

EVANGELICAL FRIENDS MISSION
LUKE 10 THINK TANK

Wednesday, November 4, 2026
Wichita, Kansas

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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 4, 2026

The vision of EFM's Five-Year Goal, set in 2020, launched EFM into what we now call the Luke 10 Era. Today that vision continues as we remain committed to sending missionary teams to at least seven fields through the Luke 10 Initiative.

9:00am Think Tank Convenes in Fine Arts Chapel, Riney Fine Arts Center
Reflections
Orientation

9:45am Discernment Group Assignments

1. Read through the report.
2. What would the team affirm and advise in nurturing/strengthening the CAN GO Criteria for this field?
3. What recommendations does the team have for top priorities in the next 6-12 months?

11:00am Presentation of Hungary (Budapest) CAN GO

- Group discussions
- Think Tank discernment and insights
- Decision "yes or not yet" proposal to EFM Board for commitment to launch this new work in Hungary

11:45-1:00 Lunch Break…on your own

1:00pm Small Group Discussions

- Why missionary teams?
- What do we mean by teams?

Dan Cammack Case Studies: Bolivia and Mexico City Mission Fields

- What are we learning about teams?

2:30pm Break

3:00pm Kenn and Lisa Dirrim Teaching:

- Best Practices for Missionary Teams
- Emotionally Healthy Spirituality
    - Video: Stop Mind Reading and Clarify Expectations
- Small group discussions: What are we learning about teams?

4:30pm	Think Tank Insights for EFM
5:00pm	Dismiss
6:00-7:30pm	Meal Provided at Chicken N Pickle 1240 N Greenwich Rd, Wichita, KS 67206 Room: West Wing

THINK TANK 2026 PURPOSE

1. How are we nurturing EFM's CAN GO Criteria in our regions to successfully launch these fields. What insights might we have for those shepherding each field commitment?
2. Are we ready to propose that EFM commit to launching of a new field in Budapest, Hungary?
3. What are we learning about forming and deploying healthy missionary teams for each field?

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.

2026 Fall Luke 10 Initiative Update

The vision of EFM's Five-Year Goal, set in 2020, launched EFM into what we now call the Luke 10 Era. Today that vision continues as we remain committed to sending at least seven missionary (field worker) teams to at least seven fields through the Luke 10 Initiative.

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.

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
    - VBS Ministry Team: July 26-Aug 3, sent by Mexico YM to Jalisco
    - 10:2 Prayer Trip 4: October 12-20, 2026
    - **One-year internship** on hold TBD soon: Erik Nilsen
2. **The Shuar of Ecuador** – 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
    - **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
    - **Three-month internship** August 2026: Luke and Ximena Macy, Asaf
    - EFM Latin America Future Missionary Retreat and Experience in Ecuador: August 20-27, 2026

- **One-year internship** 2027: Grace Anderson

3. **South Sudan** – Sponsor: Mid America, Partner: EFC-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 Deployed May 2026** by EFC-Rwanda: Nicodeme and Annonciatha Basebya
    - 10:2 Prayer Trip 3: December 2025, 3 from U.S., 2 from Rwanda
    - 10:2 Prayer Trip 4: October 2026, 6 members of PAT from Rwanda and U.S.
4. **Greece, Muslim refugees** – Sponsor: Northwest collaborating with SW **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: November 2025 7 on team
    - Field Prayer Team established December 2025
    - **MISSIONARY APPLICATION** (long-term assignment) in process: Robert and Lisa Garon
    - **Three-Month Internship** January 2027: Josiah and Leisa Muhr, Judah
    - 10:2 Prayer Trip 3: June 13-23, 2026
    - 10:2 Prayer Trip 4: April 2027
5. **Northeast Brazil (Quilombola and Atikum Peoples)** – Sponsor: Rocky Mountain collaborating with Indiana, partnership forming with World Renewal **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
    - 10:2 Prayer Trip 2: July 20-29, 2026
6. **Persian Gulf Countries (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
    - **MISSIONARY APPLICATION** (long-term assignment) in process: Sam and Sherly Chappidi

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
    - 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, 2025, 5 on team
    - **MISSIONARY DEPLOYED JANUARY 2026**: Fred and Jonelle Liddell family
    - **MISSIONARY APPLICATION** (2-year assignment), Kathleen Dungan
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, 2023; 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: English Camp
    - September 2026 Trip: English Camp
10. **Hungary (and Slovakia)** – Sponsor: Eastern Region
    - Exploration Trip 1: February 2026
    - Serve and Exposure Trip: July 2-14. 2026

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.

SBD (Small Business Development) Eric Dale, EFM SBD Director

- January 2026 SBD with EFC-Rwanda
- March 2026 SBD with EFC-Nepal
- April 2026 SBD Training of Trainers (TOT) with EFC-Rwanda
- October 2026 SBD with EFC-Bangladesh
- November 2026 SBD with EFC-Rwanda, co-training with EFC-Rwanda trainers
- January 2027 SBD with EFC-Bhutan in India
- Spring 2027 SBD with EFC-Burundi

- **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 exploration teams called **Luke 10 Exploration 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 BENCHMARKS AND GLOSSARY

Updated April 2026

During the first three stages we focus on three goals:

1. Regions discerning where and if to explore with EFM's feedback.
2. Regions organize themselves to shepherd the initiative for each field.
3. Trips and discernment occur for decisions of commitment to launch field/s.

STAGE ONE MAJOR BENCHMARKS

- Regions identify their Four Types of People, including the call for future workers for the harvest.
  (2026:"field worker" is a term EFM is adopting for printed and formal use to replace "missionary.")
- Regional Think Tanks identify field/s to propose to EFM for exploration.

STAGE TWO MAJOR BENCHMARKS

- Region develops a Field Focus Group for any potential field under exploration which they have adopted.
- Regions establish Field Prayer Team/s who meet regularly at home in the U.S. to pray for each field.
- Regions visit field/s with Four Types of People for Luke 10 Exploration Trip and provide EFM CAN GO report and recommendations to EFM

STAGE THREE MAJOR BENCHMARKS

- Potential fields visited for at least the second time, providing a second CAN GO report to EFM with any proposals to EFM to either pause exploration or commit to launching.
  (EFM gives a "yes" or "not yet" to commitment for launching new field. Potential fields not ready for commitment may repeat trips or pause as appropriate).

During the next two stages we will focus on three goals:

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

STAGE FOUR MAJOR BENCHMARKS

- EFM posts Help Wanted signs for short- and long-term worker households for each field.
- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers and endeavor to increase participation and resolve for CAN GO Criteria.
- EFM commissions Field Focus Group/s to complete Pre-Launch Planning Reports for each field.
- Field Focus Group/s initiate conversations about missions-sending plans with any potential partnerships.*

STAGE FIVE MAJOR BENCHMARKS

- EFM receive at least 2 short-term (2 years) or long-term (4 years or more) applications for new field/s.
- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers and endeavor to increase participation and resolve for CAN GO Criteria.
- Field Focus Groups propose partnership agreements where applicable and Partnership Advisory Teams are formed.
- EFM deploys field worker teams on each field (short term or long term).

During these next three stages:

1. Expand prayer ministries on every front.
2. Follow EFM protocol to provide care and support to workers on 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 and endeavor to increase participation and resolve for CAN GO Criteria.
- EFM in collaboration with regions provide care for missionaries through Missionary Care Teams and Field Coaches on every field who are engaged into full time focus on immersion language learning and culture bonding during at least the first 2 years.

STAGE SEVEN MAJOR BENCHMARKS (2027)

- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers and endeavor to increase participation and resolve for CAN GO Criteria.
- EFM provide care for field workers on every field in collaboration with Missionary Care Teams
- Field Focus Groups are in conversation with field workers, regional missions team and EFM in developing a long-term strategy.

- Field Focus Groups propose appropriate updates concerning any formal or informal partnership agreements.

STAGE EIGHT MAJOR BENCHMARKS (2028)

- Regions send annual 10:2 Prayer Trip/s to each field to pray for the soil and for workers and endeavor to increase participation and resolve for CAN GO Criteria.
- EFM receives proposals from Field Focus Groups in sponsoring regions for long-term field strategies for each field.
  Regions are asked to receive proposals and insights from field workers with field immersion experience.
- Field Focus Groups identify growth plans needed for pioneering field-worker team. Update Help Wanted signs. Recruit more field worker team members as appropriate.
  (Field Focus Groups' duties are handed off to the field-worker team once it is established on the field.)

GLOSSARY, EFM's Luke 10 Initiative

Luke 10 Initiative: The systematic EFM initiative to discern where, who and how to launch new mission fields.
Four Types of People: The EFM initiative is intentional to invite and include 1) future missionaries/field workers 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/field-workers to start a new mission field, based on study of history in how this kind of discernment was made:

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 team with gifting, character, support and collaborations
O – Opportunity	Openness among these people, even a sense of invitation

Luke 10 Think Tank: Regional or national discernment gatherings specifically for prayer, discerning where to explore, receiving reports, discussion and forming proposals to the EFM Board in the Luke 10 Initiative process.
Field Focus Group: Group deployed by/with sponsoring region/yearly meeting **missions team** to explore, gather information and make proposals in next steps of discerning/launching field. The Field Focus Group, for example, provides the CAN GO reports, Pre-Launch Planning Report and leads conversations and proposals for partnerships. They may also lead the region in shepherding growth in CAN GO Criteria, organize at least one prayer trip each year, and provide support to field worker recommendations for long-term strategies and help wanted updates for more workers. This team may include the "4 Types of People," meet as needed to accomplish tasks, and adjust participants based on group's needs. When a mission field has a well-functioning team of field-workers**, the Field Focus Group may dissolve.
Luke 10 Exploration Trip: Group/s deployed by sponsoring region/yearly meeting missions team/field focus group 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.*

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. Regions may wish to provide opportunities for tangible service or help to ministries on the field, and engage people who may not feel qualified/interested to focus solely on prayer.
Pre-Launch Planning Trip: Regions/Field Focus Groups 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 additional trip/s.
Missionary Care Team (MCT): A group of five to seven committed individuals who walk alongside an EFM missionary to provide intentional, holistic support throughout their season of service. Established to strengthen the care surrounding missionaries—from prayer and ministry encouragement to deputation and fundraising—MCTs offer consistent relational connection, practical assistance, and spiritual support. Teams typically meet monthly with their missionary to check in, pray together, and respond to areas of greatest need, ensuring the missionary is well-supported both personally and in ministry.
***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 as multi-national missionary teams 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

Partnership Advisory Team (PAT): This is a team formed with delegates from both/all partners which is the direct-report for the worker team on the field. This team operates within the boundaries/authority given by the organizations they represent so that there is "one group" in direct oversight of the field worker team. The details of how this group will function are still under construction.
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.
Why two years for long term formal strategies

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

There are no formal reports or updates, at this time, to add to former reports to EFM Think Tank.

Here is an informal word from Scott Sward to Eddy Vera and Matt Macy via email: "During my trip in November [2026], I plan to meet with people to discuss levels of engagement among various frontier people groups (<0.1% Christian) in Cambodia and southern Laos. Afterwards, I'll report to the FSW missions team and likely recommend that we adopt one of these people groups. "

The Balkans | Prayer Trip Summary

The following was written by team member Jonelle Liddell after a prayer trip in November 2025.

Who was on the trip?

- Christy Neifert (EFM Staff – RMYM)
- Soni McGrew (NWYM)
- Fred and Jonelle Liddell (Missionary Candidates - NWYM)
- Jim LeShana (NWYM)
- Kathleen Dungan (EFC-ER)

Where did you travel?

We traveled in the Dalmatia region of Croatia, and briefly crossed the border to Capljina in Bosnia and Herzegovina.





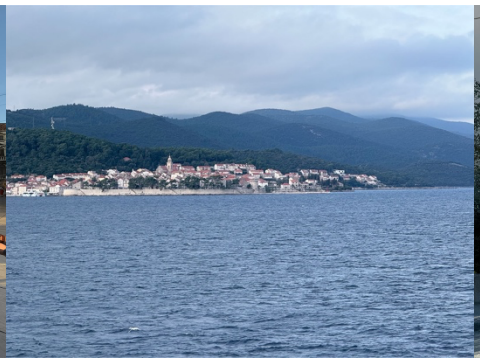
Trip Highlights

On our first day together as a team, we visited the Croatian church in Vela Luka, Croatia. We were all encouraged by the open arms of the pastor and the congregation. This Croatian pastor and his wife are key

potential ministry partners and mentors for our long term team, and is modeling love for others across ethnic lines, evangelism to neighboring communities/islands with no current evangelical presence, and active presence in your community for relationship building and witness.

This open armed welcome was repeated in our other interactions with existing contacts. We had a sense that previously there had been expressions of welcome with emotional reserve (which aligns with what we've been told about the culture in this region), and that this reserve had reduced or vanished. Now, we were just brothers and sisters.

We went on prayer walks in several villages, towns, and cities, and at different points most of us felt a sense of the either the Spirit speaking or impressing a message, or of spiritual resistance and oppression. This resistance was felt physically as several of us had significant health issues, unrelated to each other. God's timing and provision was clearly seen, but the resistance was clear.


How You Can Pray
• We sensed that the hearts of many individuals are closed like shuttered windows. We prayed that God would remove the spiritual shutters and let His love and grace pour in, driving out sin's darkness. • We thanked God for the faithful believers we met and prayed that God would bless their witness and bring many to Himself. • We prayed that spiritual stronghold would be removed and this whole country would be filled with the knowledge of the Lord. • In addition to joining in those prayers, please pray that the workers God is calling to this field would respond.

THE BALKANS | PRAYER TRIP REPORT

Submitted by NWYM, with input from Liddells, and Jon Fodge; October 2026

Summary of prayer trip and activity since EFM meetings in Nov 2025.

1. November of 2025: There was a 2-part prayer trip to Croatia with several goals:
    - Pre-launch details for the Liddells were addressed, including exploration for housing, schooling, visa options, and general logistics for moving to Split, Croatia.
    - Discernment for potential team members, Soni McGrew (NW) and Kathleen Dungan (ER), and further exploration of potential future ministry sites.

- At this time, Soni does not feel that Croatia is where God is leading her to go.

2. February of 2026: Liddells moved to Split, Croatia, accompanied by Jonelle's sister, Jennifer Fodge (NW) .
   - The Liddells are currently in their second semester of language and culture classes at the CEHAS (Centre for Croatian Studies Abroad) in Split, Croatia. They also meet with language helpers outside of classes.
   - Fred Liddell has been granted a 12-18 month "Digital Nomad" visa. The family is in the process of being included.
   - The Liddell children are enrolled in a Montessori-type Croatian pre-school.
   - They are living in a 3-bedroom apartment in east Split and use public transportation regularly. About $27,000 has been raised for the purchase of a car.
   - Liddells have been participating in a small local Evangelical Church (Brethren) in Split. They have been able to make Christian connections within that congregation, including the contact for the preschool for their kids.
   - Liddells continue to battle ongoing health issues.

3. May 2026: Kathleen Dungan (ER), accompanied by Jan Cammack (NW), spent time in Split to continue Kathleen's discernment process and explore specific logistics if she were to move and work there.

Observations and Recommendations

• What other observations would your team like to share with the sponsoring region/yearly meeting and EFM?

- Liddells need continued prayer support for ongoing health and adjustment.
- Team members are needed on the Balkans field.

• What specific areas of affirmation (strengthening) or concerns/challenges (stagnation or decline) do you observe in the conviction of EFM's CAN GO Criteria for this field?

Criterion	What We See
C: Champions	• Champions: Fred and Jonelle Liddell, Jon Fodge, Soni McGrew, Kathleen Dungan, Betty & Bill Kelley, Rick Hayes. • About 20 members of a monthly Balkans Prayer Zoom. • Northwest Yearly Meeting, Board of Global Outreach, churches, and members. • Several churches and members of Eastern Region.
A: Affirmation	Locally: Broad support of Liddells from NWYM, and ER. In Croatia: Continued encouragement from local pastors, including Pastor Ico near Orebic.
N: Need	• 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 • • Bringing the hope of the gospel to a Catholic culture devoid of personal relationships with Jesus.

Criterion	What We See
G: Gifting	Any Christ follower can be used: • medical, rehab & trauma counselors, care for the elderly, student ministry, friendship and discipleship, etc. (See help wanted)
O: Opportunity	In addition to previous reports: • Region-wide: Lack of resources/manpower to care for aging population. Many families care for their own aging relatives but also have all able-bodied adults working during the day. This means that more infirm individuals are without help for long stretches. One possible ministry opening would be providing in-home assistance/check-ins during working hours for these families. • Split (Croatia): Reto Center works with individuals recovering from drug addiction. • Split (Croatia): Students come to the University of Split from all over Europe. The vast majority of these students are unbelievers. Josiah Venture is doing some work here, but the need far exceeds the number of workers available.

