

EVANGELICAL FRIENDS MISSION
LUKE 10 THINK TANK

Wednesday, November 5, 2025
Canton, Ohio

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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 5, 2025

We are celebrating how the vision of the five-year goal has accelerated EFM's Luke 10 Initiative, as the Luke 10 Era continues beyond 2025! We seek faithfulness in our commitment to send missionary teams to launch these fields!

We are currently committed to sending missionary teams to launch at least 7 new fields.

9:00am The THINK TANK convenes!
Welcome, Singing, Prayer and Scripture
Reflections
Orientation

10:00am Discussion Groups led by Stan

Discern how we fully buy into the EFM Luke 10 Era moving forward.

1. Discipline of prayer (prayer as primary vs secondary)
2. Discipline of leadership development (value of group gatherings and information sharing vs relationship and leadership development)
3. Discipline of embracing the Great Commission (over consumerism- comfort, convenience, safety and security)

12:00-1:20pm - Break for Lunch -

1:30pm Singing and Prayer

Quick New Field Exploration Updates

1. Minorities of The Greater Mekong Region of SE Asia
2. Tanzania
3. Slovakia

1:45pm SEVEN SMALL DISCERNMENT GROUPS

- 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/s pushing the cause doesn't talk too much to where the group can't ask questions and make observations!

- *(1:50pm, 10 min)* Group members prayerfully read through the report for this field
- *(2:00pm, 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 Luke 10 Initiative Report)
- *(2:20pm, 30 min)* Identify next steps…
    3. How are we nurturing EFM's CAN GO Criteria in our regions for each of these fields to successfully launch.
    4. What might the greatest barriers be for a missionary to sense peace about a call to this field? Are there steps we could take to remove these barriers and/or reassure a future missionary for a yes to this opportunity?
    5. **What challenges need to be addressed before we deploy missionaries?**
    6. **What are the top priority 2 or 3 next steps in order to send missionary/s to launch the field?**

3:00pm …GROUP PICTURE…

3:15pm Small Group Reports

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 States
NE Brazil

5:00pm Dismissal

5:30pm Think Tank Group Dinner at BJ's Restaurant & Brewery
(6476 Strip Ave. NW, North Canton, OH 44720).

THINK TANK 2025 PURPOSE

1. How might we develop habits that help us lean further into this Luke 10 Era in how our households, our churches and our regions are on mission.
2. How are we nurturing EFM's CAN GO Criteria in our regions to successfully launch these fields.
3. What are the priority next steps that need to happen in order for EFM to be ready to send missionary teams to launch these new fields?

EFM's CAN GO Criteria

C – Champion/s	**Multiplying passion that we must go**
A – Affirmation	**Church agrees: local, national, international**
N – Need	**Compelling need for the gospel, worth the cost of our sons and daughters**
G – Gifting	**Missionary teams with gifting, character, support and collaborations**
O – Opportunity	**Openness among these people, even a sense of invitation**

EFM's CAN GO Criteria is still our guide to discern commitments to new fields.

- Conviction for four criteria: Champion, Affirmation, Need and Opportunity.
    - *Are there signs of increasing enthusiasm, unity, prayer, and support to launch this field? Are there signs of increased resolve to call for missionaries to go?*
- G for Gifting (missionaries with gifting…)
    - *"We ain't got no mission field if we ain't got no missionary!"*
    - *We may or may not have the missionary applicant/s…how are we nurturing CAN GO recruitment? How much persistence does our CAN GO have?*
- What are the compelling reasons that stir passion among us for launching the field?
    - *Is it worth the cost? Will we see this through?*

- The commitment is to deploy missionaries from our U.S. churches to the field.
- We are not trying to force or limit a certain number of fields. Capacity depends on CAN GO Criteria.
- Proposals for new field commitments are always welcome under the CAN GO criteria.
- We realize that CAN GO Criteria may also inform EFM discernment on older fields and commitments.

- The Think Tank seeks group discernment and offers insights and proposals while the EFM Board makes final decisions and approvals. This includes partnership proposals.
- We are holding off on formal long-term strategies until after we have had insights from missionaries who have been on the field for at least two years.

EFM Mission Statement

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.

EFM Vision Statement
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.

2025 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.

THE STATISTICS from June 2021 to December 2025

- 7 fields approved by EFM for commitment to launch plus 2 still pending CAN GO
- 1 EFM missionary household approved and poised to deploy in January 2026 (Liddell family)
- 2 households deployed by partner yearly meetings
    - Jose Oliva to Ecuador by Mexico Yearly Meeting
    - Nicodeme Basebya to South Sudan by Rwanda Yearly meeting
    - Also EFC-Nepal is cultivating workers who have moved to Dubai and elsewhere
- 1 International EFM Luke 10:2 Prayer Gathering meeting monthly by video call
- 7 Field Prayer Teams meeting regularly in the U.S. (many more groups praying!)
- 37 teams made trips to fields for the Luke 10 Initiative*
    - 19 Exploration Trips to 11 countries
    - 14 10:2 Prayer Trips (including Pre-Launch Planning) to 7 countries
    - 6 Future Missionary Training Trips to 6 countries (35 persons involved)
- 240 persons, if adding up total number on each of the 33 exploration and prayer trips
    - 147 unique persons participated in making the 33 trips, some on multiple trips
- 7 National Future Missionary Retreats (2 of these in Mexico)
- Missions Sending Learning Conferences (continent-wide EFC gatherings)
    - April 2023 Central Africa
    - August 2025 Latin America
- 16 Internships/field experiences/training
- 3 Small Business Development (SBD) U.S. intro trainings and 2 full trainings on fields

*There were trips that doubled as future missionary training trip and Luke 10 Trip

Future Missionary Retreat Stats

- 2021 18 Future Missionaries and 14 Mentors
- 2022 18 Future Missionaries and 13 Mentors
- 2023 26 Future Missionaries and 24 Mentors (U.S.)
- 2023 25 Future Missionaries and 12 Mentors (Mexico)
- 2024 18 Future Missionaries and 16 Mentors
- 2025 18 Future Missionaries and 14 Mentors
- 2025 31 Future Missionaries and 7 Mentors

Listing out names of some future missionaries here for the EFM Board/Think Tank to read. *Please handle this information with some sensitivity as appropriate:*

- Deployments
    - Fred and Jonelle Liddell, Jael and Alex, plan to deploy to Croatia Jan 2026
- Adults out of school in serious consideration of EFM missionary service
    - Grace Anderson (NW) is making plans for a one year field internship in Ecuador. EFM is working with her on further growth plan work and training and other support to strengthen her arrival as EFM's first boots on the ground.
    - Erienne Ballard (ER) trained trauma nurse who did a 2-month internship at Kibimba, Burundi hospital July/August 2021. She is currently interested in serving in medical service such as doctors without borders, but also curious about EFM short term deployments and is attending Future Missionary Retreat 2025.
    - Jan Cammack (NW), interim regional missions coordinator, available and interested in deploying to any of these fields for short term support, as needed.
    - Cassi Coleman (RM) is raising funds for NCP Apprenticeship Jan-Oct 2026. She has been in active discernment for next steps in growth plan as she is ready for training and/or missionary deployment when appropriate.
    - Amanda Dudley (MA) taking 2025 to deal with health stuff that came up. She went to Dubai with ER team fall 2024 and has been serving Muslim refugees in Houston area.
    - Kathleen Dungan (ER) is visiting Croatia November 2025 with hopes to discern a yes on joining Liddell's by returning as a short term missionary for 2-4 years.
    - Soni McGrew (NW) experienced adult who has had lots of short-term missions experience, and is wondering whether career missionary service with EFM might be next for her
    - Thomas Moore (SW) is fundraising for NCP Apprenticeship Jan-Oct 2026. Thomas is talking to SIL about Bible translation project/s in South Sudan and is visiting in Dec 2026 to be with Nicodeme, a 10:2 Prayer Team, and visit the SIL offices, with consideration of future deployment to South Sudan on an EFM team, seconded to SIL.
    - Josiah and Leisa Muhr (NW) would like to go for internship as a married couple for experience/discernment, especially interested in refugees of Greece.
    - Erik Nilsen (SW) is fully funded to begin a one-year EFM Field Internship in Zacatecas, Mexico, Fall 2025. EFM is working with him on some further growth in preparation for that delayed deployment.
    - Libby Penrose (MA) continuing to discern whether she is still called to missionary service as she expressed calling since a child. She is being asked to explore VVA in Rwanda.
    - Grant and Ellie (Ware) McClane were married July 2025 and considering what is next in their exploration or application for missionary service
    - Brent and Michelle Swan (ER), Brent will be retiring from school administration young in a few months, and they are interested in serving as missionaries
    - Hannah Thoenen (ER) completed 3-month immersion in Honduras in spring 2024. She is a young adult who is interested in further engagement to missionary-service opportunities.
    - Lana Thurston (NW) is currently serving short term Isreal TA, and has agreed that she "could" be a candidate for helping EFM get a new field started

    - Vivian Titus (MA) continuing to discern whether she is called to missionary service as she was expressed calling since child. She is visiting Rwanda fall 2025 to consider going as a teacher.
- College-age students currently stating certain plans to serve as missionaries (there are a number of high school not listed)
    - Eric Johr (ER) graduates college soon and is asking more about missionary service opportunities.
    - Luke and Ximena Macy (MA) married in Dec 2024, Luke is in Senior year at Barclay College and Ximena is working on U.S. citizenship. They intend to serve as EFM missionaries and will face some delay for Ximena's citizenship process to complete.
    - Nathan Macy (MA) is in Junior year at Barclay College and continues to plan for serving as an EFM missionary.
    - Judah Vore (IYM) is in his sophomore year at Anderson University and is preparing to be a missionary.
- Others who are exploring a calling to missionary service
    - 110 on EFM's current active future missionary list. 50 marked as active green conversations with persons of all ages expressing interest/exploration of potential calling. 60 marked as yellow less active persons we keep on our radar and check-in occasionally.
- Field Exposure for future missionaries
    - Ivan Penrose is an EFM Intern with North County Project Disciple-Making Apprenticeship in Southern California, January-October 2025.
    - Ellie Ware of ER (and Irene Jones of IYM) completed a Nepal village immersion April 15-26, 2025
    - Grace Anderson (NW), Judah Vore (IYM) and Nathan Macy (MA) completed EFM Summer Internship 2025 with Brad and Chelsea Carpenter in Rwanda with a little time in Tanzania (boot camp) and Burundi.
    - Vivian Titus will visit the Virunga Valley Academy (VVA) in Rwanda the week of Thanksgiving 2025 in consideration of applying as EFM short term teacher for 2026-27 school year

LUKE 10 INITIATIVE PROGRESS **BY FIELD**

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
    - 10:2 Prayer Trip 1: June 9-14, 2024, 3 from U.S., 10 from Mexico includes exploring Durango and San Luis Potosi States.
    - Field Prayer Team established fall 2024
    - 10:2 Prayer Trip 2: August 2024, 5 from Mexico to Jalisco
    - 10:2 Prayer Trip 3: January 2025, 9 from U.S., 4 from Mexico to Zacatecas and Durango
    - Mexico Yearly Meeting is actively deploying workers to pioneer in new states of Mexico
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 NW, one from Mexico, one from Bolivia
    - Exploration Trip 2:
      June 5-August 2, 2023: 2 from NW and 2 from Mexico.
      June 5-15, 2023: 2 from NW
      July 4-August 2, 2023; 2 from NW

