occur when EFM works formally with an organization in order to accomplish the goals of the mission. We wish to have expectations from both parties summarized in writing for clarity. This does not include informal 'relationships' or 'friendships' with other organizations or missionaries who we may consult with or collaborate in a strictly relational capacity.
- **Inter-regional/yearly meeting collaboration** within EFC-NA is encouraged to build capacity in the EFM family of churches. This occurs when one or more regions/yearly meetings within the U.S. create an intentional relationship with the sponsoring yearly meeting of a new field in order to help accomplish benchmarks.
- **Missions Ambassadors:** Regions organizing and naming people at crucial moments to physically visit and verbally announce a brief missions message from EFM to each local church. This is being initiated for EFM's Help Wanted message.

WHITE BOARD IDEAS FROM ALL REGIONAL THINK TANKS

The following are Luke 10 IDEAS lists from the white board at each regional/yearly meeting Think Tank.

The highlighted notes are what emerged to highest priorities in the discernment discussions.

SOUTHWEST Luke 10 Think Tank IDEAS BOARD, July 16, 2023

Laos (Kavet)
Cambodia (Kavet)
Mexico
Doha
SE Asia (arrow from Cambodia to SE Asia...Cambodia may be a Friends missions hub for the region)
India
Russia
Greece…Muslim Refugees in several countries…Noting here that FCC Brea contact in Lebanon should be explored
Uganda etc.
Indonesia
Spain

NORTHWEST Luke 10 Think Tank IDEAS BOARD, March 27, 2021

Shuar People in Ecuador!
Morocco, Palestine, and Ecuador and Russia
West Nepal
Greece and Josiah's Calling Refugee population. Island of Lesbos.
Columbia.
Hungary! Czech Republic. Vietnam.
Russia and Ukraine.
Eastern Europe. Eastern Europe keeps coming up
India, Nepal, Bangladesh, Bhutan,
Congo
Somewhere in SE Asia
Where are other future missionaries feeling called?

MID AMERICA Luke 10 Think Tank IDEAS BOARD, April 10, 2021

Laos
Japan
Egypt
Moracco
Vietnam
Ethiopia
Somalia
South Sudan/Ethiopia

Tanzania
Uyghur people group in China
Mexico (Vision 32)
Fiji
India
Listen to future missionaries

EASTERN REGION Luke 10 Think Tank IDEAS BOARD, April 27, 2021

THEME OF DEVELOPING HUBS (work on 5-year plan with the 10, 15, 20 in mind)
Indonesia
? Eastern Europe/Romania
Cuba (via Jamaicans)
Jordan
Tanzania, Tunisia – Central Africa – interest in Tanzania from IYM, EFC-ER, Burundi, and EFC-MAYM
Morocco
Philippines
Malawi
Burma – Nepali people there
Gulf Countries in Middle East – Dubai and Qatar, Nepali people there
Malaysia
Thailand, Vietnam, Laos – Lahu people in the greater region
Vietnam
China
Ecuador/Shuar People and Central America/El Salvador, interest within EFC-ER and NWYM

INDIANA Yearly Meeting
India
Unreached peoples

ROCKY MOUNTAIN Luke 10 Think Tank IDEAS BOARD, May 8, 2021

India
Mexico (border) *follow up*
Morocco
Belize (English-speaking jews)(Guatemala Friends producing many pastors available to go out)
South Sudan
Native America
NE Brazil

NWYM Proposal for The Balkans Field

Recommendation to Northwest Yearly Meeting

We, the Board of Global Outreach of Northwest Yearly Meeting do hereby affirm that it is our belief that there are needs, and invitations, and people from the previous two Luke 10 teams, interested in possibly serving on the field of The Balkans, formerly known as Eastern Europe. We recommend to the Northwest Yearly Meeting and EFM that The Balkans be accepted as a new field.

Dated 7-22-24

Dorothy Sherman Recording Clerk

Luke 10 Trip Reports

The Balkans | Exploration Trip 2 Summary

The following is a report that Jonelle Liddell (NWYM) prepared.

Who Was on this Trip & Where Did We Travel?
The team of five adults and two children included EFM Missionary Candidates Fred and Jonelle Liddell, along with their two children, Alex and Jael, Vivian Titus (EFC-MAYM), Jon Fodge (NWYM), and Patrick Neifert (RMYM).



The team was in Eastern Europe from June 7-22. They were able to visit multiple countries and towns while there. In Bosnia and Herzegovina, we traveled to Čapljina, Mostar, Trebinje, and Sarajevo. In Croatia, we traveled to Metković, Orebić, and Dubrovnik. In Montenegro, we traveled to Herceg Novi and Podgorica.

What was our experience traveling here? How did the Lord meet us?
Despite each adult on the team getting sick at some point and never having all of us healthy at the same time, God kept us moving and gave us some really helpful meetings with pastors and missionaries in each country we visited. We met friendly and helpful people in almost every town. The overall impression we got from our conversations with Christian workers here is that there is a great need for more workers, especially those focused on spiritual and emotional healing and peace-making/reconciliation ministry. We also learned that ministry here would be similar to working in a closed country in many ways. However, our experience was that throughout our trip, especially in Croatia and Bosnia and Herzegovina, random strangers went out of their way to help us.



In Čapljina, Bosnia and Herzegovina, we spent the day with a family who works in a variety of ministries. They shared about various needs and opportunities they saw in this region, about their own history in this region, and about what it is like to raise a family here. Their kids took our kids under the wing, and the grownups had a sweet time of fellowship that lasted through the evening.



We spent one full day in Dubrovnik, Croatia. It started with a walk to the Red History Museum, focused on the history of this region under Yugoslavia. This interactive museum was well worth the visit. Next, we walked to the only protestant church in the area. Two churches meet in this building; the next closest church is two

and a half hours away. All three of those pastors, the only pastors in the southern half of the country, met us there, along with one of their elders and the only missionary couple working in that region. They shared about what ministry is like in that part of Croatia, their testimonies, and the needs that they see for more workers to come alongside them. Needs like many towns without so much as one believer in them, much less a church, or large numbers of low-income workers moving to Dubrovnik from the developing world. They asked great questions about what Friends believe and emphasized the value each of them places on working across denominational lines with others who hold the same core Gospel. One pastor told us that "the fields are ripe for the harvest." We also learned that this missionary couple will likely be retiring soon and one of the pastors may be as well. After lunch, we said goodbye and headed into the Old City for some exploration and a long, beautiful walk on the city walls.



We met with one of those pastors again, nearer to his church, in a town that he and the missionaries both pointed out as a high-priority place for new work. We had visited this town, Orebić, a few days prior, and the whole team had a sense of peace when we arrived that increased over the course of the trip. Part of the team enjoyed cappuccinos and further discussion with this pastor while Jonelle and the kids played in the Adriatic Sea. This town's centrality, the area's need, the prospect of partnering with this pastor, and its proximity to other high-need towns in the region, make it a very promising place for a new team.

What's Next for These Countries?
The team came away with a strong sense that we should open this field. We recommend focusing on the Dalmatian coast of Croatia, possibly in Orebić, but see that with the right team gifting this field could be extended to southwest Bosnia and Herzegovina or northern Montenegro. We recommend a follow-up trip, either a prayer trip or a pre-launch planning trip, to look more at the specifics of getting a team on the ground.

THE BALKANS TRIP 2 CAN-GO REPORT

Trip Dates: June 7-22, 2024
Written by Jonelle Liddell

C for Champions:

Before

- Champions: Fred and Jonelle Liddell, Vivian Titus, Stan Leach, Victor and Mimi DeLeon (From Peninsula Evangelical Friends Church)
- Praying: Peninsula Evangelical Friends Church, NWYM Board of Global Outreach and office staff, Liddell's extended family, Aufrances, Banhams, Bethel Friends in KS, Northridge Friends in KS, Lisa Garon, members of both Luke 10 trips
- Who is God calling: Liddells?

During

- Champions: Fred and Jonelle Liddell, Vivian Titus, Stan Leach, Victor and Mimi DeLeon, Jon Fodge, Patrick Neifert
- Praying: Peninsula Evangelical Friends Church, NWYM Board of Global Outreach and office staff, Liddell's extended family, Aufrances, Banhams, Bethel Friends in KS, Northridge Friends in KS, Lisa Garon, members of both Luke 10 trips
- Who is God calling: Liddells?

After

- Champions: Fred and Jonelle Liddell, Vivian Titus, Stan Leach, Victor and Mimi DeLeon, Jon Fodge, Patrick Neifert
- Praying: Peninsula Evangelical Friends Church, NWYM Board of Global Outreach and office staff, Liddell's extended family, Aufrances, Banhams, Bethel Friends in KS, Northridge Friends in KS, Lisa Garon, members of both Luke 10 trips
- Who is God calling: Liddells?

A for Affirmation:

Before

- Pioneers in Bosnia and Herzegovina (Kat and the Crockers), Greater Europe Mission in Croatia (the Lehns), Operation Mobilization in Montenegro and Bosnia and Herzegovina (the Kavedzics, Jesse McCourtney)
- Since last trip, Liddells have been increasingly drawn to Bosnia and Herzegovina and Montenegro
- There are people resolved to send Liddells but it remains to be determined if there are people with such resolve if Liddells are removed from the equation. Put another way, there is great support for this field as a potential place for Liddells to be, but we are still looking for those whose resolve is focused on the field itself.

During

- Pioneers in Bosnia and Herzegovina (Kat and the Crockers), Greater Europe Mission in Croatia (the Lehns), Operation Mobilization in Montenegro and Bosnia and Herzegovina (the Kavedzics, Jesse McCourtney), Assemblies of God team in Montenegro (Tamara and Jonathan, with message from national pastor who was busy that day), Pastors in Mostar (Dalibor, Ben, Karmelo), Pastors in Croatia (Ico, Daniel, Neno, and church elder Niksha)
- During this trip, we learned that much demographic data we had seen was a few years out of date and that all three countries are seeing some major shifts in the last few years. Pastor Dalibor in Mostar helped correct some of those misunderstandings. Interactions with the three pastors in Croatia and time exploring there brought Croatia back to the forefront of all of our thinking, as it had been at the end of the first Luke 10 trip to this region. We learned that there has been a recent influx of Muslims from the Middle East into the Bosniak areas of Bosnia and Herzegovina, and of low income workers from the developing world into Dubrovnik, Croatia and into Bosnia and Herzegovina. The Croatian pastors and the Lehns highlighted the area around Orebic as a key area with no workers in it currently.

After

- Pioneers in Bosnia and Herzegovina (Kat and the Crockers), Greater Europe Mission in Croatia (the Lehns), Operation Mobilization in Montenegro and Bosnia and Herzegovina (the Kavedzics, Jesse McCourtney), Assemblies of God team in Montenegro (Tamara and Jonathan, with message from national pastor who was busy that day), Pastors in Mostar (Dalibor, Ben, Karmelo), Pastors in Croatia (Ico, Daniel, Neno, and church elder Niksha)

N for Need:

Before

- This region is mostly religious by ethnicity and they define their religion accordingly. Religion is mostly cultural in practice. There are deep ethnic/religious divides, with suspicion and hostility of neighboring groups. Historical offenses are held onto for centuries. In Bosnia and Herzegovina, everyone over the age 30 was involved in the war or directly affected by it in some way. Most larger towns in Bosnia and Herzegovina have at least one Christian worker in them and often a church. There are only six churches in Montenegro and three in the southern half of Croatia. Bosniaks are generally Muslim, Croats are Catholic, Serbs and Montenegrens are Serbian Orthodox.

During

- North Croatia is more secular than nominal catholic, unlike the Dalmatian Coast where we were looking, but in this whole region religious identity is held to tightly because changing religion means changing your whole identity and risking social and family ostracization and hostility. Among Bosniaks, there are recent immigrants encouraging both increased zeal in Islamic faith and increased extremism in its expression. There has been a heavy influx of Muslim immigrants and money in the Bosniak population of Bosnia and Herzegovina.
- The missionaries in Bosnia and Herzegovina and in Montenegro all commented on the importance of treating those countries much like a closed country. To be very careful of what is posted on social media or online, and very careful about how you present your reason for being in the country to nationals. To be honest, but careful not to present yourself as a threat to the local mosque or Orthodox church (avoid language like “I am a priest, here to set up a new church”).
- Ministry Needs:
- Wide spread trauma/PTSD, need for counseling, family/marital support
- Trebinje: Lack of community services, health education and resources, modeling of healthy families
- Dubrovnik: Ministering to immigrant workers with irregular schedules
- Orebic: Partnering with Pastor Ico initially, relationship building, ministering to nationals and internationals in area
- Every worker we talked to spoke of the rarity of believers and emphasized that in orthodox and catholic groups there is surface knowledge of God without saving faith or assurance of salvation. There are very few evangelical Christians among the Bosniak population of the region. The phrase “this is a pioneering work/field” was used by several of the missionaries we spoke to (in Bosnia and Herzegovina and Montenegro). Every worker we spoke to also

emphasized the need for more workers in the region, the missionaries in Bosnia and Herzegovina and Croatia said "this would be an answer to prayer."

G for Gifting:

Before

- Liddells

During

- Liddells
- Perseverance, ability to minister even when isolated
- Counseling, especially with secular qualifications?
- Building healthy familes
- Ability to give health education and resources
- Education experience
- Reconciliation ministry
- Evangelism
- Discipleship, Bible studies
- Business, digital nomad?
- Bosnian workers mentioned this as the best, if not only, way to get long term visas. Croatians echoed, but more to it being a great way to get a visa, but not necessarily the only way.
- Tech skills
- At least two units, one with missions experience. It will take time to figure out best approach to visas and how that will or will not impact ministry focus. Possibly start with language school and student visa for first year or two, in Zagreb (2 year program, poor place to learn culture), Dubrovnik (1 year program, good place to learn culture), Belgrade (2 year program, good place to learn Serb culture, but wrong country) or Sarajevo (2 year program, good place to learn Bosniak/Croat culture). Visa laws in all three countries change frequently.

O for Opportunity:

During

- Pastor Ico said "The fields are ripe for the harvest." But most people we talked to emphasized that ministry will take a lot of ground preparation and that it will likely take years or decades to see even a small church planted. In Montenegro they spoke of being in the rock picking stage, hoping to reach the seed sowing stage eventually. There is more legal leniency for evangelism in Croatia than in Montenegro. All three countries mentioned the likelihood of resistance to any evangelical work, driven by strong national churches/mosques and the centuries long social identification with those church/mosques. We were told that we should consider southern Bosnia and Herzegovina (Republika Srpska) and Montenegro to be restricted nations.
- All the workers listed above among believers, especially the Kavedzics and the Lehns were men and women of peace. Our rental host in Capljina provided us with breakfast. Ico gave much time and traveled distances twice to meet with us so that we did not have to drive hours further. We also formed a surface relationship with a shopkeeper in Trebinje near our apartments.

