



2021 EFCA Report Book

Prepared for EFCA Business Session

June 23, 2021

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Welcome

Thank you for your interest in the ministries of the EFCA and the gospel impact our movement is having around the world. We are so grateful for your partnership, support and prayers.

I look back with fond memories of our time together in June of 2019 at Compass Church in Naperville, Illinois for EFCA One. There was a clear sense of unity around our shared mission and Statement of Faith. Many participants commented on how good it was to be together with their EFCA family. Yet none of us could have anticipated the challenges we would face in the months ahead.

During 2020 and into 2021, many in our churches, communities and workplaces have known difficulty in ways not experienced before. We know this all too well: from COVID-19 to racial injustice to political polarization to economic hardship and more. I've spoken to many church leaders, pastors and missionaries who are weary from the unrelenting waves of challenges. Let me pause and say, EFCA pastors and leaders, thank you for your commitment to the bride of Christ and for your heart to see more people come to know the Savior.

Yet, hope remains. We move forward in the marathon of ministry because of the finished work of Jesus Christ who, in His life, death and resurrection, provides the way for true restoration, true satisfaction and true life (John 10:10). God is working in amazing ways through EFCA churches, districts, and ministries here in the United States and through our ReachGlobal staff around the world. We want to tell you all about it – so please take time read the reports provided in this document. Our prayer is that you will be encouraged by this information and join us in thankful celebration of the Lord's work through the EFCA.

We cannot wait to be together virtually on June 23 to celebrate our mighty God and hear the stories of how EFCA churches are impacting their communities for Christ. I sincerely hope you'll join us.

Serving our Savior together,

Kevin Kompelien
EFCA President

EFCA Board of Directors

Welcome to the 2021 EFCA One conference--our first ever virtual version and, if we're being honest, hopefully our last. But aren't we grateful that we have options available that allow us to be together!

This conference provides a timely opportunity to celebrate all God has done in and through our movement since the last EFCA One conference, but especially during the long months of the pandemic. God was not surprised by the challenges we faced, nor was He silent, and we saw Him move powerfully as our people stepped forward boldly to share their faith, love their neighbors, give generously and worship deeply, both here in the United States as well as everywhere our missionaries and missions partners serve. All glory to His Name!

The Board of Directors has been particularly grateful for the leadership of President Kevin Kompelien not only during this season but his entire six years in this role. It is our privilege to unanimously submit his name for affirmation for a second term. We also bring, from the EFCA Nominating Committee, a slate of godly leaders which constitutes our ballot for the 2021 EFCA Business Session. Please pray over these names and all those who will serve.

We are so excited to connect with you all on June 23 and please know that we never stop thanking God for you!

Jenni Key
Chair
EFCA Board of Directors

President's Report

But because of his great love for us, God, who is rich in mercy, made us alive with Christ even when we were dead in transgressions—it is by grace you have been saved.

Ephesians 2:4-5

Over the past several months, I have found myself thinking often about the profound truth of this scripture from the pen of the Apostle Paul. In the first verse of this chapter, he makes it clear that we are not simply “sick” in our transgressions and sins, but rather we are “dead” and unable to save ourselves. The truth is, only God can make dead people live!

In our work for the Lord, it is easy to focus attention on “what” we do in ministry and “how” we do it. Strategic planning and intentional ministry focus are extremely important. Yet, I’m afraid if we are not careful, we can take our eyes off “why” we do what we do and become proficient in the mechanics of ministry while missing the heart of God in the process.

The verses above give us powerful insights into “why” we do what we do. What we do and how we do it flow out of the compassionate heart of God for lost people in a broken world to bring them into a right relationship with Himself. Apart from the compassionate heart of God, we have no hope and no message to share with the lost and broken world around us.

The EFCA exists to glorify God by multiplying transformational churches among all people. The ministries led out of the EFCA national office partner with our districts to serve EFCA churches in the fulfillment of our shared mission, and with our ReachGlobal staff around the world as they live out our mission by investing in disciplemakers to establish the church where the gospel is not known.

As we work together toward the accomplishment of our shared mission, it is important that the ministries led out of the national office have a clear understanding of the “why”, the “what” and the “how” of serving the EFCA.

Our “why” is rooted in the compassionate heart of God for lost people in a broken world to reconcile them to a right relationship with Himself.

Our “what” focuses on investing in disciples and disciplemakers and extending gospel ministries so that existing churches are strengthened, and revitalized, and new churches are planted where they don’t exist.