- **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
- 10:2 Prayer Trip 3: October 20-31, 2025, 6 from NW/EFM and 1 from Guatemala

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 NOV '23** by EFC-Rwanda: Nicodeme and Annonciatha Basebya
    - 10:2 Prayer Trip 1: June 29-July 9, 2024, 4 from U.S., 3 Rwandans, 1 Mexican
    - Field Prayer Team established fall 2024
    - 10:2 Prayer Trip 2: November 15-24, 2024, 6 from U.S., 4 Rwandans, 1 Mexican
    - **Missionary Candidate Deployed 3 months Sept '25** by EFC-Rwanda: Nicodeme Basebya
    - 10:2 Prayer Trip 3: December 2025, 3 from U.S., 2 from Rwanda
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: April 2-9, 2025, 8 on team
    - 10:2 Prayer Trip 2: October 2025 7 on team
5. **Northeast Brazil (Quilombola and Atikum Peoples)** – 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
    - Field Prayer Team established October 2024
    - 10:2 Prayer Trip 1: July 14-23, 2025, 9 from RMYM and 3 from World Renewal Brazil
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
    - EFC-Nepal has a worker, Roman, who moved to Dubai in 2021 as a delivery boy and church planter.
    - Field Prayer Team started in ER monthly by zoom Spring 2024
    - 10:2 Prayer Trip 1: October 2024, 8 on team
    - 10:2 Prayer Trip 2: October 8-17, 2025, 6 on team
7. **The Balkans (Eastern Europe)** – Sponsor: Northwest **APPROVED FALL 2024**
    - Exploration Trip 1: June 15-22, 2022 visited Serbia and Croatia with 5 on the team
    - **MISSIONARY CANDIDATES APPROVED MAY 2024** by EFM: Fred and Jonelle Liddell family
    - Exploration Trip 2: June 7-22, 2024 visited Bosnia, Herzegovina, Croatia, and Montenegro 5 adults and 2 children
    - Field Prayer Team started January 2025
    - 10:2 Prayer Trip: November 15-24, 5 on team
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
- Field Prayer Team started October 2024
- EFM Interns (3) visited boot camp school July 2025

9. **Minorities in The Greater Mekong Region of SE Asia** – Sponsor: Southwest
    - Exploration Trip 1: October 24-30, 2024, 4 on team.
    - August 2025 Trip

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 since 2022 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 since 2022 for U.S. missionaries. Indian nationals active. See CAN GO report.

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!

LUKE 10 INIATIATIVE PROGRESS **BY 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*

At least 10 potential fields chosen for exploration (May)
- *Spring 2021 National Think Tank identified 11 fields to explore*
    - *This included Morocco, which was never explored further*
    - *SW added SE Asia for exploration in June 2023*

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.*
- *November 2024, The Balkans was approved.*

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
- ER's Persian Gulf Countries Prayer team meets monthly since early in 2024
- MA's Mexico Prayer Team meets weekly since fall 2024
- MA's South Sudan Prayer Team meets monthly since fall 2024
- MA's Tanzania Prayer Team met weekly Oct-Dec 2024
- RM's NE Brazil Prayer Team started meeting monthly since October 2024
- NW's The Balkans Prayer Team meets monthly since January 2025

*There are several other prayer groups who faithfully pray for existing and new Friends mission fields

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)
***see stage 5 prayer trip list**

- Mexico Prayer Trip 1 June 2024
- EFM Future Missionary Tanzania and South Sudan prayer trip 1 June 2024
- Persian Gulf Countries Prayer Trip 1 October 2024
- Ecuador Prayer Trip 1 October 2024
- South Sudan Prayer Trip 2 November 2024

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 Nov 2024 Think Tank (Mexico, Ecuador, South Sudan, Greece, Gulf States, NE Brazil)

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.**
    - IYM and RM collaborating for NE Brazil since Fall 2024
    - NW and SW collaborating for Muslim Refugees in Greece

Regional Strategic Considerations:

- ✓ ***Missions ambassadors communicate a call for prayer teams and workers with every local church***
  NW and MA have been organized to send ambassadors fall 24-spring 25. Swards took message on deputation in SW spring 25.
- ✓ ***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 as of fall 2024:
  Gulf States 2 The Balkans 2 Ecuador 3 (plus 2 from Mexico) Greece 4
  Mexico 2 (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.***

STAGE FIVE (2025)

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 (Balkans): Fred and Jonelle Liddell family, May 2024
2. Erik Nilsen applied for one year field internship (Mexico), Spring 2025
    - (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)
***see stage 4 prayer trip list**

- Mexico Prayer Trip 2 January 2025
- Muslim Refugees in Greece Prayer Trip 1 April 2025
- Ecuador Prayer Trip 2 June 2025
- NE Brazil Prayer Trip 1 July 2025
- Persian Gulf Countries Prayer Trip October 2025
- Ecuador Prayer Trip 3 October 2025
- Muslim Refugees in Greece Prayer Trip 2 November 2025
- The Balkans Prayer Trip 1 November 2025
- South Sudan Prayer Trip 3 December 2025

Field Study Groups propose partnership agreements where applicable (Nov)
Agreements are in process for
- Rwanda Yearly Meeting partnership in South Sudan
- World Renewal partnership in NE Brazil
- AMEE partnership in Ecuador

Further discussions with Mexico Yearly Meeting anticipated in February 2026 for Ecuador and Mexico

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

LUKE 10 BENCHMARKS AND GLOSSARY

Updated Sept 2024 with 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 INTIATIVE

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 Report: 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.

MISSIONS-SENDING FRAMEWORK

The Creation of Two Possible Frameworks from EFC Africa and Latin America

Summary lists from conversations at Missions Sending Learning Conferences in Central Africa April 2023 and Latin America August 2025

THE VISION PRESENTED: Evangelical Friends fully mobilized to send groups of missionaries who plant groups of churches around the world that are faithful Sustainable, multiplying and mobilized to send missionaries themselves.

THE QUESTION TO ANSWER: What needs to happen in our yearly meetings in order for this vision to be carried out?

Missionary-Sending Framework from Central Africa April 2023

- A healthy mature group of churches who can work together
- A unified vision for missions-sending throughout the churches
- An organized group who supervises missions-sending
- A method for identifying where to start the mission
- Criteria for selection of missionary team with calling and gifting
- Adequate training [for missionaries and sending churches]
- Missionary Support [organized and effective]
    - Prayer support
    - Financial support
- Missionary care
    - Missionary coach
    - Regular Contact and relationship with home sending church and yearly meeting/s

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Missionary-Sending Framework from Latin America August 2025

1. We need to do wholistic discipleship in our churches. This includes…
    a. Identifying gifts and talents
    b. Becoming humble and friendly, and knowing how to delegate
    c. Theological training
    d. A leadership school for forming workers
    e. Mentors
2. We need to cultivate a Great Commission culture. This includes…

    a. Prayer
    b. Motivation in regard to the expansion of God's kingdom
    c. Having a sense of urgency
    d. Using the experience of missionaries who are in the field or who have returned from the field
3. We need to elaborate a solid structure that can serve as a model.
4. We need to achieve clarity and unity in regard to the vision and mission. This includes…
    a. Evaluating plans
    b. Redirecting the church which includes…
        i. Pastoral initiative
        ii. The use of resources
        iii. Opportunities for the church to engage in ministries that multiply
        iv. Going back to the basics
5. We need to implement strategies for raising funds. This includes…
    a. Agreements with business people
    b. Marketing
6. We need to achieve commitment to and passion for the mission. This includes…
    a. The local churches adopting mission fields
    b. A department of missions in every local church
7. We need to unite strategies. This includes…
    a. Short, mid, and long-term planning

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

LUKE 10 TRIP REPORTS

SE ASIA | EXPLORATION TRIP SUMMARY

The report was written by team member Eddy Vera.

Who Was on this Trip & Where Did We Travel?
The team of four consisted of Scott and Andrea Sward (EFM Missionaries in Cambodia), Freddy Rivas (FSW Leader), and Eddy Vera (FSW Regional Coordinator). They travelled into Northeast Cambodia for this trip.



Trip Highlights
Unreached people group 1: We had the wonderful opportunity to visit a church in an unreached people group tribe. We joined them for worship and fellowship and were subsequently invited to the home of the first believer from the tribe. We had the blessing of hearing her testimony and learning of how God has been at work in this unreached people group, as well as the kingdom work that is ahead of them. God is powerfully at work, and he is moving in the hearts and lives of this church, leading them to hopeful discussions of bringing the Gospel message to neighboring tribes.



Unreached people group 2: We participated in a weekly prayer group that began approximately six months ago. This group consisted of Scott Sward, a missionary from CMA, and several locals. They initially gathered in order to pray for God to provide opportunities to reach unreached people group 2, as they are a far more remote people group typically located deep in the forest along the river. After months of dedicated prayer, they noticed an influx of groups, from said people group to a nearby village. This came as a result of a drastic decline in fish which was costly as a people dependent on the river. Following the prayer time, we joined the missionaries for an appointment with the chief to discuss the possibility of medical outreach towards unreached people group 2. After receiving approval, there was additional favor shown from God as we met with a provincial leader who provided access to an empty building within the village to carry out said medical outreach. The power of prayer was very evident over these interactions. The next steps for Scott and the missionary from CMA are to supply the medical outreach needs.

What Did We Discover on Our Trip?
We discovered that there is an immense opportunity to carry out kingdom work in northeast Cambodia. God has opened various doors and shown favor at various points (both during our trip and prior). We set out to discern if there was opportunity among one unreached people group and found that there were, in fact, opportunities toward three.

How Can You Be Praying for This Potential Field?

- Please continue praying for the Swards as our current missionaries there.
- Pray for the new/young believers in these unreached people groups.
- Please pray for ongoing unity among the inter-organizational partnerships that John 17:23 may continue.

SE Asia Exploration Trip CAN-GO Report

Coming soon…

The Balkans | Prelaunch Planning Report

The following is a report was submitted by NWYM with input from the Liddells.

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:

   - Fred and Jonelle Liddell, Jon Fodge, Patrick Neifert, Soni McGrew, Kathleen Dungan.
   - Northwest Yearly Meeting, Board of Global Outreach, churches, and members.
   - Bethel Friends in KS, Northridge Friends in KS,
   - Several members and churches of Eastern-Region.

   Affirmation, & Need:

   - Interactions with pastors and missionaries affirmed the needs in the area.
     - 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, and a national pastor),
     - Pastors in Mostar (Dalibor, Ben, Karmelo),
     - Pastors in Croatia (Ico, Daniel, Neno, and church elder Niksha)
   - In this whole Balkans region, religion is defined by ethnicity and is mostly cultural in practice. Religious identity is held tightly because changing religion means changing your whole identity and risking social and family ostracization and hostility.
     - Bosniaks are generally Muslim, Croats are Catholic, Serbs and Montenegrens are Serbian Orthodox.
   - 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.
   - There are only three churches in the southern region of Croatia.
     - The Croatian pastors and the missionaries highlighted the area around Orebic, Croatia, as a key area with no workers in it currently.