- We feel that the Dubrovnik pastors, the Lehns, the Kavedzics, and the Crockers were men and women of peace.
- We could coordinate with Ico, basing out of Orebic, focusing on discipleship. In Bosnia and Herzegovina we heard repeatedly that business would be a good way to gain legitimacy among locals, possibly some form of tech work, tourism work or community development in Trebinje. Every contact we spoke to mentioned the need for teachers and educators, but not necessarily English teachers. Discipleship and evangelism are very needed throughout the region, probably coordinated with local partners, as the fruit of developed relationships. There is the possibility of using a "regular" job with secular credentials as an avenue to a visa, especially for skilled workers due to "brain drain" emigration to western Europe. Such a job or business adds legitimacy to presence in the view of locals.

Is this a CAN GO for EFM at this time?
This will be a difficult field requiring long term investment with low expectation of measurable results initially. There are very few, very small, churches in this region, so there are many cities and towns where churches could be planted, once the work of evangelism and discipleship has produced a body of believers.

Which of the five criteria do we see the strongest? Which of the five criteria is yet to become convincing?
"Need" is definite and is the strongest criteria. "Champions" is yet to become convincing.

Describe key points or stories in the process and affirmation/confirmation of God's call to Evangelical Friends to go to this particular people or place.
The meeting with the Croatian pastors was very helpful and positive, they were eager to help and willing to meet with us again. There were several points where they used phrases that Liddells have been specially praying about.

What steps have you taken since returning from the trip or need to take in further discernment or exploration of this field?
We met with Stan Leach before we returned. Some team members will be sharing/have shared with our local churches and are looking for champions. We anticipate that a further trip will be needed to continue to develop these contacts and look more specifically at ministry details in Orebic and at possibilities for specific types of businesses that could be used as ministry springboards in our various target locations. We can begin this follow up via email with some of our pastor contacts in this region.

Luke 10 Team Recommendation to EFM
We recommend that EFM move forward with opening this field, focused on the Dalmatian Coast of Croatia, possibly in Orebic. With the right giftings, this field could be extended to southwest Bosnia and Herzegovina and/or northern Montenegro. There will need to be ongoing communication with our existing contacts via email and/or video calls to answer questions about ministry and/or business opportunities. We recommend a followup trip (possibly the prayer trip) for in person conversations, to begin relationships with local believers and unbelievers, and to look specifically at the logistics of getting people on the ground. One big decision will be approach to language learning, language helpers versus language school (and the benefit of having a student visa initially).

MEXICO PRE-LAUNCH PLANNING TRIP SUMMARY

The following is a report written by Maria Giron (EFM Missionary).

Who Was on this Trip & Where Did We Travel?

This team included Ernesto Ramirez (Superintendent Mexico YM Central), Elizabeth Gomez (Director of ITA -Friends Theology Institute), Samuel and Cristina Vasquez (Superintendent of Mexico YM North), Sergio and Nancy Cardona (Pastors Friends Ciudad Juarez), Sergio Contreras (Future Missionary from Coahuila Friends Church), Ximena Maldonado (Future Missionary from Coahuila Friends Church), Angelica De La Cruz (Future Missionary from Coahuila Friends Church), Matt Macy (EFM Director of Mobilization), and Edwin and Maria Giron (EFM Missions Mobilizers).



We explored several towns in two states. In San Luis Potosi, we went to Mexquitic, Moctezuma, and Salinas de Hidalgo. In Durango, we went to Vicente Guerrero, Durango City, Guadalupe Victoria, and Juan Aldama. We also visited Omar and Aryadna Ramírez, church planters in Zacatecas to encourage them and learn how EFM could send additional new workers to help them.

A Trip Highlight



Edwin and Maria Giron met a woman named Martina in Las Vegas who is originally from a town in Durango but has not been able to return to her place of birth, and she has not seen her family for more than 20 years. Martina, a few years ago, accepted Christ, and she is the only one in her entire family who knows about salvation and the Gospel. Maria, knowing her story, told Martina about the plans to explore Durango and Martina, eagerly and excited, asked us to go take the Good News to her family in a little town called Juan Aldama. When the team arrived in Martina's town, we asked some women who were sitting in small chairs at the door of their house if they knew Martina's family because we had come to visit them. The two women pointed us towards the house across the street and told us these words: Can't you also come visit us? Very clearly, at that moment, we felt that it was a special invitation made by God and that he was opening the door since we had heard that the people in Durango are very distrustful and do not easily establish a conversation, much less invite you into their homes.

After visiting Martina's family, where to the glory of God, a 20-year-old young woman declared her sin and accepted Christ into her heart, we then went to visit these two women sitting at their door, and as we began to tell them that we were a group of Evangelical Christians preaching the Word of God, they invited us into their house inside the living room, one of them saying: Please come in, we want to listen more carefully to what you have to say about God. Soon, they began to call other relatives and neighbors, and soon, the house was filled with more people asking for prayer and listening with hunger and attention to our pastors' preaching. That moment was a Kairos moment where God poured out his spirit, and seven people accepted Christ into their hearts! It was an amazing experience in which we clearly knew that God was calling us there.



What Did We Discover on Our Trip?
In both states, the harvest is plentiful and ready for harvest. God is opening doors of opportunity to launch new ministries to continue expanding his kingdom in these places where more than 90% of the people are bound by other religions and fear because of the problems of drug cartels, immorality, witchcraft, and many other of Satan's lies that have them cut off and very far away from having a relationship with our Savior.



What Are the Needs? Who Should Go?
The most compelling needs and skill sets needed in this country are church planting, personal evangelism, one-on-one discipleship-making, leadership making, marriage counseling, experience in psychology, addictions therapy/treatment, and kids ministry.

This team recommends the following types of people should answer the call to go to Mexico. People with the ability to establish conversations and relationships with new people. People with the ability to evangelize and disciple communities from scratch. People who are willing to live in very modest places or rustically in small towns. People who are willing to invest time and effort in local people. People with a focus and mentality of going to serve and present Christ to those who need a personal relationship with him. Preferably, people with influence in Spanish or a knowledge of the language or willing to immerse themselves in the culture and learn the language.

MEXICO PRE-LAUNCH PLANNING REPORT

Report Written by Maria and Edwin Giron with approval from EFM's Mexico Field Study Group in Mid America

1. **In a brief sentence for each of the five CAN GO criteria, what is the latest update concerning each:**

- Champion/s: Erik Nilson-FSW, Ximena Maldonado-Coahuila Friends Church, Angelica De La Cruz-Coahuila Friends Church, Sergio Contreras Coahuila Friends Church, Karina Orozco-ITA Student.
    - EFC-MAYM
    - Mexico YM Central
    - Mexico YM North
    - Iglesias Evangelica Amigos Las Vegas
- Affirmation: We continue to see the great need for people to know the Gospel and come to know Jesus as their savior in every town that has been visited in Durango, Jalisco, Nayarit and San Luis Potosi. We are seeing consistent affirmation from Friends Church leaders and members in the U.S. and in Mexico.
- Need: In the entire country of Mexico the population is around 136 million people of which only less than 9% are Evangelical Christians.*In the center of Mexico exists a zone identified as the circle of silence, this zone includes 8 States: Jalisco, Zacatecas, Aguascalientes, Nayarit, Michoacan, Guanajuato, Queretaro, San Luis Potosi. In the Circle of Silence there are 115 towns with less than 1% of Evangelical Christians. This is the place with the fewest Christians in Latin America!
- Gifting,
    - Erik Nilsen- Has expressed interest in joining a team. He has teaching gifts.
    - The Friends Theological Institute in Mexico is currently training a group of interested people to go out and plant new churches for which EFM is providing scholarships.
- Opportunity/Openness.
    - A great example is the town of Juan Aldama where the Holy Spirit poured into a house and 7 people accepted Jesus as their savior.
    - There are many opportunities and ways to develop ministry in many of these explored places. There are good possibilities through opening businesses, community service, working with children, and marriage restoration ministry, among others

2. Compelling conviction to launch (to build just a short paragraph on top of the CAN GO summary). What is the compelling picture that is worth giving our lives or the lives of our sons and daughters to? How might these peoples or places look different because we paid the price to take holistic Good News? What words would sharpen our Help Wanted sign for this new field?

Due to the great need that we have already mentioned, more than 91% of the population are bounded to religion, traditions, idolatry, without hope, without knowing that the true salvation of Jesus exists, because He desires to give life and life in abundance. People need to know the Truth of the Gospel and become Disciples of Jesus, only in this way will there be transformation in communities, cities and throughout the country.

3. **Strategy: What informal ideas make the most sense at this time for how this mission field will be launched and developed? How does this impact entry strategy?**
   - Business as Missions to create opportunities to reach out communities
   - Social Service- Family Counseling, Counseling for addictions, Workshops for Social needs
   - Education Leveling for Kids and Teenagers (in Math, Reading, writing)
   - Perhaps we could apply DforD in certain communities

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
   - Foreign Missionaries could be assisted by the Mexico Yearly Meeting to work on legal status to obtain a minister's visa. (This is not a too complicated process)

5. **Skill Sets: What are the skill sets that stand out as we look for missionary candidates for this field? How might people in your church hear the opportunity and call, including those who never imagined themselves as "missionaries." How might the call for workers help people discover that their life or work experiences, character and interests fit into the missionary team/s? Young adults? Mid-career? Retired? Long term? One to two years of service?**

   The most compelling needs and skill sets needed in this country are church planting, personal evangelism, one-on-one discipleship-making, leadership making, marriage counseling, experience in psychology, addictions therapy/treatment, and kids ministry.

   People with the ability to establish conversations and relationships with new people. People with the ability to evangelize and disciple communities from scratch. People who are willing to live in very modest places or rustically in small towns. People who are willing to invest time and effort in local people. People with a focus and mentality of going to serve and present Christ to those who need a personal relationship with him. Preferably, people with influence in Spanish or a knowledge of the language or willing to immerse themselves in the culture and learn the language.

   - Passionate people with experience and ability to work with children and adolescents to lead them into a relationship with Jesus.
   - Households willing to go and live modest and moderate in small towns, who have the facility to share the gospel and love of Jesus with others. With experience using practical methods of personal evangelism.
   - Mature Evangelical Christians with teaching and discipleship making skills.
   - Households with experience in pastoral counseling and/or psychology. *Biblical marriage counseling is much needed.
   - Candidates preferably, with at least some Spanish language influence/understanding.

6. **Language Learning: First term missionary's objectives will focus on language and culture learning through immersion. What relationships and connections might be available for language helpers for language learning through immersion? Are there formal language school options that should be considered? How much will these options cost? How does this impact what city or neighborhood they start?**

   Every major city in every State of Mexico has language learning schools. But what is recommended is that they live close to local families making relationships with people and places where they have the opportunity for immersion, learning, and practice the language. Find a mentor right away after arrival to the field for greater effectiveness in learning the language. The cost may vary depending on the city, although we believe that learning Spanish in Mexico cannot be too expensive.

7. **Location: Where will our missionaries live? What is the region, specific city, or neighborhood?**
   - So far 4 States have been explored with are Durango, San Luis Potosi, Jalisco, and Nayarit.
   - Jalisco: we recommend Cocula-main city surrounded by many small towns
   - Nayar: Tepic City, and Huichole Group Communities outside the city limits
   - San Luis Potosi: Mexquitic is a head town surrounded by many small towns (some of these small towns did not even have a catholic temple)
   - Durango: Durango City and the town Juan Aldama

8. **Lifestyle: What will the missionary lifestyle look like for their first term of culture and language learning immersion? Will they have a car or use public transportation? Will they live on their own or with someone else?**
   In order to build trust among the local people we want to reach, it is advisable to live modestly with the lifestyle of the majority of people in that area. Mostly it will be in rural places, small towns, cities of lower-middle social level.

   Both own car and/or public transportation is recommended, avoiding isolation and not having a relationship with the community. We understand that in the case of being a family with children, we believe that it is necessary to own car.

   In the case of a family with children, it would be recommended to have their own house. If a single person or a couple without children, It is advisable to try to find a family that is willing to host for a short term for better immersion in the culture.

9. **Spiritual Issues: What are the significant spiritual issues in the area? How does this impact missionary self-care and support in this particular environment (i.e. coping strategies)?**
   - Alcohol and drug abuse
   - dysfunctional families

- In some places the practice of witchcraft.
- War between drug cartels
- We recommend that people who are going to be sent to Mexico learn and understand very well the concept of spiritual warfare.

10. **Missionary Care: What needs considered for missionary care in the first term of language learning and culture bonding. What support is required? What pace and rhythms should be considered in this immersion context? Where will the missionary/s go for respite? Are there needs for on-site short- or long-term missionary support personnel? What support or camaraderie already exists in the area of service? What options are there for children's education (if applicable)?**
    - Weekly sabbatical time off
    - It is recommended to have relationships with other ministers and ministries in the area as spiritual support.
    - Attending the annual sessions of the Yearly Meetings of Mexico to meet and interact with the leaders and pastors of the Friends in Mexico, is highly recommended for spiritual support and learning and adaptation of the culture.
    - For children's education we recommend that they attend public schools which are safe, although it would be even better if missionaries could search if there are options around their service area where could be already Christian ministries that offer education for children.

11. **Teams: It is natural to ask "what if" we have one missionary household ready to deploy but we don't have others identified or ready. There are many ways to define teams and each context/scenario will impact the way EFM would have "peace of mind" short or long term in the process of launching and building/developing healthy thriving teams and mission strategy long term. Please identify what missionary or ex-pat personnel outside of EFM are working (or planning to work) in the area of this new field location who could serve as interim or long term "team" support to EFM worker/s. Briefly explain current status of relationship with these persons.**
    - Mexico Yearly Meetings (North and Central)
    - Mexican Leaders/pastors of existing Friends Churches and new mission points in the same area or near the area where the EFM missionary will be serving. Remember that VM32 is a huge vision from Mexico Yearly Meeting and they are asking EFM to send U.S. missionaries to help.