Top Priorities for the Next 6-12 Months:

1. **Continue Language and Culture studies for Liddells.**
2. **Recruit future team members.**
3. **Encourage more prayer support across EFC.**
4. **Promote future prayer trips.**
5. **Explore ministry partnership opportunities.**
6. **Liddells continue to develop one-on-one relationships that form discipleship opportunities to move friends from pre-Christian to growing Christian.**

Balkans | Help Wanted Sign

NWYM and EFM are looking for individuals, couples, and families to serve in The Balkans. We are looking specifically at the region of southern Croatia, southwestern Bosnia and Herzegovina, and western Montenegro, all formerly part of Yugoslavia. The Croat, Bosniak, Serb, and Montenegrin people in this region speak dialects of the same language and have many cultural similarities. In this part of the world, religion is the main ethnic divider, though it rarely goes deeper than a cultural marker. There are very few evangelical believers here.

We are looking for the following people, but not limited to the following people:

- People willing to take time to build trust in a community, recognizing that it may take a year or two before people recognize that you are staying and begin to trust you

- People with a background in business who can start a viable business to serve the community, create credibility, build relationships, employ teammates as means for visas
- People with a background in healthcare: to address real regional needs, to build relationships, to provide visas
- People with a heart for discipleship who can lead Bible studies, provide one-on-one discipleship, and train others to be disciples making disciples
- People with experience in Christian camps, especially on the administrative side
- People with experience in and passion for church planting
- People with experience in counseling, especially focused on marriage/family, trauma, and addiction
- People willing to work unusual hours to reach immigrant communities, many of whom work long hours at night
- Individuals able to come on tourist visas for up to three months at a time to help nanny the Liddell's children while they are in language school.
- People to help with in-home care of the elderly
- People to do ministry with international university students
- People to minister with those in drug and alcohol rehab.

We envision a team of several individuals, couple, and families who are committed to unity as a team, to working in harmony with believers of other denominations, to bringing the Prince of Peace to a people who are haunted by long memories of past grievances. We long to see the confidence of hope in the Faithful One grow in the hearts and minds of this precious people. We dream of churches committed to being the body of Christ in their communities. Maybe God is drawing you to be part of this work?

MEXICO | PRAYER TRIP SUMMARY

The following is a report written by team member Maria Giron after the trip in October 2026.

Who Was on this Trip & Where Did We Travel?
Names of Team Members: Ewin and Maria Giron, Ernesto and Elizabeth Gomez, Alex and Angie Pena, Esly Lara, Suan Eisenhower, Austin Ackerman, and Tristan Sneed

Places Visited: San Luis Potosi- Mexquitic, Moctezuma, Salinas,
Zacatecas- Fensnillo Zacatecas
Durango- Juan Aldama, Guadulupe Vitoria, Francisco I Madero
Aguascalientes- Aguascalientes
Jalisco- Ojuelos



A Trip Highlight
In each of the towns we visited, our team was very intentional during our prayer walks; we all made sure to stop whenever we felt the prompting of the Holy Spirit to speak with people, share the Gospel, or pray with individuals. In every location, our group would split into three smaller teams to cover the streets and public squares on foot. On one occasion, one of our small groups stopped to enter a bakery, where the

owner welcomed them warmly. After the group shared the Gospel and prayed for her, she was led to accept Christ as her Savior. It was incredible that, on five separate occasions, people were open to accepting Christ and praying the prayer of faith. We give glory to God, for He is the One who orchestrated these *kairos* moments for these individuals.

On every Luke 10 trip to the towns of Mexico, God shows us that the fields are ready for harvest—a harvest that is abundant—and that people are open and receptive to the Gospel. He acknowledges us and entrusts us, as His friends, with the task of fulfilling the Great Commission.



What Did We Pray For?
What your team prayed for during the trip

- Our prayers were based on Luke 10. In every town where we stopped, we prayed that the Lord would send laborers into His harvest in that place.
- We prayed that laborers from other evangelical Christian denominations—if any were present—would be blessed and used by God so that more people might come to know the Gospel and Jesus Christ as their Savior.
- We prayed against spiritual strongholds in each location.
- We prayed that those bound by the lies of idolatry would be set free.
- We prayed that the lies of Satan—which lead people to believe they do not need Christ because, on the surface, everything seems fine—would be removed from their blinded eyes.
- We pray for families affected because one of their members is held captive by some form of addiction. They need to know Christ, who can set them free from all bondage.

How You Can Pray
• Please help us pray to the Lord of the harvest that more workers will say, "Yes, send me." • So that the kingdom of God may be established in corners of Mexico where people are bound by the lies of idolatry, addictions, and other lies of the enemy. • May God help us—Friends in Mexico and EFM—to remain united, to obey Him, and to honor Him by fulfilling the goal He has giving us: to establish a church in each of Mexico's 32 states by 2032.

MEXICO | PRAYER TRIP REPORT

Report written by team members from the trip taken October 2026

Trip Information

1. Person(s) Writing the Report: Edwin and Maria Giron, Esly, Austin, Tristan.

2. Dates of the Trip: Oct 12-20

3. Names of Team Members: Edwin and Maria Giron, Ernesto and Elizabeth Gomez, Alex and Angie Pena, Esly Lara, Suan Eisenhower, Austin Ackerman, and Tristan Sneed

4. Places Visited: San Luis Potosi- Mexquitic, Moctezuma, Salinas,
Zacatecas- Fensnillo Zacatecas
Durango- Juan Aldama, Guadulupe Vitoria, Francisco I Madero
Aguascalientes- Aguascalientes
Jalisco- Ojuelos

Prayer and Discernment Reflections

5. Key Insights and Promptings – What key insights, impressions, or words did your team receive through prayer?

- A lot of opportunities, we were able to bring five people to the Lord, they excepted Christ as their savior.
- Every place that we went it felt they need and evangelical church to be placed there.
- These towns are where people come to get supplies and shop, that give us as a church a better opportunity to bring more people to Christ, along with being able for them to come to church or bring more people to the church.
- The town were more blue collar-based towns with a lot of agricultural backgrounds, people working in the fields and with their hands.
- The economy seemed to be better in Durango, this would help grow the church with the opportunity to donations and giving.

6. Areas of Resistance – Where did your team sense resistance as you prayed?

- In San Luis Potosi, the church might take longer to be self-sufficient due to a lower economy maybe the support of the church finically would not be the same as in Durango.
- In every town we went we felt a lot of adulatory but a lot in Salinas

7. Areas of Breakthrough – Where did your team sense openness or breakthrough in prayer?

- In Fresnillo we saw hard hearts being opened up to the Lord, by two people accepting the Lord as their savior.
- In Salinas at a bakery, Angie was able to talk with a older lady that was in need and after talking to her for a she expected the offer to receive prayer for not just her but her whole family.
- Every town we stopped in we were able to evangelize safely and no one told us we had to leave so when we prayed maybe a few people were able to hear the word of the Lord.
- We were able to speak with multiple people in each town and everyone was open to speaking with us about where the Christian Churches were located.
- In Moctezuma, we were able to speak with two younger women who were open to listening about the Lord. One of their brothers goes to a Christian Church, they allowed us to download the Bible app on their phones. The ladies told them to start reading Mathew.

8. Observations and Recommendations – What other observations would your team like to share with the sponsoring region/yearly meeting and EFM?

- How do push more missionaries into this area to assist Alex and Angie?
  - Due to the economy Farming, small town living because those are the people that are in the area.
  - Small business based to help the people of the congregation
  - People that are willing to help the youth, a lot of youth were seen in the towns
  - Family counseling

• What specific areas of affirmation (strengthening) or concerns/challenges (stagnation or decline) do you observe in the conviction of EFM's CAN GO Criteria for this field? CAN GO reports for this field can be found at www.friendsmission.com/field-prayer-team-resources and/or by contacting EFM."

- In Franciso I. Madero Alex felt a sense of peace because it was a smaller town, but they already had Christian Churches in that town, even though they are not Friends churches they are still teaching the word of God.
- We need to continue to pray Alex and Angie as they are considering moving to San Luis Potosi or Durango to start a Friends Church.

Top Priorities for the Next 6-12 Months:

1. **First and foremost, we would like to emphasize that in the coming months, EFM directors need to meet with "Friends of Mexico" leaders to initiate formal discussions with the purpose to reach written and formal agreements on a collaborative structure for sending and receiving new field workers—both for service in Mexico and in countries outside of Mexico.**
2. **It is necessary to formalize a Field Focus Group for Mexico, organized by MidAmerica and/or another Yearly Meeting (YM) interested in adopting Mexico.**
3. **In collaboration with Friends in Mexico, and to fulfill the goal of VM32, EFM could assist in sending Alejandro and Angelica Peña to Durango or San Luis Potosí in the next 6 months. They are interested in applying BAM in the new plantation. The Peña family already attended a BAM training provided by Global Disciples a few years ago.**
4. **We need to further promote the "Help Wanted" to send field workers to Mexico.**

Mexico | Help Wanted Sign

We would like to see/ send:

- 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.

As far as Mexico is concerned, the need is church planting (and we are not referring to building construction at all) and discipleship making. From experience and knowing the testimonies of other pastors and ministries, in Mexico working with children and young people is very essential in starting a new church. From our experience in exploration trips and experience in the field, we know that parents are seeking for their children to have a spiritual orientation directed towards the truth and a relationship with Christ. Next, there is working with marriages, most of which need restoration and knowledge of God's standards. Obviously, all of these are consequences of the idolatry, religion, traditions, and ignorance about the Scriptures that most people have in a country where for centuries they have been tied to traditional religion and on top of that in the past false cults and religious groups have arisen that have destroyed the reputation of Christians in Mexico.

Teaching the Truth and making disciples of Jesus will result in new healthy churches being raised.

South Sudan | Prayer Trip Summary



The following is a report written by team member Matt Macy after the trip in October 2026.

Team & Location Overview

Who was on the trip?

Team Members: Jean Paul Nsekanabo (EFC-Rwanda Legal Representative), Aaron Mupenda (EFC-Rwanda Missions Chair), Chris Stanfield (EFC-MA), Brad Carpenter (EFM Missionary in Central Africa) and Matt Macy (EFM). Three are flying to Juba from Rwanda and two flying in from Kansas. Visa invitation letters are coming, for the first time, from EFC-South Sudan officially registered church organization as of December 2025.

Where did you travel?



We were in Juba, Sherakat and Mapaw 2 between October 13-19.



Trip Highlights

Our team appreciated the opportunity to pray over Nicodeme and Annonciata in their apartment, in Sherakat, also meeting some of their neighbors and their landlord. They have a 2-room apartment, and the second room is transforming into a church office and meeting room, and this is the room where they meet with their language coach and language helper. We are praying for some of the connections that they are forming in this neighborhood.

We went to the Sunday morning Bible study and prayer group which Nicodeme and Annonciata have been holding in Mapaw 2, in a primary school classroom. Mapaw 2 is a fast-growing community on the outskirts of Juba where many former South Sudanese refugees have been returning to start a new life. This is where earlier Luke 10 Exploration Teams had discerned to be a good place to start this new work. Nicodeme led the group in a study of John 15. This was a special morning as we met several young teachers in the school, and the school director, and it appears that the seeds of a new church are forming in this group. Based on Nicodeme's testimony and what we saw on that morning, we wondered if in the future we would see a couple of these young men pastoring EFC churches.





We also experienced rich fellowship, Bible study, and discussions as a team, meeting with Nicodeme and Annonciata in the Dandy Hotel. These discussions developed content for the vision of the mission and for the partnership agreement that EFM and EFC-Rwanda are continuing to flesh out.

How You Can Pray
Please pray… • That Nicodeme and Annonciata are as shrewd as snakes and innocent as doves (Matthew 10:16) as they plant seeds that land in good soil (Matthew 13:23). • That the Lord of the Harvest would cast out more workers into his fields (Luke 10:2). We are praying for a newly married future missionary couple in the U.S. as they discern long-term service, for a retired single woman as she discerns short-term service, and for other U.S. and Rwandan workers. • That the EFC-Rwanda partnership with EFM would grow in strength, unity, cross-culture understanding with one-another and the South Sudan context, and that new content for the

agreement will help the partnership thrive towards fruit in South Sudan and even help EFM as we form other like-minded partnerships for missions-sending.

- That the people of South Sudan, in the midst of poverty and insecurity, would find hope and means in the darkness of their challenges. May God's Kingdom come, may His will be done, on earth as it is in heaven... May EFC know our part in faithfulness.

SOUTH SUDAN | PRAYER TRIP REPORT

Report written by Matt Macy and Brad Carpenter.

Trip Information

1. Person(s) Writing the Report: Brad Carpenter
2. Dates of the Trip: October 13-20
3. Names of Team Members: Jean Paul Nsekanabo (EFC-Rwanda Legal Representative), Aaron Mupenda (EFC-Rwanda Missions Chair), Chris Stanfield (EFC-MA), Brad Carpenter (EFM Missionary in Central Africa) and Matt Macy (EFM).
4. Places Visited: Juba, South Sudan, in the areas of Sherakat, and Mapaw 2

Prayer and Discernment Reflections

5. Key Insights and Promptings – What key insights, impressions, or words did your team receive through prayer?
    - We are so thankful to God for Nicodeme and Annonciata's willingness to obey God and move to South Sudan.
    - Annonciata and Nicodeme shared several times about the difficulties that South Sudanese face each day with extreme poverty and instability and wonder how they can help people appropriately.
6. Areas of Resistance – Where did your team sense resistance as you prayed?
    - There are certainly areas of spiritual bondage that must be prayer over and broken in prayer. The country and people of South Sudan have experienced so much war, trauma, and volatility. This has created many problems and several challenges for the missionaries.
        - One example of a consequence is related to the economy; it seems that many of the people they have connected with have no steady or sufficient source of income. Several of their main contacts have been hired for temporary jobs in other parts of the country and left without notice for weeks or months at a time. That makes it hard to have confidence in building and discipling a team of South Sudanese believers who can be foundational members of EFC-South Sudan.
        - Another related issue is a general tension and uncertainty about peace in the country. Many people lack hope and so those who can afford it send their children to boarding schools in Kenya or Uganda. Others have sent their families away. The country will have presidential elections in December 2026 which is causing a lot of concern.
7. Areas of Breakthrough – Where did your team sense openness or breakthrough in prayer?
    - One of our main prayers has been for God to send out workers into the harvest field of South Sudan. We had the joy of visiting Nicodeme and Annonciata in their apartment as the first EFC missionaries in South Sudan.

- Nicodeme and Annonciata are also the first long-term EFC-Rwanda missionaries sent out, which is a sign of God breaking through ideas of incapacity and poverty that had sometimes blocked EFC-R from seriously considering sending missionaries.

8. Observations and Recommendations – What other observations would your team like to share with the sponsoring region/yearly meeting and EFM?
   What specific areas of affirmation (strengthening) or concerns/challenges (stagnation or decline) do you observe in the conviction of EFM's CAN GO Criteria for this field? CAN GO reports for this field can be found at www.friendsmission.com/field-prayer-team-resources and/or by contacting EFM."
   - The CAN GO criteria continue to be strong for the South Sudan field.
     - C – The missionaries, Nicodeme and Annonciata along with Jean Paul and Aaron continue to be key leaders for EFC-R in championing the mission. There is a recommendation that Gerard be re-engaged as an effective mobilizer to help EFC-R cast vision and increasing prayer and giving from EFC-R. For EFM, The Field Focus Group includes Chris Stanfield as a new member and group leader. Matt Macy, Todd Brown, Brendan Steinacher, Kevin Hoppock, and Brad Carpenter.
     - A – Both EFC-R and EFM have officially affirmed South Sudan as a new mission field. EFC-R is praying and giving to send Nicodeme and Annonciata. EFM continues to consider who God will send to join the mission team in South Sudan.
     - N – There is much need for the gospel of life and peace in Christ to rescue people who are stuck in various kinds of bondage in the kingdom of darkness (sin, war, hatred, poverty, hunger, etc) and bring them into the kingdom of God which is light and freedom.
     - G – Nicodeme and Annonciata are highly experienced and gifted for leading the mission team. They are also gifted in discipleship and helping South Sudanese to start and lead the EFC-SS. They would like to have people who are gifted and skilled in various realms: administration/office, business, education, medical, farming, etc.
     - O – There continues to be many things that show South Sudan to be a ripe and open opportunity for EFC to be a part of what God is doing in South Sudan.