- Ministry Needs:
    - Widespread trauma/PTSD, need for counseling, family/marital support
    - Trebinje (Bosnia and Herzegovina): Lack of community services, health education and resources, modeling of healthy families
    - Dubrovnik (Croatia): Ministering to immigrant low-income workers with irregular schedules, evangelism and discipleship
    - Orebić (Croatia): Partnering with Pastor Ico initially, relationship building, evangelism and discipleship/ministering to nationals and internationals in area

<u>Opportunity/Openness</u>

- Many emphasized the need for more workers in the region. The missionaries in Bosnia and Herzegovina and Croatia said "this (your coming) would be an answer to prayer."
- Pastor Ico near Orebic, said "The fields are ripe for the harvest." But many 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.
    - There is more legal leniency for evangelism in Croatia than in the surrounding countries.
    - There is the likelihood of resistance to any evangelical work, driven by strong national churches/mosques and the centuries-long social identification with those church/mosques.
- The missionaries in Bosnia and Herzegovina and in Montenegro all commented on the importance of treating those countries much like a closed country.
- Cultural Catholics in Croatia may be open to the Bible and discussions of Christ that expand on their current knowledge.

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?**
    - This region, marked by anger, unforgiveness, and war related trauma, has very few evangelical believers. The few workers are asking for help. Most towns do not have churches, those that exist are very small (12-25 people), so there are many potential sites for church planting. Though there is a cultural tradition of Catholicism or Eastern Orthodoxy, it is generally surface level and does not reach to saving faith or confidence of salvation. Help Wanted: Need for gifts of evangelism and discipleship, passion for and/or experience in reconciliation ministry/peacemaking, business ownership/management.

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?**
    - Initially, the Liddells plan to enroll in language school in Split, Croatia, February 2026.

    - Enrollment in language school will make it easier to obtain student visas for their initial time in Croatia.
- After language school, the current thought is to focus ministry on the Dalmatian Coast of Croatia, possibly in Orebic.
    - Coordination with pastor, Ico, of a neighboring town church, with a focus on discipleship.
    - Business and ministry opportunities would be explored.
        - Possibility of beginning a community center or camp.
        - Using a "regular" job with secular credentials as an avenue to a visa.
        - Starting a business, possibly a coffee shop, as a bridge to relationships
        - Working under a church, possibly translating Christian materials into Croatian
- With the right giftings, this field could eventually be extended to southwest Bosnia and Herzegovina and/or northern Montenegro.
    - In Bosnia and Herzegovina business would be a good way to gain legitimacy among locals, possibly some form of tech work, tourism work or community development in Trebinje.

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
    - Initially, a short-term visa should be allowed for Liddells' time in language school.
    - Residency/long-term visa requirements are being explored: can be granted on the basis of local employment, business ownership (within certain parameters), establishment of a non-profit (within certain parameters), or enrollment in a university. At this time, we anticipate either getting a job or starting a business or a non-profit community center. It is possible to get a visa if employed by a church, but one would have to actively work at that church. This might be possible with Pastor Ico, as it might be possible to be creative with the nature of "work," doing something like the translation of Christian materials that could be done remote from the church site.

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?**
   <u>The Balkans region would benefit from having workers with qualities of:</u>
    - Perseverance, the ability to minister even when isolated.
        - Christian workers are scattered and may be several hours away.
    - Counseling, especially with secular qualifications
        - There is PTSD from war and trauma. In Bosnia and Herzegovina, everyone over the age 30 was involved in or affected in some way by war.
    - Reconciliation ministry

    - There is constant tension between ethnic groups once at war with each other. There are deep ethnic/religious divides, with suspicion and hostility toward neighboring groups.
- Building healthy families
    - Ability to give health education and resources
- Education experience
- Evangelism
    - Discipleship, Bible studies, translation of Christian materials into Croatian
- Business, digital nomad.
    - Business is a good way to get long-term visas, digital nomads/remote work is a good way to get temporary visas (1 year)
- Camping ministry or retreat center management as a possible business
- Tech or healthcare skills
- Willingness to keep a night shift schedule, to reach international workers who have nocturnal schedules.

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?**
    - A language school in the city of Split, Croatia, has been identified as a good starting place.
        - Entry into this school will allow a student visa, which will allow residency in the country throughout the language program. Cost: 570 euros per semester plus cost of language helper/tutor if wanted/needed.
    - Frequent weekend visits to Orebic (the target ministry start location) will allow language "practice" and hopefully bonding with the residents there.

7. **Location: Where will our missionaries live? What is the region, specific city, or neighborhood?**
    - While in language school, Liddells plan to live in the city of Split, Croatia, or a neighboring small town/village.
        - Locations and logistics are being explored and should be clarified on the next visit in November 2025.
    - The current plan is for them to eventually move to Orebic and find a house or apartment there.

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?**
    - Language school in the city of Split will take up much of the first 2 years of living in Croatia.
        - Metropolitan Split has about 330,000 people and is a major transportation hub, cruise ship port, and a popular tourist destination.

- The pre-launch logistics trip in November 2025 will be used for identifying housing, schooling, and transportation options
    - It is expected that Liddells will need a car when living in Croatia.
    - They will have 2 children who need car seats.
    - They will need the freedom to frequently visit Orebic, their intended ministry destination, and also visit potential missionary contacts several hours away.

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)?**
    - There is much anger and hostility among the people of different ethnicities and religions. There is need for peace, forgiveness, and reconciliation.
    - Word from a former missionary to Orebic is that there is much spiritual oppression there. She specifically mentioned spiritual warfare directed at their marriage.
    - Every missionary we spoke to mentioned the struggle with spiritual/emotional isolation and how many missionaries come into this area and leave within two years. We believe teams are vital to counter this, and maintaining spiritual disciplines from the very beginning. Regular visits to other Christian workers in the region also seems wise both for our own missionaries' self care and to help support others going through the same thing.
    - There has been an influx of Muslims from the Middle East into the Bosniak areas of Bosnia and Herzegovina, bringing a more extreme form of Islam

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 serving in the Balkans will need:
    - Culture acclimation (getting over culture shock)
    - Prayer support both locally and from home.
        - Yearly prayer trips from supporters would be welcomed
    - To develop local Christian relationships and a sustained prayer/support community.
    - Coaching from experienced missionaries.
    - Support for young families: Financial advice, a support system for health benefits, schooling, daycare, etc.
        - Schooling and childcare options will be explored during the November 2025 logistics trip. Appears likely that public school will be the best option long term.
    - Rest and retreat options: Possible locations include other European countries close enough for respite. (Split is a popular port for cruise ships and has access to an international railway.) Possibilities: Visits to EFM workers in Ireland or Hungary, friends from other agencies in nearby countries, many small towns within a few hours but outside the region that could be good places to retreat and rest.

- MTI recommends 7-20 hours a week for language learning, for 18-36 months.
    - Language class will be about 3-6 hours a week.
    - We will need a native speaking, language helper.

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.

- Soni McGrew from Portland, Oregon, and Kathleen Dungan from Canton, Ohio are praying about joining the Liddells as team members in Croatia.
- Christian connections and possible churches in Split, Croatia, will be explored on the November 2025 logistics trip. Have contact information for two pastors there.
- Pastor Ico is from a town about an hour away from Orebic and has expressed willingness to work with EFM missionaries.
- Several missionaries from Pioneers, Greater Europe Mission, and Operation Mobilization are within 2-6 hours away from Orebic.
- 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 city of Split has a public bus system for the city and surrounding area. There is railway service to nearby countries.
- Housing costs and options will be explored on the November 2025 pre-launch logistics trip, but are anticipated to be high. Looking at possible cheaper housing near Split, as city COL is climbing.
- Language school will be set cost, we anticipate supplementing with language helpers at least during the summer (when there is no language school) and probably less frequently during the semester as well.
- A car should be in the proposed budget for travel with children to Orebic and other possible ministry locations.

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.

- Single women; Soni McGrew from Portland, Oregon, and Kathleen Dungan from Canton, Ohio are praying about joining the Liddells as team members in Croatia.

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**
    - Northwest Yearly Meeting and several churches in Eastern Region are supportive of this field.
    - Missionaries with Pioneers, Greater Europe Mission, and with Operation Mobilization work in the Balkans region, but mostly in Bosnia.

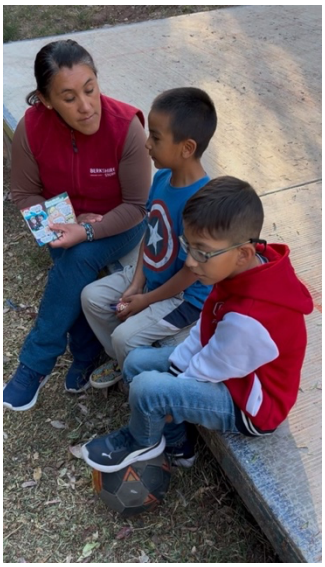
MEXICO PRAYER TRIP SUMMARY

The following is a report written by team member Trent Jacks.



Who Was on this Trip & Where Did We Travel?

A group of nine from Haviland Friends Church traveled to Mexico beginning January 1 through 9. The group included Michael Scott, John Bertram, Todd Follette, DeWayne Bryan, Nathan Macy, Austin Ackerman, Andrew McClosky, Luke Ballard, and Trent Jacks.



The first stop was in Zacatecas, Mexico. The group visited for three days under the direction of Omar Ramirez, pastor of the recent church plant and Ernesto Ramirez, Mexico YM Superintendent. We spent time visiting the homes of the church members, praying for their families and the various needs as they shared them. We prayed for the cities of Zacatecas and Guadalupe, for the members of the Church, the pastor's family, as well as for future workers needed for the harvest.

The second stop was in Durango. We met with a local pastor to learn what areas already had a Christian church and what areas needed to be reached the most. We split into two groups and visited a couple of potential communities. We prayed for the area and the unreached people there. We agreed with the Mexican leadership that the community of Juan Aldama was a good place to consider a new church plant.

A Trip Highlight

One of the many highlights for the group was the bold evangelism of an 8-year-old boy, Edwardo. He is being raised by a single mother of three, Sylvia. She is a faithful attender of the church. Edwardo brought other children to Christ during a church youth gathering in the park. He didn't need coaching or encouragement. He simply wanted to share Jesus with everyone he met. He was bold as a lion

What Did We Pray For? How Can You Continue Praying?

Please continue to pray for the unreached people of these two communities as well as the new converts in Zacatecas. Also, pray for more workers to bring in the harvest.

EFM Mexico Pre-launch Planning Report

Report Written by Maria and Edwin Giron with approval from EFM's Mexico Field Study Group in Mid America. This is a 2024 report which has been updated with new 2025 insight in shaded areas.

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 *Pending Status, Luke and Ximena Macy EFC-MAYM, Angelica De La Cruz-Coahuila Friends Church, Sergio Contreras Coahuila Friends Church, ~~Karina Orozco ITA Student.~~ Pedro and Sandy -MYM VM32
   - Mexico YM Central
   - Mexico YM North
   - Iglesias Evangelica Amigos Las Vegas adopting New Church Planting in Jalisco.
   - ITA-Mexico Theological Bible Institute- Training new planters and missionaries.
   - Future Missionary Retreat LA- Those that have attended and exploring the calling to missions in the future.