12. **Support Budget: What will the major field expenses be during the first term? Housing? Language helper and/or language classes? Transportation? Any insights concerning income levels and lifestyle in the area of service? What else?**
    - In Mexico the monthly budget being managed for new planters is approximately 15,000-20,000 which is approximately (1,200 dollars) depending on the city or town where the

ministry is being established. This budget only covers housing, transportation, internet, and utilities. (Take into account that the majority of workers are bivocational). Does not include health insurance, owning a car, or ministry expenses.

- It is recommended that missionaries live modestly, adapting to the lifestyle of the majority of people who live in the area where they are going to serve. Avoiding, luxury, which could cause damage to building relationships, and damage to the ministry, and even close doors of opportunity.

13. **Possible Missionaries: Who are possible missionary candidates for this field that we should be talking with and preparing? This includes people who don't have traditional "call" but are willing and able to serve within EFM's missionary qualifications and within context of type of service.**
    - Erik Nilsen
    - Luke Macy
    - Andrew Walters
    - We believe there are others out there who may answer a call if asked.

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**
    - Collaborations: What other regions/yearly meetings in the U.S. have interest in participating with the field's sponsoring region/yearly meeting in the benchmarks for launching and supporting this new mission? Develop clarity for how the regions will work together at this point, and how the collaboration will be assessed and adjusted.
        - Friends Southwest Hispanic Ministries
        - Some English speaking churches in FSW have shown interest in supporting the future mission fields in Mexico and Ecuador

SOUTH SUDAN PRE-LAUNCH PLANNING TRIP SUMMARY

The following is a report written by team member Matt Macy (EFM Director of Mobilization).

Who Was on this Trip & Where Did We Travel?

There were eight total on this team: six future missionaries and two missions-sending leaders, which included three from Rwanda, one from Mexico, and four from the U.S. The team was made up of Pastor Jean Paul Nsekanabo (EFC-Rwanda Missions Board Chair), Nicodeme and Anoinciata Basebya (EFC-Rwanda-selected future missionaries to South Sudan), Ximena Maldonado (future missionary from Mexico Yearly Meeting North), Ellie Ware (future missionary from EFC-ER), Luke Macy and Nathan Macy (future missionaries from EFC-MAYM), and Matt Macy (EFM Director of Mobilization).

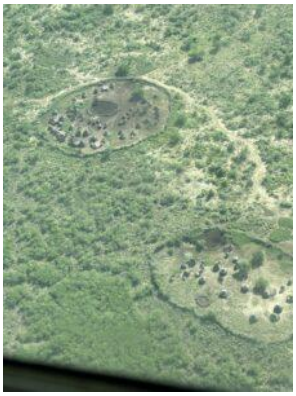
We started with visit to the missionary training boot camp in Dar es Salaam, Tanzania, followed by visits to several boot camp student graduates who are serving among the unreached in Tanzania (June 23-29). Then we went to South Sudan, where we spent time in Juba, Sherkat, Juba Two, Kapoeta, Gemueza, and Tarit (June 29- July 8). Nicodeme and Anoinciate Basebya stayed a few more days in the vicinity of Juba to gather more information.



A Few Trip Highlights

We made our third visit to the town of Juba Two, which is a very quickly growing suburb of the capital city of Juba. Many refugees who were internally or externally displaced are moving home, and this is one of the places where many of them are building simple homes and businesses. For the third time, we had future missionaries who were with us who felt a sense of peace and even a sense of "I feel like I am home" when visiting there. It seems like a great place to start the mission. We enjoyed fellowship with local people there, visiting a couple of homes, and spending some time at the water well helping run the hand pump to fill jugs.

We made a two-night trip in Kapoeta, our first time there, which required a flight on a 14-passenger Cessna Grand Caravan. We met the Tiposa Tribe, and we were deeply touched. This is an unreached tribe where child marriage, child labor, and each man having many wives, is the norm. Access to education and other basic services is a challenge in the area. Identity in the traditional tribal way of life and African traditional religions and worldviews are very important to them. This is a town that represents countless towns in "the bush" of South Sudan, where road access is limited/seasonal or non-existent. During the low-altitude flight to/from Kapoeta, we saw countless clans and villages throughout the countryside and felt our hearts drawn to taking the Good News of Jesus to them, in a spirit of humility, learning, and service.



Our team had several visits with groups of people in Kapoeta. We were not allowed to take pictures, but it felt like we were walking amongst the pages of National Geographic, African bush tribes. Upon arriving at the town market, our girls talked to several girls, heavily adorned in jewelry around their necks, wrists, waists, and multi-ear and face piercings, who were happy for conversation as they rested in the shade. They appeared to be around age 16-17 but wouldn't admit it or didn't know their age and had their second or third child in their arms. We also had rich conversations of learning with a family outside of town, and also with people leading schools and a local hospital.



What Did We Discover on Our Trip?

As this was our third trip to South Sudan, after Luke 10 Exploration Trips in 2022 and 2023, the poverty and lack of infrastructure stood out, as we were thinking about how and where missionaries would live and what future strategies might look like, especially long-term. The Rwandan missionary family, Nicodeme and Anoinciata, are discerning how they would provide adequate education to their 11-

year-old daughter. Also, in earlier trips, our minds were on immersion and homestays for launching the mission, but on this trip, we were also thinking about what minimum needs our missionary families will need for housing for long-term sustainability in areas where existing housing may lack in ventilation, water, electricity, sewer and even roads or security in some places.



We can see that the EFM South Sudan Field Study Group may be recommending that the mission look at sustainable options for starting schools, even before churches are planted. We also discovered that in order to pursue going to the vast areas of unreached peoples in South Sudan, we will need to be prepared to go to towns that can't be reached by roads most or all of the year, but instead will require travel by small airplane. Discernment will require missionaries to immerse into communities in order to gain access to the information EFM will need in order to make long-term decisions and plans, but there is a growing sense of peace about Juba Two being a newer town that we could move into to get started in establishing an immersion presence and learning language, if not also getting a home base started for the mission there near the capital city of Juba.

What Are the Needs? Who Should Go?
We believe that people with business experience, school administration, teaching, gardening or farming, hospitality, and organizing skills would fit well on this team. These roles, along with a variety of other physical and spiritual support roles for establishing a presence for this disciple-making work, will be needed by both short-term (two-year) or long-term (four years plus) workers. People from the U.S. or other countries who are ready to serve in humility as learners alongside and under EFC-Rwanda's leadership will be needed.

Pastor Nicodeme and Anoinciata Basebya from Rwanda have been chosen by EFC-Rwanda to move to South Sudan as early as the summer of 2025. We also have young adults from the U.S. who are considering the possibility after further preparation and training. We are praying that the Lord of the harvest would send other mature persons with personal and professional life experiences who could be a part of this work to go to people who may not hear the Good News if we don't go!

South Sudan Pre-Launch Planning Report

Report written by Jean Paul Nsekanabo, chair of EFC-Rwanda Missions Team,
Brad Carpenter and Matt Macy with EFM's South Sudan Field Study Group in Mid America

1. **In a brief sentence for each of the five CAN GO criteria, what is the latest update concerning each: Champion/s, Affirmation, Need, Gifting, and Opportunity/Openness.**
   Answers from EFC-RWANDA
   - Champion(s): We have a team we are calling the EFC-Rwanda Missions Technicians who are championing the preparation and mobilization required for EFC-Rwanda to send

missionaries to South Sudan. The team includes Pastors Jean Paul Nsekanabo, Nicodeme Basebya, and Gerard Munyanganizi as well as Brad Carpenter

- Affirmation: The Yearly of Rwanda approved the plan for sending missionaries to South Sudan and chose Pastor Nicodeme and Annonciata to be sent as the first EFC-Rwanda missionaries to South Sudan. They also approved the EFC-Rwanda Mission Board to give leadership to the mission.
- Need: Even though are churches in South Sudan, many of the people called Christians are Christian only in name. There is a great need to proclaim the gospel and make disciples. There are some areas that are unreached by the gospel.
- Gifting: Pastor Nicodeme and Annonciata have many gifts and years of experience in pastoral ministry and they are surrounded by a group of strong church leaders who have many needed gifts to complement and support the mission.
- Opportunity/Openness: We have been welcomed by everyone that we have talked with in every area we visited: church people, government officials and others we talked to.

Additional Perspective from Mid America Field Study Group

- Champions: EFC-Rwanda, Brad and Chelsea Carpenter, members and friends of the Central Africa Field Support Team; particularly at Northridge Friends and Crossroads Friends in Wichita, and Chandler Friends in Oklahoma.
- Affirmation: from Mid America, EFC-Rwanda, EFM, and EFC-Africa. EFC-Rwanda is in motion to send missionaries to South Sudan and anticipating help with EFM workers and partnership
- Need: Each visit reminds us more and more of the highly compelling needs of the whole gospel in both unreached places and under-reached. The un-developed nature of South Sudan is heart-breaking.
- Gifting: EFM does not have anyone who is saying they are particularly drawn to serving in South Sudan. We move forward in faith that God will use us to help those he is calling to know of the opportunities.
- Opportunity/Openness: Exploration teams have received invitations with offers to help from government offices at high-level national offices as well as local offices. There are also many invitations from people of peace in local communities.

2. **Compelling conviction to launch (to build just a short paragraph on top of the CAN GO summary). What is the compelling picture that is worth giving our lives or the lives of our sons and daughters to? How might these peoples or places look different because we paid the price to take holistic Good News? What words would sharpen our Help Wanted sign for this new field?**

Answers from EFC-RWANDA

- We are called to be a part of the Great Commission and take the gospel to the nations. We are challenged by the missionaries who brought the gospel to us and believe God is calling us to do the same. There is a great need for a gospel that transforms peoples'

lives, families, and communities. The people of South Sudan have been through many years of war and internal conflict including tribal conflicts. The war has caused much of the land to unused and people are very poor. As Rwandans we have experienced the trauma caused by the genocide against the Tutsi and the consequences of that time. Now, we live in peace and unity as a country and so we believe we can give a good example of Jesus bringing peace where there was conflict. We believe that as we have prayed that God has led us as EFC-Rwanda to be a part of taking the life-transforming gospel.

Additional Perspective from Mid America Field Study Group

- The brokenness we see in South Sudan paired with the ripe opportunities to start a mission among communities that are transitioning back to a peace-time status…the harvest is ready!

3. **Strategy: What informal ideas make the most sense at this time for how this mission field will be launched and developed? How does this impact entry strategy?**

Answers from EFC-RWANDA

- To use the tool of D4D to gather and disciple groups in the local communities to be whole-life disciples of Jesus. This will help us to raise up South Sudanese leaders who will lead the EFC of South Sudan.
- Another idea is to start a school that would help meet a need in the community and also bless them by offering good Christian education.

Additional Perspective from Mid America Field Study Group

- To be present in service and help to the leadership of EFC-Rwanda missionaries in humble learning/serving postures. Ideas for helping start farm/s and business/s have emerged in every conversation. As we have learned that government schools are a rarity/minority and that private citizens and other groups are able to run good schools sustainably or even at profit, we have started to ask ourselves if EFM should be a part of starting schools to immerse into communities and serve wholistically.

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
    - We need to find more information about this. But this is easier for East African citizens.

5. **Skill Sets: What are the skill sets that stand out as we look for missionary candidates for this field? How might people in your church hear the opportunity and call, including those who never imagined themselves as "missionaries." How might the call for workers help people discover that their life or work experiences, character and interests fit into the missionary team/s? Young adults? Mid-career? Retired? Long term? One to two years of service?**
    - In the future, we will need teachers, builders, farmers, business people, nurses/doctors. Some of these would be for short-term service, others for long-term service.

6. **Language Learning: First term missionary's objectives will focus on language and culture learning through immersion. What relationships and connections might be available for language helpers for language learning through immersion? Are there formal language school options that should be considered? How much will these options cost? How does this impact what city or neighborhood they start?**
    - Reverend William and Bishop Luke are our advisors for many things. We do not know of a language learning school. We think that the PILOT method from Mission Training International will be the best tool for learning Arabic. This method includes time in the community every day to practice language and is a great way to learn culture.

7. **Location: Where will our missionaries live? What is the region, specific city, or neighborhood?**
    - We believe that the first missionaries will begin in the Juba 2 area of Juba, which is the capital of South Sudan.

8. **Lifestyle: What will the missionary lifestyle look like for their first term of culture and language learning immersion? Will they have a car or use public transportation? Will they live on their own or with someone else?**
    Answers from EFC-RWANDA
    - In the beginning, the missionaries will use public transportation (or taxis sometimes) and live simply in general. Because they will move as a family, it is difficult for them to stay in someone else's home, but our observation is that South Sudanese are very open to talk and fellowship with us. They will live in a neighborhood that has many South Sudanese in it.

    Additional Perspective from Mid America Field Study Group
    - We lean into EFM's values and missionary training for immersion and language learning /culture bonding best practices. We expect that the initial term will be super simple lifestyle and will always be appropriate for context and in sync with Rwandan missionaries. The age and stage of EFM households and other context realities will speak into what is possible, but we have seen that ex-pats can do well living in immersion with a local family for a time (especially single or young married). We see that working through family housing needs may come into play even short term, but especially long term, for Rwandan or EFM missionaries where water, sewer, and electricity don't exist.

9. **Spiritual Issues: What are the significant spiritual issues in the area? How does this impact missionary self-care and support in this particular environment (i.e. coping strategies)?**
    Answers from EFC-RWANDA
    - Many people we have interacted with said they were Christians but appear to have continued in their traditional beliefs that include: idols or other gods, witchcraft,

polygamy, and other things. The coaching team will need to include these issues in topics that they discuss often with the missionaries. The missionaries and the mission board will need to work together closely to determine the proper way to handle various issues that come up theologically. For example if a man with multiple wives becomes a Christian, will he be required to divorce his wives? Or what?

10. **Missionary Care: What needs considered for missionary care in the first term of language learning and culture bonding. What support is required? What pace and rhythms should be considered in this immersion context? Where will the missionary/s go for respite? Are there needs for on-site short- or long-term missionary support personnel? What support or camaraderie already exists in the area of service? What options are there for children's education (if applicable)?**

    Answers from EFC-RWANDA

    - We have begun discussing a few of these topics, but much more study is required before decisions can be made.

    Additional Perspective from Mid America Field Study Group

    - This is a very tough place to live, especially out of Juba. We are passionate about being in sync with Rwandan missionary lifestyles and practices as well as incarnational with South Sudanese, and in continual open conversation. We don't have much experience with immersion in hard places but we have contacts with experience. A rhythm of respite and debriefing with member care may be necessary to succeed in immersion experiences. There are options, especially in Juba, where missionaries could get away for respite.