We impact and influence the EFCA movement toward the accomplishment of our mission through the development of EFCA pathways that effectively:

Serve: We come alongside churches in partnership with districts as they seek to live out the EFCA Statement of Faith and fulfill our shared mission.

Convene: We bring together the appropriate people to consider ministry issues in order to encourage and equip leaders to better live out our Statement of Faith and fulfill our shared mission.

Resource: We develop and curate trusted ministry resources with distinctly EFCA values that reflect our Statement of Faith, mission, and ethos.

Guard: We champion and celebrate the biblical/theological values, mission, and ethos of the EFCA.

These four strategies (the “how”) determine the pathways that help us lead toward the concept of one EFCA and the fulfillment of the EFCA’s mission to the glory of God.

The past two years have been unlike any time I have ever experienced in four decades of ministry. Significant leadership transitions along with the COVID-19 pandemic, issues of racial justice, and political polarization have presented both significant challenges and opportunities to faithfully live out the gospel. No matter what is going on in the world, we are committed to strengthen and revitalize EFCA churches. We want to help every congregation—regardless of size, location or demographic breakdown—become a transformational influence for Christ in their local community. This is why the EFCA national and district offices exist.

The ministries led out of the national office are structured to bring stability and a greater sense of one EFCA across the movement. We pray that the EFCA would be a movement where local, regional, national, and international ministries work together toward common ministry objectives with shared values and trusting relationships. We are committed to developing leaders whose hearts are captured by the mission of God. We believe passionately in the multiplication of ministries and churches through a variety of people with a variety of gifts to reach the unengaged, the unreached, the unnoticed, and the uninterested.

We’ve often said within the EFCA movement that we’re “better together” and we are working to make that even more of a reality. We want local churches to know that they don’t have to go it alone. The national office, in partnership with districts, exists to serve. Through the offering of timely support and resources, pastors and leaders can take advantage of the interdependent relationships across the EFCA.

Whether it is pastor and leader affinity groups, training opportunities, or practical helps for church staff, we’re committed to empowering the local church to carry out Jesus’ Great Commission to “go and make disciples of all nations.” We’re here to support the local church as together we work toward our mission of multiplying transformational churches among all people.

As unexpected a year as 2020 was, it was a year of time spent reflecting, planning, connecting, and resourcing. These intentional efforts in 2020 have provided a solid foundation upon which we are continuing to build in 2021.

While 2019 was characterized by leadership transitions, an improved financial position in national office ministries, and a new commitment to practical and timely resources, the impact of the pandemic in 2020 caused a shift of purposeful reflection for ministry to be more about the long haul and the value of holding true to our mission. What emerged in the early months of 2020 was 1) the clear need to shepherd well our EFCA shepherds, 2) the necessity of calling the movement to unity, and 3) the importance of reminding churches and leaders why we do what we do...the heart of God for the lost and broken.

During 2020, there were major uncertainties and multiple variables impacting all ministry areas—Operations, ReachNational, and ReachGlobal. Specifically:

- Ministry activities and participation at all levels was disrupted.
- We saw the impact of the pandemic on the wellbeing of EFCA pastors and staff, district superintendents, and missionaries and staff.
- There was concern about financial giving implications.

In March 2020, the EFCA national office navigated travel and workplace restrictions by implementing a crisis management plan that had most office staff working from home and ReachGlobal missionaries sheltering in place. We moved quickly to help district superintendents and churches plan for ministry in a virtual world.

While travel restrictions and social distancing protocols hindered ministry as usual, the extended time of limited travel and canceled ministry activities created space for creative and strategic planning to happen. Church Multiplication, All People and ReachStudents teams intentionally embraced a new normal and developed multi-year ministry plans and new avenues for evangelism and discipleship training and church planting.

This past year, the EFCA movement (churches, districts, missionaries) was more physically distant than ever before. The noticeable impact on the wellbeing of EFCA pastors and churches called for the intentional connection in pastoring and guiding the movement through unprecedented times of uncertainty and crisis.

The last time the EFCA movement gathered in-person before the pandemic impacted travel and gatherings was the 2020 Theology Conference held at Trinity International University in February. 410 people attended the conference with 33% being first time attenders. I presented a paper at a preconference session titled "[Women and Leadership in the EFCA](#)" which you can read online. I have been privileged to work with a task force discussing both training and opportunities for women in ministry in the EFCA. As a result of their work, a cohort-based

leadership training for women called *Prepared* will be launched later this year.