   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. 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.
   This town in Durango (Juan Aldama) was visited again this past January by the Luke 10 prayer team from Haviland, Kansas Friends Church and leader from Zacatecas and leader from MYM, affirming that this area is still a potential field, with some contacts already made.

   Need: In the entire country of Mexico the population is around 130 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!. MYM and EFM will be concentrating in the four chosen states for now until these are cover with workers planting churches or missionaries teaming up with nationals.

   Gifting,

   - Erik Nilsen- Has expressed interest in joining a team. He has teaching gifts.
     Erik was about to leave to Zacatecas in October for a one year internship, now he is in a process with a pending status.
   - 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.
   - Future Missionary Retreat: Has become an important event to identify people that are showing interest in becoming church planters or missionaries. We have seen that God is raising youth with a passion and wanting to serve him at a field.

Opportunity/Openness.

- 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
- Jalisco- There is a couple (Pedro and Sandy Moscosa from Mexico City) ready to move to Jalisco this coming January. The opportunity is a group of people already waiting to be minister and to form a church in the town Estanzuelas. This is a opportunity for missionaries to EFM to come and team up with the Moscosa Family.

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
   - More conversations between EFM directors and both MYMs to establish a partnership agreement and develop healthy strategies to work together.
   - Since VM32 was launched EFM has been involved in providing scholarships for training people at the Theological Bible Institute.
   - EFM has been involved in providing aid with ministry expenses to new church planters.
   - EFM has been involved in giving opportunity for special projects for new church planting to be funded through the Christmas brochure, such as: Funds for Marriage Seminaries, Kids evangelistic events, training for new worship team members, among others.

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)
    - Leaders/pastors of existing Friends Churches near the area where the missionary will be serving.
    - Local churches, not necessary friends, but that are willing to assist with guidance about culture, city live, etc.

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.**
    - Luke and Ximena Macy
    - Andrew Walters
    - Hannah Thoenen – Canton, Ohio EFC ER

- Nataniel y Ana Wong- San Antonio, Tx

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**
    - Friends Southwest Hispanic Ministries
    - Some English speaking churches in FSW have shown interest in supporting the future mission fields in Mexico and Ecuador
    - MidAmerica YM
    - Iglesia Roca de Refugio, non-Friends church in Idaho, supportive of VM32.
    - Wilmer Vicen, business owner in Texas- supportive of VM32 providing some scholarships to students.

South Sudan Prayer Trip Summary

The following is a report written by team member Kevin Hoppock.

Who Was on this Trip & Where Did We Travel?

The team members who participated on this trip were, from EFC- Rwanda, Jean Paul Nsekanabo (Missions Team Chair), Nicodeme and Annonciatha Basebya with daughter Joy (approved missionary candidates) and Brad Carpenter (EFM Missionary); and from Mexico Yearly Meeting North, Samuel Vasquez (Pastor); and from the U.S., Kevin and Melissa Hoppock (EFM board member), Tony and Stacey Wheeler (EFM board member), and Matt Macy (EFM staff).



We travelled to the country of South Sudan, not to be confused with the neighboring country of Sudan, is the newest country in the U.N. We traveled to Juba, the capital of South Sudan. From there, we made a couple of trips to a nearby new suburb, Juba Two, which is where we sense that the mission may first get established. We also made a day trip by flight to Kapoeta, which is in the Eastern Equatoria part of the country where the unreached Toposa People continue to practice animistic religions.

A Few Trip Highlights

In Kapoeta, Annonciata made a divine connection with a key Rwandan shop owner who is deeply connected to the Rwandans who enter the country. She was able to pray over him and exchange numbers. She also was led to the outskirts of Kapoeta where we found a large gathering of women. Communication was difficult, but we were able to visibly extend love and joy. Annonciata has a beautiful and skillful way of engaging women even despite language barriers.



One morning, we all went to the top of our seven-floor hotel, where we had a view of the city of Juba. We then spent a powerful time together in prayer over the city.



Our corporate times of prayer were sweet; however, for those of us who are not African, to be present in the neighborhoods where the mission may soon start was limited due to the concern that the presence of foreigners might create misunderstood expectations. Even with that limitation, the Rwandans on the team were able to walk, pray, and make connections in Juba Two, and the rest of us were able to engage and pray with a few families in Juba Two and with a few business owners in Kapoeta.





What Did We Pray For? How Can You Continue Praying?
We invite you to join us in prayer...

- For more workers from EFM in the U.S. and from the Friends Church of Rwanda. South Sudan is ripe for the harvest!
- For EFC-Rwanda as they challenge themselves to send well. They plan to send their first
- missionary family, Nicodeme, Annonciata, and Joy Basebya, in the summer/fall of 2025. That the EFC-Rwanda missions-sending framework be strong in prayer, care, finances, and strategy, as well as for discernment in training and coaching.
- For this missionary family's logistics, such as housing in Juba Two, adequate support systems for the family in transition, and appropriate school choices for Joy, who is due to begin "secondary school" in fall 2025 (grades 7-12 in traditional boarding school).
- For EFM's partnership with EFC-Rwanda in starting this new mission field. May the Lord Jesus get the glory, the nations get the gospel, and the church get the good life!

South Sudan Pre-Launch Planning Report

Report written by EFC-Rwanda Missions Leaders and Brad Carpenter

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): 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 there 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 we have talked with in every area we visited: church people, government officials and others we talked to.

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?**

   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.

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?**
   - 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.

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 PILAT 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. Although, Nicodeme has discovered that that area is made up primarily of people from the Nuer tribe. So, he is prayerfully considering if there might be another area that would have a greater mix of people from various tribes.

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 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.

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)?**

   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)?**

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

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 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.

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?**

    We are working on this. Some parts of life in Juba and South Sudan in general will be quite a bit more expensive than life in Rwanda. Housing seems especially expensive. One challenge will be schooling for Nicodeme and Annonciata's youngest child, Joy. She is in 7th grade and they hope to have her with them in South Sudan. The educational standards in Rwanda have meant that some of our pastors with diplomas and degrees from other countries were not considered valid. So, it is possible that Joy will need to go to a rather expensive school or will need to study in Rwanda which would require some flights for her or Annonciata during school breaks.

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.

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

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

    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.

EFC-Rwanda Partnership Draft

DRAFT (AND PENDING FURTHER DISCUSSION WITH EFC-RWANDA)

Proposal for an Agreement Between EFM and EFC-Rwanda for 2026-2027

From EFM's South Sudan Field Study Group

For some time now the Evangelical Friends Church of Rwanda (EFC-R) and Evangelical Friends Mission (EFM) have each felt a calling to begin a missionary work in South Sudan. In this place that has experienced such trauma and instability, there is yet an openness to the gospel of Christ and all of the benefits that are a part of life in Christ. Yet there are challenges that make it difficult for either organization to do the work alone. Being in existence for less than 50 years and being fully independent for less than 15 years, EFC-R has never sent missionaries and because of political challenges and economic realities at home (currently only 7 of 47 churches are open and meeting together), fulfilling the calling alone is daunting. EFM on the other hand has experience in raising up and supporting missionaries for decades but would benefit tremendously with partners who have recent church growth and disciple-making maturity as well as closer culture similarities. As we have spent the last 5 years dialoging, dreaming and discerning together EFC-R and EFM believe that there is wisdom in adopting this work and sharing this calling. Sharing a calling and doing a work with each other is not without challenges, not the least of which is cultural assumptions and unequal economic realities.

EFC-R has identified a missionary family (Nicodeme and Annonciata Basebya) who is a seasoned pastor, gifted teacher, and proven leader, well versed in individual and church development work in addition to being a powerful proclaimer of the gospel. He has shown the ability to both lead and follow well and will serve as the leader of the mission in South Sudan. He is currently in Juba for three months to establish the social connections and the facilities to serve as a home base in South Sudan.

EFM has approved South Sudan as a field but has not yet identified a missionary to join Nicodeme. EFM is working to locate missionaries who are called and we are in conversation with any future missionaries who are interested.

This history and current circumstances have led the South Sudan Field Study Group to propose the following. This is to begin once EFC-Rwanda deploys their missionary family, and to be the agreement for the first 24 months.

- EFC-Rwanda will pay for the Rwandan missionary personal support package.
- EFM will pay for approved field budget/ministry expenses.
- EFM will match EFC-R 50/50 on outfitting costs (setting up household items which are owned by the mission)

Going forward, we believe that EFC-R should raise the salary support for their missionaries and EFM for EFM missionaries. Full support of their respective missionary's salary provides mutual buy in and dignity for each organization. The expectation is that in the future our partnership will change so that EFCR covers some of the ministry expenses as well. But our proposal is that EFM covers ministry costs for the first 2 years. This will enable the EFC-R leaders to continue casting vision for missions and sacrificial giving while we help to carry a significant part of the costs. EFC-R brings relational and social strengths in South Sudan that EFM lacks and EFM brings missions experience and financial strength that EFC-R lacks.

Much conversation continues between EFC-R and EFM in order to have a mutual understanding of expectations for many things: everything from financial reporting and bookkeeping to the end goal of the mission and anything in between. We believe that we are much better together and that together we can better fulfill the mutual calling of proclaiming the Gospel of Christ and growing His Kingdom in South Sudan.

This agreement will be reviewed at least annually, as both parties consider what adjustments to make after 2027. As EFM sends a missionary or new factors emerge, further agreements may be formed.

BUDGET DRAFT (under review as info is collected and both parties discuss)

MISSIONARY PERSONAL PACKAGE

$14,400	EFC-Rwanda missionary salary: Nicodeme and Annoinciata
$6,000	House rent at $500/month
$1,000	Health insurance
$21,400	Total Missionary Salary Package

FIELD BUDGET

$2,400	Ground travel in country
$1,000	Flights in country

$1,000	International flights
$1,200	Language and culture helper/s
$600	EFM language coach from Acquire in U.S. ($50/session)
$240	Communication
$2,000	School fees for kids
$1,200	Training conferences/schools
$1,000	Field Retreat
$600	Internet
$1,000	Strategic social meetings
$600	Ministry Expenses
$2,000	Misc unexpected
$3,000	EFC-R Coaching visits/trips
$2,000	Emergency
$20,400	Total Field Budget Ministry Costs

OUTFITTING COSTS (costs under investigation)

- Moving the missionary family, living room and dining room furniture, beds, mattresses, refrigerator, cabinets, stove, kitchen utensils, etc
- Computer, phone, office supplies, marketing
- Government Registration

Notes from EFM Directors

- Let's work with EFM Board to create a policy which will help guide EFM for all partnerships with Yearly Meetings who are sending missionaries to new EFM-approved fields. After the Think Tank sees this draft, it will be presented to the board strategy committee as a case study at hand while the strategy committee begins forming an umbrella policy proposal.
- It might be helpful to state upfront with Rwanda that expectations are for certain line items to be moved, after this first 2 years, into their responsibility of paying for missionary personal support package. For example, school fees for kids.

Ecuador Prayer Trip Summary

The following is a report written by team member Maria Giron.



Who Was on this Trip & Where Did We Travel?

There were six total on this team: Edwin and Maria Giron (EFM Missions Mobilizers), Jose Olivas (Missionary from Mexico Yearly Meeting), Grace Anderson (NWYM Future Missionary), Silvia Florina (FSW), and Rosie Nilo (FSW).