11. **Teams: It is natural to ask "what if" we have one missionary household ready to deploy but we don't have others identified or ready. There are many ways to define teams and each context/scenario will impact the way EFM would have "peace of mind" short or long term in the process of launching and building/developing healthy thriving teams and mission strategy long term. Please identify what missionary or ex-pat personnel outside of EFM are working (or planning to work) in the area of this new field location who could serve as interim or long term "team" support to EFM worker/s. Briefly explain current status of relationship with these persons.**

    Answers from EFC-RWANDA

    - We are friends with Reverend William, Bishop Luke, the ALARM organization, and the PEACE Plan Organization. There are also Rwandans in South Sudan: soldiers, police, and business people. All of these could potentially be helpful as informal team members before other EFC missionaries move to South Sudan.

    Additional Perspective from Mid America Field Study Group

    - EFM's missionaries would team with EFC-Rwanda's missionaries.

12. **Support Budget: What will the major field expenses be during the first term? Housing? Language helper and/or language classes? Transportation? Any insights concerning income levels and lifestyle in the area of service? What else?**

Answers from EFC-RWANDA

- We are working on this.

Additional Perspective from Mid America Field Study Group

- We are finding that housing costs in Juba are very high. We have realized that living in a different city/village for language and culture bonding would be much more cost effective, but what is possible for this depends on the missionary household's needs, particularly when children need access to education.

13. **Possible Missionaries: Who are possible missionary candidates for this field that we should be talking with and preparing? This includes people who don't have traditional "call" but are willing and able to serve within EFM's missionary qualifications and within context of type of service.**

Answer from EFC-RWANDA

- Pastor Nicodeme and Annonciata have been chosen by EFC-Rwanda are preparing to go. Others might be interested, but are not known specifically yet.

Additional Perspective from Mid America Field Study Group

- EFM has no specific names, yet. We have faith that God will provide the right workers to accomplish his mission as we are faithful.

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**

Answer from EFC-RWANDA

- We are planning to partner with EFM in the launching of the mission in South Sudan. The details are still unclear about what this partnership will look like. EFC-Rwanda is planning to send the first missionaries in 2025 and will take the lead for this mission venture. We as EFC-Rwanda suggested that in the beginning that EFC-Rwanda would pay for 40% of the mission budget in South Sudan and asked that EFM would pay for 60%. The idea would be that EFC-Rwanda would gradually increase it's giving as missions become more normal for the YM. This needs some clarity between EFC-Rwanda and EFM.

Additional Perspective from Mid America Field Study Group

- We see a partnership with EFC-Rwanda as an incredible asset and benefit to accomplish this mission. We love that they are going ahead of us. We look forward to further guidance from EFM in the partnership proposal process, as we are tardy in giving answers to EFC-Rwanda's appropriate and practical questions.

ECUADOR PRE-LAUNCH PLANNING REPORT

Report Written by EFM's Ecuador Field Study Group in NWYM, Edited by Jan Cammack

1. **In a brief sentence for each of the five CAN GO criteria, what is the latest update concerning each: Champion/s, Affirmation, Need, Gifting, and Opportunity/Openness.**

   Champions:

   - José Olivas, Juarez Friends Church, Mexico; Currently on the field in Ecuador under Mexico Yearly Meeting
   - Grace Anderson, Newberg Friends Church, Oregon; Interested future missionary service.
   - A number of members of Northwest Yearly Meeting
   - Two Hispanic churches in Southwest Yearly Meeting: Iglesias Amigos Las Vegas; currently supporting Jose Olivas
   - Two Hispanic churches in Eastern Region: Iglesia Amigos Philadelphia; currently supporting Jose Olivas

   Affirmation, Need, Gifting, Opportunity/Openness:

   - Each of these have been confirmed by Jose Olivas who is currently serving in Ecuador. He has been talking to Shuar leaders who are asking for help.

2. **Compelling conviction to launch (to build just a short paragraph on top of the CAN GO summary). What is the compelling picture that is worth giving our lives or the lives of our sons and daughters to? How might these peoples or places look different because we paid the price to take holistic Good News? What words would sharpen our Help Wanted sign for this new field?**

   - National Shuar leaders are asking for teaching and training. Although several Christian denominations planted churches among the Shuar in the past, the work has not been sustained in many places since the missionaries left. Leaders are asking for training in evangelism and discipleship to create a sustainable evangelical Christian movement.
   - There is great need among women and children. There is rampant substance and sexual abuse. Establishing a ministry for survivors, with counseling from a trained counselor, could be life-changing for these women and children. Bringing in couples or families with a healthy husband/father figure who can disciple and model Godly manhood for the community could prove equally transformative for the Shuar men.

3. **Strategy : What informal ideas make the most sense at this time for how this mission field will be launched and developed? How does this impact entry strategy?**

   - Macas (Sevilla – in Canton Morona) has been a strategic city for entry into Shuar territory. The Badgleys cultivated valuable contacts there which have been invaluable to our exploratory teams and now to Jose Olivas.
   - Macas remains a good starting point for missionaries to learn language and culture while working with local churches. Joining the work of an existing camp and their outreaches to women and children could provide a "soft" entry into Shuar language, culture, and ministry.

- We've been invited by Shuar leaders to send short-term instructors/teachers for intensive focused courses. Mendez, and Limon, and Palora are areas where we can send temporary teachers and also send teams to learn Shuar language and culture.

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
   - We must establish a covenant agreement with AMEE, (Asociacion de Misiones Evangelicas Ecuadorianas) the interdenominational agency that provides legal and promotional support for Ecuadorian missionaries. Jose Olivas and Mexico Yearly Meeting are paving the way for working with attorneys and government officials as Jose has started serving in Ecuador.

5. **Skill Sets: What are the skill sets that stand out as we look for missionary candidates for this field? How might people in your church hear the opportunity and call, including those who never imagined themselves as "missionaries." How might the call for workers help people discover that their life or work experiences, character and interests fit into the missionary team/s? Young adults? Mid-career? Retired? Long term? One to two years of service?**
   - There is a need for both long-term and short-term gifted foundational Bible and Theology teachers. There is a need for teachers of evangelism and discipleship.
   - There is a need for workers among women and children including trained counselors.

6. **Language Learning: First term missionary's objectives will focus on language and culture learning through immersion. What relationships and connections might be available for language helpers for language learning through immersion? Are there formal language school options that should be considered? How much will these options cost? How does this impact what city or neighborhood they start?**
   <u>For those needing to learn Spanish:</u>
   - Possible immersion into existing Mexico ministries.
   - Possible immersion into work in Macas, Ecuador. This option also gives exposure to Ecuadorian and Shuar language and culture.
   - Possible language schools in Quito although this would be farther removed from the Shuar.
   - An EFM provided language helper to provide language learning strategies.

   <u>For fluent Spanish speakers learning Shuar:</u>
   - Immersion into Shuar communities. Jose found a teacher/mentor to work with in a Shuar village.

7. **Location: Where will our missionaries live? What is the region, specific city, or neighborhood?**
   <u>For Spanish learners:</u>
   - Cities on the edge of Shuar territory such as Macas, Mendez, or Limon. Recommend living and learning in one of these for the first 2 years and then reevaluate.

For Spanish speakers:

- Shuar villages such as Taisha, Yasnunca, and San Joaquin (where Jose is working.) These are Shuar villages asking for help.

8. **Lifestyle: What will the missionary lifestyle look like for their first term of culture and language learning immersion? Will they have a car or use public transportation? Will they live on their own or with someone else?**
    - Cities such as Macas, have apartments and houses for rent.
        - For Singles in Macas there are apartments near church contacts and pastors.
    - Cities have schools and public transportation.
    - For village work, access to a car or motorcycle is essential. Hiring a driver is possible but can get expensive.
        - Jose is finding that hiring drivers is using much of his budget. He is pursuing buying a motorcycle.
        - Some warn that, although using public transportation is expensive, it enables better entry into the community. Owning a car (transportational self-reliance) may be isolating.

9. **Spiritual Issues: What are the significant spiritual issues in the area? How does this impact missionary self-care and support in this particular environment (i.e. coping strategies)?**
    - Shuar society contains a pervasive culture of: animism, witchcraft, alcohol and drug abuse, and sexual immorality including incest.
    - Those ministering, especially among tribal cultures like the Shuar, need advanced training and coaching from those experienced with this type of spiritual darkness.
    - Missionaries among the Shuar, need extra prayer support both locally and from home. It is important that they develop local Christian relationships and a prayer/support community.

10. **Missionary Care: What needs considered for missionary care in the first term of language learning and culture bonding. What support is required? What pace and rhythms should be considered in this immersion context? Where will the missionary/s go for respite? Are there needs for on-site short- or long-term missionary support personnel? What support or camaraderie already exists in the area of service? What options are there for children's education (if applicable)?**
    Missionaries among the Shuar need:
    - extra prayer support both locally and from home.
    - to develop local Christian relationships and a sustained prayer/support community.
    - coaching from experienced missionaries: Girons have frequent contact with Jose for mentoring and encouragement.
    - Rest and retreat options: Possible locations include Quito, Banos, Limon, and Cuenca
    - yearly prayer trips from supporters.

11. **Teams: It is natural to ask "what if" we have one missionary household ready to deploy but we don't have others identified or ready. There are many ways to define teams and each context/scenario will impact the way EFM would have "peace of mind" short or long term in the process of launching and building/developing healthy thriving teams and mission strategy long term. Please identify what missionary or ex-pat personnel outside of EFM are working (or planning to work) in the area of this new field location who could serve as interim or long term "team" support to EFM worker/s. Briefly explain current status of relationship with these persons.**
    - We have in-country relationships with national Christians.
        - Jose has begun in Ecuador working in partnership/collaboration with national Patricio Leon in Macas while commuting out to Shuar villages. He intends to eventually live in a Shuar village.
        - We have contacts with a Christian camp near Macas asking for help.
    - We are praying for additional team members.

12. **Support Budget: What will the major field expenses be during the first term? Housing? Language helper and/or language classes? Transportation? Any insights concerning income levels and lifestyle in the area of service? What else?**
    - Jose Olivas is currently living in Ecuador and his experience as a single person will be invaluable to set realistic budgetary goals. Mexico Yearly Meeting has given him a budget but is working on increasing that budget due to expensive travel, rent, food, and the need for teaching materials. Living in Macas (and in cities in general) is more expensive than living in a smaller village.
    - There is public transportation in cities but in general, unless you own a car, lots of walking is required.
    - Cities usually have reliable electricity. There is no electricity in some villages (such as Yasnuca).

13. **Possible Missionaries: Who are possible missionary candidates for this field that we should be talking with and preparing? This includes people who don't have traditional "call" but are willing and able to serve within EFM's missionary qualifications and within context of type of service.**

    <u>Career Missionaries:</u>
    - Jose Olivas is currently serving, sent by Mexico Yearly Meetings.
    - Grace Anderson, Northwest Yearly Meeting, is pursuing missionary service.
    - Jael Ayala, Northern Mexico Yearly Meeting, is interested and considering options for the future.

    <u>Possible Teachers/Trainers for short intensive trainings</u>: (Our dreams)
    - Maybe Edwin and Maria Giron, Ken Comfort, Hal and Nancy Thomas, etc???

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**
    - Mexico Yearly Meetings: They are currently sending Jose Olivas.
    - Friends Southwest: Two churches (Iglesias Amigos Las Vegas) are currently supporting Jose Olivas.
    - EFC Eastern Region: Two churches (Iglesias Amigos Philadelphia) are currently supporting Jose Olivas.
    - Northwest Yearly Meeting: Initiated this field with the Badgleys and anticipates sending Grace Anderson in the future.
    - AMEE: (Asociacion de Misiones Evangelicas Ecuadorianas) the agency that provides legal and promotional support for Ecuadorian missionaries.

15. **What are other insights, questions, concerns, points which need to be noted and remembered?**
    - NWYM initiated this field in the mid 2000's with the Russ and Sarah Badgley family and a small but dedicated prayer team from Newberg Friends church has prayed for the Shuar field for many years. Recently the 94 year old convener of that now very small prayer group has had to step down and the group is not formally meeting. In the last several years NWYM support has lost momentum for Ecuador compared to previous years. Although Grace Anderson is pursuing missionary service in Ecuador, we are concerned that there needs to be renewed interest across NWYM.
    - We are very excited about the potential partnerships with the interested churches in Southwest and Eastern Regions and with Mexico Yearly Meetings. It is exciting that as NWYM momentum declines other areas are picking up this vision.
    - We need to make more partners.

GREECE PRE-LAUNCH PLANNING REPORT

Input provided by EFM's Greece Field Study Group in NWYM
Report Written by Jan Cammack

1. **In a brief sentence for each of the five CAN GO criteria, what is the latest update concerning each: Champion/s, Affirmation, Need, Gifting, and Opportunity/Openness.**
   Champions:
    - Kenn Dirrim, Rose Drive Friends Church, CA; Retiring from 17.5 years of service in Greece.
    - Josiah and Leisa Muhr, Newberg Friends Church, Oregon; Exploring future missionary service. Josiah has previously worked short-term in refugee camps in Greece with Helping Hands, and Greater Europe Mission.
    - A number of members of Northwest Yearly Meeting
    - A number of members of Friends Community Church Brea, CA; Friends Southwest

Affirmation, Need, Gifting, Opportunity/Openness:

- Each of these have been reconfirmed by Kenn and Lisa Dirrim who have been serving in Greece. Other mission organizations and leaders are still asking for help.
- Refugees are still seeking, asking questions, open to conversations with believers, and coming to Christ.
- Refugee believers are asking for help in how to reach other refugees; Specifically, Afghan and Iranian Christians are asking for training.
- In the last year there have been teams doing much needed trauma care which has been highly effective and enables quickly deepening relationships which opens doors for the Gospel.
- Opportunities are different from previous years as more refugees are in camps rather than in the cities. Because of the relocation of refugees to the camps, some sending organizations have left Greece and moved their work to other countries.
- Currently, other European countries are closing to immigration and are now returning refugees back to Greece. Our contacts in Greece anticipate that as refugees return to Greece this will overwhelm the camp system and may result in refugees returning to the cities. Until that happens we would need to continue to go to them (the refugees in the camps) rather than the refugees come to us (established ministries in the cities).
- There are a few more refugees coming back to the Athens city parks. Helping Hands is planning to reopen their tea house in November. (They have been closed since June 2023.) Bringing the refugee ministry back into ministry places/buildings enables more conversation opportunities.