Top Priorities for the Next 6-12 Months:

1. **Intentional Prayer – It would be good to have groups of people praying regularly for Nicodeme and Annonciata who are going through the normal challenges of loss and adjustment to new life far from family and friends, in a hot and humid country, in a new culture, learning a new language without a support system on the ground. Let pray for:**
2. **We need to be praying for God's regular encouragement and strengthening in their hearts, minds, and bodies.**
3. **God's grace and blessing on their culture and language learning and abilities.**
4. **For the Lord to give them a support system of South Sudanese friends, colleagues**
5. **For the Lord of the Harvest to send out more workers from Rwanda and the U.S. to join the EFC mission team in South Sudan.**

6. **For God to connect them with and make clear the South Sudanese men and women He wants them to focus on mentoring towards whole-life discipleship and service in the EFC-South Sudan.**
7. **Finalizing the Partnership Agreement between EFC-R and EFM for the mission in South Sudan.**
8. **Helping EFC-R to ensure they are providing the various types and levels of support and care that Nicodeme and Annonciata need in order to be effective and able to persevere in the mission.**

SOUTH SUDAN | HELP WANTED SIGN

- Name author/s of this proposal. – Brad Carpenter, Matt Macy, Brendan Steinacher, Todd Brown…



In a couple of paragraphs, try to answer these questions:

1. What are a few skill sets of types of people that we think might work well in this field?
    - In conversation with our Rwandan Friends, it seems that whole-life discipleship will be a key mode/model for ministry from the very beginning. Experience in discipling others, especially in group-settings would be ideal.
    - It seems to make sense that our Rwandan Friends would give leadership in the development of the "church", church planting, administrative leadership with government, etc. In our thinking it might make sense for EFM missionaries to have skills and experience that would enable EFM to take on "support" roles on the multinational missionary team. Some potential skill sets could be:
        - Business
        - Farming/animal husbandry
        - Teaching / Education (English teaching)
        - Health/Hygiene
        - Building/mechanic/other manual labor skills as a mode for blessing and whole-life mentoring
2. What do you anticipate as unique needs for the characters or members of the team (Example: in NE Brazil, we could use a well-functioning family with an involved father/husband as there is a dearth of healthy father figures in that region).
    - We sense that it is good and right for Pastor Nicodeme to be the missionary team leader in South Sudan. There seem to be several cultural differences between Rwandans and Americans that will create challenges in building a unified, healthy multinational missionary team. Some of these are: leadership styles, conflict/communication styles, and more.
        - It will be essential for EFM missionaries to be happy to fill complementary, support roles.
        - Type "A" personalities might not be a great fit (at least initially) in order for Nicodeme and any other Rwandans to more fully take the role of team leader.
        - It would be helpful for American missionaries to be peacemakers, and have quieter, modes for addressing conflict.

        - They need to be people who are flexible and are willing to be led – comfortable with things not going the way they want.
        - They need to be people who are good at "quick to listen, slow to speak, and slow to become angry." They also need to be growing in "speaking the truth in love."
    - People who love to empower others and enjoy seeing others thriving and "being the hero" rather than themselves.
3. What are we seeing so far as unique opportunities that might be possible in this field?
    - South Sudan is currently trying to rebuild their country in every aspect of life after many decades of chaos and war. There seems to be a general hunger for peace, stability, and growth as a country.
    - Our Rwandan Friends have been quick to notice the large amount of lush, seemingly unused land throughout the areas we have visited. They believe that farming and animal-husbandry could not only be a way that missionaries to supplement their salaries/ministry funds, but that it might also be the "way into" relationships with others in communities toward relationships of whole-life discipleship.
    - The long history of conflict, hatred, revenge, stealing, etc seems to Rwandan Friends a unique opportunity to share experientially about the painful atrocities that they have lived through the ways that God has redeemed and restored them as individuals, families, communities, and as a country as a whole.
4. If you were to write in two or three sentences what practical and specific differences EFM will make in communities by sending Good News to people in this place, how would you articulate that?
    - Many churches exist in South Sudan, but It seems that the Church has often offered a gospel message that is not "very good" news…does not seem to transform relationships/livelihood/etc. EFC-Rwanda and EFM have a wonderful perspective and model for ministry in D4D that helps people to live into and experience the whole-life gospel message that helps people know and be transformed by God in all areas of life.
5. Any other thoughts or words that might help all of us in our different contexts be faithful to "connect" to (recruit) those God may be calling? We need to practice and help each other practice effective communication…what might the universal EFM talking points be to our congregations for a specific field or the collective of all these fields?
    - We are all called to be on mission with God. As mentioned above, "when the Holy Spirit comes upon us, we will be witnesses"…if we are not being witnesses, what is wrong? A big part of the call is for us, each follower of Jesus to be on mission with God. It is much easier for us to consider obeying a call to go far, when we are already in rhythms of listening and obeying God in mission with Him. Therefore it is essential that each local church is equipping each person to grow in relationship with God and in obedience to use his or her gifting faithfully in "Jerusalem, Judea, and Samaria" for obedience to the Lord's plan, the advancement of the Kingdom in that local area, but also as preparation so that if God calls him or her to go to the "ends of the earth," it will be the natural next step in the journey.
    - The mission of God in the world and in any given context is much bigger than we have historically realized. Therefore, when we say, "we need missionaries" we expect that God will raise up and call out people with many different life-experiences, gifts, and abilities.

ECUADOR | PRAYER TRIP SUMMARY

The following is a report written by team members Jan Cammack, and Edwin and Maria Giron after the prayer trip in October 2025.



Who Was on this Trip & Where Did We Travel?

The 2025 Luke 10 prayer trip to Ecuador took place from October 20th to 31st. The team was made up of Edwin and Maria Giron (EFM missions mobilizers); Jan Cammack (NWYM); Grace Anderson (EFM future missionary); Carl and Julie Anderson (NWYM); and Ana Ramirez (Guatemala YM).



A Few Trip Highlights

Our purpose was threefold:

- To pray for and encourage national leaders who are working with the Shuar people.
- To explore logistics for future missionaries to do a 1-year internship in Ecuador.
- To develop a relationship between EFM and AMEE, The Evangelical Missions Alliance of Ecuador.

Our first two days were spent in Quito, Ecuador.

- We were able to connect with pastor Ramiro Baez, leader of Bethel church and 2 Christian schools in the Quito area. We stayed at a guest house at one of the schools. Pastor Ramiro is a supporter of new ministries and welcomed us. He is well known and established and could be a valuable friend to help us navigate the relationship between government and evangelical ministries in Ecuador. He is also interested in possible future partnership with us.
- We met with pastor Carlos Pinto, director of Corrientes Misioneras, a missionary training center (started by HCJB) for Latin Americans with offerings much like MTI programs. We were impressed with the mission and vision of this training program and can anticipate cooperation with them for our future missionaries and interns from the Americas.





We traveled to the Macas area of Ecuador.

- Over several days we had good conversations with Pastor Dario Salazar who is a legal representative of AMEE. Pastor Dario directs the evangelical camp in Sucua called “Campamento Efrata” and is pastor of the local Church located inside the camp. The congregation of that church is composed of 60% Shuar and 40% mestizos. He and his wife, Alexandra, lead ministries in 3 different remote Shuar villages. We were able to visit and participate in 2 of the villages with them.
- Pastor Dario, on behalf of AMEE, is willing to propose an agreement between AMEE and EFM. This agreement will include use of the camp as a base where Friends interns and missionaries can come to participate in the ministry of the camp as they learn language and culture. (The agreement may include Friends use of a house owned by the camp, however the house will need $5-10,000 worth of renovations).
- Alexandra and Pastor Dario are available to be mentors for interns at the camp where they can participate in the camp ministries and outreach to the Shuar communities.
- We were able to meet a couple, Diego and Jimena, who live at the Sucua camp. They are willing to be language tutors. Jimena teaches English at the local school.
- Edwin was able to meet with Pastor Diego, of the Macas Baptist Church, to discuss visa issues for Jose Olivas. Pastor Diego was instrumental in helping the Badgleys get visas and is now helping Jose Olivas with his visa paperwork. If we run into obstacles with future visas through AMEE, Pastor Diego is willing to help us.
- We were able to visit a Shuar church in San Jose, led by Korean missionaries. Ana and Edwin were able to preach there, and we had a time of prayer after the service for many of the church members. They fed us typical Shuar cuisine.
- We attended Sunday service at the church located on the Sucua camp property. They included a celebration of the church's anniversary and honored the pastors. Ana was able to sing a song for the celebration. Children from the Rescue Home, located next door to the camp, performed a typical Shuar dance. At the event meal we were able to meet the couple who run the children’s Rescue Home. (The wife is from Michigan. Should native English-speaking interns live in the offered camp house, this US woman would live just across the fence.)





In Conclusion:

- As a group, we are encouraged by the many good possibilities and partnerships available to us in Ecuador.
    - There are areas where fluent Spanish speakers can begin ministry immediately, just as Jose Olivas has already done in some areas. Tutors are available for Spanish speakers to learn the Shuar language.

    - There are options for Spanish language learners to come alongside current workers.
    - There is a great need in remote villages.
- It was a blessing to have Pastor Ana Ramirez from Guatemala Friends with us. She jumped right into ministry and would fit perfectly into future ministry to the Shuar. She is relaying the needs of Ecuador to Friends churches in Guatemala, which will inspire support and possibly future missionaries from there as well.
- It was a blessing to have Carl Anderson, past director of Tilikum Christian camp and current supervisor of building maintenance at George Fox University, to provide expertise in possible future projects in which we can participate at the camp.

ECUADOR | TRIP REPORT

1. Person(s) Writing the Report: Maria Giron (Edwin)

2. Dates of the Trip:August 10-19, 2026 Giron/Macy Initiating Internship;
August 20-28, 2026 Future Missionary Retreat

3. Names of Team Members: Edwin and Maria Giron/ Luke & Ximena (Asaf) Macy;

Future Missionary Participants:

*Angelica De La Cruz Coronado-México
*Lidia Kea Apaza-Bolivia
*Ana Jhennsy Ramírez Pineda-Guatemala
*Angel de Jesús Padilla Gonzalez -México
*Yenci Samira Campos Cornejo -Honduras
*Daniel Josue Chavez-Bolivia
*Sofonias García Cortez-Honduras
*Sayri Stephania Auxume -Honduras
*Luz Edith González Guajardo -Mexico
*Rodolfo Uri Viera Martínez-México
*Dulce Dádiva Chacón Ortiz-México
*Luke Macy -USA
*Ximena Macy. -USA
*Grace Anderson-USA
*Esly Ermelinda Lara Zavala- USA/Honduras
*Matt Macy-EFM USA
*Edwin & Maria Giron-EFM USA
*Jose Olivas- Ecuador
*Damaris Gabriela- Ecuador

4. Places Visited: Macas, Sucua, Nunka Nunkui, Yaas Nunka, Kurinua

5. Key Insights and Promptings – What key insights, impressions, or words did your team receive through prayer?

- There is an immense opportunity for Friends to send more workers to labor among the Shuar. God has opened significant doors to evangelize the Shuar, disciple them, and raise up leaders from among them who can then be trained and sent out to reach remote communities in the jungle.

6. Areas of Resistance – Where did your team sense resistance as you prayed?

- There are communities that no one but the Shuar can enter, unless you have a contact among them who can facilitate a connection with the community and request permission from the *síndico*—who, in turn, must present the request to the assembly to allow a foreigner to be among them. Many communities are completely closed to allowing foreigners.
- There are Shuar communities influenced by the Catholic Church that do not allow other denominations to build new churches.
- Field workers who will go into the jungle to work among the Shuar must be keenly aware of the spiritual battle. The Shuar believe in a series of deities that govern life, health, and work.

7. Areas of Breakthrough – Where did your team sense openness or breakthrough in prayer?

- Thanks to the pioneering work God has allowed Jose Olivas to do thus far, significant doors of opportunity have opened for working in at least three remote communities.
- In addition to a great need to know the Gospel, the Shuar communities also have a need for many resources and education. This opens up a wide range of settings where people with diverse experiences, skills, gifts, and so on can work together.
- Currently, there are people from the U.S. and Latin America praying for confirmation from God, as they feel a call to Ecuador.

8. Observations and Recommendations –
• What other observations would your team like to share with the sponsoring region/yearly meeting and EFM?

- God has granted us the privilege of having a good relationship with national leaders who provide guidance and facilitate our ministry—offering their support and even helping to secure visas for the field workers we send there.
- There are offers for us to manage the AMEE camp and use it as a training base for Shaur or future field workers. There are also good opportunities and offers to acquire land at a very low cost to build our own training base near the main towns bordering the jungle.

• What specific areas of affirmation (strengthening) or concerns/challenges (stagnation or decline) do you observe in the conviction of EFM's CAN GO Criteria for this field?

- The work that God has already allowed to begin.
- The potential candidates who are emerging.
- The Yearly Meetings/ Regions/Churches that are currently active with a vision for the Shuar people.

Top Priorities for the Next 6-12 Months:

1. **There is an urgent need to promote the "Help Wanted" with even greater intentionality and emphasis, and to find people who feel the call to be sent to Ecuador and Mexico.**
2. **Hold direct, in-person conversations between EFM and Mexico Yearly Meetings' leaders to establish clear partnership terms and also to define what forming multicultural teams would look like—working together both in Mexico and/or together in other fields.**
3. **Organized EFM Field Focus Group for each field.**
4. **Mexico YM has a written agreement with AMEE, having sent Jose Olivas to Ecuador. We believe it is necessary for EFM to also establish an agreement with AMEE to prepare the framework for receiving our missionaries in Ecuador and—as an added benefit—to be able to apply for residency visas without significant complications.**

ECUADOR | HELP WANTED SIGN

EFM/NWYM are seeking "followers of Jesus" willing to consider the 'great adventure' of incarnate missions to the Amazon rainforest (the Garden of Eden) among the Shuar (the people). Would you consider the following…

- Well established family to "live, listen, learn and love" the Shuar peoples.
- Households/Individuals who can provide support - all kinds of support to the team…teaching, encouraging, helping with various tasks, befriending the Shuar people in the community.
- Ministry to children in the community – friendship, encouragement, discipleship.
- Women's ministry in the community – friendship, encouragement, discipleship.
- Leading a basic Bible study. There is a great desire among the Shuar to learn/understand/live the truths of God. Our vision is to equip Shuar people to reach Shuar people with the Good News.
- Leadership development. *(short term and long terms commitment)*
- House parents (providing a safe, secure, friendly home) for Shuar students attending schools a great distance from their family's home.

We seek to form a team made up of several well-functioning families and individuals, whose lives reflect God's grace and mercy to one another and their neighbors who are willing to immerse themselves among their Shuar neighbors. Individuals to function in leadership development and foundational Bible study. Working together in children's outreach and women's ministry. The opportunities and needs are great.
With the ultimate goal of establishing healthy vibrant mission minded Shuar churches, pastored and led by Shuar. Shuar churches eager to share the Good News with their neighbors and neighboring unreached peoples groups of the Amazon region.

- **Field location:** Ecuador – Shuar peoples group
  Preparation: Two years of culture learning and language learning through immersion. Followed by *4 or more years of service.*
- **Name author/s of this proposal:** Ron Mulkey/Chuck Scott/Grace Anderson
- **Date approved by sponsored region/yearly meeting:** Board of Global Outreach – NWYM – approved proposal – May 19, 2024.

GREECE | PRAYER TRIP SUMMARY

The following is a report written by team member Evelyn Portillo after the trip in November 2025.

Who Was on this Trip?

- Kenn Dirrim - Missionary to Greece for almost 20 years (Southwest)
- Matt Macy - EFM staff (MidAmerica)
- Robert Garon - Pastor to Sherwood Community Friends Church (Northwest)
- Alexis Lopez - Canyon Hills Friends Church and Immigration Services Volunteer (Southwest)
- Evelyn Portillo - Friends Southwest Staff and Orange Friends Church (Southwest)





Reflections from the Field

Greece is an entry point for refugees, with the hope of establishing themselves in other countries throughout Europe.

As they are on the "go", so is God pursuing their heart and lives. At this point, some refugees are returning to Greece after months or up to two years of trying to complete their immigration status in other European countries. If their immigration documents have been denied, they need to return to their entry point in Europe. This can be heartbreaking, for their dreams may be shattered but it also provides an opportunity to support them and strengthen their faith.





How You Can Pray

- Pray for a new team of EFM missionaries to begin a new EFM disciple-making effort with Muslim refugees in Greece.
- The immigration laws and processes continue to change. Pray that people with knowledge in this area will continue to step up.
- Pray for God's grace and mercy for the refugees as they navigate complex documentation and financial hurdles.
- Pray for the worldwide missionaries who serve in Greece as their hub, that they will continue to work in unity, led by the Holy Spirit. May they continue to experience divine moments.
- Pray that national leaders will continue to develop and step up. Also pray that new believers will continue to take leadership roles with passion and grace.
- Pray for freedom from oppression, and that refugees may be able to fully live a life in Christ.