Our team arrived in Quito. The Prayer Team visited and prayed at the following locations. These are all Shuar communities or cities with Shuar presence. They were: Taisha, Yas Nunka, Nunka Nunkui, Macas, Sucua, San Joaquin, and Mendez.



A Few Trip Highlights
Jose asked the team to go visit a Shuar man that he met at a bus ride going to the Shuar communities deep in the jungle. This Shuar man told Jose that he would like to hear more about the message from God. When the team arrived at his hut, he was not home; even though he was not there, the team started praying for this family and prayed for the whole community; while praying, a woman came, and she was the daughter of Jose's friend. She introduced us to the whole family, and she offered for Jose to come to teach the word of God to the entire family. What a way for God to confirm that he wants Friends to be part of the ministry of reconciliation between the Shuar people and God.



The team walked across a river to a community where Jose started a kid's ministry. Even though that day was not the usual day that Jose goes to teach the Bible, while the team started praying for this community, many kids came running to greet us. We had a beautiful time playing, teaching, and praying for these kids and their families. They left very happily after we gave each kid a lollipop. We all fell in love with these precious Shuar kids.



What Did We Pray For? How Can You Continue Praying?

- The team prayed for the souls in those fields. Those who have not heard about Jesus.
- We prayed against spiritual strongholds that blind people and prevent them from coming to Christ.
- Please pray for those who have heard and accepted Jesus that God will raise strong leadership from these few believers.
- Pray for more workers from the US to team up with Jose.
- Pray that more Shuar would be receptive to accept and follow Jesus.



ECUADOR PRE-LAUNCH PLANNING REPORT

Prepared by NWYM with input from Edwin and Maria Giron

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 plant ed 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 the Shuar territory. Contacts through previous EFM work remain 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.
   - Sucua, about 15 miles south of Macas, is the site of a Christian camp with outreach to Shuar groups and surrounding villages. Joining the work of this existing camp and their outreaches to women and children could provide a “soft” entry into Shuar language, culture, and ministry. We are looking at this camp to be the starting point for a 1-year internship for Grace Anderson.

- A missionary training program in Quito, Ecuador has been identified as a possibility for us to send Latin American-bound missionary candidates. They offer a 3-month course, "Corrientes Missioneras" (Missionary Currents), which provides instruction in spiritual guidance, language learning skills, anthropological worldview, missions, and theology.

- We've been invited by Shuar leaders to send short-term instructors/teachers for intensive, focused courses. Mendez, 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 are pursuing the establishment of 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. Current AMEE leadership is changing, which should help the AMEE connection and visa process, which is currently bogged down.

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>
   - Preferred immersion into current evangelistic work in Macas, or the camp in Sucua, Ecuador. This option gives exposure to Ecuadorian Spanish, and the Shuar language and culture.
   - Possible language schools in Quito, although this would be farther removed from the Shuar.
   - Possible immersion into existing Mexico ministries.
   - 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, Sucua, Mendez, or Limon. Recommend living and learning in one of these for the first 2 years and then reevaluate.

   <u>For Spanish speakers:</u>
   - 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.
   - It may be possible to live at the Christian camp in Sucua.
   - 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 an automobile.
     - 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.
- Grace Anderson is pursuing a 1-year internship at the Christian Camp in Sucua.
- 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 is invaluable to set realistic budgetary goals. Mexico Yearly Meeting has set up a budget 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.
- Miguel Eliud Gonzalez Campos, Northern Mexico YM, is exploring and praying about the calling to Ecuador or other fields.

Possible Teachers/Trainers for short intensive trainings: (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 anticipates sending Grace Anderson.
- 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 Badgley family, but the small but dedicated prayer team from Newberg Friends church has been aging and dwindling. There has been a revival this year of the prayer group and even Sarah Badgley regularly joins via zoom.
- The summer 2025 deputation visit of the Girons helped to renew interest across NWYM.
- We are glad about the potential partnerships with interested people in the Southwest and Eastern Regions and with Mexico Yearly Meetings. We are excited about potential future missionaries from other countries that may have been energized through the recent Mexico future missionary retreat, and the Guatemala international mission conference.
- We need to make more partners.

GREECE PRAYER TRIP SUMMARY

The following is a report written by team member Jim Le Shana



Who Was on this Trip & What Were the Takeaways?

The team included three from FSW (Lisa Dirrim, Tyler, and Tracie Leman) and five from NWYM (Robert Garon, Jim Le Shana, Jennifer Morin, Josiah, and Leisa Muhr).

This proved to be a great prayer team trip. Very full days. Timely meetings. Lots of prayer. Good mix of new people and veterans on the team. Some new experiences, too, showed some potential opportunities going forward. The trip also confirmed for two team members that they are ready for a significant "next step" (longer “short-term” experience in Greece) as they continue to explore God’s calling. Two key takeaways for the team: 1) the Lord is still at work in Greece among refugees, and
2) EFM made a good decision for Friends to embrace this as a new church planting mission field.



What Happened on the Trip?



Remained Flexible: In the weeks before the trip, the Greece Prayer Team embraced the theme of staying “flexible” to whatever might happen and to whatever the Lord may want to do (not an uncommon awareness for short-term teams). It turned out that our mascot of “Gumby” was apropos from beginning to end, as Kenn Dirrim was unable to travel due to some health issues, weather prompted some to leave abruptly a day early (with only three-hours warning), and an airport strike forced everyone to reschedule their return flights (except for one person who already planned to stay a little longer). The Lord helped us at every turn. In Kenn’s absence, Lisa Dirrim filled the role of guide in various ways, helping us to make connections with a number of missionaries and locations, and Robert Garon stepped up as our team “chauffeur” for the entire time in-country.



Prayer: The purpose of this trip was to pray, listen, observe, and pray some more. In addition to praying for specific missionaries we met, refugees, and the needs we observed in various locations, we typically also prayed for workers for the harvest field (Luke 10:2, Matt 9:35-38) and for the Lord to build his Church there (Matt 16:18). Three especially meaningful places where we were able to pray included: the Helping Hands facility that first introduced many of us to refugee ministries (where the Dirrims served previously, but which has undergone many changes), outside a refugee camp in Corinth in the middle of the city, and in a creative new facility run by Christians outside the refugee camp in Malakasa (north of Athens). We considered ourselves a kind of preparatory team, helping to lay a prayer foundation for those who will come after us.

Meetings and Conversations: Lisa helped to organize a total of eight key appointments for us with various missionaries. Altogether, we met with 18 missionaries/refugee believers from 8 countries (Greece, the US, Finland, Switzerland, the Netherlands, Germany, Afghanistan, and Iran), all living/ministering in Greece, serving refugees. Each of these individuals, both active missionaries and refugee believers, fits in the category of “people of peace” for us, continuing to encourage and invite

us to come. These meetings and times of prayer kept us quite busy, but it was a joy to be able to engage deeply and pray with so many in such a brief time. Since most refugees are still primarily in camps, we did not have as much direct contact with them as we sometimes did. However, at one location, we met with some refugees in a missional/relationship-building context (Malakasa), and the conversations with the refugee believers were rich and inspiring. In addition to these meetings, we took a little extra time to visit briefly the biblical sites of Athens, Corinth, and Cenchrea, often being reminded of Paul's missionary efforts in that region.

A Few Trip Highlights

Praying Outside the Refugee Camp in Corinth. Several of us commented about the impact of praying outside the Corinth refugee camp. As we circled together in prayer outside the gate, we could hear children laughing and just being kids in the playground over the wall. It provided a stark reminder that these are real people, with real children, and real needs for the gospel, just like us. Not only are there needs near Athens, but throughout the country as well. Josiah wrote that the experience at this camp in Corinth "left a lasting impact." It reminded him and all of us that "there are refugee camps all over Greece that are often forgotten or overlooked," and "how much opportunity there still is in Greece and how much need there is for more workers." Each person prayed around the circle, and just as we said the final "Amen," two guards reached us and kicked us off the property. It felt as though the Lord preserved us there for those moments.

Praying and Serving in the "Refuge in the Pines" near the Refugee Camp at Malakasa. We were able to attend and help at the second opening day of this converted restaurant (the "Refuge") near the Malakasa camp. The female team members participated in making crafts and relationship building with several Syrian refugees who chose to attend. Leisa commented that, "Speaking to several young girls from Syria we learned about how they got there, where they were from and where they wanted to go. We laughed at silly drawings, language barriers, and how terrible I am at making bracelets. These young women showed passion and determination." Tracie wrote, "We played games, made bracelets, and shared time together." She added that she was "especially touched when two of the girls made bracelets for me and my two daughters back home," which she hoped would "plant seeds for their own hearts for missions."



Hearing Testimonies by Refugee Believers. As we met with some former Islamic refugees who are now believers and heard their stories, it served as a fresh reminder that God is working in the lives and hearts of refugees. Missio Dei is real (this is God's mission). For me personally, even though I had been blessed by these stories before, I felt as though I heard some new parts that underscored God's persistent love even more for his lost sheep. Especially hearing Sahar's story again (and that of her mom for the first time), these stories served as a reminder that there are other "Sahars" that are out there waiting to be reached by the love of Christ!





What Did We Pray For? How Can You Continue Praying?
Workers for the Harvest Field. The fields are ripe for harvest, and we praise the Lord for those refugees who are coming to know the Lord. However, many more workers are needed to serve in a wide variety of ways, including evangelism, discipleship, relationship building, business as mission development (literally helping to create jobs), and creative collaborative church planting. Demonstrating the love of God through kindness, spending time, relief efforts (food, clothing, etc.) and more are all important and vital, missional bridge-building tasks. Specifically, please pray also for one couple who are ready to commit to the "next steps" in this process, but also pray for the Lord to raise up a harvester (church planter) "from the harvest field" (a refugee), and for two other missionary units to be raised up as team members.

Continued good, cooperative efforts among the Christian missionaries in Greece. We know that Kenn and Lisa Dirrim helped to create a positive and collaborative environment among believers and missionaries in Greece. Please pray for this spirit to continue, and for Greek national churches to see more and more ways to partner with what the Lord is doing near where they live. We believe that good relationships among all these missionaries and believers will provide a positive environment as we send our first missionaries there to be "partners in the gospel" (some of whom may be excellent initial mentors us).

For the Lord to build His Church in Greece among Refugees. This was part of our constant prayer. We know that God is reaching refugees. We see Him working through the stories and testimonies we heard. But there is a need for churches of all kinds to be started among them, both ones that stay in Greece and those that are started and then replanted in other countries or locations. Robert suggested that we may need to "redefine what 'church' looks like." It "may not always look like a building or a traditional church," he wrote, "but it will always bear His fruit because God germinates the growth." Please join us in prayer that God will build His Church, and that we would be wise, timely, and relevant in the way that we join Him in what He is doing!