2. **Compelling conviction to launch (to build just a short paragraph on top of the CAN GO summary). What is the compelling picture that is worth giving our lives or the lives of our sons and daughters to? How might these peoples or places look different because we paid the price to take holistic Good News? What words would sharpen our Help Wanted sign for this new field?**
    - God is working in the lives of refugees. Workers are asking for training in evangelism and discipleship to create a sustainable evangelical Christian movement.
    - Christian refugees who move from Greece into other parts of Europe are starting fellowships wherever they go.
    - There is a hunger that the refugees have for “something more”. Many have experienced dreams and see miraculous signs that show that God is working in the lives of the refugees.
    - Refugees who have left their homes and families and their Muslim faith, need Christian community/Churches to fulfill the need for family and community. Muslim family ties are strong and important and the decision to follow Jesus breaks those ties and leaves them isolated and alone. If Christian refugees don’t find a replacement community for the loss of their family they eventually walk away.

- There is a time limit on reaching refugees as some are only in Greece a short time. Church planting among refugees who stay in Greece can provide community and reasons to stay in Greece.
- Refugees are asking "who will come now that you (Dirrims) are leaving?".
- Because of the relocation of refugees to the camps, some sending organizations have left Greece and have moved their work to other countries. With European countries returning the refugees to Greece there is a need for more ministries to move back to Greece.

3. **Strategy: What informal ideas make the most sense at this time for how this mission field will be launched and developed? How does this impact entry strategy?**
    - Athens has been a strategic city in the past but since refugees are now mostly located in rural areas it may be best to start in smaller towns nearer camps. With political changes happening frequently this needs to be reevaluated closer to our launch. Starting a ministry near camps (such as on the islands Samos or Lesvos with refugee reception centers) could facilitate relationships in other locations in Greece which could lead to churches planted elsewhere.
    - It makes sense to partner with existing ministries, often led by Christian refugees themselves, and work alongside them to develop relationships and to learn the Greek and refugee cultures.
        - We could partner with the organization "Refugee Highway Project". They are doing humanitarian work, doing trauma care, and planting churches. It would be helpful for us to learn "best practices" from them.
        - Partnering with current persons doing "job as mission" work can teach us how to open businesses in Greece. It is easiest to establish a business location in Greece from an existing business in the US.
    - Offering humanitarian aid as well as Bible studies and discipleship courses may be possible near the refugee camps.
    - Trauma ministries and trained counselors are definitely making an impact.
    - Through the Dirrims, there are currently contacts on the ground now that are willing to help and mentor our new missionaries.
    - Where we start and with whom we partner first will depend on the skills and giftings of those we send.

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
    - Dirrims are on a "financially independent" visa as they are officially retired from US jobs and are self-supporting.
    - Other missionaries in Greece enter on "student" visas while they take courses in Greek.
    - A self-employed "work or business" visa is possible.
    - The laws change often so we need to explore specifics for whomever we send.

5. **Skill Sets: What are the skill sets that stand out as we look for missionary candidates for this field? How might people in your church hear the opportunity and call, including those who never imagined themselves as "missionaries." How might the call for workers help people discover that their life or work experiences, character and interests fit into the missionary team/s? Young adults? Mid-career? Retired? Long term? One to two years of service?**
    - A gifting in languages is invaluable as this is a multilingual environment. Other skills can be learned but communication skills and a love for people are essential.
    - There is a need for workers among women and children.
        - There is a need for people who love working with kids. There are many children. Working with the kids is also a good way to reach the parents.
        - There is a women's skills project that teaches crafts to allow women to earn an income.
            - The current head of this project is leaving soon and needs to be replaced.

    - There is a great need for trained trauma counselors.
    - There is a need for teaching English or German as a second language.
    - There is a need for humanitarian work; medical, mental health, job training, etc.
    - There is a need for entrepreneurs who can have mission-through-business opportunities and creating jobs. Starting businesses are also a path to permanent visa status.
    - There is a need for both long-term and short-term gifted foundational Bible and Theology teachers. There is a need for teachers of evangelism and discipleship.
    - There is a need for church planting since a church family replaces a biological family for those who are rejected when they convert from Islam to Christianity.

6. **Language Learning: First term missionary's objectives will focus on language and culture learning through immersion. What relationships and connections might be available for language helpers for language learning through immersion? Are there formal language school options that should be considered? How much will these options cost? How does this impact what city or neighborhood they start?**
    - Those living/working in Greece need a working knowledge of both Greek and at least one of the refugee languages.

    <u>For learning Greek:</u>
    - There are many routes for learning Greek: University classes, private companies, and even opportunities in Greek Orthodox churches in the USA (Pre field).
    - Possible immersion into existing ministries in Athens or Thessaloniki.
    - An EFM-provided language helper to provide language learning strategies.

    <u>For learning Farsi, and maybe Arabic, or Dari, or French, or Ukranian, or Turkish etc:</u>

- Current missionaries working with refugees stress the importance of learning the language of the people in order to learn their culture.
- Immersion into refugee communities and connection with local refugee language helpers is possible.
- With so many languages among refugees it may be necessary for missionaries to narrow their focus of whom to reach.

7. **Location: Where will our missionaries live? What is the region, specific city, or neighborhood?**
    - For learning language and culture, a start in cities like Athens or Thessaloniki would be preferred. These would allow close work and community with existing contacts established through the Dirrims.
    - Eventually moving to towns or villages near current refugee camps could allow more refugee contact and introduction to camp ministry.
    - We have been encouraged by missionaries in Greece to consider some of the unreached or underserved parts of the country. These would be away from the major cities.

8. **Lifestyle: What will the missionary lifestyle look like for their first term of culture and language learning immersion? Will they have a car or use public transportation? Will they live on their own or with someone else?**
    - Cities such as Athens, have apartments and houses for rent, schools, and public transportation but a car is essential for ministries outside the city. For small towns and access to remote refugee camps a car is essential. Hauling supplies, people, aid, and equipment for tent-type meetings outside camps requires car or van access.
    - Smaller towns near refugee camps will have fewer amenities. It depends on which place. There will be Greek public schools but private and English speaking schools are only available in the cities.
    - It is stressed by the Dirrims that single missionary units (families included) should not be sent to Athens alone. The Dirrims advise that missionaries coming to Greece need to be partnered with a team of at least 3 units so that when one unit is gone there is still a remaining team. Those not partnered with teams burn out quickly and leave.
    - The Greek culture is very child and family-friendly and young children are welcome to even go to work with parents. Kids are a great way to meet people. When kids get to school age there are more demands on a missionary parent's time which can require choices on how best to spend time.
        - School-age children can:
            - go to Greek school: all in Greek,
            - go to British school: all in English.
                - British schools are expensive, and ideologically liberal;
            - Be home schooled.
    - There are private hospitals that take American health insurance.

9. **Spiritual Issues: What are the significant spiritual issues in the area? How does this impact missionary self-care and support in this particular environment (i.e. coping strategies)?**
    - The Greek culture is highly "over-sexualized" and there is great temptation toward pornography. There is a real sense of spiritual darkness.
    - Refugees coming into Greece are primarily Muslim. Although they are free from their oppressive governments where it is illegal to explore Christianity, there is still family pressure, fear of government persecution for family left behind in Islamic countries, and fear of Christians.
    - Many refugees have experienced real trauma which can exacerbate spiritual issues, which can lead to depression, mistrust, and fear. This can also result in secondary trauma to the missionaries dealing with refugees in trauma, thus requiring diligent self-care. It's hard to hear sad stories over and over and not internalize those traumas.
    - Those ministering among Muslims need training and education in how to reach this group.
    - Missionaries among refugees need prayer support both from home and on the field. It is important that missionaries develop local Christian relationships and a prayer/support community in Greece, both with their own team, but also with Christians in the community outside of their ministry team.

10. **Missionary Care: What needs considered for missionary care in the first term of language learning and culture bonding. What support is required? What pace and rhythms should be considered in this immersion context? Where will the missionary/s go for respite? Are there needs for on-site short- or long-term missionary support personnel? What support or camaraderie already exists in the area of service? What options are there for children's education (if applicable)?**

    For missionaries serving among refugees in Greece:
    - Culture acclimation (getting over culture shock) in Greece can take a very long time. Possibly due to various languages and the combination of many refugee cultures that are drastically different than American cultures. The missionary culture and church traditions are also multiethnic.
    - There must be prayer support both locally and from home.
    - Missionaries must develop local Christian relationships and a sustained prayer/support community.
    - They need coaching from experienced missionaries: Kenn and Lisa Dirrim would be valuable resources and mentors.
    - Support for young families: Financial advice, a support system for health benefits, schooling, daycare, etc.
    - Current missionaries stress the requirement for regular times of sabbath. Taking days off each week is important. Refugee work is very demanding and draining and can consume life 24/7.

- Rest and retreat options: Possible locations include Greek Islands. Other European countries are also close enough for respite.
- Yearly prayer trips from supporters would be wonderful.

11. Teams: It is natural to ask "what if" we have one missionary household ready to deploy but we don't have others identified or ready. There are many ways to define teams and each context/scenario will impact the way EFM would have "peace of mind" short or long term in the process of launching and building/developing healthy thriving teams and mission strategy long term. Please identify what missionary or ex-pat personnel outside of EFM are working (or planning to work) in the area of this new field location who could serve as interim or long term "team" support to EFM worker/s. Briefly explain current status of relationship with these persons.

- Because the Dirrims have lived in Greece for 17.5 years, through them, we have in-country relationships with national Christians and with Christian refugees.
- A partnership/collaboration with existing ministries such as Greek Evangelical churches, a refugee medical ministry, and other ministries are possible.
- Through Dirrims we have contacts with a Christian camp outside of Athens asking for help.
    - They are currently looking for a director.
- We are praying for additional team members.

12. Support Budget: What will the major field expenses be during the first term? Housing? Language helper and/or language classes? Transportation? Any insights concerning income levels and lifestyle in the area of service? What else?

- The Dirrims have been living in Athens for 17.5 years. As a couple they have been renting and have a car. They have been currently living on about $4000 per month which includes medical insurance premiums for the both of them.
- There is public transportation in cities but in general, unless you own a car, transportation outside cities is challenging. A car should be in the proposed budget.

13. Possible Missionaries: Who are possible missionary candidates for this field that we should be talking with and preparing? This includes people who don't have traditional "call" but are willing and able to serve within EFM's missionary qualifications and within context of type of service.

<u>Career Missionaries:</u>

- Perhaps Josiah and Leisa Muhr; Northwest Yearly Meeting. They are newly married and exploring options for their future.

<u>Possible Teachers/Trainers for short intensive trainings</u>:

- Kenn Dirrim, Maybe Jim LeShana, Maybe Bob and Lisa Garon?

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**
    - Friends Southwest: Several churches have been supporting the Dirrims through the years and some FSW members participated in the Luke 10 trips. Friends Community Church Brea, and Rose Drive Friends have sent teams in the past and are willing to send teams in the future.
    - Barclay College Missions: They have sent several student study trips to Greece in the past. They may be willing/able to send groups again in the future.
    - Northwest Yearly Meeting: Jim LeShana has instigated interest in the NW spurred by his history with the Dirrims at Rose Drive, CA and with groups from Barclay College.

15. **What are other insights, questions, concerns, points which need to be noted and remembered?**
    - Without the Dirrims in Greece fulltime, it will be more of a challenge to send new missionaries. However, relationships established through the Dirrims are invaluable and provide a definite head start.
    - We in NWYM are excited about the potential partnerships with the interested churches of Friends Southwest.

PERSIAN GULF COUNTRIES PRE-LAUNCH PLANNING REPORT

Report Written by Matt Chesnes with EFM's Persian Gulf Countries Field Study Group in Eastern Region
RESPONSE IS A COMPILATION OF THE WRITINGS SUBMITTED BY THE OCT 2024 DUBAI TEAM!

1. **In a brief sentence for each of the five CAN GO criteria, what is the latest update concerning each: Champion/s, Affirmation, Need, Gifting, and Opportunity/Openness.**
    - Champion: -The members of the prayer team will act as champions within EFC-ER as they travel back to their home churches. Every member of the team came away with a heart to see workers sent to Dubai.
    - Affirmation: A consistent confirmation from various individuals in various ministries confirm that our intent to come alongside an existing ministry is needed in Dubai.
        i. Indonesian church confirms it
        ii. Fellowship pastors confirm it
        iii. Nepalese church confirms it
    - Need: I believe Dubai is truly fertile soil for the Gospel and potentially the hub for UAE missions work. I sense an effective ministry for Friends in Dubai.
        i. Training individuals who return to their homeland to plant disciple making communities. If we use the terminology "church planters" it may carry unnecessary weight for those returning. Since Dubai is no longer term home for any foreigner and foreigner do not want to return home, the training should be focus on "establishing disciple making communities in your next location".
        ii. Disciple making under the umbrella of existing ministry.

iii. Hub for a mission field in the entirety of the Arabian Peninsula - maybe the whole of the Middle East

- Gifting:
  i. Teaching – equipping to establish disciple making communities
  ii. Faith – projecting what the Lord can do through you.
  iii. Flexibility – adjusting to structure and methodologies that are not familiar
- Opportunity:
  i. Send potential interns to Fellowship Church.
    1. They need interns. Eight pastors are a church of 4,000 – 5,000. Last year they had baptism 50 of the 52 weeks. Growing fast.
    2. They would provide cultural understanding from the context of a local church.
    3. They do not a have training for establishing disciple making communities for those who return to their homeland.
    4. They expressed interest. Both sides will have to explore alignment topics.
  ii. Connect with a local church to establish church plants throughout the UAE. (Currently, I do not sense this is our first action.)
  iii. Send a professional (non-religious) to work in Dubai. They serve in the church to prepare individuals to establish disciple making communities wherever they go. This would be the ideal visa scenario.

2. **Compelling conviction to launch (to build just a short paragraph on top of the CAN GO summary). What is the compelling picture that is worth giving our lives or the lives of our sons and daughters to? How might these peoples or places look different because we paid the price to take holistic Good News? What words would sharpen our Help Wanted sign for this new field?**
   - If you a sensing a call of God to go the nations but do not know where to do, then Dubai is the place to go. The nations are in Dubai. Potential of impacting many nations by going to one.
   - From workers in Dubai, we learned there is a hunger to learn the bible, the Christian Holy Book.
   - International workers are in search of community because they are so far from home.
   - **Andrew** – Dubai Team wrote: Dubai is compelling because it is so unique. The nations have gathered there for work and leisure, and almost everyone speaks English. If they come to know Jesus in Dubai, they can reach their own people groups back home! Positives for going to Dubai: "No second language necessary"… "if you're called to the _____ people group, they're probably in Dubai"
   - **Beth** – Dubai Team wrote: The compelling conviction to launch a mission in Dubai/UAE is pretty simple. Dubai is the one county in the world that hosts citizens of cultures and nations from all over the world. Out of the 3+ million people in Dubai a very small percentage (20%) are Emirati or natural born citizens of Dubai. The rest of the

population is made up of workers, predominately from Third World countries. This segment of the population brings with them several world religions. These workers fill mostly the blue collar, hands on dirty jobs that the Emirati are beyond doing. The poorest of the poor flock to UAE to make little money to send home for their families. This environment allows the workers to be lonely, desiring family and lack of spiritual presence. A targeted mission would build upon this need and provide a loving, accepting, and Christian opportunity to experience the peace and refuge of knowing Jesus Christ.