GREECE | PRAYER TRIP SUMMARY

The following is a report written by team member Evelyn Portillo, Robert Garon, and team after the trip in June 2026.



Who was on the Trip?

- Doug Portillo (FSW)
- Evelyn Portillo (FSW)
- Jan Cammack (NWYM)
- Meghan Cammack (NWYM)
- Lisa Magee (NWYM)
- Charles Wadsworth (FSW)
- Veronica Wadsworth (FSW)
- Robert Garon (NWYM)





Where Did You Travel?

The Greece 10:2 Prayer Trip combined prayer, service, relationship-building, and learning as the team partnered with OneHeart Ministries to minister among refugees in and around Athens. Throughout the week, the team served in the OneHeart medical clinic, organized ministry spaces, prayed at the Tea House near the Malakasa Refugee Camp, attended worship with Iranian believers, hosted a beach picnic for refugees, met with local ministry leaders and missionaries, and visited both the men's and women's Tea House gatherings. The team also worshiped with a local Greek church, visited biblical sites in ancient Corinth and Athens, and spent intentional time praying, debriefing, and discerning how God is preparing the way for a future EFM mission field among refugees in Greece.







Trip Highlights

- **Robert**: A common thread of desperate hope. Peace and self-control over the men.
- **Jan**: At Malakasa and Corinth it was sensed there was a need for accurate truth for refugees, Greek, and Americans.
- **Douglas**: We need to be self-aware of God's appointments.
- **Meg**: Prayer for good male role models and counselors. Pray for the government to make good and wise decisions.
- **Lisa**: The presence of Jesus to push back the darkness in the camps. In particular, to protect the children.
- **Veronica**: When praying in Malakasa the team sense a need to create a program to support children in the refugee camps. We are here to meet people where they are at. Where can we join God in what he is already doing?
- **Charles**: Became more aware of the need here. It's important for people to have the right mindset. We are not saviors to people here; in reality we are coming to do what we can.

- **Evelyn**: Accessible and safe environment for children and women near the camps. Spiritual, physical, emotional, and mental freedom is needed.
- **Overall team**: Open to the Spirit to join God's story.

How You Can Pray
• For the strongholds to be broken. Bondage and heaviness. Pray for the power found in the resurrection of Christ to bring freedom. • For the camp in Malakasa, where we sensed a feeling of heaviness, darkness, and desolation when walking around the edge of the camp. • For a sense of empowerment among workers, and for more workers to come. We saw spiritual discouragement because they need so much, we can help/aid one person or one small group at a time. • For a sense of respect and seeing the person as God sees them, in the midst of tourism. Refugees and immigrants are not just workers, but also people who bear the image of God. • For walls to come down in the midst of pride for nationality which has, in many cases, lead towards lack of trust of others and prejudice against other nationalities.

GREECE | PRAYER TRIP REPORT

Submitted by NWYM with input from Ken Dirrim (FSW)

1. Person/s writing this report:
Evelyn Portillo, Robert Garon, and team

2. Dates of trip:
June 13–23, 2026

3. Names of persons on trip:
Doug Portillo, Evelyn Portillo, Jan Cammack, Meghan Cammack, Lisa Magee, Charles Wadsworth, Veronica Wadsworth, Robert Garon

4. Places visited:

- OneHeart Ministry & Medical Clinic
- Conversation and Orientation with Sahar Kamrani (Director of OneHeart)
- Malakasa Refugee Camp
- Tea House Ministry outside Malakasa Refugee Camp
- Met with Nick Dimikades (Kirsi - was not able to attend)
- Met with Ruth Dougherty
- 2nd Evangelical Church of Athens

5. What are a couple of key insights, promptings, or words that your team discovered through prayer activities?
[Team responses — add each person's observations here]

- Robert: A common thread of desperate hope. Peace and self control over the men.

- Jan: At Malakasa and Corinth it was sensed there was a need for accurate truth for refugees, Greek, and Americans.
- Douglas: We need to be self aware of God's appointments.
- Meg: Prayer for good male role models and counselors. Pray for the government to make good and wise decisions.
- Lisa: The presence of Jesus to push back the darkness in the camps. In particular to protect the children.
- Veronica: When praying in Malakasa the team sense a need to create a program to support children in the refugee camps (FSW). We are here to meet people where they are at. Where can we join God in what he is already doing?
- Charles: Became more aware of the need here. It's important for people to have the right mindset. We are not saviors to people here, in reality we are coming to do what we can.
- Evelyn: Accessible and safe environment for children and women near the camps. Spiritual, physical, emotional, and mental freedom is needed.
- Overall team: Open to the Spirit to join God's story.

6. Where did your team feel resistance when you prayed?
[Describe any sense of spiritual heaviness, opposition, or difficulty during prayer — specific locations, moments, or themes]

- Pray for the stronghold to be broken. Bondage and heaviness. (Pray for the powerful resurrection of Christ.)
- Feeling of heaviness, darkness, desolation when walking around the edge of the camp in Malakasa.
- Spiritual discouragement they need so much, we can help/aid one or a small group at a time.
- Due to tourism a sense of need for respect and seeing the person for who they are, not just their job. (The need to see people as God image barriers.)
- Pride of individual nationalist and lack of trust of others. Prejudice against other countries.

7. Where did your team sense breakthrough/s in your prayer?
[Describe moments of clarity, peace, boldness, or answered prayer — what shifted, what opened up]

- When we had to take care of the parking ticket we were given the opportunity to share, encourage, and pray for Dimitris. He has faith but was not able to see Jesus - Greek Orthodox.
- Answer to finding parking spots close to location, safe, and legal.
- Divine appointments:
- Demitris at the police station.
- California tourists who are from California that may be a resource (Chrysalis - a nonprofit employment resource for the unhoused) to HRC in Friends Church Orange (Location Corinth). Update: The HRC works with this organization already.
- The Colombian family (lives in Canada) we were able to meet during lunch, we saw two times in the city of Athens.
- We saw Salome and Nely as we were on a walk by the park but Agios Pavlos Church.
- Liz needed a place to stay for two nights and we were here to help her.
- Robert prayed for David (a young Persian man who surrendered to God in October 2025) to come to the One Heart refugee picnic and he did.
- Met a family from Barcelona in the Metro.
- Nick shared with us the contact information of a woman who needs help with children. He affirmed that children' s needs are important. Her name is Jaqueline and her phone number is +30 697 174 0812. Update: Evelyn has reached out to her and we are pending to be in touch, she will keep up posted).

8. What observations would your team like to share with the sponsoring region/yearly meeting (NWYM) and EFM concerning areas of affirmation or concern?
[Share what affirmed the field strategy, what raised concern, and what you would tell NWYM and EFM based on what you saw and prayed]

- Solid prayer teams that support teams on the field. We need to expand our prayer group.
- Concerns: Great is the need. Missionaries can get burned out due to the great need.
- Needs: Specific people to come with specific tasks.
- Such as medical teams.
- Men coming in to support men.
- Choosing to learn a foreign language.
- Male trained trauma counselors
- Specific skills are needed.
- Administrator to coordinate logistics.
- Children ministry.
- Greek teacher.
- English teacher.
- Business as a mission.
- Construction
- Electrictionist
- Helping Hands buildings (2) are currently empty. Can they focus on refugees who are planning to make Greece their home.
- Greece is a doorway that gives us an invitation to assist refugees. The Greek government and part of the Greek community sees NGOs as a reason for why they have refugees. Therefore the support for refugees is very limited.
- Concern: Setting a proper schedule to coordinate with other ministries

Greece Field: CAN GO Summary and Recommendation
Addendum to the Greece Luke 10 Reports (Nov. 2025, June 2026, & Aug. 2026 Garon Discernment Trip) | Greece Field Focus Group, NWYM & FSW | Think Tank, Nov. 4, 2026

Luke 10:2 CSB "He told them, 'The harvest is abundant, but the workers are few. Therefore, pray to the Lord of the harvest to send out workers into his harvest.'"

Our recommendation: a strong yes. After three short-term Luke 10 trips in the past ten months, all five CAN GO criteria are met and strengthened.

Criterion	What We See
C: Champions	Robert and Lisa Garon, EFM candidates. Josiah and Leisa Muhr, 2027 interns. Eddy Vera, host of the monthly Greece Field Prayer. Tyler Lemen, lead pastor of Birch Street Church (FSW). There is also a growing circle of support across NWYM and Friends Southwest.
A: Affirmation	Local: Sherwood Community Friends Church's Meeting for Clearness affirmed Robert and Lisa Garon's call and named the Greece ministry

Criterion	What We See
	essential. National: NWYM and FSW members have served on every team and affirmed the need. International: see Opportunity.
N: Need	Refugees from Afghanistan, Iran, and Sudan, Muslim by culture and many by religion, need the Gospel and a church family. Greeks raised in Orthodox culture need a personal relationship with Jesus. Greece is only about 0.4% evangelical.
G: Gifting	**Robert & Lisa Garon:** pastoral and apostolic leadership, Master's in Pastoral Counseling and Missional Multiplication. **Josiah & Leisa Muhr:** a heart for refugees, gifted in children's and youth ministry. Athens ministries have offered to mentor new workers.
O: Opportunity	Our ministry partners invited us to join them: Sahar and Arno Lankhaar (OneHeart), Joël and Noora (Katafyghio tea house), Daniel and Amber Miller (i58 at the tea house & Port Astro camp ministry), David and Carmen Gunderson (TeachBeyond), Farzad and Parisa Daniel (AVC Father's Heart), Nick and Kirsi Dimakides (Helping Hands), Matt and Nikki Gulley (Diaspora Pathways), and Saeid and Danī Gachloo. Greek Evangelical pastors invited us to serve alongside them: Pavlos and Natasha Dimitriadis (Piraeus) and George Tolias (Glyfada). We would like to establish a partnership with George Adam, pastor of the 2nd Greek Evangelical Church of Athens.

Top Priorities for the Next 6-12 Months:

1. **Post Help Wanted signs: medical, children's ministry, men's discipleship, logistics, Greek and English teaching, and trades.**
2. **Encourage and speak into Josiah and Leisa Muhr as they complete a 3 month internship.**
3. **Work with EFM Staff to form a Missionary Care Team for Robert and Lisa pending approval as career missionaries, and grow the Greece Field prayer team in NWYM and FSW.**
4. **Champion the April 2027 Pre-Launch Planning Trip, co-led by Tyler Lemen and Robert Garon, as we seek God's Kingdom purposes in Greece. Pray for it, fund it through gifts to team members and through EFM investing directly in the Greece field, and promote it openly across our churches within the EFM family.**
5. **Continue partnership conversations with Athens ministries and the Greek Evangelical churches. Robert has been intentionally maintaining communication with them a few times a month.**

GREECE | HELP WANTED SIGN

Field Location: The country of Greece, possibly based in Athens or Ioannina but with ministries in various areas, wherever refugees are prominent. The Islands of Lesvos or Samos may be future ministry sites, but there are a number of active refugee camps throughout the country that could receive focused attention.
Author of this proposal: Jim Le Shana with input from Kenn and Lisa Dirrim
Date approved by NWYM Board of Global Outreach: May 2024

Every year, thousands of Islamic refugees flood the shores of Greece as they flee persecution and poor conditions from countries that are mostly closed to missionaries – such as Afghanistan and Iran. Their hope is typically to make their way into other parts of Europe, but some are staying in country for long periods of time. ***We are actively seeking couples and individuals who would serve as part of an EFM church planting team*** *to provide relief, establish relationships, make disciples, lead gatherings of believers, develop leaders, and raise up refugee believers to eventually serve as pastors, evangelists, church planters, and future missionaries (especially since many refugees in Greece often move to other countries, taking the gospel with them and planting churches).*

Many varieties of gifts, experiences, and skills (from a team, not all in one person) could be helpful in developing this new field, including (but not limited to) the following:

- Leadership, vision, strategic thinking – to see needs, solutions, and communicate effectively
- Evangelistic, missiological contextualization of the gospel
- Self-sacrificial, compassionate, servant-hearted, generous
- Inquisitive, effective listener, patient learner – refugees value time and relationships. It has been said that *"Americans have watches. Refugees have time."*
- Faithful, persistent, ability to be present and patient in the moment while remembering the bigger picture and longer journey for refugees
- Creativity, flexibility, unflappable when change happens
- Love for children and youth
- Organization, administration
- Mental health expertise and counseling (or willing to learn these skills)
- Teaching, coaching, leadership development
- Language interests. Although much can happen in English, Greek is the national language, and refugees speak a number of languages – depending on their point of origin and experience (such as: Farsi, Dari, Somali, and Arabic).
- Congenial, collaborative, and willing to work with others (including other partner organizations)

Some specialized ministry areas that a missionary might develop, include (but are not limited to):

- Ongoing relief work and humanitarian aid – meeting felt needs to provide physical help (food, clothes, other forms of assistance), that may also develop gospel relationships.
- Business as Missions – starting a small business such as a market to provide a service and represent Christ, while also creating employment opportunities for refugees.
- Teaching and leading investigative Bible Studies for those who have only heard about the Bible and Christianity, as well as other teaching and discipleship opportunities for those who make commitments to Christ.
- Teaching English as a second language and a door to evangelism and relationship building.
- Trauma ministries – offering counseling and various forms of mental health support (since this is the experience for nearly every refugee to some degree).

Persian Gulf States | No trips were made this year due to war in the region

Persian Gulf States | CAN GO Update

Prepared by Matt Chesnes

Champions: There is a core of champions for the Persian Gulf States (PGS). Zach Bohler is the early adapter to the field. His multiple visits is fueled by a consistent passion for the field. Matt Chesnes strongly senses the Lord sending EFC-ER. He has visited the field twice. Sam Chapiddi is now passionately embracing the Lord's calling us to PGS.

Affirmation: Through multiple trips with various individuals, the Lord continually provides affirmation of His call to this field. Increasing affirmation came through a workshop at our Yearly Meeting. There is also churches who would desire to partner with us.

Need: With over 200 nations gathering to work in Dubai the need is not focused upon on city or nation. This need includes all the nations represented in Dubai. While the intent is to start disciple making communities, the hope is to equip men and women to plant disciple making communities when they return to their homeland. Some of them will plant these communities in cities where is difficult and/or dangerous for missionaries to go.

Gifting: Sam Chapiddi has the gifting and character to pioneer this work. The Lord has uniquely given with the ability to merge his entrepreneurial vision with the Gospel mission. He has already developed a strategy to establish a self-sustaining ministry in the PGS with plans to start the work in other parts of the world. An important note: he is strategizing for large for-profit business that will become the center of the ministry. The vision includes a team that consists of a "business entrepreneur" and a "pastor/shepherd".

Opportunity: The developing partnership with Fellowship Dubai opens the door for multiple opportunities. It provides a platform for training individuals to plant disciple making communities. The church, similarly, to EFM, wants to plant disciple making communities in the PGS. They offer partnership and cultural training to accomplish this objective. Perhaps the clearest sign of spiritual hunger is that Fellowship church is baptizing new believers almost every week.

Top Priorities for the Next 6-12 Months:

1. **Complete the formal partnership with Fellowship Dubai. The memorandum of understanding (MOU) has been written and sent. The war has slowed the process.**
2. **Sam and Sherly to become US citizens.**
3. **Sam and Sherly to complete the EFM preparation process.**
4. **Find the worker(s) who will go to Dubai as equippers to those who will plant disciple making communities.**

Persian Gulf States | Help Wanted Sign

EFC-ER is looking for individuals, couples, or families to serve as pioneer missionaries in Dubai, UAE.

Here are some of the qualities we're looking for:

A pioneering spirit: We need someone who is comfortable starting something new. Seeking relationships and building bridges. Taking risks when necessary and pushing through potential barriers. Willing to plant a stake in this part of the world and seek ways to expand the reach of the gospel not only in Dubai but in the surrounding Gulf States.

A heart for the nations: We're looking for someone who is comfortable in an urban, multicultural environment. Able to lead an English-speaking ministry but looking for opportunities among immigrant groups from India, Pakistan, Nepal, Bangladesh, and many other countries.

Entrepreneurial: Our missionaries in Dubai will establish themselves in the marketplace or academy. They will need to navigate relational complexities among Muslims in government, secular leaders in the business world, and disciples of Jesus in the Church.

Gifted at developing leaders: We need someone who can develop and train local Church leaders. Organized enough to help form sustainable structures by which the gospel will continue to go forth to multinational groups in Dubai into the future.

We believe God has led us here to establish a foothold in the Arabic-speaking world and eventually expand to the surrounding nations with Dubai as our hub. The opportunities for the spread of the gospel are vast. Dubai is a magnet for the nations, with local Emiratis, wealthy Westerners, and huge numbers of immigrants in search of a better life mixing together, all seeking something only Jesus can provide.