GREECE PRE-LAUNCH PLANNING REPORT

Submitted by NWYM with input from Ken Dirrim (FSW)

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; Retired 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.
   - Several members of Northwest Yearly Meeting
   - Several members of Friends Southwest

   Affirmation, Need, Gifting, Opportunity/Openness:

   - Each of these has been reconfirmed by Kenn and Lisa Dirrim, who have served in Greece. Other mission organizations and leaders are still asking for help.
   - Refugees are still flowing into Greece; from just over 9,000 new refugees in 2021, to more than 62,000 new refugees last year (2024). Many are 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.
   - 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, most foreign organizations and many NGO's have left Greece and have reassigned staff to other locations. The trauma care which has been effective in the past at opening doors for the Gospel is now mostly being concentrated outside of Greece.
   - 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. Because of recent Greek political changes, we are not currently able to enter the camps, and the refugees must come to us. We believe that the Greek Authorities will not be able to sustain these camps, and future changes will be inevitable. We want to be prepared for when those governmental changes occur, and our access to refugees is more open.
   - Helping Hands is reassessing how they can be most effective.
   - One ministry is leasing the "Refuge in the Pines" (an abandoned restaurant next to the Malakasa camp). In addition to hosting classes and tea houses run by various Christian groups, at least one church plant has begun to meet there. The leader of the "Refuge" said that we could also plant a church there, especially if we aimed to reach any of the other language groups in that camp.

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. The pastors of the Afghan church called "Agape" have moved to other countries in Europe where refugees have been gathering.
   - There is a hunger that the refugees have for "something more". Many have experienced dreams and seen 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 communities/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 for a short time. Church planting strategy among refugees who stay in Greece is a challenge that ministries are working toward resolving.

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?

a. 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 disciple-making relationships in other locations in Greece.
b. 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. Time in learning how to bridge the cultural barriers is time well spent because then one becomes a true friend and the message has credibility.
    - 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.
c. Offering humanitarian aid as well as Bible studies and discipleship courses may be possible near the refugee camps.

d. Trauma ministries and trained counselors are needed.
e. Through the Dirrims, we have contacts on the ground now who are willing to help and mentor our new missionaries.
f. 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?**
   - Retired persons who are self-supporting can be on a "financially independent" visa.
   - Other missionaries in Greece can 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 whoever 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 need for teaching English or German as a second language.
   - There is a need for humanitarian work; medical, mental health, trauma counseling, job training, etc.
   - There is a need for entrepreneurs who can have mission-through-business opportunities and create jobs. Starting businesses is 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 Ukrainian, or Turkish etc.</u>

- Current missionaries working with refugees stress the importance of learning the language of the people to learn their culture.
- Immersion into existing 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 on 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 their parents. Kids are a great way to meet people. When kids become 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 a 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 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 the 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 lived in Greece for 17.5 years, 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 is 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 lived in Athens for 17.5 years. As a couple they rented an apartment and had a car. They lived on about $4000 per month, which included medical insurance premiums for 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>
    - Josiah and Leisa Muhr; Northwest Yearly Meeting are exploring options for their future.

    <u>Possible Teachers/Trainers for short intensive trainings</u>:
    - Kenn Dirrim, Robert Garon, and maybe Jim LeShana.

14. **Partnerships and relationships with other organizations, or collaborations with other regions/yearly meetings in the U.S.**
    - Friends Southwest
    - Northwest Yearly Meeting
    - Barclay College Missions: They have sent several student study trips to Greece in the past and have inquired about opportunities again for the future.

15. **What are other insights, questions, concerns, points which need to be noted and remembered?**
    - Without the Dirrims in Greece full-time, it is a challenge to maintain partnerships for sending new missionaries. However, relationships already established through the Dirrims are invaluable and provide a definite advantage for launching this field.

Persian Gulf Prayer Trip Summary

The following is a report written by team member Matt Chesnes.

Who Was on this Trip
The team included: Stan Leach, Zach Bohler, Beth Sarrice, Norbu Tamang, Sam Chappidi, Matthew Chesnes.

Where Did We Travel?
Persian Gulf States - Technically, we went to Dubai but it is kept more general for location.

A Trip Highlight
The Lord opened doors for us among Nepali congregations. These congregations invest a major portion of their budget on transportation. Since the Lord has placed 'Business as Mission' in our hearts and mind, there was an immediate understanding of how we can come alongside these churches to help. We would help them start a transportation business. There are multiple benefits to the individuals and to the church.



A partnership door that opened in January 2025, opened wider on this trip. We met with leaders from an evangelical church that has 120+ nations attending with over 6,000 in attendance. Approximately one thousand individuals leave this church every year. Many of them will return to their homeland. We want to come alongside this to equip men and women to plant disciple making communities when they return home. Our role would be to develop a strategy and curriculum to equip these individuals to accomplish that task.







What Did We Pray For? How Can You Continue Praying?

- Pray for open doors.
- Pray for potential partnership with the local church. This is still in the works.
- Our top priority is "who will go?"

PERSIAN GULF COUNTRIES PRE-LAUNCH PLANNING REPORT

1. **Vision: It is always worth circling back to vision to make sure we are under growing compelling conviction. What is the compelling picture that is worth giving our lives or the lives of our sons and daughters to? How might these people or places look different because we paid the price to take holistic Good News? How could we sharpen our words on how we convey EFM's Help Wanted message to communicate this vision?**

   VISION: To establish a work in the PGS that will equip followers of Jesus to plant disciple making communities in the PGS and around the world.

   A. Additional insights that continue to shape the vision:
   B. The work in the PGS will be to come along side of existing ministries to help fill the gaps they are experiencing.
   C. Coming along side Fellowship Dubai to develop a strategic plan to equip, send and to plant disciple making communities throughout the world.
   D. Coming along side Nepali congregations to assist them in starting small businesses so their church can become financially self-sustaining. Thereby freeing resources to make more disciples. Examples will be included later in the document.
   E. ADDITIONAL THOUGHT – Friends could establish a ministry hub in the business world by sending employees and entrepreneurs. They would be united in purpose (disciple making in the work place) and diversified in work.

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

PARTNERSHIPS:

A. Fellowship Dubai (FD): This is an evangelical church. It has baptized new believers for nearly 50 consecutive weeks! In October 2025, their attendance was 5,200. In October 2026, their attendance is 6,500. EFC and FD are unified in doctrine and mission. While FD has a soft complementarian view, women can lead ministries and teach men. The roles they cannot serve are pastoral and eldership. We asked how this would effective the training of women for ministry and planting disciple making communities. Their response, there is no difference in training men and women.

1,000 individuals leave FD every year. They are going to their next stop. Many will be returning to their homeland.

B. FURTHER CONVERSATION:
   a. A pastor at FD asked us to prepare an invitation that he could presenting to church leaders. The invitation is basically their intent that he is seeking approval from leadership at FD. The twist is this, we are writing our own invitation.
   b. When launching international discipling making communities in other nations, will the overseeing body of those plants be FD or EFM?
   c. If EFM seconds a person to be on staff, what will that look like in terms of accountability. The staff will receive training in how to function as a church in the PGS, ministry experience in various capacities, and personal oversight. Theological training is available from a local seminary.

RELATIONSHIPS:

A. Nepali congregations: through Norbu Tamang we participated in three Nepali gatherings. A specific opportunity for coming alongside these congregations for small business development. One church spends 60% of their budget on transportation. Their people need transportation to attend church. Possible solution: we come alongside them to train them how to start their own transportation business. This could provide more resources for the church and increase the salaries of individuals. We could loan them funds to get the business started. Just to be clear, the church liked the idea of a loan.
B. We need further discernment to confirm the direction between us and the EFC Nepal.
C. Arun George: he works with Living on the Edge ministry. He has served in the PGS for several years. He has insights about the culture and the business world. He also has many contacts. This contact came through Sam Chappidi.
D. BAM and Small Business Development – This is increasingly gaining momentum

COLLABERATIONS

Don't know!

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? Keep in mind that ideas for strategy are informal at this stage, as EFM expects that formal strategies will further develop later after missionaries have immersed into learning postures in the culture for 2 years and discover new insights for input to the Field Study Group and EFM.**

   TWO PRIORITIES AS A RESULT OF TRIP

   A. SMD (Small Business Development) with the Nepali sitin the labor markets or with churches in need of transportation. The churches spend over 50% of their income to transport congregants from labor camps to the church. The thought is to help build a business for the church that can provide income, decreased costs and employment. We also met a young Nepali couple that is ready to start a bakery.
   B. Staff or apprenticeship at FD. As stated above, this would focus on developing a strategic plan, curriculum, and implementation of how to equip men and women plant disciple making communities when they return to the homeland (all will return one day).
   C. BAM – Business as Ministry could be an integral part of this journey. This may look like new business development or tag along with something already established.

   ASPIRATIONAL

   A. I see professionals from various parts of the world and in various businesses sitting around a table in the PGS. The table is focused on discipleship making in the workplace. The table will provide cultural training and ongoing small group support. The world is going to Dubai to work. Let's meet the world where they work.
   B. Planting Churches/Disciple making communities in the UAE.
   C. For our Nepali Friends to start a Small Business in the labor camp market

4. **Visa: What are the visa requirements and what are our best options? What, if anything, does this mean for strategy or preparation?**
   There are a few different visas and ways to obtain them. Further investigation is needed. What we know:

   A. Work visas are for a period of two years.
      a. This could be obtained through the partnership with FD.
      b. There are also student visas for college attendees
   B. Individuals have to earn a certain amount of money for their spouse to obtain a visa.
   C. Golden Visas are available.

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. Local Church servant-leader
    a. Clear calling
    b. Comfortable with multi-cultural settings
    c. Capable strategist
    d. Experienced disciple maker
    e. Leader - coachable & learner
    f. Communicator
    g. Curriculum developer & implementer
    h. Fund raiser – current or willing to learn
B. Business starter
    a. Clear calling
    b. Comfortable with multi-cultural settings
    c. Willingness to learn and implement B.A.M. type plan
    d. Entrepreneur
    e. Understanding and experience in business procedures and processes
    f. Experience disciple maker
C. Multi-cultural, microbusiness trainer (this may be a good role for a Nepali Friend.)
    a. Clear calling
    b. Comfortable with multi-cultural settings
    c. Willingness to learn and implement B.A.M.
    d. Understands and has experience with micro business practices
    e. Experience disciple making
D. Professional – (Nurse, accountant, sales, …etc)
    a. Clear calling
    b. Comfortable with multi-cultural settings
    c. Willing to learn how to make disciples in the workplace in the Persian Gulf States
    d. Earn a self-sustaining income while serving

6. **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.**
   Sam & Sherly Chappidi have expressed a great interest in going. His focus would be on BAM. Her focus may be on nursing. Sam and his family went to Dubai in the Spring of 2025. Sam also went on the October 2025 trip. Stan L met him. They both speak English, Hindi, and Telugu.

7. **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?
Language learning is not necessary. English is the primary language.

8. **Location: Where will our missionaries live? What is the specific city, neighborhood, etc?**
   - 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.
   - There are lots of places to rent.

9. **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?**
   A. A single person could easily get around Dubai with public transportation and the use of taxis.
   B. A family could do the same, but I would recommend a vehicle of their own.
   C. There are private schools and homeschool programs available for children.
   D. There are nannies from Nepal and other countries who are available and a good opportunity for discipleship.
   E. There is easy access to groceries, medical care, and other integral living needs

10. **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)?**
    A. The religion of the region is Islam. However, this makes up a small portion of the population. The local government maintains control over the churches. Learning the restrictions will be important. These restrictions vary from one Emirate to another.
    B. The are terms that churches do not use in public or private. Terms such as missionary, evangelism, converting … etc.
    C. We heard that the government is always listening. The level of intensity varies from one individual to another.
    D. Official churches have designated areas in which to meet.
    E. There are unofficial churches that have to lay low.