- **Doyle:** Dubai team wrote: The UAE, and in particular Dubai, is a wide-open mission field at this point, with a transient population made up of people from almost all other countries in the world. About all of these people will ultimately leave the UAE and either return to their home country or move elsewhere. Thus, those who respond to the gospel in the UAE may help expand the Kingdom wherever they move in the future, including to countries where it is difficult to establish an outside Christian ministry. We do not know how long the UAE government will allow an open evangelical presence in their country, so now is a wonderful time to expand mission work there.
- **Jacelyn:** Dubai team wrote: A compelling picture could be that of people from 120-130 nations worshipping together at Fellowship Creekside Church-Dubai and being trained to disciple and train others in their own countries upon return. [*"reach-train-send"*]

3. **Strategy : What informal ideas make the most sense at this time for how this mission field will be launched and developed? How does this impact entry strategy?**
    - Language training is NOT needed in this field. Unless there is an affinity towards one language group.
    - One possibility - multiple missionaries with different focuses. Envisioning people going to reach a particular ethnic group in Dubai under the umbrella of our overall training center ministry, led by one person or a couple with admin ability. At least in the longer term.
    - Determine the partnering organization
    - Establish communication between the partnering workers and those being sent. This will occur via electronic and in-person venues.
        i. Multi-Culture training
        ii. Team building through prayer and conversation
    - Clear job description with long term flexibility
    - VARIABLE: if the one being sent will have a professional job or church worker job, this will have implications on how this process unfolds.
        i. Professional pursuits would require job searches … applications …
        ii. Church worker – requires application process as well but starts with connections already started.

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
    - Work Visa
    - Freelance visa – for more information go to https://focus.hidubai.com/freelance-visa-dubai-guide/
    - University option – Gulf Theological Seminary of Dubai. Appears to be a conservative, reformed seminary associated with the Redeemer Church of Dubai. For more information: https://www.gulfseminary.com
    - Tourist visa - the worker would have to live with other people. And leave the country every 90 days to renew the tourist visa.

5. **Skill Sets: What are the skill sets that stand out as we look for missionary candidates for this field? How might people in your church hear the opportunity and call, including those who never imagined themselves as "missionaries." How might the call for workers help people discover that their life or work experiences, character and interests fit into the missionary team/s? Young adults? Mid-career? Retired? Long term? One to two years of service?**
    - Someone that is adaptable to learning different cultures and languages.
    - It should be someone who is respectful of cultural differences
    - Thinking outside of the box to reach others in a controlled environment
    - Respectful of the local laws and policies
    - Evangelism; relationship building with locals;
    - Familiar with 3D Gospel.
    - A great networker
    - Flexible and open to new learning experiences
    - Self sufficient
    - Knowledge of Biblical application, history, and general knowledge
    - Called to two worlds – professional pursuit and mission directed (tent-maker).

6. **Language Learning: First term missionary's objectives will focus on language and culture learning through immersion. What relationships and connections might be available for language helpers for language learning through immersion? Are there formal language school options that should be considered? How much will these options cost? How does this impact what city or neighborhood they start?**
    - NOT needed in Dubai

7. **Location: Where will our missionaries live? What is the region, specific city, or neighborhood?**
    - In Dubai but away from the city center
    - Not sure which neighborhood - Location, while doing some searching, a good area to begin may be the Sharjah area. There is a cheaper cost of living and may be more accommodating to Christianity.
    - There are lots of places to rent

8. **Lifestyle: What will the missionary lifestyle look like for their first term of culture and language learning immersion? Will they have a car or use public transportation? Will they live on their own or with someone else?**
    - No language learning
    - Culture learning from existing ministries
    - If single individual, they would use public transportation for the first six months to a year. This would help to experience more of the culture and meet more people.
    - If single, probably live with another person. This would make it life in Dubai affordable.
    - If the ministry focus is upon assisting small churches among the workers, public transportation might not make it accessible.

9. **Spiritual Issues: What are the significant spiritual issues in the area? How does this impact missionary self-care and support in this particular environment (i.e. coping strategies)?**
    - The ultimate god – gold
    - The dominant religion of the region is Islam.
    - The tolerance level of other religion varies in each Emirate. Dubai appears to be more tolerant than the other six.
    - We were told that there are no atheists in Dubai. Everyone believes in something.
    - Many are open to hearing about what the Bible teaches.
    - Certain long-distant relatives (will explain the wording at the meeting) that can't discuss Christian Bible.
    - We heard there are people coming to faith is Jesus.

10. **Missionary Care: What needs considered for missionary care in the first term of language learning and culture bonding. What support is required? What pace and rhythms should be considered in this immersion context? Where will the missionary/s go for respite? Are there needs for on-site short- or long-term missionary support personnel? What support or camaraderie already exists in the area of service? What options are there for children's education (if applicable)?**
    - Loneliness may be a common issue. The heat, especially in the summer, keeps most people inside. One mom mentioned this is regards to her son.
    - With a bit of personal effort a missionary will be able to engage in fellowship in a church (house, hotel, …)
    - Children's education is expensive and child-care is difficult to find.

11. **Teams: It is natural to ask "what if" we have one missionary household ready to deploy but we don't have others identified or ready. There are many ways to define teams and each context/scenario will impact the way EFM would have "peace of mind" short or long term in the process of launching and building/developing healthy thriving teams and mission strategy long term. Please identify what missionary or ex-pat personnel outside of EFM are working**

(or planning to work) in the area of this new field location who could serve as interim or long term "team" support to EFM worker/s. Briefly explain current status of relationship with these persons.

- Fellowship Church:
    i. Pastor Aaron and Tessa – met in their home. Insightful. Welcoming. Passion to see work expand by receiving new workers.
    ii. Jamie – She has been an ongoing
    iii. Pastor Ray – met one time … brief conversation
- House of Prayer – Grant
- Indonesian Church – Pastor Yen-Ti
- Nepali church - Roman

12. Support Budget: What will the major field expenses be during the first term? Housing? Language helper and/or language classes? Transportation? Any insights concerning income levels and lifestyle in the area of service? What else?

- In Dubai the average expenses for a single person per month is $1025.00 plus rent. Rent on average is comparable to the US, but the apartments are much different.
- In the Sharjah region, the average monthly expense is $762.00 plus rent.
- The average income per year in Dubai for an Emirati is $52,000.00.
- An American with some type of degree that can find employment with a larger company may be able to make more money.
- Americans usually have to be specialized to get work in the UAE because they require higher salaries than other countries.

13. Possible Missionaries: Who are possible missionary candidates for this field that we should be talking with and preparing? This includes people who don't have traditional "call" but are willing and able to serve within EFM's missionary qualifications and within context of type of service.

- Ian Davison - 23 years old, served as summer ministry intern at Orange Friends Church where his parents attend. Ian has expressed a sense of calling to the mission field, and was a member of our prayer team. While we were in Dubai, he said he felt like he was being led there specifically.
  We will need to continue the conversation with Ian as he feels a strong affinity for churches that are more reformed and complementarian than ours. This could lead to challenges as Ian feels more led to partner with churches in the UAE that might not as readily partner with EFM.
  We should continue the conversation with him and join him in prayer for his next steps.

14. Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.

15. **What are other insights, questions, concerns, points which need to be noted and remembered?**
    - It seems there is a huge opportunity among the immigrant workers, but the difficulty is how to spend time with them because they work so much. How can we engage that population?
    - Because the population is so diverse, is it best to target a specific people group, or just an area within the city?
    - My ideal candidate – single, professional or university student or retired, teachable, ready to engage individuals from various nations with how to establish disciple making communities (is this what the early Quakers did?)
    - A close second candidate – a ministry student graduate who will function as an intern at Fellowship Church.
    - Where in search of 2 units to serve in Dubai. Should one unit be a couple? Should both units be couples? Same questions for singles.
    - Making disciples of all nations can happen in one place!

Additional Notes

The original plan for our trip to Dubai in October was to be a "prayer focus". The "pre-launch" component was added. The prayer team would meet in Dubai from October 09-15. There were four individuals who would stay in Dubai from October 16-19 to do the work of the pre-launch. Prior to the team leaving for Dubai the pre-launch team with down to two individuals. A decision was made to postpone the pre-launch team. Yet, much pre-launch material was gathered.

Next Step Proposal: To plan a pre-launch trip in the Spring of 2025.

- To sharpen the focus of the mission
- To bring a couple potential workers to taste and see the field
- To complete this document

NORTHEAST BRAZIL PRE-LAUNCH PLANNING REPORT

Provided by EFM's NE Brazil Field Study Group in Rocky Mountain

This report was prepared by Cassi Coleman in collaboration with EFM's NE Brazil field study group from Rocky Mountain Yearly Meeting (RMYM)

1. **In a brief sentence for each of the five CAN GO criteria, what is the latest update concerning each: Champion/s, Affirmation, Need, Gifting, and Opportunity/Openness.**
    - **Champion/s**: The number of champions supporting the mission is increasing, fostering a stronger advocacy network for the initiative.
    - **Affirmation**: The yearly meeting has become more cohesive, with leaders and members aligning on mission goals and strategies, enhancing overall support.
    - **Need**: There is a significant need for the gospel within under reached communities, emphasizing the urgency for missionary engagement in the interior regions.

- **Gifting**: A diverse array of skill sets is emerging among potential missionaries, including teachers, tradespeople, and those with relational skills, which align with the mission's requirements.
- **Opportunity/Openness**: There is an openness to the gospel in the target communities, presenting a ripe opportunity for ministry and the establishment of supportive relationships through existing partnerships like World Renewal Brazil.

2. **Compelling conviction to launch (to build just a short paragraph on top of the CAN GO summary). What is the compelling picture that is worth giving our lives or the lives of our sons and daughters to? How might these peoples or places look different because we paid the price to take holistic Good News? What words would sharpen our Help Wanted sign for this new field?**
   People are asking, 'When can you come?' They recognize their need for help. There is a profound need for the gospel in these areas, where people are open and receptive. They need a reason to hope, a hope and a future. These are underreached communities, with immense opportunities for ministry—both physical and spiritual—within these communities.

3. **Strategy : What informal ideas make the most sense at this time for how this mission field will be launched and developed? How does this impact entry strategy?**
   The Discipleship for Development approach, in partnership with World Renewal Brazil, provides a strategic entry point for launching ministry in the interior. Establishing this partnership as a foundation for ministry offers valuable support, and the presence of another organization ready to collaborate strengthens our initial efforts. In the early stages, we could engage with the Friends churches in Carpina and consider teaching opportunities at the international school to build community connections.

   Over the first few years, preparatory trips to the interior could help lay the groundwork and build relationships. We could also explore ministry initiatives for men, focusing on practical skills like gym activities, mechanics, welding, or electronics, which could serve as effective entry points for discipleship and community building. This strategy leverages both partnership and practical outreach to foster sustainable impact in the region.

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
   Visa requirements are changing. Currently, it is unknown how this could affect future missionaries. More research is needed.

5. **Skill Sets: What are the skill sets that stand out as we look for missionary candidates for this field? How might people in your church hear the opportunity and call, including those who never imagined themselves as "missionaries." How might the call for workers help people**

discover that their life or work experiences, character and interests fit into the missionary team/s? Young adults? Mid-career? Retired? Long term? One to two years of service?

- **Educational Skills**: Teaching English or other subjects in Carpina, across all age groups, offers direct opportunities for ministry.
- **Agriculture and Trades**: Individuals with farming experience, as well as skills in trades like plumbing and construction, bring valuable practical expertise to the community.
- **Water and Medical Professionals**: Water technicians and healthcare providers meet critical needs and can contribute meaningfully to community health and well-being.
- **Discipleship for Development (D4D)**: Candidates familiar with D4D principles can help lead spiritual and community transformation.
- **Relational Skills**: Those who are naturally relational, good listeners, and able to engage meaningfully with others will be essential to building trust and fostering a sense of belonging.
- **Diverse Team Composition**: We seek to form a multigenerational team, with roles for retirees, young families, singles, and individuals at any career stage. This diversity enriches the team and reflects the breadth of the community we're aiming to serve.

- Ultimately, we need to listen to the people in the community and continue to pray about this.

6. **Language Learning: First term missionary's objectives will focus on language and culture learning through immersion. What relationships and connections might be available for language helpers for language learning through immersion? Are there formal language school options that should be considered? How much will these options cost? How does this impact what city or neighborhood they start?**

   For first-term missionaries, language and cultural immersion are essential. Building strong relationships and accessing formal or informal learning options will support a deep understanding of the culture and community. Here's a breakdown of available pathways and our strategic recommendations:

1. **Language Schools in Recife and Carpina**: Both cities offer structured language programs that provide consistency and a systematic approach to language acquisition. Recife, as a larger urban center, has numerous options, while Carpina also offers dependable language schools on a smaller scale. Monthly tuition for these programs typically ranges from $200–$500, depending on program length and intensity.
2. **Immersive Language Practice in the Interior**: For those ready for direct language immersion, learning in the interior—such as in Boa Esperanza, possibly with a local language partner like Flavio—would be an ideal approach. This experience enables practical language practice and fosters immediate community connections.

3. **Suggested Pathway**: We recommend the initial missionaries or missionary families begin language training in Recife or Carpina. This setting provides the necessary structure and resources to build language skills while easing into Brazilian culture. Once foundational skills are established, future missionaries could start directly in the interior, aligning with our goal of eventually centering the mission there.
4. **Impact on Mission Engagement**: Starting in Recife or Carpina allows missionaries to ease into cultural adaptation, enabling them to join and encourage the missional work of the Friends churches in these areas. This collaboration fosters progress and momentum in their ministry efforts. As language skills develop and community relationships grow, missionaries will be well-prepared to join Friends church initiatives and inspire forward movement in their outreach programs in the interior.