Will you prayerfully consider joining us in this mission?

Submitted by Zach Bohler
Field approved 11.8.2023

Northeast Brazil | Prayer Trip Summary



The following is a report written by team member Phil Burgi after the trip in August 2026

Team & Location Overview
A Prayer Team of eight, representing four churches and three Yearly Meetings, traveled from the USA to Brazil and back July 20-29, 2026. The group included: Jay Hallowell and Phil Burgi from Denver Friends - Rocky Mountain YM; Sherry Schoening, Stephanie Rogers, and

Katey and Sydney Till from Wabash Friends - Indiana; and Dan Cammack and Soni McGrew from EFM and Lynwood Friends – Northwest YM.





Where Did You Travel?
We traveled to Recife, Brazil where we met with our partners, World Renewal Brazil. After visiting their international school, ABBA Day Camp and a local church, we then traveled inland some 350 miles to the Sertão region of Northeast Brazil. We visited three Quilombola communities with prayer walks, worshiping together, praying for the ministers of the Gospel and the unsaved in the area, and observing and participating in children and youth ministries.

Trip Highlights
While at the Semear camp near to the community of Santa Terezinha (300 miles inland from Recife), we participated in a day camp meeting organized by the World Renewal Impact Team where 75 high school students and their teachers from a nearby community arrived by bus. Using a high-energy program with a clown, ventriloquist, and various props the message was strongly communicated “NO to Drugs and YES to Jesus”. 60 of the 75 students went forward during a call to commit to following Jesus. “The harvest is plentiful”

While in the area of Santa Terezinha, a Quilombola leader and new believer named Anchieta met with us and shared how he came to Jesus, but more recently is under strong pressure to return to the African spiritual practices of the Quilombola. Anchieta is conflicted, pressured, and lonely. He was pleading for help and discipleship in how to handle this evil onslaught to his Christian faith. We prayed for Anchieta and his small Quilombola community. We were reminded “...the enemy... prowls around like a roaring lion looking for someone to devour”... – “The workers are few”





How You Can Pray
• Pray for ministry partners already on the ground in the Sertão – for spiritual courage, encouraging fellowship, and perseverance. • Pray for the new believer and Quilombola leader, Anchieta. That the Holy Spirit would move upon him in a marvelous way helping him to persevere and in fact thrive in his Christian faith. • Pray for the Quilombola and other people groups in the Sertão of northeast Brazil that they will be able to hear the Gospel, find the light of Jesus, and be well-discipled in their communities where there is so much spiritual darkness. • Pray that God would raise up missionaries from within our churches to serve Him in the Sertão of Northeast Brazil.

NORTHEAST BRAZIL | PRAYER TRIP REPORT

This report was prepared by Phil Burgi after the Trip in August 2026

What Have We Done So Far?

1. March 2023 - Exploratory Trip
   Patrick Neifert, Cassie Coleman, Phil Burgi, Frank Penna, Dan Commack
2. October 2023 – Exploratory Trip
   Patrick Neifert, Cassie Coleman, Phil Burgi, Karen Burgi, Autumn Keith, Jesse Keith
3. July 2025 - Prayer Trip
   Christy Neifert, Phil Burgi, Jake Stooke, Ryan Barber, Calin Nockles, Sherry Schoening, Shawn Wilson, Jan Cammack
4. July 2026 – Prayer Trip

Four Trips - 20 Individuals

Three Yearly Meetings – Rocky Mountain (3 churches), Northwest (3), Indiana (2)

July 2026 Prayer Team report writers: Jay Hallowell and Phil Burgi
Trip Participants:

- RMYM: Phil Burgi and Jay Hallowell – Denver Friends Church
- Indiana YM: Sherry Schoening, Stephanie Rogers, Katey and Sydney Till – Wabash Friends Church
- NWYM: Soni McGrew - Lynwood Friends Church and Dan Cammack, EFM Field Director

In-Country travel mates to the Sertão:

- Tele Morias, President of World Renewal Brazil (Also Superintendent of Northeast Brazil YM)
- Karine – Tele's daughter and her son Edward
- Pastor Alexsandro - Friends Church, Limoeiro

Where did we travel?
July 20-22, 2026
It took two travel days for our team to arrive in Recife-Carpina, State of Pernambuco, Brazil. Traveling from Indiana YM(4), Rocky Mountain YM(2) and Northwest YM(2 including Dan).

We stayed in the Carpina area on Wednesday, July 22nd to visit the World Renewal ABBA Camp, south of Paudalho and the Evangelical Friends Church of Cajueiro Claro also near the community of Paudalho. We visited

their ABBA Camp where they conduct Day Camps for students and teachers from many public primary and secondary schools. In 2025 approximately 16,000 students visited the camp with some 1,600 making decision to follow Christ. World Renewal Brazil operates a variety of BAM (Business as Missions) projects, of which the International School is the biggest and the recycling center and training at the ABBA Camp are very significant for providing open doors and provision of finances. After leaving the camp we visited the Cajueiro Claro Friends Church where Pastor Celio shared his testimony and gave us a tour of his small church and the new addition for the Living Stones children program.

Traveled to the Sertão region by Van July 23-27
The morning of July 23rd we traveled 200 miles inland to the community of Santa Terezinha (Noted on map). Pastor Alexsandro (Alex) from a World Renewal Brazil church plant in Limoeiro (15 miles west of Carpina), as well as Tele, Tele's daughter, Karine and her son, Edward also went with us on the journey providing much needed translation service.

On the way to Santa Terezinha we stopped in the small community of *Praca da Vila do Espirito Santo* located near Sao Jose Egito. Pastor Valdeban and wife Yolanda live in Santa Terezinha and pastor the *Evangelical Church of Brazil for Christ*. Thay gave a welcome and shared that they need help, any kind of help. Village issues: drinking, idolatry, teen pregnancies and poverty. They drive three times a week to Espiritu Santo where they have ministered for 9 years.

A local Quilombola community leader and new believer, Anchieta, joined us and shared his testimony while we were visiting with Pastor Valdeban. He is experiencing persecution after accepting Christ and struggles with a syncretistic understanding that includes some African spirituality. He shared the difficulties of his people: isolation, no car or ambulance available to take people to hospital. A Government agency is dumping poisonous snakes, so people are afraid due to lack of antidote. Three young people recently died from drug use. It was obvious in our brief time with Anchieta that he was struggling with his faith and the difficulties of isolation with no one to lean on – He was conflicted, pressured, and lonely. We prayed over him and his community leadership.

We visited the Instituto Theological Semear (ITS) Camp located just west of the community of Santa Terezinha. We met the camp director, Jose Carlos, who with his Japanese wife Elisete and her church in Japan bought several acres of land and built the relatively new camp. The name Semear in Portuguese means "to sow". World Renewal Brazil had sent an "Impact Team" from Carpina. The Impact teams typically goes to communities where they are invited to hold a several-day rally that includes preaching, kid's activities and other events to encourage believers in the community and present the Gospel message to all but especially to children and teens.

The ITS camp hosted a day camp directed by the World Renewal Impact Team similar to the ones held at the ABBA camp near Carpina. Two school buses arrived with about 70 students and four or five teachers.
After a presentation about the evils of drugs, etc. using banners, music, songs, stories, symbols, examples, and humor, another speaker presented the Gospel message and 70% of the young people responded by going forward showing a desire to follow Jesus. There was time for prayer, and several Impact counselors came to the front, giving instructions to the teens on how to receive Christ. Telly shared with our prayer team how Day Camps fit well into World Renewal Brazil's ministry in Brazil where there are more than 83 million Kinder through College age students. Brazil is losing many children and young adults to drugs, alcohol, prostitution, early pregnancy, and poverty.

We continued on to Cachoeirinha where we stayed the night. In the morning we started our day with a devotional and prayer time before heading out on our prayer walks. In addition to our team, Pastor Joel from the Mirandiba Baptist church, Vandeilda Ferroz (San Jose do Belmonte Baptist church) and Suehi a Quilombola Christian joined our morning walk. We split into three groups to prayer walk the central area of Cachoeirinha, with Edward, Karine, and Tele serving as interpreters for each group. We completed our day visiting a Quilombola neighborhood on the edge of Mirandiba, worshiping with believers in the Quilombola-Atikum community of Várzea de Tiro where Suehi ministers with the children.

On Sunday, July 26 Katey, Sydney and Stephanie put together an afternoon program for students (approximately 20) that take part in the Mirandiba Baptist church Living Stones program during the weekdays. It was a blessing to see the smiles and laughs of the kids, their moms and dads (looking in through the open windows) – as they gave the care of their children into the hands of Christian workers – Praise be to God!!

That evening our team joined with other believers for the 26th anniversary celebration service for the Mirandiba Baptist church. It was a wonderful time of worship with many songs including several specials with young adults that had grown up in the church. Dan was the featured speaker.

Monday morning, July 27th we completed the 300 hundred mile trip back to Carpina. July 28 and 29th were travel days back to the States.

Observations:

1. **Importance of Follow-up and Discipleship -** A one-time response at a camp, rally, or outreach is not enough. Without a church, youth group, leaders, and ongoing discipleship, the initial spiritual interest may fade.
2. **Importance of "church community"** - We noted the openness of the field and how easy it is to have conversions, but these young converts need discipling that normally would come through a vibrant church body. Brazilians are very open, however future missionaries will need to learn the Portuguese language as well as how to navigate the Brazilian culture with the added Sertão cultural nuances to develop meaningful relationships and gospel opportunities in the region.
3. **Evangelical Friends Mission's goal is to plant** churches - This pioneering mission work begins with making disciples, who make other disciples, planting churches, developing local leaders, and forming sustainable congregations that can be replicated. The long-term vision includes a Friends yearly meeting made up of traditional peoples from the Sertão region of northeastern Brazil. Our partner World Renewal Brazil operates as a parachurch organization that also plants and encourages church growth especially along the coastal zone of northeast Brazil. Evangelical Friends Mission has a denominational church-planting purpose. Our ministries can support one another without becoming the same organization.
4. **Future Geographic Focus** - The participants of all four of the EFM Luke 10 trips have felt the greatest pioneer mission opportunities and needs are located farther inland rather than in areas already benefitting from Christian ministries along the coast. Possible inland communities or areas mentioned include Santa Terezinha, Sao Jose do Egito and Mirandiba, usually associated with the Quilombola. The Friends mission geographic focus could best be described as a ministry to the underserved and underreached people of the 250,00 square mile Sertão area of Northeast Brazil instead of attached to specific communities or people groups.

5. **Communicating Mission Opportunities** – Our Prayer Team discussed how mission fields could be highlighted more effectively at youth camps, churches, conferences, and concert-style events. Short videos could introduce EFM's work in places such as Brazil and other EFM fields.
6. **Trip Logistics and Future Trip Structure** – To-date the four EFM Like 10 trips to Brazil have depended heavily on Tele and his World Renewal Brazil staff as well as Pastor Joel, the Baptist pastor in Mirandiba for transportation, lodging, and meals. Pastor Joel has been our major contact with the Quilombola and Atikum communities in the Sertão. This has been a wonderful blessing!!! However, we recognize the need to become less dependent on World Renewal Brazil for logistical details. Future EFM team trips will continue to need a strong partnership with World Renewal Brazil. The goal is not to reject or bypass current partners. The goal is to ensure that EFM's trips reflect our own calling and priorities.
7. **The Open Field to minister to the Children and Youth of the Sertão** – The observations of our prayer team as well as those of the three previous teams have noted the tremendous opportunities with the children and youth of the Sertão region. The very successful programs that World Renewal Brazil has had with their Day Camps and Living Stones initiatives give evidence to the effectiveness of this approach. Brazilian families are responding and this approach would certainly be very effective in the Sertão.

Recommendations:

1. Emphasize the importance of speaking Portuguese and learning the nuances of the culture.
2. Define a pioneering mission strategy for Evangelical Friends ministry in the Sertão Region of Northeast Brazil.
3. Clearly define our future partnership with World Renewal Brazil and the Northeast Brazil YM.

Prayer Focus:

1. Pray for ministry partners already on the ground in the Sertão – for spiritual fortitude, fellowship, and prayer.
2. Pray for the new believer and Quilombola leader, Anchieta. That the Holy Spirit would move upon him in a marvelous way helping him to persevere and in fact thrive in his Christian faith and influence amongst the Quilombola.
3. Pray for the Quilombola and other minority groups in the Sertão of northeast Brazil that they will have opportunity to hear the Gospel and find the light of Jesus, these communities where there is so much spiritual darkness.
4. Pray that God would raise up missionaries from within our churches to serve Him in the Sertão of Northeast Brazil.

Health of the CAN GO criteria for Northeast Brazil

From October 2023 Can Go report -

Which of the five criteria is yet to become convincing?

Champion. Denver Friends Church is more of the champion in this situation than any of the other churches in RMYM. The vision for Brazil needs broader investment by Rocky Mountain churches. Although we need additional champions from here in the States, our team feels this is a very needy field with opportunities if God places the call on EFM and its constituency. Our Team's sense is that "With such Compelling Need, Affirmation to come, and Opportunity, we cannot, not respond".

(Since 2023, we have received support and interest from Indian YM as well as NWYM both taking part in Prayer Trips to N.E, Brazil in 2024 and 2026).

Candidates to for considered as Champions for a Brazil Field Focus Group:
Christy and Patrick Neifert, Phil Burgi, Frank Penna, Jay Hallowell, Cassi Moore, Jake Stooke, Sherry Schoening

Top Priorities for the Next 6-12 Months:

1. **Define a pioneering mission strategy for Evangelical Friends ministry in Sertão Region of Northeast Brazil.**
2. **Clearly define our future partnership with World Renewal Brazil and the Northeast Brazil YM**
3. **Trips to the Sertão of N.E. Brazil with emphasis on participation with potential missionaries**
4. **Emphasize the importance of speaking Portuguese and learning the nuances of the Sertão culture.**

NORTHEAST BRAZIL | HELP WANTED SIGN

Field Location: The Northeast of Brazil is dry, physically and spiritually. The Sertão, a significant part of the Northeast of Brazil, is an arid and drought-prone region. Most people live in harsh conditions. Slave resistance in the 17th century eventually led to the formation of Quilombolas--settlements of runaway and free-born African slaves. Now, most people are of mixed European, Indigenous, and African ancestry. They live as subsistence farmers, cotton sharecroppers, or ranch hands. Water is scarce. Less than 50% of the households have sanitation. Life expectancy in the Sertão is the lowest in Brazil. In addition, people are in spiritual darkness without hope or a vision of a better future. However, they are open and receptive. There are many underreached and underserved communities in this area of northeast Brazil, with immense opportunities to be the hands and feet of God – in both physical and spiritual ministries.
The people we visited are asking, 'When can you come?'

EFM/RMYM are seeking followers of Jesus who are willing to consider the 'great adventure' with the primary purpose of evangelizing largely unreached people groups at "the End of the Earth" - in this case, the Sertão region of Northeast Brazil. The Quilombola, Atikum tribal people, and the Cigano (Gypsy) live in the Sertão of Northeast Brazil, in a region of the world without hope where most have not heard the name of Jesus Christ or do not know of his love for all people.
Do you sense that call? Are you willing to consider such an adventure with the support and training of EFM? The Luke 10 exploratory team returned with the report that the need is great, and the people are open and asking when we might send workers to the field.

EFM is looking for the following:

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

HUNGARY | MISSIONARY TEAM VISION

Strand of Three Ministry Leadership Approach for Budapest, Hungary, Eastern Europe for the Evangelical Friends Mission

"Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken." — **Ecclesiastes 4:12**

Introduction

This proposal outlines a future *Strand of Three* ministry leadership approach for strengthening pastoral leadership at the Evangelical Friends Church in Budapest, Hungary, expanding Youth and Young adult ministry with discipleship and church planting throughout Hungary, and developing future church-planting initiatives into Eastern and Central Europe. The model is designed to place three different individuals or married couples (new households) into standardized, complementary roles that together address youth and young adult ministry, pastoral leadership and leadership development, and regional church multiplication in Budapest, in Hungary, and into Eastern Europe.

The Evangelical Friends Church of Hungary traces its formal beginnings to the late 1990s and identifies with the broader Evangelical Friends Church International family. Its stated mission includes reaching those who have not yet heard the gospel, providing a spiritual home for weary or disconnected people, and building open, home-like

fellowships rooted in Scripture and personal relationship with Christ. This proposed new three-role strategy builds on that established mission while responding to the unique opportunities of Budapest as a national center of influence and a potential ministry hub for Central and Eastern Europe. To be clear, this proposal is about new work and new vision. It is NOT about leaving behind what's already been done but rather taking the risk in news ways to begin new works in an area that has so much opportunity and potential.