11. **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 should rhythms 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)? EFM provides for each missionary: an EFM Coach, a Missionary Care Team, and a Language Learning Coach.**

A. Beyond what EFM already provides, it would be simple to connect missionaries to a local church and small groups.
B. Public schools are expensive. Home schooling is an option. OR we start a school as a BAM.
C. We were told that there are no atheists in Dubai. Everyone believes in something.
D. Many are open to hearing about what the Bible teaches.

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?**

From 2024 report … leave room for inflation

A. 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.
B. In the Sharjah region, the average monthly expense is $762.00 plus rent.
C. The average income per year in Dubai for an Emirati is $52,000.00.
D. An American with some type of degree that can find employment with a larger company may be able to make more money.
E. Americans usually have to be specialized to get work in the UAE because they require higher salaries than other countries.

13. **What are other insights, questions, concerns, points which need to be noted and remembered?**
    A. How do we raise funds for starting businesses in other countries? Find investors? Raise funds in a traditional manner?
    B. Will the decision making for the business ultimately rest with the individual owner of the business or with EFM?
    C. How will partnering with non-Friends impact the plan of new ministries? Do the new works have to include Friends in the name?
    D. EFM's website is not always available to individuals in the UAE because of the word 'mission' in the name. What do we do?

FELLOWSHIP DUBAI PARTNERSHIP DRAFT

Fellowship Dubai
October 25, 2025

Dear Tim,

Context

- EFM is committed to equipping church planters in such a way the they carry the DNA of a church multiplication movement
- Our understanding is that Fellowship – Dubai is committed to equipping those who have finished their sojourn in Dubai and are returning to their country of origin to plant churches
- The intersection of these two commitments is the source of exploring a partnership

Proposal

- EFM and Dubai would partner in equipping potential church planters, using the principles of obedience-based disciple-making and church planting.
- Fellowship Dubai would continue to utilize and expand their present disciple-making methods (perhaps, specifically Disciple-shop), diligently "scouting" for persons who exhibit church planting (apostolic) giftings.
- EFM would provide the training and oversight aiding these persons to be fully equipped to the task of church planting when they return to their country of origin. This training would include specific skills and in-Dubai coaching (as they actually put these newly acquired skills to into practice) as well as staffing to oversee the program
- As a part of this process, EFM would aid Fellowship to develop an ongoing coaching system for support of church planters even after they return to their country of origin
- The EFM worker would be seconded to Fellowship Dubai, approved by Fellowship before arrival and overseen as a full-fledged staff member by Fellowship Dubai while serving

Next Steps

- A meeting between EFM/Fellowship Dubai to finalize a proposal for partnership to present to the Dubai Elders and the EFM Board
- Once approvals are given, agree on the details of a system design – the actual what's, how's and who's of this training process
- EFM begins to recruit the person(s) who would serve with Fellowship to implement this system

We believe that this process could be helpful to all. Thanks for prayerfully considering this potential partnership

Northeast Brazil Prayer Trip Summary

The following is a report written by team member Phil Burgi.

Who Was on this Trip & Where Did We Travel?
A team of nine, representing six churches and three Yearly Meetings, traveled from the USA beginning July 14-24, 2025.

The group included:
Jacob Stooke, Calen Brudos-Nockles, Ryan Barber, Phil Burgi, Christy Neifert, and Frank Penna from Rocky Mountain YM. Shawn Wilson and Sherry Schoening from Indiana YM. And, Jan Cammack from Northwest YM.



Stop 1 – Carpina (near Recife, Pernambuco, Brazil)
Our potential partner, World Renewal Brazil's ministry, is centered here. The group was hosted by Tele Moraes and spent a day visiting and praying with the staff at the International School and over the ABBA Youth Camp near Carpina.

Stop 2 – Sousa, Paraíba, Brazil
We were hosted by Pastor Flavio Travassos. We prayed for:
the Cigano (Gypsy) community and a future church site near the Christian leader Bozzano's home
Pastor Flavio and his family
their children's ministry located north of Sousa
Stop 3 – Mirandiba, Pernambuco, Brazil
We prayed and ministered over three days, meeting with local pastor Joel Candido and participating in the first Missions Conference held in the Sertão, organized by Joel. We also had wonderful prayer opportunities during these days. Our team split into smaller groups and prayed as we walked the streets of Mirandiba and nearby communities. We experienced a number of "divine appointments" - praying in homes, open fields, and on the streets.



Return Journey – Caruaru, Pernambuco
On the way back to Carpina, we stopped in Caruaru to visit with Pastor Cesario, who, with his wife and son, is starting a new work supported by World Renewal Brazil.
We prayed with Pastor Cesario for:

- the community
- their new kids' ministry (already reaching about 40 students)
- more workers to come alongside them



A Trip Highlight
There were so many spiritual highlights. However, the group's sense of unity over the "call" to the Sertão seemed the most significant. The physical and spiritual needs are so evident, the people are so welcoming, and the few Christians we encountered in ministry are also praying for workers in this needy field.

Although a difficult place to live and minister, we affirm the sense of those on previous trips that the Mirandiba area of the Sertão would be an excellent place to center an Evangelical Friends Mission ministry in Brazil.

We also felt the area around Caruaru, on the edge of the Sertão, had possibilities as a ministry center. It is much closer to ministry resources near Carpina, as well as more adaptable for families with children.

What Did We Pray For? How Can You Continue Praying?
Please continue to pray for the unreached people of these two communities as well as the new converts in Zacatecas. Also, pray for more workers to bring in the harvest.

NORTHEAST BRAZIL PRE-LAUNCH PLANNING REPORT

This report was prepared in collaboration with EFM's NE Brazil field study group from Rocky Mountain Yearly Meeting and participants from Indiana Yearly Meeting.

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 this new field is increasing, including people from RMYM, IYM and select churches from EFCER. This is fostering a stronger advocacy network for the initiative.

   Affirmation: Affirmation of starting this new field has become more cohesive, with leaders and members aligning with mission goals and strategies, enhancing overall support.

   Need: There is a significant need for the gospel within under-reached communities, most notably among the Quilombola, Atikum and Cigano people groups. This emphasizes the urgency for missionary engagement in the interior regions.

   Gifting: A diverse array of skill sets is useful for this field, including teachers, tradespeople, and those with relational skills. We do not know of any missionary candidates for this field at this time.

   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?**

   When we go to NE Brazil the people are asking, "When can you come?" They recognize their need for the gospel and discipleship. There is a profound need for the transformative message of Jesus in an area where people are open and receptive. These are underreached communities, with immense opportunities for ministry that address both their physical and spiritual needs.

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 would provide a very strategic way to minister in this area given their poverty, high drug and alcohol abuse, and challenging climate. A partnership with World Renewal Brazil, a parachurch organization with strong Friends ties and a wealth of ministry experience in the country, provides valuable support and a strategic foundation as we launch ministry into the interior. The presence of another organization ready to collaborate strengthens our initial efforts. Also, there are 4 Friends churches in the Carpina area near the costal city of Recife that could provide support in the way of prayer and visits to the interior for encouragement, etc. Efforts should be made to establish relationships tied with these churches in the early stages of the ministry. Finally,

World Renewal has an international school (they need English teachers) in Carpina where our new missionaries could land first while they are learning the language and settle into the culture. It would also foster community connection with World Renewal and the 4 Friends Churches in the area.

So far, we have taken two exploration trips in 2023 and our first prayer trip in July of this year. We will continue to take prayer trips each year to pray for the soil and help lay the groundwork by building relationships. We plan to concentrate our prayer efforts in the Mirandiba and Caruaru areas where the Quilombola and Atikum people groups reside.

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 skills for opportunities such as English Clubs, parenting skills, sewing, vocational, etc.
   Agriculture and Trades: Individuals with farming experience, as well as skills in trades like plumbing, auto mechanics and construction, bring valuable practical expertise to the community.
   Water and Medical Professionals: Water technicians and healthcare providers meet critical needs in this underserved area and can contribute meaningfully to community health and well-being.
   Discipleship for Development (D4D): Candidates familiar with D4D principles can help develop 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 community.
   Diverse Team Composition: We seek to form a multigenerational team, with roles for retirees, young families, singles, and individuals at any career/life stage. This diversity enriches the team and reflects the breadth of the community we're aiming to serve.

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:

- Language Learning Opportunities:
    - 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.
    - 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.
- Our Suggested Pathway: We recommend the initial missionaries or missionary families begin language training in Carpina. This setting provides the necessary structure and resources to build language skills while easing into Brazilian culture. They could also be involved with World Renewal's international school (perhaps teaching English) and interact with the 4 Friends churches in the area while there. Once foundational skills are established, they could then move to the interior (possibly Caruaru or Mirandiba) where there are large populations of Atikum and Quilombola.
- Impact on Mission Engagement: Starting in Carpina allows missionaries to ease into cultural adaptation, enabling them to join and encourage the missional work of the Brazilian 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 Carpina area for their first year to acclimate to Brazilian life (through the international school and other ministries of World Renewal in the area), participate in intensive language training, and strengthen ties with the 4 Friends churches in the area. This urban setting provides vital resources and cultural exposure.

   The decision concerning the timing to move into the interior should be made in collaboration with the missionary and EFM staff. Whether to send a missionary into the interior alone or wait for other team members should be a matter of discernment and

prayer. It is our recommendation that the transition into the interior is done in context of a missionary team as this collective move will strengthen team dynamics and support EFM's efforts to have teams serving together in ministry on these new fields. Once a cohesive team has formed, we recommend moving to the areas of Mirandiba or Caruaru as these locations have larger populations of Atikum (in Mirandiba) and Quilombola (both in Mirandiba and Caruaru). These interior locations offer strong opportunities for outreach and community engagement that align with our long-term mission goals. We have also established relationships with other ministries in these areas to provide support.

This phased approach not only enhances language proficiency but also fosters cultural awareness and 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.

   New missionaries could also rent an apartment upon arrival in the country. Public transportation will suffice for daily commuting in Capina, 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 Mirandiba, Caruaru, or Boa Esperanza, 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 and the 4 Friends churches in the area. This will be crucial for emotional and practical assistance.
    - **Gradual Transition:** A 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 missionaries 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. These are available through World Renewal Brazil, the Friends churches in the Carpina area, and connections with people who minister in the following areas: Mirandiba, Caruaru, Boa Esperanza, and others in the interior who are connected with World Renewal Brazil.
    - **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.

The following people have expressed interest in exploring NE Brazil as they discern if/where God might have them serve as a missionary: Emma Stanfield, Eric Johr, and Andrew Walters.

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.

Multinational Partnerships: None at this time.

Partnerships with Organizations: World Renewal Brazil. Since this is a parachurch organization, it would make sense to utilize their discipleship and evangelistic programs as well as contacts throughout NE Brazil to carry out our ministry to ultimately plant church. Their

wealth of experience in the country and their willingness to partner alongside us in ministry is a gift to us.

There could be mutual support between the two organizations such as regular communication as to what is happening within our ministries, an open invitation to any training (such as SDB or D4D) or other types of other planned events (such as Friends gatherings, Bible training, etc.). It is our understanding that the details of this agreement (if needed) will be worked out between Tele and Dan (the Field Director).