For the remainder of 2020, there was a shift from gathering to connecting. Our “gathering” looked different but new platforms and methods made possible essential times of connection with pastors and leaders. We became adept at convening in virtual ways as large and small groups, teams, boards, and even movement wide live streaming events.

At the start of 2020, EFCA district superintendents were in the early stages of a more consistent rhythm of interaction. Through monthly engagement this group of key EFCA leaders invested in relationship building, resource sharing and time together in prayer. With resources from the national office and information from key ministry areas, superintendents were empowered to be the frontline of support to local churches and congregations. These meaningful connections helped superintendents help churches and pastors in all EFCA districts.

During the many trials, hardships and pain of the last year, I and other EFCA leaders had the opportunity to share God’s sovereignty and the fruits of God’s comfort with those across the movement. In June, we extended a call for pastors and churches to join the EFCA in prayer as we began to navigate new realities for life and ministry.

The United in Prayer event on June 10 was a time of prayerfully lifting the EFCA, churches, communities and leaders before the Lord. More than 1,000 unique devices concurrently viewed the streamed event. With members of the EFCA Board of Directors participating in leading prayers, the EFCA sought God’s heart and prayed for critical opportunities for ministry in the days ahead.

Much of 2020 was time spent navigating cancellations and learning to do things differently. All ministry areas asked the question of how to help resource the local church during a year of rapid and constant change. We launched a COVID Response resource web page providing pastors and leaders with timely updates and information. In early 2021, the EFCA Communications Team released a new “What is the EFCA?” video along with a redesigned home page, EFCA Helps, EFCA Events and EFCA Jobs on our website. I encourage you to check it all out at www.efca.org.

Ministries led out of the EFCA national office seized the opportunity and effectively pivoted their efforts. We offered valuable resources and timely solutions that equipped churches to continue to share the hope of Christ with their congregation and communities during an unprecedented year.

During 2019 and 2020, we experienced significant leadership transitions in the EFCA. I served as the interim leader for ReachNational for the majority of 2019 before Eddie Cole moved into the role of Executive Vice President of National Ministries in November. Eddie served in that role

through 2020 leading the ReachNational Directional Team. As 2020 progressed, it was clear the Lord was calling Eddie and Jessica Cole back to local church ministry with a focus on planting a church. We began a search for the next Executive Vice President of National Ministries in early 2021 with a goal of completing this search prior to EFCA One in June 2021.

I appreciate the opportunity to work in partnership with district superintendents to serve EFCA churches and plants (1,319 churches and 136 church plants). It has been encouraging to see them deepen relationships and encourage each other as they lead. Since I began serving as EFCA President, there have been significant leadership transitions in our districts. From June 2015 to the present, new district superintendents were selected in 11 of the 17 EFCA districts. The following districts have worked through district superintendent transition processes since EFCA One 2019:

- EFCA West: Steve Highfill to Tim Jacobs
- Eastern District Association: Eddie Cole to Cedrick Brown and Tony Balsamo
- Allegheny District: Jeff Powell to Kerry Doyal
- Central District: Cal Swan to Mike Shields
- Northern Plains District: Daryl Thompson to Brian Wright
- Midwest District: Noah Palmer to Colby Kinser
- Hawaii District: Bruce Campbell to Matt Dirks
- Rocky Mountain District: Greg Fell to Barry Vegter (in the transition process)

At EFCA One in 2019, I challenged the EFCA to increase the number of pastors and ministry staff in local churches with EFCA credentials. To grow the number of EFCA senior pastors that would be credentialed, the Board of Ministerial Standing implemented two new ministry licenses (Ministry License 3-year Renewable – Expedited for those in EFCA Sr/Lead pastor positions 10+ years and Ministry License 5-year Non-Renewable for those in EFCA Sr/Lead pastor less than 10 years). We look forward to continued development of these offerings and a growing number of people entering the credentialing process. I appreciate Greg Strand's excellent leadership of theology and credentialing for the EFCA.

The Lord continues to provide the financial resources needed for the ministries of the EFCA national office and ReachGlobal. Through the faithful support of churches and individuals, and the careful financial stewardship of our staff, we maintained a healthy financial picture for the national office during 2020. In addition, financial support for ReachGlobal staff has remained strong throughout the pandemic.