Strategic Overview

Role	**Primary Role**	**Primary Ministry Spectrum**	**Core Outcome**
1	Senior/Lead Pastoral Leadership Trainer	Pastoral leadership for the Evangelical Friends Church in Budapest and development of future local pastors	A spiritually healthy Budapest congregation led by trained Hungarian pastoral leaders
2	Youth and Young Adult Ministry Leader	National outreach and discipleship among youth, students, and young adults in Hungary	A growing disciple-making movement among emerging generations connected to the Evangelical Friends Church
3	Church Planting and Regional Mission Catalyst	New church works in Budapest, Hungary, and northward into Slovakia, Austria, Slovenia, Poland, and Germany	A reproducible church-planting pathway for Central and Eastern Europe

How the Three Roles Work Together

These three ministry roles should function as one coordinated leadership team rather than three disconnected assignments. The Youth and Young Adult Ministry Leader focuses on reaching and discipling the emerging generation. The Senior/Lead Pastoral Leadership Trainer strengthens the Budapest church and prepares future Hungarian pastors and leaders. The Church Planting and Regional Mission Catalyst develops new works and multiplication pathways. Together, they create a balanced ministry ecosystem of evangelism, discipleship, pastoral formation, and church multiplication.

HUNGARY | CAN GO REPORT
EXPLORATION TRIP 1 OF 2 IN 2026

Team Member Name: ___John Grafton_____
Trip Location: __Tolna, Hungary__/ Budapest< Hungary_____
Trip Dates: _____April 8 -14 2026_____

C for Champions:
These are people who have a passion for a specific people and place. There is a strong

sense that "We must go there!"

- *Who is God already using/calling to be a champion for this place? Churches? Individuals? Partners in other continents? Before the trip? During the trip? After the trip?*
- *Who is praying for this people or place? Will they pray for the team as they endeavor to dream and receive the vision?*
- *Who is God calling to give their lives to reaching this people group? What are their names?*

BEFORE	1. EFC Hungary has been serving in Hungary for more than 25 years under the leadership of Antal ("Tony") Frei. 2. Including this most recent trip, John Grafton has traveled to Hungary three times in the past two years. He is passionate about ministry in Eastern Europe and about the Friends work (EFCI, EFM, and Eastern Region) already taking place there. 3. Josiah Venture is a strong force for youth ministry, leadership training, church growth, and evangelistic outreach.
DURING	During the trip to Hungary, we learned that the Friends church in Budapest is in a season of transition and struggle. The primary leader—aside from Tony Frei—has been his daughter, who would like to step down from her leadership role. This transition creates an opportunity for renewed support and a fresh set of objectives that could be strengthened through EFC Hungary and, potentially, through EFM as well.
AFTER	After the trip, John Grafton has been working to connect with a contact in Florida through an organization called Christian Ministries International, whose primary objective is church planting in Eastern Europe. We were hoping this would become a positive partnership and a practical pathway for further ministry collaboration.

A for Affirmation:
This comes from the body of Christ at the local, national, and international levels.

- *Are there partners or ministries in place that we can learn from prior to us going there? In the greater region?*
- *How did the discernment impressions of senders and goers change before, during and after the trip? What discoveries or stories stand out in this process?*
- *Are there people with resolve willing to partner with and send missionaries to this people or place? Who are they?*

BEFORE	In Eastern Europe, our primary ministry partner to learn from is the Evangelical Friends Church in Hungary (EFC Hungary). This work has been supported for many years through

	the partnership of Evangelical Friends Church International (EFCI), EFM, Tony Frei, and other developing leaders. EFC Hungary has deep local knowledge and relational credibility; at the same time, there is a recognized need for additional training in outreach and "fresh eyes" in Budapest, as well as discernment about potential ministry further north—particularly in Slovakia. We also have an existing connection in Slovakia that began through philanthropic efforts serving a needy community in "Black City." A Christian couple there hoped EFC Hungary would purchase a building; however, as Tony discerned next steps, he did not feel that purchase was right for the timing or the relationship. Even so, because many Hungarian-speaking people live in southern Slovakia, this remains a potential ministry connection to explore on a future Luke 10 trip.
DURING	During our time in April 2026, we met with a young man named Donnie, along with a young ministry couple, Kinga and Manuel. All three expressed interest in future ministry development and appear well-suited to help meet current evangelistic and church-ministry needs within the Friends work. Notably, Donnie and the couple are all under 40 and show strong potential for future leadership. These conversations were encouraging and raised the possibility of building a broader group of younger leaders who can help strengthen ministry in Hungary, in Budapest specifically and beyond.
AFTER	Currently, Pastor John Grafton (Battle Creek Friends Church) is working closely with his brother, Jim Grafton (Orlando, Florida), and Brent Swan (Battle Creek- who is on EFM's list of potential future missionaries). Together, they are committed to pursuing ways for Friends ministry to flourish more fully in Eastern Europe. John also serves on the Eastern Region Friends Multiplication Team and intends to continue seeking prayerful guidance, counsel, and affirmation from Eastern Region leadership as this vision develops.

N for Need:
There is a compelling need for the gospel in this unreached or under-reached people/place.

- *What can you share about this people or place?*
- *Is there a ministry need that we can focus on?*
- *How would you summarize the most convincing evidence of need for the gospel and reason/s to start a mission there?*

BEFORE	We see a clear need for renewed gospel witness and disciple-making across Eastern Europe. In Hungary, that need is evident in both Budapest and rural communities. Budapest draws young adults through higher education and Western cultural influence, and—like many major cities—has experienced noticeable cultural shifts among younger generations as they

	pursue opportunity, community, and modern amenities. At the same time, rural Hungary reflects a slower pace of life and different rhythms and needs. In both contexts, new churches are needed to present the gospel in a living, vibrant, and locally rooted way. In addition, EFC Hungary is engaged in meaningful ministry among underprivileged Roma/Gypsy communities, and we saw encouraging signs of God's work through these efforts. At the same time, there remains a need for more gospel-centered, discipling communities among Roma/Gypsy people. Taken together, there are significant opportunities for ministry in Hungary, Slovakia, and beyond.
DURING	During this trip, John traveled with Tony Frei to Ozura, Hungary (Jim's flights were delayed, so he was unable to join that portion of the visit). We spent a short time in the Roma/Gypsy community, shared the gospel with several people, and visited one household where we prayed for physical healing over the husband (who is not currently a believer). Encounters like this underscore both the openness and the ongoing need for vibrant faith in Jesus within Roma/Gypsy communities. We believe there is potential for more of this kind of ministry in Hungary, Slovakia, and other Eastern European countries. We also visited the location where the Budapest church currently meets. They are permitted to use the space rent-free on Sundays, which is an extraordinary provision. The meeting place sits within a large apartment-complex area—likely serving a population of more than 1,000 residents—and is within roughly half a mile of a city-center shopping district and a multi-level shopping mall that was crowded with people when we visited. The church is also close (about half a mile or less) to a local transportation hub with trains, buses, and underground passageways connecting to multiple parts of the city. The density, foot traffic, and accessibility in this area highlight a significant opportunity for consistent gospel presence and discipleship.
AFTER	Across this April 2026 trip—and the two prior trips over the past two and a half years—we repeatedly encountered people who are yearning for spiritual direction, faith, and life-giving community. Leaders in Hungary desire to see growth, but they also recognize that fresh energy, clearer direction, and additional oversight are needed. In particular, both Tony Frei and John Grafton carry a growing burden to see the church in Budapest strengthened and positioned to flourish in a new season.

G for Gifting:
There are persons available who have the gifts and character to do pioneering work.

- *Who is expressing interest or willingness to consider going as a missionary to this place?*
- *What sort of gifts or skills might be required for this work?*

- *How many people will it take to begin this pioneering work? What will it take to get started?*
- *See Ron Stansell's article entitled "Team Giftedness in Pioneer Work."*

BEFORE	Further conversation is needed with the Eastern Region Multiplication Team. We are aware of a couple of individuals in northern Ohio, one person at Malone, and one couple in California who have expressed interest in learning more about how ministry in Budapest and the broader Eastern Europe region could develop.
DURING	While we were in Hungary in April 2026, we learned that the Friends church in Budapest is currently being led primarily by Tony Frei. Tony lives about an hour and a half away and travels regularly to support the work. His daughter had led the church for the past five to seven years, but she now needs to step back to care for her family and pursue greater stability at home. In our conversations, it was clear she has served sacrificially and is now tired and burned out from carrying too much responsibility. This transition creates a timely opportunity for renewed support, shared leadership, and a healthy new beginning for the church in Budapest.
AFTER	Within the Luke 10 initiative parameters, we envision sending two missionary units (individuals or couples/teams) to focus primarily on strengthening and building Friends ministry in Budapest. In addition, a third couple or individual could provide added support to the Budapest church while concentrating more specifically on new outreach and church-planting efforts northward—into northern Hungary and southern Slovakia (with possible future connections toward Slovenia and Austria). These are ambitious goals, but Budapest is a strategic city where ministry partners could thrive together as a core team, and where the city itself could become a hub for future regional expansion.

O for Opportunity:
There is openness in this specific unreached or under-reached people, even a sense of invitation.

- *Is the soil ready for sowing seeds of the Good News? (Matthew 13:23: The seed that fell on good soil represents those who truly hear and understand God's word and produce a harvest of thirty, sixty, or even a hundred times as much as had been planted!")*
- *Who welcomed you or provided hospitality among believers and non-believers? Did you find a woman/man of peace? Did you receive an invitation to bring the Good News to an area that is not being reached?*
- *Share any opportunities that God may be presenting to us. How might we start? How will we engage with the people? Business? Development? Discipleship and Evangelism? Partnerships?*

BEFORE	As noted above, we sense that meaningful ministry is possible in these countries. Budapest

	is a large city with a significant need for evangelical churches, and the potential to reach young adults is strong.
DURING	In conversations with Tony Frei, we learned that churches in Budapest offering English-to-Hungarian translation during Sunday services are often thriving, and this bilingual approach is particularly appealing to younger adults. It may also be helpful for at least one ministry partner serving in Budapest to have musical gifts and the ability to help lead worship, which can further connect with those influenced by Western culture. Bringing these elements together with clear gospel proclamation and discipleship could be a meaningful entry point for new ministry. During the trip, Jim spent significant time with Betty and her husband and gained a clearer understanding of their need to step back from ministry leadership in Budapest for a season. This helped us better grasp both the urgency of the situation and the possibility of a healthy new beginning with additional support and shared leadership. We also want to keep in view the opportunity for future outreach among additional Roma/Gypsy communities. This remains a compelling avenue for evangelism and discipleship in the region. While strengthening and re-energizing the church in Budapest is a primary focus, we also see complementary ministry possibilities among people in need across Hungary and the surrounding countries. Together, these opportunities are encouraging and invite continued prayerful discernment.
AFTER	One promising avenue is "business as mission." For example, schools in Budapest and across Hungary often seek English teachers. Because Hungarian is a difficult language to learn, English-language ability can create practical opportunities to build relationships and serve, even before someone becomes fluent in Hungarian. Other business and ministry opportunities should also be explored more fully as we discern the most strategic and sustainable ways to engage in Budapest and the broader region.

Is this a CAN GO for EFM at this time?

- Please summarize how you see this potential new field most aligning with EFM's vision and mission statements. (https://friendsmission.com/vision-and-mission/)
  - EFM's 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.

- EFM's 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.

This is an important scenario to consider in light of the points above. Within the CAN GO initiative, it is fair to ask---why EFM would send missionaries to a country that already has an established Yearly Meeting—especially since we have supported missionaries in Hungary for many years. However, the opportunity in Budapest is unique. As Hungary's capital and largest city, Budapest is positioned to become a strategic hub where renewed energy and leadership could strengthen the existing Friends work and also catalyze new outreach into the surrounding countries.

We do not want to overlook the foundation that Tony Frei, EFC Hungary, and the broader leadership in Hungary have already built—including the network of roughly 18 ministry sites/churches. That history provides both credibility and cultural understanding for what could come next. If approached in a collaborative and appropriate way, this existing knowledge and infrastructure could support a new center of missionary activity for Eastern Europe.

Practically, we can envision beginning with two missionary units (couples or teams) focused on evangelism and culturally appropriate outreach in Budapest, alongside the local church. Over time, a third couple or individual could help strengthen the Budapest work while also concentrating on outreach northward—into northern Hungary and southern Slovakia, with potential future connections toward Austria or Slovenia. In this way, Budapest could function as a sustainable "hub" for Friends ministry and gospel expansion in the Eastern Europe region.

- Which of the five criteria do we see the strongest? Which of the five criteria is yet to become convincing?

I believe **affirmation** is currently the strongest of the five criteria.

a. Pastor John Grafton is working with two other individuals in the U.S. who are excited about ministry in Hungary and the broader region of Eastern Europe. He also serves on the Eastern Region Friends Multiplication Team and will continue seeking prayer, counsel, and support from them as this vision develops.

b. Tony Frei, EFM's current full-time missionary in Hungary, is also affirming the need for additional help to strengthen the church in Budapest. His long-standing desire has been to establish and see a healthy, growing church in the city, but resources have been stretched

thin. An American missionary couple/team to come alongside and provide leadership would meet a clear and timely need.

Giftedness still needs to be clarified with more intentionally so we can understand the specific ministry needs in Budapest and identify the right people for those roles. Clearer alignment between gifting and assignment will strengthen the work and increase the likelihood of long-term health and flourishing.

- Describe key points or stories in the process and affirmation/confirmation of God's call to Evangelical Friends to go to this particular people or place.

A. Tony Frei's long-term work and the ministry leadership he has developed have laid a strong foundation in Eastern Europe. This includes established ministry hubs in central Hungary, as well as in Serbia and northern Croatia.

B. Mr. Grafton and his team are encouraged by the possibility of seeing future ministry move northward from Budapest into neighboring countries.

C. Eastern Region Friends has historically been a strong supporter of Tony Frei and the work in Hungary. As we look ahead, we want to discern how that support can continue—and potentially expand—in wise and sustainable ways.

D. While the current leadership in Budapest is weary and in need of relief, that reality also highlights an immediate opportunity for EFM to support the ministry in a new way. This could become an initial step toward reaching a broader region through church planting, and it appears to be the opportunity God is placing before us at this time.

E. Budapest is a large, vibrant capital city with significant openness and need—especially among young adults. It is well-suited for new church planting and youth-focused ministry, and the timing appears favorable. Practically speaking, Budapest is also a livable city with modern amenities, medical care, and infrastructure that can support ministry partners who relocate there.

F. In July, Battle Creek Friends Church is sending a team to serve alongside Josiah Venture in Hungary (outside the Friends denomination). This is an important connection point with a parachurch organization that is strengthening youth leadership, evangelizing young people, and intentionally connecting new believers to local churches. Josiah Venture's approach emphasizes long-term discipleship rather than short-term "come and go" involvement.

- What steps have you taken since returning from the trip or need to take in further discernment or exploration of this field? (Including gathering people together to seek the mind of Christ and to discern God's call upon our churches to send missionaries to start a new field? (https://friendsmission.com/five-year-goal-go/)

A. Locally in Battle Creek, along with the core team of three (Pastor John, his brother Jim, and Brent Swan), we should consider adding two to four more people to form a vision-casting team for working hard to further the work. While Pastor John and Jim were in Hungary in April, one of our ministry-minded partners from Battle Creek Friends Church was in Romania for business. I would like to follow up with him about joining and helping to develop the future missionary/ministry team. His familiarity with Eastern Europe would be an asset, and he brings a hands-on approach grounded in Scripture, doctrine, and theology.

B. Further conversation is needed, and a report should be shared with Matt Chesnes and the Eastern Region Multiplication Team. We look forward to continued discussion and discernment together.

C. With EFM's encouragement and/or permission, we would like to plan a follow-up Luke 10 observation trip to Budapest and into Slovakia (and possibly Austria or Slovenia). A potential timeframe would be fall 2026 or spring 2027. Ideally, the team would include individuals who are seriously considering missionary service, so they can pray on-site and discern next steps. Dates would need to be finalized, an invitation communicated, and coordination with Tony Frei confirmed—especially regarding his potential involvement.

D. Additional research is needed on church planting in Eastern Europe. Some of this groundwork can be done online while we are in the U.S., and we intend to pursue this more intentionally.

Luke 10 Team Recommendation to EFM

What is the general sense of the team, concerning a recommendation to EFM's Think Tank?

This is to be a brief summary describing potential next steps in exploration and discernment. Explore further? Pause exploration for now? Recommend that a new field be opened?