   This approach balances structure and immersion, creating well-prepared missionaries ready to serve and contribute meaningfully to both the local community and broader mission objectives.

7. Location: Where will our missionaries live? What is the region, specific city, or neighborhood?

Our missionaries will initially reside in the Recife/Carpina area for their first year to acclimate to Brazilian life and participate in intensive language training. This urban setting provides vital resources and cultural exposure.

Once a cohesive team has formed, the transition to the interior regions of Sousa, Boa Esperanza, or Mirandiba will occur together as a group. This collective move will strengthen team dynamics and ensure everyone is equipped to engage with the communities effectively. These interior locations offer unique opportunities for outreach and community engagement, aligning with our long-term mission goals. This phased approach not only enhances language proficiency but also fosters strong local relationships, laying a solid foundation for impactful ministry.

8. Lifestyle: What will the missionary lifestyle look like for their first term of culture and language learning immersion? Will they have a car or use public transportation? Will they live on their own or with someone else?

During their first term of cultural and language immersion, the missionary lifestyle will be focused on building community connections and adapting to the local environment. Ideally, missionaries will live with a local family to enhance their language and cultural training, as this provides invaluable opportunities for daily practice and deeper cultural understanding.

In Carpina, missionaries can rent an apartment, and public transportation will suffice for daily commuting, making a car unnecessary. This arrangement allows them to immerse themselves fully in the community without the added responsibility of vehicle ownership.

Once they transition to the interior regions, such as Sousa, Boa Esperanza, or Mirandiba, renting a home will be essential, and having a car will become necessary to navigate the more rural areas and engage with the communities effectively.

This lifestyle will emphasize relationships, language acquisition, and active participation in local culture, ultimately equipping missionaries for meaningful ministry.

9. **Spiritual Issues: What are the significant spiritual issues in the area? How does this impact missionary self-care and support in this particular environment (i.e. coping strategies)?**
    - **Cultural Religion and Syncretism**: Many locals blend traditional religious practices with Christianity, posing challenges for missionaries in presenting the Gospel effectively.
    - **Family Units in Crisis**: Economic instability and social issues have led to weakened family structures, which missionaries will need to address with compassion and support.
    - **Isolation and Loneliness**: New missionaries often feel isolated while adapting to a new culture, making community-building essential for emotional support.
    - **Overwhelming Needs**: The vast array of community needs can be daunting, leading to potential burnout. Missionaries must learn to prioritize their efforts and set manageable goals.
    - **Spiritual Warfare**: Missionaries may face spiritual opposition, necessitating a solid understanding of this dynamic to maintain their well-being and effectiveness in ministry.

    To cope with these challenges, missionaries will benefit from strong support networks and self-care strategies, including regular prayer, mentorship, and community engagement. By addressing these issues proactively, missionaries can better prepare for the emotional and spiritual demands of their work.

10. **Missionary Care: What needs considered for missionary care in the first term of language learning and culture bonding. What support is required? What pace and rhythms should be considered in this immersion context? Where will the missionary/s go for respite? Are there needs for on-site short- or long-term missionary support personnel? What support or camaraderie already exists in the area of service? What options are there for children's education (if applicable)?**
    - **Community Support**: Starting in Carpina allows missionaries to adjust culturally and linguistically while benefiting from local support through World Renewal Brazil, which is crucial for emotional and practical assistance.
    - **Gradual Transition**: A 6-month to 1-year stay in Carpina is recommended before moving to the interior, enabling adequate time for language acquisition and cultural integration.
    - **Respite Options**: Missionaries should identify local areas for relaxation, such as community centers or parks, to recharge. World Renewal Brazil can also help facilitate connections in these areas.
    - **On-Site Support Personnel**: Short- or long-term personnel can provide additional support for language learning and practical ministry tasks.

- **Existing Networks**: Collaboration with local churches and organizations fosters camaraderie and a sense of belonging.
- **Children's Education**: In Carpina, there are English schooling options, while homeschooling may be necessary in the interior.
- **Coaching**: Each missionary will have access to an EFM Coach, a Missionary Care Team, and a Language Learning Coach, ensuring comprehensive support.

11. **Teams: It is natural to ask "what if" we have one missionary household ready to deploy but we don't have others identified or ready. There are many ways to define teams and each context/scenario will impact the way EFM would have "peace of mind" short or long term in the process of launching and building/developing healthy thriving teams and mission strategy long term. Please identify what missionary or ex-pat personnel outside of EFM are working (or planning to work) in the area of this new field location who could serve as interim or long term "team" support to EFM worker/s. Briefly explain current status of relationship with these persons.**
    World Renewal Brazil: They offer crucial emotional and logistical support in Carpina and the interior, helping new missionaries acclimate and form community ties.

    Local Contacts:
    - **Joel** in Mirandiba and **Flavio** in Boa Esperanca are established figures who can assist with introductions and integration for incoming missionaries.
    - **Deployment Strategy**: An individual or family could start in Carpina, laying the groundwork until the full team is ready to transition together into the interior.
    - **Team Formation**: Launching the team collectively in the interior will foster a strong foundation for mission efforts and community engagement.
12. **Support Budget: What will the major field expenses be during the first term? Housing? Language helper and/or language classes? Transportation? Any insights concerning income levels and lifestyle in the area of service? What else?**
    - **Housing**: Renting an apartment in Carpina is essential for initial accommodation. The cost can vary but is generally affordable compared to larger Brazilian cities.
    - **Language Support**: Expenses for a language tutor or formal language classes will be necessary for effective immersion and communication.
    - **Transportation**: A car may not be needed during the first year in Carpina, as public transportation is accessible. However, a vehicle will likely be required when moving to the interior after the first year.
    - **Cost of Living**: The cost of food and daily living in Carpina is generally moderate. In the interior regions, costs may be lower.
    - **Travel Expenses**: Occasional travel for ministry work or personal needs should be budgeted.
    - **Medical Expenses**: Health insurance and potential medical costs must also be considered.

13. **Possible Missionaries: Who are possible missionary candidates for this field that we should be talking with and preparing? This includes people who don't have traditional "call" but are willing and able to serve within EFM's missionary qualifications and within context of type of service.**
    - **Cassi Coleman RMYM**: With experience in community engagement and ministry to the migrant population, Cassi brings valuable skills in relationship-building and cultural integration, making her a strong candidate for missionary work in Brazil.
    - **Johnathan**: Currently a missionary from England living in the interior, he has three years of experience working at an international school before relocating. His background in education and familiarity with the local context could be instrumental in establishing connections and supporting new missionaries.
    - **YOU?????**

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**
    NOTE: We are not intending to write comprehensive partnership proposals at this point, rather in brief, note key points concerning potential partnerships and what we know at this point.
    - Willoughby Hills Friends Church in Ohio
    - Indiana Yearly Meeting
    - Damascus Friends Church - Ryan Gilby
    - Various people in churches across Ohio
    - Sung Kim in Southwest yearly meeting

15. **What are other insights, questions, concerns, points which need to be noted and remembered?**
    We are planning a prayer trip this next year and will work on solidifying dates after the first of the year.

ARTICLE: TEAM GIFTEDNESS IN PIONEER WORK

Written By Ron Stansell
February 2022

EFM is committed to the concept of ministry teams sometimes as close collegial relationships or sometimes as limited partnerships and often as both. A pioneer missionary does far better with a strong spiritual sending support base, but has eyes and ears to networking with others on his/her field, discovering local "persons of peace," and partnering with early converts. From the beginning one seeks to work himself/herself out of a job and pass the baton to local Spirit-filled followers of Jesus. *[Questions with (*) indicate discernment of open doors. Questions with (+) relate to team building and giftedness for pioneers.]*

Questions for discernment:

1. Where and in what settings do we already see God at work in this location? *
2. What are the possible opportunities for friendly networking with other evangelicals, Christian or non-believing "persons of peace" or sympathizers in this location? *
3. What access doors are open or will need to be opened for expatriate workers to minister in this location? *
4. How important will it be for a two or three-unit expatriate team to commit for ministry together at the pioneering stage? (highly important? preferred but not essential? a one-unit team would be preferred?) +
5. What concrete elements of "team" do you see developing already? +

The best team will include wisdom gifts of the Spirit of broad vision and passion on the one hand, and practical Spirit-directed action and management on the other. By temperament, pioneers will do best when their identity in Christ is secure. Pioneers need to be self-starters, good observers, and quick learners, and humbly accept flexibility as a virtue in life rather than a mere necessity!

6. What language learning will be short-range essential? What language learning will be highly beneficial over the long haul? +
7. What, if any, are the unique physical or technological demands for pioneering in this field? *[Keep in mind that different gifts and a willingness to mesh those gifts together will be beneficial.] +*
8. How are relationships built in this pioneer culture and what are the personality traits essential for relationships in this field? +
9. What administrative (business and bureaucratic) skills are a part of ministry in this field? +
10. What gifts and passion will be important to plant an indigenous and self-propagating ministry in this setting? *[i.e., evangelism, leadership development, cultural sensitivity, economic development skills, etc.] +*
11. What concerns for social injustice and peace, if any, will need to be addressed for the gospel message to best represent the love of Christ in this field? +
12. What pioneering approaches have been tried in this field and what can be learned from successes and failures? +

Summaries of selected chapters for Luke 10 Trip teams and/or prospective missionaries from Ron Stansell

Allen, Roland. ***Missionary Methods: St. Paul's or Ours?*** **Grand Rapids, Michigan: Eerdmans Publishing Co., originally published in 1912 but reprinted frequently.** Available used and in electronic form from Amazon.com.

This book was one of the early sparks for the indigenous church and church planting movements during the twentieth century. A classic for pioneers. Other writers of this kind of literature are Donald McGavran, Ralph Winter and Allen Tippett who stressed cultural sensitivity, homogenous people movements and the balance between conversion evangelism and Christian nurture.

Bush, Luis and Lutz, Lorry. ***Partnering in Ministry.*** **Downers Grove, Ill.: InterVarsity Press, 1990.** This book might possibly be found as used copies at Amazon.com.
This small book gives a survey of various kinds of "partnerships" where diverse people work together with a special awareness of people of various cultures collaborating in pioneer work.

- Ch. 2 traces biblical roots for the concept.

Partnership goes back a long way. The gifts of the Holy Spirit make it evident that **"lone ranger" Christians are handicapped.** Unity of the many bring glory to God. New Testament teams began with the disciples and Jesus and extended to the Pauline teams in Acts. Paul's financial partnership with the Philippian church began in the very early years. In fact, his relationship with Philippian Christians is a model for us and included communication, deep expressions of love, shared joy, and shared strength. Each "partner" wants the other to grow, have opportunity to minister and a capacity to fulfill his/her calling. Throughout Philippians, Paul urges the special partnership of prayer to flow among team members in every direction.

- Ch. 3 sharpens the distinction between paternalism and partnership.

The heritage of colonialism and control by westerners has been hard to overcome. Any new field team must struggle with the disrespect, lack of cultural sensitivity, control and "looking down" upon the host culture that can be a default response. It will be important to do the following for a new field:

- Work through Western ethnocentricity.
- Avoid a donor mentality.
- While recognizing the essential value of self-organization, self-propagation and self-financing, **international partnerships look for ways to help one another fulfill their callings.**
- Look for interdenominational links and joint projects that can display the essential unity of the Body of Christ.
- Talk sincerely and openly about differences between westerners and non-western workers. It will clearly take all true Christians working together in unity to win the world for Christ.
- Other chapters may be found helpful while still others may seem dated.

Sinclair, Daniel. ***Mission: Possible. Defining and Empowering Your Ministry Among the Unreached.*** **MOF Publishing, 2021.** Available at Amazon.com in print and Kindle format.

- While especially written for the context of ministry with Muslims, some truths are clearly universal. I recommend the following:
- Ch. 1. "Apostleship Revisited" shows the **historic validity of pioneering** as thoroughly biblical. Pioneer "sent ones" may suffer greatly and even redeploy to new locations because of opposition, but faithfulness counts.

- Ch. 4. “Discipleship Making Movements for Dummies” gives strategic missiological principles of value for many fields. **Discipleship needs to be clearly understood**.
- Ch. 5. “Stewardship on the Field” focuses on self-care for a variety of personality types who find themselves in pioneer work. **The worker needs self-care.** Boundaries are essential for survival.
- Appendix 7. The Story of Alma. A view of an **“insider” church planting** process. This appendix chronicles a ministry in the Muslim world where the woman convert to Christ maintains cultural identity with her Muslim neighbors but is leading people to Christ as Savior and to a life of biblical discipleship. **“Jesus is for everyone, not just for Christians.”** It’s a truth that might work in resistant animistic, Hindu or Buddhist cultures as well as among Muslims.

Stansell, Ron. *Missions by the Spirit: Learning from Quaker Examples.* Newberg, OR: Barclay Press, 2009. These four “Quaker examples” present four different pictures of pioneers and their policies and practices. The narrative shows a variety of gifts and how these pioneers worked with others. Available through Amazon.com or Barclay Press.

Chapter 18 Summary: The four persons featured in the book each have distinct personalities but there are some similarities including the following:
- Each taught with vigor and attention to biblical preparation.
- All had ecumenical ties outside of Friends circles.
- They loyally supported the Friends movement.
- They believed in Christian conversion as an encounter with Christ.
- They believed in moral transformation.
- They knew how to laugh and enjoy people.