However, there continues to be a significant number of EFCA churches not contributing to the ministry of the national office. During 2020, 488 of the 1,319 EFCA churches did not give any support to the EFCA Partnership Fund, which means that 36.9% of churches are not partnering financially with us in support of national ministries and the services provided by the national office. Of our 1,319 churches:

- 316 churches supported the EFCA Partnership Fund only
- 515 churches supported EFCA Partnership Fund and ReachGlobal
- 153 churches supported ReachGlobal but not the EFCA Partnership
- 335 churches did not support either the EFCA Partnership Fund or ReachGlobal
- 31 churches supported ReachGlobal but did not support a missionary or missionaries

Over the past two years, the number of EFCA congregations has remained constant at 1,613. This number includes EFCA churches and church plants along with multisite and second language congregations. The EFCA has 274 multicultural churches. 21% of churches and 31% of church plants are multicultural. We define multicultural as at least 20% of a second ethnicity. I look forward to greater progress in growing the number and diversity of EFCA congregations as we come out of the pandemic and the strategic plans of both the All People Initiative and ReachNetwork are implemented across the country. We can make a difference in addressing the multiple challenges in our culture as we raise up and equip a generation of discipling leaders and intentionally plant genuinely transformational multicultural churches in broken communities across America.

The Lord continues to work among us in important ways. I am encouraged to see:

- the health and expanding impact of the ministry of ReachGlobal staff serving around the world.
- the growing number of new missionary candidates applying to serve with ReachGlobal.
- the strategic planning and collaborative work of the ministries of ReachNational. We are poised to see significant ministry growth nationally in the years ahead.
- the operations staff in the national office serving churches, districts, and missionaries with excellence.

I am deeply appreciative to Carole Lehn, Rae Phillips, and Brian Duggan who serve with me on the Office of the President Team, as well as the EFCA Board of Directors who encourage and support me in my role.

It seems hard to believe that six years have passed since I was elected to serve as EFCA President. Serving the EFCA in this role is one of the great honors of my life. Over these years, we have walked through some significant challenges, but the grace, strength, and provisions of the Lord have sustained and grown us as an association of interdependent gospel centered churches.

May the Lord be glorified as we continue to faithfully hold forth the gospel of grace in the midst of a world that desperately needs to know the love of Jesus Christ.

Kevin Kompelien
EFCA President

Board of Ministerial Standing

The Board of Ministerial Standing (BOMS) oversees the credentialing of candidates for either the Ministry License or one of the Certificates (Certificate of Christian Ministry or Certificate of Ordination). BOMS also oversees the placing of credentials in trust for personal or disciplinary reasons.

These responsibilities are both joyful and, at times, painful. The men who serve on this board continue to serve with both a pastoral and a theological temperament. While guarding the theology of EFCA they also seek to restore those who wander. Even when a situation calls for placement of the credential in trust for disciplinary reasons there is a compassion toward the person whose sin has brought them to this season of life. Every discussion regarding discipline is a blend of truth and grace. EFCA is well-served by the men who volunteer their time for this board.

EFCA continues to offer recovery churches, when available, to those who are weary from ministry, have been hurt by a church, or have failed in some aspect of their ministry in their current church. Contact EFCA for more information.

Over the past few years, the Board of Ministerial Standing has worked on a proposal to retain the integrity of the credentialing process while removing barriers to men and women who seek a license or a certificate. Acknowledgement of ministry experience as part of the process has led to creating an expedited process for some who are currently serving in an EFCA church. For those interested in this option, contact your local District Board of Ministerial Standing or District Office.

It has been a privilege to serve as chair of this important board and to serve alongside the godly men who comprise the board. I have served the terms allowed by our constitution and am honored to pass the role to a man who will be chosen by the conference to serve as the next chair.

Respectfully submitted,

Paul Schliep
Chair
Board of Ministerial Standing

EFCA Credentials Jan. - Dec. 2019

5 YR. ML

Erik Arvidson
David Benjamin
Timothy Bubar
David Burkett
Raymond Chang
Tae Cho
Shawn Clarke
Jason Cleary
Samuel Creagar
Jason Crocker
Galen Dang
Samuel DeLoye
Isaiah DeMoss
Erin DeShazo
Kristine Driscoll
Karl Dyrli
Michael Escen
Darwin Estrada
Mark Farran
Sean Fitzgerald
Richard Gamble
Brian Gault
Charles Goulart
Andrew Gutberlet
Dawn Heckert
Matthew Holmes
Angela Hooie
S. Jeffrey Horch
John Hylton
Bradley Johnson
Zachary Kellner
Benjamin King
Kirsten King
Jared Kingsley
Darin Kirkman
Nicolas Loveberry
Joseph Lyda
Geoffrey Mann
A. Jordan Marcellino