Inter-regional/Yearly Meeting Collaborations:

- RMYM and Indiana Yearly Meeting have agreed to be in partnership in launching this new field in NE Brazil. This partnership has been fostered by inviting them to participate in the Brazil Prayer Team meetings held each month by zoom to pray (some participate from IYM), asking them to participate in the Prayer Trips each year (2 went on the trip in July 2025), and regular communication between RMYM Missions Task Force and Eric Dale.
- There are churches within Eastern Region that have a heart for or are already working in NE Brazil through the efforts of World Renewal Brazil. These churches are: Willoughby Hills Friends Church in Ohio, Damascus Friends Church (Ryan Gilby), and various other people in churches across Ohio
- There is also a tie between NE Brazil and Sung Kim in Southwest Yearly Meeting.

Other Partnerships: There are 4 Friends Churches in the Carpina area where relationships should be fostered. Efforts should be made to extend friendship, cooperation, and mutual support between these churches and EFM missionaries. There are also Evangelical Friends missionaries from Bolivia Yearly Meeting in Sao Paulo where future cooperation may be possible.

15. What are other insights, questions, concerns, points which need to be noted and remembered?

Concerning the work in Sousa with the Cigano people, when our prayer team visited in July 2025 it was very evident that God was at work in that community raising up leaders within the Cigano people themselves to share the gospel and disciple them in the faith. Because the Cigano are closed and distrustful of outsiders on the whole, we celebrated that God was raising up spiritual leaders among their own people. The group sensed that the best way we could support what God was doing within this people group is to provide theological training of leaders (through distance training provided by World Renewal), prayer support, and encouragement as fellow believers. We did not sense we should bring in EFM missionaries who would be considered outsiders.

Instead, EFM missionary efforts could be centered around the Atikum and Quilombola people who have an openness to the gospel and to foreigners (people from the United States in particular). These were the discerned thoughts of our prayer team.

WORLD RENEWAL PARTNERSHIP DRAFT

COLLABORATIVE AGREEMENT
Between Evangelical Friends Mission and World Renewal Brazil

1. PURPOSE OF THE AGREEMENT

This Collaborative Agreement ("Agreement") is made between Evangelical Friends Mission (EFM) and World Renewal Brazil (WRB) with the shared purpose of partnering together to advance the Kingdom of God through church planting in the Sertão region of Northeast Brazil. Both organizations desire to work in mutual collaboration and support to see Christ-centered, disciple-making movements established and strengthened in this region.

2. SHARED VISION AND VALUES

EFM and WRB affirm their common commitment to:

- The authority of Scripture and the centrality of Jesus Christ.
- The Great Commission and the call to make whole-life disciples of all nations.
- The unity of the body of Christ and the importance of partnership in mission.
- Operating in integrity, humility, and mutual respect as co-laborers in God's mission.

3. AREAS OF COLLABORATION

3.1 Training and Equipping

EFM agrees to invite and include WRB in relevant whole-life discipleship and field training opportunities when possible, such as:

- SBD (Small Business Development) training.
- D4D (Discipling for Development) training.
- Other mission, leadership, or community development trainings and events organized or hosted by EFM.

WRB will be encouraged to participate in these trainings and events, both for their own growth and to strengthen shared ministry initiatives in Northeast Brazil.

3.2 Missionary Support and Integration

WRB agrees to support EFM missionaries who are entering Brazil, particularly in the following areas:

- Language Acquisition: Helping missionaries find qualified Portuguese schools or tutors and providing opportunities for immersive learning.
- Cultural Acquisition: Assisting missionaries in understanding Brazilian culture, social dynamics, and ministry context.

- Country Orientation: Providing practical guidance for housing, transportation, legal processes, and other needs related to initial adjustment.

These immersive opportunities will most likely come about through the missionary's involvement in WRB ministries such as the international school, Living Stones program, etc. WRB support will be provided in a spirit of partnership, with the goal of helping EFM missionaries integrate well into Brazilian life and ministry.

4. COMMUNICATION AND COORDINATION

Both organizations agree to:

- Maintain regular communication between designated representatives to share updates, needs, and opportunities.
- Inform one another in advance of any new initiatives or ministry activities in Northeast Brazil that may involve joint participation.
- Seek mutual discernment and prayer regarding strategic decisions that affect the shared work.

5. FINANCIAL CONSIDERATIONS

This Agreement does not create financial obligations between EFM and WRB unless separately documented in writing. Each organization will be responsible for its own expenses related to ministry, travel, and training, unless otherwise mutually agreed upon.

6. DURATION AND REVIEW

This Agreement will remain in effect for three (3) years from the date signed, after which it may be renewed or amended upon mutual agreement. Both parties agree to review the collaboration annually to celebrate progress, address challenges, and discern next steps.
Either party may withdraw from this Agreement with a 60-day written notice to the other party.

SIGNATURES:

EVANGELICAL FRIENDS MISSION:	**WORLD RENEWAL BRAZIL:**
Name: _____	Name:_____
Title: _____	Title: _____
Date: _____	Date: _____
Signature: _____	Signature: _____

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.

INGREDIENTS FOR HEALTHY INTERNATIONAL PARTNERSHIPS

Prepared by Dan Cammack, Field Director
May 2022

In the research I have done so far on this topic these are the ones that stand out to me:

- It is extremely helpful if there is already a good deal of **trust** between the organizations that are getting ready to partner together.
- The partnership needs to be between organizations that are **independent** (autonomous) and have their own **executive boards**. I'm referring to the boards that make the big decisions and hold their leaders accountable. It will not work well if there is an employer-employee dynamic going on (one organization paying the salaries of the
- other's top leadership).
- There absolutely has to be a **shared vision** for the type of ministry that the partnership will support. And there has to be **theological and spiritual compatibility**.
- The partnership revolves around **a specific project** that is big enough that no one party can accomplish it on its own. They need each other to accomplish it.
- Each of the partners has resources that the other needs. In other words, **the giving and the receiving are mutual.**
- Each of the partners has at least one person who will champion the partnership. These people are advocates who give whatever time and energy is necessary to help keep the partnership in good condition. These **champions** will probably not be the top leaders of each organization (because they are already spread pretty thin!).
- Once a project proposal has been developed and some ground rules established for the relationship, the boards approve the project and a **written agreement** about how the partnership will work.
- There are **yearly visits** in person and **virtual meetings** in between in order to keep a good stream of communication going. In this way the partnership receives the attention it needs in order to stay healthy and achieve results.
- Whenever the transfer of funds is involved, there are **systems of reporting and accountability** put in place for all parties involved in the partnership. This helps them to hold one another accountable.
- There are regular **reports** about the ministry that is occurring as a result of the partnership. Some of these reports are used in raising prayer and financial support.
- During the annual visits **evaluations** are done to consider the results and progress being made towards the objectives and goals of the project.

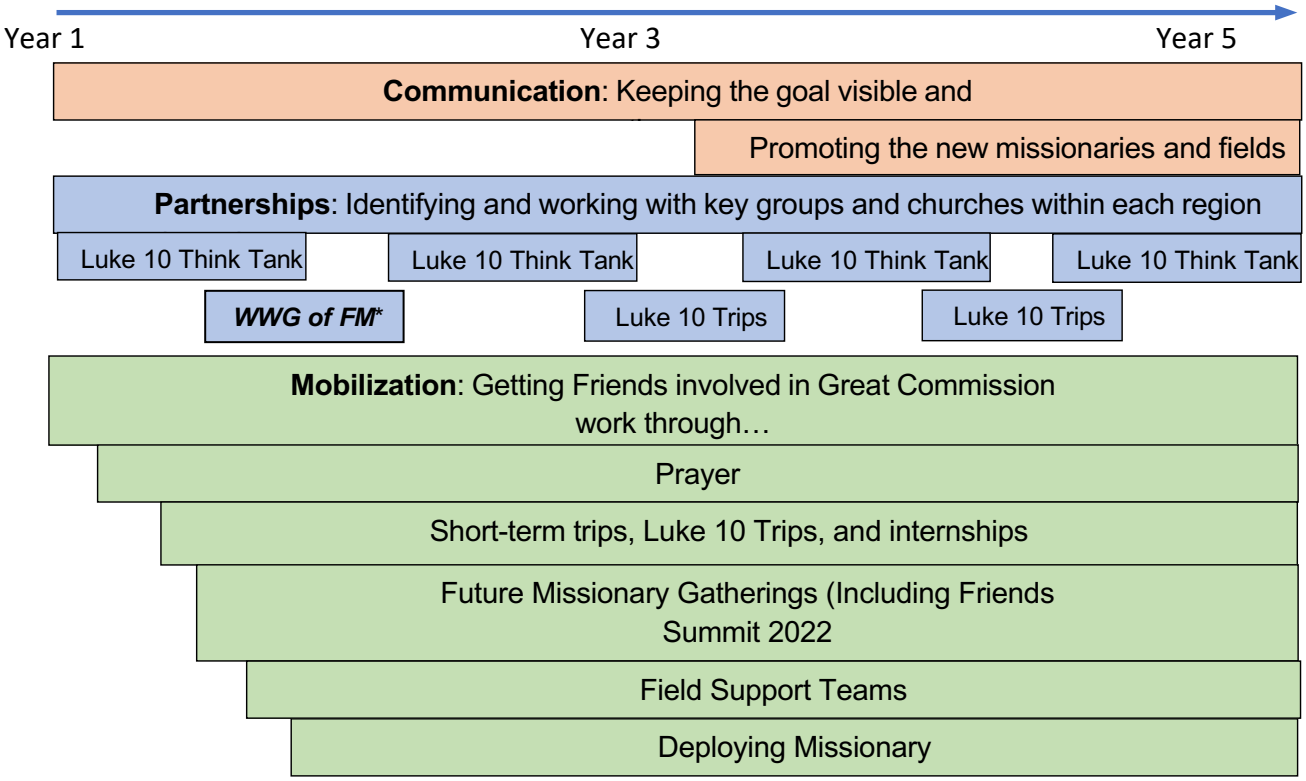
Books consulted on this topic:

Finley, Allen, and Lutz, Lorry, The Family Tie. Nashville, Tennessee: Thomas Nelson, 1983.
Lederleitner, Mary T., Cross-Cultural Partnerships. Downers Grove, Illinois: InterVarsity Press, 2010.
Rickett, Daniel, Building Strategic Relationships. Minneapolis, Minnesota: STEM Press, 2008. Rickett, Daniel, Making Your Partnership Work. Enumclaw, Washington: WinePress Publishing, 2002.

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 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	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

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

Mathew Bradbury Wellandport, Canada EFC-ER Representative	**Jim Le Shana** Newberg, OR NWYM General Superintendent
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
Molly De La Cerda Friendswood, TX At-large from EFC-MAYM	**Rusty Savage** (Board Chair) Damascus, OH At-large from EFC-ER
Russell Dimmick AK AYM General Superintendent	**Jackson Snyder** Kotzebue, AK AYM Representative
Manny Garcia Oskaloosa, IA IAYM General Superintendent	**Chris Stanfield** Hotchkiss, CO RMYM Representative
Adrian Halverstadt Haviland, KS EFC-I Director	**Thayne Thompson** Wichita, KS EFC-MAYM Lead Superintendent
Mary Heathman Denver, CO RMYM Interim Superintendent	**Tony Wheeler** Wichita, KS EFC-MAYM Representative
Kevin Hoppock Valley Center, KS At-large from EFC-MAYM	