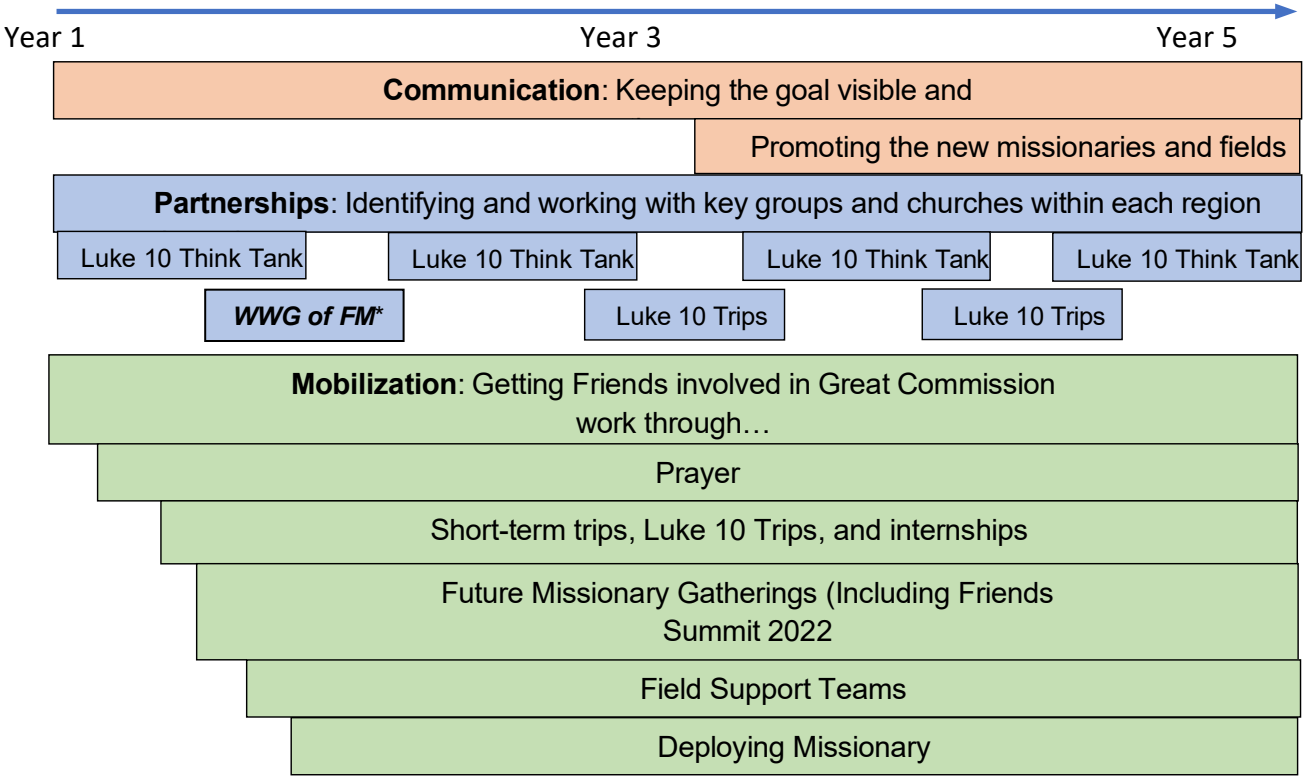
In addition, these twelve principles are highlighted:
1. Pioneers must step into untested waters and work arduously.
2. Relationship with Jesus is at the heart, never to be eclipsed by social reform.
3. While public proclamation may or may not be prominent, the majority of conversions happen through converts sharing their new faith with others.
4. The social sciences (cultural anthropology, sociology, economics, and political science) greatly benefit pioneers with cultural sensitivity, cultural values, and worldview awareness.
5. Witness for the purpose of conversion of individuals and families must be integrated with compassion and concern for justice and peace. (Whole Life Discipleship)
6. Belief in human equality plays out with genuine attention to the poor and oppressed and the equality of ministry by both women and men in the missionary force.
7. Friends rely on extensive prayer and waiting for guidance for major steps. They rely on corporate spiritual discernment.
8. An attitude of simplicity engenders generous sharing by relatively affluent westerners in new cultures and works to break down cultural barriers.
9. The concept of Christian leadership includes teamwork and unity within the emerging church.
10. Friends pioneers have contributed efforts to benefit the broader evangelical movement through cooperative programs like literature, humanitarian relief, development, leadership education and evangelistic programs.
11. Friends have a vision for the church, guided by the Holy Spirit (not by foreigners), that is self-governed, self-financed and self-propagated.

12. Western missionaries will continue to "pass the baton" of pioneering to the daughter churches of Africa, Asia, and Latin America. Westerners will have a more modest role in the future but will continue to work alongside or under the direction of non-western apostles.

Strategic Plan

Strategic Goal
To send 10 new missionary households from North America to launch 5 new fields by 2025.
Strategic Plan
We aim to accomplish the above goal through…
Communication:
Announce the goal, present the need for the gospel and how Christ would have us respond, and give updates about progress being made towards the goal.
Partnerships:
Work closely with current partners to identify key groups and churches in North America who can help discern, recruit, send and support. Pursue partnerships with yearly meetings overseas as those opportunities arise.
Mobilization:
Provide opportunities for Friends to pray, give, and go; identify the new fields; recruit the missionaries; and deploy the teams backed by their Field Support Teams.

Projected Timeline



*Worldwide Gathering of Friends Missionaries

An Overview of the Strategic Plan

Communication	
Tasks	Strategies

Communicate with EFM's constituencies through…
• Printed media
• Visual media
  ○ Videos
  ○ Social media
  ○ Website
• Speaking opportunities
  ○ Large group gatherings (Sundays, yearly meeting, and national events, etc.)
  ○ Small group gatherings (workshops, small groups, home visits, etc.)
Last two to three years: Introduce and promote new missionaries being sent out.
	Make full, continual use of all the types of communication to keep the strategic goal visible, report progress, and help get people involved in the various initiatives (prayer, Perspectives, Luke 10, Future Missionary Gatherings, internships, etc.).
	
	Prepare regional leaders to be "ambassadors" who can speak to large/small group gatherings in their areas of influence and use the media produced by the EFM office.

Partnerships	
Tasks	Strategies
Work closely with partners in North America that already exist (full and associate members of EFM). Identify and form partnerships with key churches in the regions. Involve missionaries and national leaders in the process of discerning the location of new fields and possible involvement of the yearly meetings they work with.	Keep in regular contact with partners. Form and/or strengthen partnerships through… • Luke 10 Think Tanks: Engaging yearly meetings, EFCI leaders, local churches, missionaries, and other stakeholders in the process of seeking new fields and missionaries. • Luke 10 Trips: Discerning where to open new fields and who to place there. • A Worldwide Gathering of Friends Missionaries

Mobilization	
Tasks	Strategies
Mobilize Friends for the strategic goal through… • Prayer • Education (children, youth, adults) • Special events • Short-term missions trips and internships • Recruiting missionary candidates and guiding them through the application process • Fundraising • Pre-field training/preparation • Field Support Teams	Prayer network Children's Missions Focus materials Kaleo Academy Camps and youth/college/young adult conferences Friends Summit 2022 Perspectives Course Short-term trips and internships (3-12 months) Luke 10 Think Tanks Luke 10 Trips Future Missionary Gatherings Time spent with the EFM Board Deputations Field Support Teams

The EFM directors and office staff will be the primary ones to see that this mobilizing happens and will seek help from EFM Board members, regional missions directors, regional missions boards or mobilizer groups, and other volunteers.	

EFM Vision and Mission Statement

Vision
EVANGELICAL FRIENDS OF NORTH AMERICA FULLY MOBILIZED TO SEND MISSIONARIES WHO PLANT GROUPS OF CHURCHES AROUND THE WORLD THAT ARE FAITHFUL, SUSTAINABLE, MULTIPLYING, AND MOBILIZED TO SEND MISSIONARIES THEMSELVES.

Seeking First God's Kingdom
We are committed to seeking first God's kingdom in whatever place and culture the Lord of the harvest sends us. We believe that will result in new disciples of Jesus Christ. New disciples will form groups of churches that are seeking God's kingdom first at home and abroad.

Compare this to soccer. Soccer is played all over the world and requires a field with four boundary lines. It also requires teams. Each team has the privilege to play within the boundaries of the field and according to the rules of the game. A great deal of creativity takes place during a soccer match as each team member plays according to his/her skills, talents, and position, and always in unity with the other players on the team.

EFM can be described as a team of missionaries located all around the world. We play with the skills, gifts and experience God has given us and within the cultures where we live and work. As we seek first God's kingdom,
we release missionaries to play within the four boundary lines of our mission (and we talk about a "soccer field" as an analogy). These boundaries help us make disciples and plant groups of churches that will go on to reproduce themselves. They also promote unity and creativity.

What are the four boundaries? Mission, Guiding Principles, Daily Focus, and Friends Culture.


Mission
Our purpose and passion is to fuel a worldwide movement of people who seek first the kingdom of God, planting churches that live and die to carry out the Great Commission in the spirit of the Great Commandment.
Friends Culture
Live communion with the triune God
Christ's presence here and now
Every believer a minister
Authority of Scripture
Servant Leadership
Guiding Principles
Teams
Language and culture learning
Presence and proclamation evangelism
Leadership development
Whole-life discipleship
Missionary sending
Sustainability
Daily Focus
Salvation Witness
Good News
Good Deeds
Faithful Stewardship
Holy Living


Mission
Our purpose and passion is to fuel a worldwide movement of people who seek first the kingdom of God, planting churches that live and die to carry out the Great Commission in the spirit of the Great Commandment.



Guiding Principles

We carry out our mission by moving into the neighborhoods where God sends us, learning the languages and cultures, proclaiming the Gospel of Jesus Christ in word and deed, discipling those who respond to the Gospel in holistic ways, and helping them to form churches. We also help equip these disciples for ministry and assist them in creating self-sustaining ministries of their own. We know that we've come full circle when these disciples start sending missionaries to repeat this whole process.



Friends Culture

The way we carry out our mission is also shaped by our heritages as Evangelical Friends. We believe deeply that Jesus Christ is always with us and that we can live in constant communion with Him. We believe it is essential to do what He tells us to do. We believe that His Spirit has gifted us all for ministry and that He would have us all be servant leaders.



Daily Focus

In order to carry out our mission, what is it that we must do day in and day out? We must pray. We must humbly study and meditate on Scripture. We must immerse ourselves in the Trinity through the Holy Spirit. When we do these things we are able to tell others the Good News of Jesus Christ with our lives and words. We are faithful to the Lord in the way we use our time, money, bodies, possessions, and relationships. We also display His fruit: Love, joy, peace, patience, kindness, goodness, faithfulness gentleness, and self-control.



Probably the most exciting thing about soccer is scoring goals, right? How does EFM know when it's scoring goals? When it is planting groups of churches that are full participants in the Great Commission.

Stan Leach,
Executive Director

WHAT EFM DOES AND DOESN'T DO

EFM's mission statement uses the analogy of a football (soccer) field to help acquaint people with EFM's ministry principles. These principles are put into practice from the moment our missionaries move into an area where very few people have heard the gospel of Jesus Christ. The principles continue until a group of churches has developed and is sending out missionaries of their own. But in getting to know EFM even better, it is natural to ask questions like these:

- What types of projects does EFM generally help with?
- What types of projects and practices does EFM generally avoid?
- What practices does EFM avoid altogether?

The following is an attempt to answer those questions.

What EFM Does: Types of projects EFM generally helps with:
As groups of churches emerge through EFM's efforts in different parts of the world, and as EFM forms relationships with Evangelical Friends yearly meetings outside of North America, EFM is very open to partnering with these churches on projects that have to do with church planting, whole-life discipleship, leadership training, and sending missionaries to unreached people groups. EFM's goal in these partnerships is to encourage and strengthen the churches as they pursue the vision God is giving them. In order to do this, we believe the following guidelines are necessary:

1. Foster healthy relationships by working against paternalistic tendencies in all cultures. As Westerners we

will be careful not to operate from, or be placed in, the "God spot." We will do our best to avoid being the "foreign experts."

2. Strive for local ownership with every project on which we work together.
3. Aim for locally reproducible, multiplicative forms of ministry in discipleship, church planting, leadership training, and missionary sending. We will think in terms of ministry that can lead to and sustain a movement.
4. Pursue regional solutions to regional problems and local solutions to local problems.
5. Aim to develop leaders, not projects. Developed leaders will be empowered to cultivate their own resources for projects they choose to do.
6. Foster and help develop asset-based ministry rather than need-based ministry. Introducing foreign money and projects too early will usually lead to dependency on those funds.

What EFM Doesn't Do: Types of projects and practices EFM generally avoids:
EFM generally doesn't do the following*:
*There may be some exceptions to the projects and practices listed below, but only with approval from the director and, in some cases, the EFM Board.

- We do not own real estate in EFM's name or in the names of our missionaries.
- We do not help fund the purchase of properties for local churches or the construction of local church buildings.
- We do not pay salaries for pastors, evangelists, and yearly meeting leaders.
- We do not allow our missionaries to pastor local churches or hold yearly meeting positions (like president or treasurer).
- We do not build or operate hospitals, clinics, orphanages, or schools.

- We do not adopt churches or groups of churches that already exist, whether they were planted by Evangelical Friends or not. We may, however, find ways to partner together on certain projects (see the previous section titled “Types of projects EFM generally helps with”).

Under certain circumstances EFM is open to:

- Assisting in the purchase of/or the construction of a training center that benefits the yearly meeting and that can also be used as the yearly meeting’s headquarters.
- Assisting yearly meetings in Asia, Africa, and Latin America in sending out missionaries. This assistance usually takes the form of training and limited funding.
- Assisting in projects that help people become disciples of Jesus Christ in all areas of life, which empowers them to use the resources God has made available in their own context (this is what we mean by whole-life discipleship).

Practices EFM Always Avoids: Under no circumstances does EFM do the following:

- We do not denounce other religions as we carry out evangelism. Everyone is made in the image of God, so we treat everyone with respect. The focus of our teaching and preaching is “Jesus Christ and him crucified.”
- We do not give help to needy people in exchange for them becoming Christians or joining our churches.
- We do not encourage people to rebel against their governing authorities. There may be certain laws or customs that followers of Jesus Christ cannot follow in good conscience, but Scripture instructs us to pray for those in authority and to submit to them in everything we can.
- We do not encourage rebellion against yearly meeting leaders and pastors even when there may be cause to do so. We stand ready to pray and to help in the process of peace-making as much as we can.
- We do not impose a set of practices on yearly meetings that they must follow if they want to belong to the Evangelical Friends Church. EFM will do its best to instruct yearly meeting leaders and pastors about the history and doctrine of Friends, but specific practices will vary to some degree from region to region because of culture and circumstances. Believers in these different contexts are encouraged to work together, under the leadership of the Holy Spirit, to determine what their practices will be (i.e., how they will organize themselves; how they will choose their leaders; how they will make corporate decisions; and whether or not they will use physical elements in baptism and communion).

Approved in November 2015 by the EFM Board.

EFM Board Members

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Pat Byers Muncie, IN Indiana YM General Superintendent	**Ron Maestas** (Treasurer) Yorba Linda, CA At-large from FSW
Amy Carey Wichita, KS At-large from EFC-MAYM	**Heidi Matson** Yorba Linda, CA FSW Representative
Matthew Chesnes Chardon, OH EFC-ER Rep for Superintendent	**Ron Mulkey** Greenleaf, ID NWYM Representative
Tom Crawford Port Saint Lucie, FL EFC-NA Director	**Teddy Omondi** Fullerton, CA FSW Representative
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Kevin Hoppock Valley Center, KS At-large from EFC-MAYM	