Over the past two and a half years, Pastor John Grafton has taken three trips to Hungary. The first trip, in summer 2024, was with a team of six who were commissioned to support Tony Frei's ministry in Hungary and to observe how God is at work there. In summer 2025, John and his son, Seth, returned with a specific purpose: to travel with Tony Frei to Slovakia, to an area known as Black City. During that trip, the team worked on video footage and sought to better understand ministry among underprivileged Roma/Gypsy communities, gaining

valuable context for serving communities facing significant hardship in Eastern Europe. (the Roma people there use the word Gypsy)
The third trip took place, recently, in April 2026. During this visit, John and his brother, Jim Grafton spent four to five days in Hungary meeting with Tony and other ministry leaders to address four key objectives: (1) clarifying Tony's anticipated retirement timeline over the next three and a half years and identifying potential successors for his leadership roles; (2) understanding the leadership transition in Budapest from Tony's daughter, Betty, to new leadership that can bring renewed stability and new life; (3) further exploring the potential for a Luke 10 initiative focused on Budapest and northern Hungary, with future possibilities in Slovakia and the surrounding region; and (4) discussing a developing partnership with Josiah Venture, including this summer's trip to serve in the town of Kecel as a strategic connection point for future youth ministry in Hungary. Although the team will be serving with Josiah Venture in a church outside the Friends denomination, the relationship being built has strong potential to grow and bear fruit in Budapest and beyond.
Next steps include focused prayer and building broader support across Eastern Region Friends, Battle Creek Friends Church, and EFM's Luke 10 initiative leadership. We also need to communicate these opportunities more widely and identify individuals who may be open to new ministry in a strategic city like Budapest.

HUNGARY | CAN GO REPORT
EXPLORATION TRIP 2 OF 2 IN 2026

Team Member Name: _____John Grafton_____
Trip Location: _____Hungary, ---Budapest and Kecel
Trip Dates: July 2 thru July 14, 2026

C for Champions:
These are people who have a passion for a specific people and place. There is a strong sense that "We must go there!"

- *Who is God already using/calling to be a champion for this place? Churches? Individuals? Partners in other continents? Before the trip? During the trip? After the trip?*
- *Who is praying for this people or place? Will they pray for the team as they endeavor to dream and receive the vision?*
- *Who is God calling to give their lives to reaching this people group? What are their names?*

BEFORE	This ministry is a personal passion of mine. I am Pastor John Grafton, and I serve at Battle Creek Friends Church. The church has supported me financially, making these trips possible. Budapest is home to the Hungarian headquarters of Josiah Venture, a parachurch ministry that provides youth-ministry training and youth and young adult evangelization in Hungary. The organization has served in Eastern Europe for more than 25 years.

	EFC-Hungary has worked with Tony Frei in Hungary for approximately 25 years. The Pentecostal Church has served the community for approximately 60 years. Its senior pastor, Daniel Ramen, is a vibrant young leader with considerable energy. People at Battle Creek Friends Church are praying for the success of this trip.
DURING	Josiah Venture once again proved to be a viable partner in ministry to youth and young adults. The organization primarily invites members of younger generations from the United States and around the world to serve in vocational ministry. Its team did an excellent job organizing our English camp at the Pentecostal Church in Kecel, Hungary. Szabi and Maggie Martin, Gwen and Marcus Mitchell are wonderful workers with Josiah Venture. They would be wonderful resources in giving insight and knowledge to a new work in Eastern Europe.
AFTER	We hope that additional Friends churches will partner with Josiah Venture in the future and send teams to Hungary and other parts of Eastern Europe to strengthen the ministry of EFC-Hungary and help build new pathways toward new works. Tony Frei, the leader of EFC-Hungary, and Daniel Domjan, a young adult, visited the Josiah Venture camp in Kecel, Hungary, in which our Battle Creek, Michigan, team participated with the Pentecostal Church. Both were enthusiastic about the possibility of holding this camp next year in Tolna, at the headquarters of the Friends Church in Hungary.

A for Affirmation:
This comes from the body of Christ at the local, national, and international levels.

- *Are there partners or ministries in place that we can learn from prior to us going there? In the greater region?*
- *How did the discernment impressions of senders and goers change before, during and after the trip? What discoveries or stories stand out in this process?*
- *Are there people with resolve willing to partner with and send missionaries to this people or place? Who are they?*

BEFORE	1. Josiah Venture, mentioned above. 2. EFC-Hungary, located primarily in Central and Southern-Central Europe. We have one church in Budapest, but it needs additional foundational and lasting support.

	The Pentecostal Church in Kecel, Hungary, has connections with churches that could offer guidance regarding ministry in Budapest. Although some may have doctrinal concerns about partnering with a Pentecostal church, we observed a strong commitment to evangelism, sharing the gospel, and prayer in Hungarian. It was very similar to Friends work in Hungary
DURING	During our work with the Pentecostal Church in Kecel, Tony Frei, our missionary with the Friends Church in Hungary, visited to observe the ministry. He wanted to better understand whether this outreach program could be used by the Friends Church elsewhere in Hungary. His response was very positive, and he asked about using the outreach at the main Friends Church campus in Tolna. While in Kecel, Tony met with Szabi, a Hungarian leader with Josiah Venture, Pastor Grafton, and Dani, a Hungarian man in his twenties who may become a future leader in the Hungarian Friends movement. We also learned that Tony already knew the retired pastor of the Kecel Pentecostal Church; they were friends and contemporaries in like-minded Christian ministry in years past, so the relationship from prior years was helpful in establishing legitimacy and connection for future and ongoing new work possibilities. These connections were encouraging and appear to support future partnerships and a more comprehensive ministry in Hungary.
AFTER	Since the trip, we have worked to maintain relationships with people in Kecel and Budapest, as well as with Josiah Venture. Plans are underway for youth-camp projects with the Friends Church in the summer of 2027.

N for Need:
There is a compelling need for the gospel in this unreached or under-reached people/place.

- *What can you share about this people or place?*
- *Is there a ministry need that we can focus on?*
- *How would you summarize the most convincing evidence of need for the gospel and reason/s to start a mission there?*

BEFORE	Before this trip in the summer of 2026, we understood that Budapest had significant potential for ministry among young adults and young families. Other church plants in various denominations are already taking place in Budapest, but there is ample room for additional ministries. Budapest had a population of 1,675,777 as of January 1, 2026, according to the Hungarian Central Statistical Office.

	"A precise official total is not readily available, but a public church directory catalogs at least 62 Protestant churches in Budapest: 34 Reformed, 22 Lutheran, 4 Baptist, and 2 Pentecostal."
DURING	The data below provides compelling evidence that evangelization in Budapest is both needed and appropriate. "There is **no reliable official count specifically for evangelical Protestants in Budapest**. Hungary-wide mission estimates place evangelicals at about **2.8%–3.1%** of the population. Applied to Budapest's population of 1,675,777, that suggests roughly **47,000–52,000 evangelical residents**—but this is only an estimate, not a census count. Operation World reports 2.8%, while Joshua Project estimates 3.1%".
AFTER	After spending time with the young adults in Kecel who helped our team operate the camp and serve local youth, we began to recognize the potential for churches to thrive in ways that are both biblically grounded and culturally relevant, concluding that planting new churches through approaches that effectively serve younger generations could create significant opportunities for ministry. Budapest has a particularly large population of young people who need welcoming church communities. According to the **2022 census**, Budapest's age demographics were: • **Ages 0–14:** 209,733 residents — **12.4%** • **Ages 15–64:** 1,120,347 residents — **66.5%** • **Ages 65 and older:** 355,262 residents — **21.1%** More detailed age groups: • **0–9:** 136,809 • **10–19:** 147,377 • **20–29:** 208,467 • **30–39:** 252,819 • **40–49:** 290,371 • **50–59:** 213,439 • **60–69:** 185,884 • **70–79:** 162,760 • **80–89:** 73,866

	• **90 and older:** 13,550 "Overall, Budapest has a large working-age population, but residents aged 65 and older substantially outnumber children under 15. These figures are based on final census data from the Hungarian Central Statistical Office, as presented in the Budapest population profile." The combined 10–39 age group includes 608,663 people. This does not suggest that new churches should be planted exclusively for young people; rather, it highlights the need for new churches where members of a new generation can encounter Jesus.

G for Gifting:
There are persons available who have the gifts and character to do pioneering work.

- *Who is expressing interest or willingness to consider going as a missionary to this place?*
- *What sort of gifts or skills might be required for this work?*
- *How many people will it take to begin this pioneering work? What will it take to get started?*
- *See Ron Stansell's article entitled "Team Giftedness in Pioneer Work."*

BEFORE	Prior to this trip, there had been no public recruitment of missionaries for this location. Discussions had taken place only with Tony Frei, the current superintendent of the Hungarian Friends Church, as we explored how new ministries might begin in Budapest and beyond. We also had a few conversations with other leaders at the main Friends church in Tolna, central Hungary; however, no one had been formally invited to serve as a missionary. In addition, this opportunity had not yet been formally presented to people in the United States. There is great need in the following areas: 1. pastoral leaders. 2. youth and young-adult missionaries, and 3. church-planting missionaries.
DURING	During our time in Hungary at the Josiah Venture camp, it became clear that contemporary music, guitars, and capable worship leaders are important to many young people. This insight became a priority as we considered future church planting and the development of a new church in Budapest and elsewhere in Eastern Europe.

AFTER	The discernment process has begun within Evangelical Friends Eastern Region through discussion and prayer in several churches and within the region's multiplication team.

O for Opportunity:
There is openness in this specific unreached or under-reached people, even a sense of invitation.

- *Is the soil ready for sowing seeds of the Good News? (Matthew 13:23: The seed that fell on good soil represents those who truly hear and understand God's word and produce a harvest of thirty, sixty, or even a hundred times as much as had been planted!")*
- *Who welcomed you or provided hospitality among believers and non-believers? Did you find a woman/man of peace? Did you receive an invitation to bring the Good News to an area that is not being reached?*
- *Share any opportunities that God may be presenting to us. How might we start? How will we engage with the people? Business? Development? Discipleship and Evangelism? Partnerships?*

BEFORE	Before the summer 2026 trip, Pastor John had already made three trips to Hungary with at least five other participants. They experienced the warm hospitality of the Hungarian people and visited the Budapest location where the church currently meets free of charge on Sundays. Although only about 10 to 12 people attended, the site appeared to have significant potential for future ministry. Because the meeting space is available without cost or a contract, it could plausibly serve as a hub for new missionaries and future ministry in Budapest, northern Hungary, and other Eastern European countries.
DURING	We were warmly welcomed by the Pentecostal Church in Kecel, Hungary. We developed a close relationship with the current pastor, Danny, as well as with his wife and young child. This relationship is relevant to the Friends Church because Kecel is only about 45 minutes from the central Hungarian Friends Church, and many young adults attend the Pentecostal church who may be able to serve in future ministry. These relationships can continue to grow if we intentionally cultivate them. We also formed strong relationships with new friends who serve with Josiah Venture. We met or worked with approximately six to ten young-adult, full-time missionaries. These ministry workers are committed to strengthening the church and helping youth and young adults in Hungary become followers of Jesus. This partnership could become a valuable connection in the future.
AFTER	Conversations have begun within Evangelical Friends Eastern Region and among several churches in the denomination. Four to six churches have expressed serious interest in partnering, sending workers, or financially supporting new ministry in this mission field. In

	Battle Creek, one couple (family of 5) has expressed interest in potentially serving in Budapest, while others in Battle Creek are interested helping with and partnering in future leadership and foundational work for growth in Hungary and Eastern Europe. The Evangelical Friends Eastern Region Multiplication Team has approved submitting this work to the Luke 10 Think Tank and EFM for consideration as a possible new ministry.

Is this a CAN GO for EFM at this time?

- Please summarize how you see this potential new field most aligning with EFM's vision and mission statements. (https://friendsmission.com/vision-and-mission/)
  - EFM's 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.
  - EFM's 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.

The question naturally arises whether this should be considered a new work, because there is already work in Hungary. But noted is that the EFC Europe is already working in Northern Croatia with the Roma community. Luke 10 and EFM has worked hard and approved a new work with the Liddells in Split Croatia. ---Similarly, then one could imagine a new work and even ministry hub in Budapest and Northern Hungaryn and beyond.

The answer lies in the reality that the ministry in Budapest has struggled because it needs additional-new support, training, and resources. The Hungarian Friends Church has successfully begun new ministries among Roma communities in Hungary, northern Serbia, and northern Croatia, establishing pastoral leaders in those areas. Budapest, however, presents new and different opportunities that require a distinct and fresh ministry approach. As a major city, Budapest is an ideal place to strengthen and plant a church that could serve as a ministry hub for future church planting in countries such as Slovenia, the Czech Republic, Austria, Romania, and others.

Budapest offers employment opportunities in finance and education that could enable missionaries to serve in a business-as-mission (BAM) capacity. Such roles would allow missionaries to participate in the broader community while also focusing on new, culturally relevant ministry in Budapest and beyond.

- Which of the five criteria do we see the strongest? Which of the five criteria is yet to become convincing?

The strongest of the five CAN GO criteria is likely Opportunity. Budapest is a beautiful city that attracts people from throughout Eastern Europe and around the world. Establishing a strong foundation of pastoral leadership and training there could create opportunities for new ministry throughout Eastern and Central Europe.

Many people in Hungary identify as Orthodox or Catholic Christians, yet the percentage of people who identify as evangelical Christians is very very low. The opportunity for ministry is substantial.

_____

Gifting may be the most difficult criterion to envision at this stage. This challenge is common in new mission fields because it can be difficult to know who will accept the call to serve. We trust that Jesus will provide the needed workers.

- Describe key points or stories in the process and affirmation/confirmation of God's call to Evangelical Friends to go to this particular people or place.

Through EFM, John Grafton has developed a foundational, long-term relationship with Tony and Aggie Frei. That relationship has extended into the local church, where he has worked to build trust over the past several years. Pastor John has recognized both the ministry's potential and its need for additional support if a new work is to succeed and flourish in Europe. This could become a fruitful and lasting ministry.

Partnership is established with Josiah Venture. Other partnerships need to be considered, sought out and established.

Easter Region Multiplication Team is on board to pray and support this as a new opportunity.

- What steps have you taken since returning from the trip or need to take in further discernment or exploration of this field? (Including gathering people together to seek the mind of Christ and to discern God's call upon our churches to send missionaries to start a new field? (https://friendsmission.com/five-year-goal-go/)

1. Completed the "Three-Strand" proposal that lays out ministry potential in Budapest and beyond.----- which is available by email.

2. In the United States met with new missionaries from Romania who serve with Josiah Venture and discussed future ministry in Eastern Europe.

3. The Evangelical Friends Eastern Region multiplication team has begun formal discussions about how to support this potential new work in Hungary.

4. Scheduled discussions with Josiah Venture regarding ministry opportunities for the summer of 2027.

5. Continued coordinating with Tony Frei and the Hungarian Friends Church for the summer of 2027. In addition, having conversations about serving again in Kecel, through the Pentecostal church. We have also discussed a Luke 10 exploration trip that would allow people who may be interested in missionary service in Hungary to travel together, pray, and learn about future possibilities. We hope that one or two such trips can take place in 2027.

6. Continued discussions in Battle Creek with one family that may be interested in serving. Although they have not yet concluded that Hungary is the right place for them, they have asked many thoughtful questions.

7. Begun developing formal ministry descriptions that could be used to recruit missionaries for the new work in Budapest. Although these efforts are underway, formal support from EFM and Evangelical Friends Eastern Region is still needed for a comprehensive plan to develop.

8. Increased efforts to establish a prayer team that will pray intentionally about this future opportunity.

MISSIONARY TEAMS MODEL & DESCRIPTION

From the EFM Policy Manual

9.0 FIELD ORGANIZATION FUNCTIONS & RESPONSIBILITIES

9.1 An Introduction to Missionary Teams

The missionaries on the field along with the EFM Board, EFM Staff, Coaches, and Missionary Care Teams are communities who are committed to Jesus Christ and one another. Together we strive to carry out the Great Commission in the spirit of the Great Commandment, giving birth to groups of churches that will be faithful, sustainable, multiplying, and sending missionaries themselves (EFM's Vision Statement).

One of the core values of the Friends movement is the priesthood of all believers. Even though we recognize the importance of accountability structures and strive to have them in place, our greatest desire is to work together as brothers and sisters under the lordship of Christ and for his glory. We want to function as much as possible as the body of Christ, making room for the various gifts, roles, and personalities that are needed to accomplish the mission and vision he has given us. To that end it is crucial that we all be totally committed to our Lord Jesus and also to one another.

When describing the roles and responsibilities of the various communities that make up EFM, it is easy to lose sight of what unites us and enables us to accomplish the mission and vision. We have tried to word these roles and responsibilities in such a way that reflect our connectedness to one another and our Lord Jesus. We have also tried to leave room for creativity and flexibility knowing that we as individuals as well as groups are unique. If the following feels too much like a strait jacket, please feel free to reach out to the EFM staff to help explore what this can look like in real life and ministry.

9.2 Missionary Teams on the Field

9.2.1 Definition of Team

An EFM Missionary Team is made up of at least two missionary households who live in relative proximity to each other so that they can gather on a regular basis.

9.2.2 Team Covenant

Early in the existence of an EFM Missionary Team the members of that team create a covenant with one another under the guidance of the EFM Field Director. This is a crucial agreement that helps guide the life and work of the team to the glory of God, for the good of one another, and for accomplishing the mission and vision he has given EFM. It will be reviewed and revised as needed, especially when new members are added to the team.

9.2.3 Team Meetings

Weekly team meetings are encouraged whenever possible to worship, share meals, fellowship, planning, and reporting. Plans for how to carry out ministry in the field are discerned together through prayer and discussion. Decisions are made in the context of the Team Covenant and in accordance with EFM's Mission Statement illustrated in the form of a soccer field (See Appendix A) and a document entitled "What EFM Does and Doesn't Do" (See Section 1.8). Updates on the implementation of those decisions are shared with the whole team. This includes the inevitable ministry challenges.

9.2.4 Team Roles

We learn from missions' history and our experience as Friends that it is usually good to have certain roles that help a team function. We encourage the various members of the team to try out these roles according to their gifts, experience, and interest. Here are four roles EFM would like to see on every team:

9.2.4.1 Team Facilitator

Coordinates the gatherings of fellow team members, leads the meetings for worship and planning, gives the note taker time in each meeting to review the notes taken, and then sends these notes to the EFM Field Director and Director of Operations.

9.2.4.2 Team Note Taker

Records the main points of discussion by the team and any decisions made (and who is responsible for carrying them out). Once the notes are reviewed with the whole team before the meeting ends, they are passed on to the Team Facilitator who then sends copies to the whole team as well as the EFM Directors mentioned in 9.2.4.1.

9.2.4.3 Team Bookkeeper

Manages the team's field budget based upon decisions that are made by the team during their meetings for worship and planning. This means that each team has only one field budget. The Team Bookkeeper receives reports on the expenditures from fellow team members and then prepares a monthly financial report which is sent to the whole team, the EFM Bookkeeper, the EFM Field Director, and the EFM Director of Operations.

9.2.4.4 Team Peacemaker

Gives prompt leadership to addressing conflict within the team and working towards reconciliation. Those in this role intercede for the team in prayer, watch out for the health of the team, and help address difficulties as quickly as possible. Their work is based on the covenant that was made by the whole team.

9.2.4.5 Delegation of Team Roles

The team can create other roles as needed. The EFM Field Director and EFM Director of Operation need to be kept informed of who is filling the team's roles. If a team is made up of only two missionary households, one or two team members may need to take on more than one role.

9.2.4.6 Adding Team Members

When a new missionary household is added to the team, it is important to review the covenant as a team and adjust as needed. The team chemistry will likely change to some degree, so it is a good opportunity to go through this process again to renew and strengthen the covenant.

9.2.5 When Conflict Arises

9.2.5.1 The Inevitability of Conflict

Given the inevitability of conflict between team members, it is better to expect it and be as well prepared as one can be when it comes. Resolving conflict is more likely to occur the closer each one of us walks with the Lord and practices peacemaking in our own households and other relationships.

9.2.5.2 Conflict Resolution

Conflict resolution will be part of the training each team member receives before arriving to the field. Ongoing training will be provided on an as-needed basis and other opportunities like field visits and retreats.

9.2.5.3 Assistance from EFM Staff

The EFM Staff is not likely to get involved in conflicts within the team until the team agrees that it is at an impasse and asks for help. A request for assistance can be directed to the EFM Field Director.

9.3 Communities That Help Support Missionary Teams on the Field

9.3.1 EFM Board

The EFM Board is made up of representatives of all the regions/yearly meetings that belong to Evangelical Friends Church-North America. They meet twice a year and are responsible to steward the mission, vision, values and overall purpose of the organization. (see 1.11 EFM Board of Directors)

9.3.2 EFM Board Committees

The EFM Board has four committees whose work impacts the missionary households in various ways. They are:

- Finance Committee, which cares for the overall financial health of EFM. (see 1.11.1.1 Finance Committee)
- Advancement Committee, which seeks various ways to raise the financial resources needed for EFM to accomplish its mission and vision. (see 1.11.1.2 Advancement Committee)
- Prayer and Personnel Committee, which participates in the application process of all those who apply to become missionaries with EFM, makes recommendations to the Board about who to approve, and helps guide the EFM staff in regards to best practices for member care. They also pray for EFM and all its missionaries. (see 1.11.1.3 Prayer and Personnel)
- Strategy Committee, which assists the EFM Field Director in thinking through best practices for the development of the fields where missionaries are working. They are also available to help discern how to respond to challenging ministry situations on the fields. (see 1.11.1.4 Strategy Committee)

9.3.3 EFM Office Staff

The EFM office staff supports the mission of the organization and care for its missionary in various ways. EFM staff include the Executive Director, Field Director, Director of Mobilization, Director of Advancement, the Director of Operations, and Administrative support staff. For descriptions of each role see 1.12 EFM Staff.

9.3.4 EFM Field Coaches

Field Coaches are appointed by the Field Director and have the following responsibilities:

- Helps the missionary stay in alignment with EFM's mission and vision.
- Assists the missionary in setting ministry goals and provides accountability in meeting those goals.
- Meets with missionary at least one time each month.
- Communicates with the Field Director regularly with updates, issues, challenges, or questions.
- Participates in the Missionary Care Team.
- Commits for a full missionary term on the field.

For further details see 11.1 Field Coach

9.3.5 EFM Missionary Care Teams

Missionary Care Teams are appointed by the Field Director and Director of Operations and have the following responsibilities:

- Provides support, encouragement, and care to the missionary in various areas of need such as prayer, communications, emotion/physical/spiritual wellbeing, deputation, and fundraising.
- Meets with the missionary one time each month.
- Provides reports to EFM staff at least one time each year.
- Works within the boundaries of staff directives.
- Commits for a full missionary term on the field.

For further details see 11.2 Missionary Care Teams

9.4 Missionary Team Development

The following policies provide expectations and procedures for missionaries serving in new or developing fields where full teams are being established.

9.4.1 Strong Commitment to Missionary Teams

- EFM is strongly committed to teams and has practices and policies that reflect this commitment.
- Every effort will be given to develop and sustain missionary teams on all EFM fields.

9.4.2 Missionary Deployment and Field Team Formation

- EFM deploys missionaries as teams on its fields, not individual households. Therefore, a call to serve on an EFM mission field is a call to serve as part of a team. Single-household deployments are exceptional and may occur only with Board approval in specialized and infrequent cases.
- Missionary candidates are informed that deployment to an EFM field is contingent upon team formation and are expected to participate actively in recruiting teammates and complete preliminary training on teams before deploying.
- EFM will pursue intentional recruitment efforts until a field is established and will continue recruitment as needed after the initial team is formed.

9.4.3 Initial Team Development on Field

- Once a missionary team arrives on a field, team building and integration should be a priority along with language learning and cultural integration.
- EFM will provide structured support for this process, including but not limited to:
  - Planned retreats
  - Assistance from EFM personnel experienced in team development
  - Newly formed teams will be developed in accordance with the Team Organizational Model outlined in 9.1 Teams on the Field

9.5 Ongoing Team Building and Evaluation

9.5.1 Ongoing Team Development

- Team building is an ongoing responsibility for all missionaries.
- Teams must incorporate the following practices into their ministry plans:
  - Regular team meetings
  - Yearly retreats for evaluation, planning, and strengthening team relatioships.

9.5.2 Evaluation of Missionary Team

- Missionary Teams will be evaluated yearly by the Field Director, in consultation with coaches and others as appropriate, to assess the overall health, effectiveness, and sustainability of the team.
- Evaluations will consider factors such as team relationships, communication, spiritual wellbeing, ministry effectiveness, and alignment with EFM values and expectations.
- If a team is determined to be unhealthy or at risk, EFM staff will work collaboratively with the team to provide guidance, support, and corrective measures to restore team health and effectiveness.

- In cases where significant concerns persist, EFM may implement additional oversight, mediation, restructuring of the team, or other actions deemed necessary to ensure the wellbeing of the missionaries and the integrity of the team.

9.6 Team Retreats and Gatherings

9.6.1 Annual Retreats for the Missionary Team on the Field

Every EFM Missionary Team is encouraged to have a retreat each year. The retreat is held in a comfortable place not too far from the field of ministry. It lasts for three or four days. The main priorities of the retreat are fellowship, fun, worship, and rest. It is the kind of event that everyone looks forward to and that becomes one of the highlights of the year.

9.6.2 Retreats with Other Missionary Teams in the Region

In addition to the annual retreat for each missionary team, every two or three years there is a retreat for all the EFM Missionary Teams in a particular region. The EFM Field Director and EFM Director of Operations help form a planning team made up of representatives from the various teams in that region. They are tasked with planning the retreat (location, length, activities, etc.). EFM coaches and a few members of the Missionary Care Teams are encouraged to participate in person along with someone from the EFM staff. The objectives of the retreat include fellowship, fun, worship, and rest. There is teaching and training as well.

9.6.3 Worldwide Missionary Gathering

This gathering occurs about every five years and includes all the EFM missionary households, EFM Directors, some members of the EFM Board, and other invited guests. The gathering lasts for several days and includes fellowship, fun, worship, rest, teaching, training, and some business. It is usually held in a country that does not have complicated visa requirements and where the travel and lodging costs are reasonable for such a large group.

9.7 Transitioning Existing Fields to the New Field Organization Model

New EFM fields will be launched using the organizational model outlined in Sections 9.1–9.4. Fields established prior to the implementation of this model will be evaluated individually and transitioned to the team model as appropriate. Transition plans will take into account the unique characteristics of each field, including its history, current personnel, stage of development, as well as other key contextual factors.

9.8 Missionary Team Responsibilities

9.8.1 Responsibility to Promote Unity of Endeavor

The work of missionaries must be conducted in harmony with the policies of the EFM and the principles set forth by their Missionary Team. A willingness to accept appointment by the Board and responsibility from the field organization is evidence of faith that God has led them into the fellowship and service of

EFM. Every missionary should be flexible to do any type of work as need arises. On the field, the Missionary Team shall strive to maintain a unity of spirit and purpose, meeting together in love and mutual helpfulness to discuss concerns, do business and to pray at appointed times. Each missionary is expected to labor in congenial relationships and with mutual accountability among team members.

9.8.2 Responsibilities to Fellow Missionaries

Missionaries are expected to be loyal to the mission of EFM and should have a high sense of loyalty to fellow workers, honoring one another as members of the Body of Christ. Good interpersonal relationships are of primary importance between missionaries and their colleagues. Wholesome and loving relationships are necessary for the effective communication of the Gospel. Misunderstandings, differences of opinion, or other personal tensions need to be dealt with openly and patiently with humility. Transparency, honesty, and a forgiving spirit are essential for the resolving of differences (See 9.2.5 When Conflict Arises).

9.8.3 Responsibilities of Time

Missionary service involves consecration for serving full time. While EFM will endeavor not to ask an unreasonable amount of additional service, missionaries shall be available for service not only during their assigned hours, but at other times as needed. Personnel not assigned regular hours should conscientiously give as many hours of service as those with assigned hours. Proposed outside ministries beyond any regular or assigned duties may be approved only insofar as they do not interfere with such responsibilities. EFM recognizes differing patterns of shared domestic duties among married couples and the need for more attention to family when there are children in the home. However, each missionary household, married or single, is expected to give five full days of ministry weekly. All adults are encouraged to budget time and organize domestic duties carefully in order to give adequate attention to assigned duties.

9.8.4 Fiscal Responsibility

Both at home and on the field, missionaries are always expected to be fiscally responsible in the use of mission funds. They are not to borrow mission funds in their care for personal use or to mix mission and personal funds in the same bank account. Use of mission funds is to be reported regularly with careful and detailed account for all funds received and used. When submitting bills for expenses to the field or office Bookkeeper, written receipts must be presented for all expenditures.

9.8.5 Responsibilities to Local People

Missionaries have the privilege of living with people whose customs, beliefs, and thought processes are significantly different from their own. They have the rich opportunity to understand, love and accept those of another culture in order to share the Word of God and communicate His love. The challenge always is to distinguish between one’s own culture and the Gospel, something accomplished only with the guidance of the Holy Spirit as one reflects on scripture. The goal is to build trust and present Jesus in

a culturally appropriate way that brings true spiritual transformation. This requires sensitivity for the feelings of the host culture and will lead the missionary to search out biblically acceptable behaviors of politeness, cordiality, and integrity found within the culture. Likewise, many behaviors (and even gestures) acceptable or desirable in one's home culture must be laid aside to avoid embarrassment or compromise to one's witness. Relationships with the host culture can be summarized as learning from the culture, building trust and discovering how to both give and receive.

9.8.6 Responsibilities to the National Church

The major purpose of missionaries is to further the growth of the Christian community. They shall become closely involved with the national church, cooperating with its leaders in such a way as to promote the development of a strong, mature and culturally relevant church.

A missionary's role is not as an overt leader, but rather as a servant alongside national Christians. The task is not only to preach, but also to equip for leadership. Much depends on the ability to inspire and train others. Rather than assuming much responsibility with many details, the wise missionary delights in seeing new leaders appear while the teaching, pastoral care and supervision by the missionary diminishes. EFM recommends the missionary prohibits accepting a pastoral assignment to one local congregation.

Many reconsider the location of their church membership upon arrival on their field. Some see themselves as members of the local overseas churches where they serve, depending on Board and field policy. In other cases dual membership at home and abroad is desirable. While it is important to identify with those served, missionaries benefit from a strong sense of belonging to their home or supporting congregations.

From early in the ministry the work should move toward self-government and self-support by emphasizing Christian stewardship and sustainability within the local economic and social environment. Missionaries should not furnish funds nationals are able to provide, or which cause them to be dependent on missionary support, nor should they request their friends in the homeland to do so.

9.8.7 Responsibility to Conduct Field Business

The field staff shall conduct the business of the mission field, being careful to follow approved policy and not to involve EFM in above-budget expenses. It shall fulfill its responsibility to coordinate the work of the field, find ways of forwarding the interests of the work, and maintain the proper relationship to the growing, maturing church organization. The staff shall endeavor to meet in regular sessions as agreed upon and stated in the Field Handbook (see 9.2 Missionary Teams on the Field). When there are several Missionary Teams working in the same region, joint meetings or retreats may be found to be helpful (see 9.6.2 Retreats With Other Missionary Teams in the Region).

9.8.8 Responsibility to the Priority of the Mission

Missionaries on the field are expected to devote their full time and strength to the work of the Mission. EFM expects no missionary shall engage in business or accept a commission to execute work for

personal profit while engaged in work on the field or during vacation without the approval from EFM staff.

9.8.9 Responsibilities to Maintain Relationships with EFM Staff

9.8.9.1 Correspondence

All communications which the Missionary Team or any of its members wish to come to the attention of the EFM staff shall be addressed to the Executive Director or to the proper EFM staff member. Missionaries are urgently requested to report any difficulties arising on the field to the appropriate EFM staff rather than to individual members or to persons outside of EFM. Caution is advised in correspondence with relatives, friends or posting on social media relating to any problem or differences among field staff personnel, or other business relating to the overall effectiveness of the Mission endeavor. All official communications to the missionaries shall come from the appropriate EFM staff or the executive officers of the Mission Board.

9.8.9.2 Reporting

Through its Team Facilitator, the missionary team shall keep the EFM staff informed of conditions on the field and apprised of business items requiring joint action.

9.8.9.3 Personnel Needs

The missionary team shall advise EFM staff of areas of need (either pertaining to the work or to placement) for new missionaries. EFM staff, at their discretion, will share with members of the Board information derived from prospective missionary candidate questionnaires in order to secure its judgment about the propriety of appointing certain candidates or to determine the most satisfactory assignment for them.

9.8.9.4 New Ministry Initiatives

All new undertakings involving EFM or its personnel must have the approval of the missionary team and the EFM Directors before being opened.

9.8.9.5 Ministry Plans

Through bi-yearly reports for the Board (see 10.1 Fall and Spring Missionary Reports) and working with their Field Coach (see 11.1 Field Coach), missionaries should always have a ministry plan they are in the process of implementing. EFM staff will ask for specific goals and initiatives being undertaken by the missionary in pursuit of their Ministry Plan throughout the year. The ministry plan should be available upon request.

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.

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.



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.

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