Todd Mikelson
Corey Miller
Jeremy Miller
Stephen Mills
Clay Myatt
J. Wesley Oren
Caleb Pipes
Jeremy Pray
David Preston
Brandon Rickard
Rodney Rindahl
Scott Ritterbush
Daniel Scherer
Kent Schlect
Andrew Severinsen
Scott Shaw
Mallory Sims
Vijaykumar Solanki
Spencer Sommerlot
Steven Stahl
Scott Sterner
John Stromberg
Yu Sun
Patrick Testerman
Joshua D. Thomas
Timothy Tullis
Jeffery Urwiller
Coley Waataja
Hao Wang
Ryan Warner
Jonathan Whitmore
Michael Wozniak
Richard Wulf

Ordinations

David Addink
Scott Barber
John Bazal
John Biegel
Daniel Burleson
Mitchell Cruit

Bruce Droogsma
Barton Eskind
David Fink
Adam Fix
Steven Frykholm
William Gorman
Ethan Hedberg
William Jones
Daniel Kasey
Brent Kompelien
Gordon MacPhail
Stephen Mak
A. Jordan Marcellino
Ronald Martin
Stephen Moore
Joshua Parsons
Jonathan Poindexter
Michael Roop
Andrew Marcellino

**Transfer of Ordination to
EFCA**

Todd Arnett
Christopher Bogan
Clyde Cooper
Nathan Harris
Bin Tang
Barry Vegter
Brian Walker

**Transfer of Ordination
from EFCA**

Douglas Baker
Christopher Bruynzell
Michael Howard
David Manley
David Martin
Eric Sandberg
Matthew Stanghelle
Richard Schwartz

CCM

Mark Allen

**Credential
Restored/Returned**

Bruce Bentley
Scott Craddock
John Davis
David Gish
Jason Harms
Kevin Saegert
Michael Shields

Credential Revoked

None

In Trust for Discipline

Douglas Coult
Louis Diaz
Brian Erickson
Timothy Martin
Bryan McWhite
Gregory Spencer

In Trust for Personal Reasons

Bryan Allen	Unable to uphold add. req.
David Angle	Unable to uphold add. req.
Bryan Blair	Not in ministry
Elizabeth Cole	Not in ministry
David Daniels	Unable to uphold add. req.
Scott Edgar	Not in EFCA ministry
C. Ryan Fields	Not in ministry
Ray Glenn	Not in ministry
Aaron Goldstein	Not in EFCA ministry
Phillip Hall	Not in ministry
Patrick Hanson	Not in EFCA ministry
Jason Harms	Not in ministry
Gregory Huffer	Not in ministry
Nathan Irwin	Unable to uphold add. req.
Jeffrey Jenkins	Cannot affirm SOF
Zachary Lambert	Cannot affirm SOF

Jeffrey Leatherman	Not in ministry
Dorington Little	Not in ministry
Glen Lozier	Not in ministry
Lawrence Marvel	Not in EFCA ministry
Peter Morgante	Not in EFCA ministry
Jason Rahn	Unable to uphold add. req.
Paul Rathke	Not in ministry
Daniel Reid	Not in EFCA ministry
Brock Sailer	Not in ministry
Corey Sateren	Unable to uphold add. req.
Daniel Scherer	Not in ministry
Brad Toyama	Not in ministry
Jeremy Vander Galien	Not in EFCA ministry

Credentials Dropped

Francisco Alvarenga	Expired - not in ministry
Stephen Bledsoe	Expired
Timothy Bourquin	Not in EFCA
Seth Brickley	Not in EFCA - asked to drop
James Buehler	Not in EFCA - asked to drop
Brian Conyers	Expired
	Expired - not in EFCA
Marshall Dunbar	ministry
Ronald Glynn	Expired
Nicolas Hendricks	Expired - not in ministry
Bryan Hult	Expired
Thomas Johnston	Expired
Marcelo Lamas	Not in EFCA - asked to drop
Geoffrey Rondeau	Not in EFCA - asked to drop
Rubens Silva	Expired
James Thomas	Expired
Christopher Warszawski	Unable to uphold add. req.

EFCA Credentials Jan. - Dec. 2020

5 YR. ML

Josiah Barrett
Benjamin Barthelemy
Austin Branson
Steven Brant
Jill Bruno
Brian Chan
Jeremy Chapman
Gabriel deGarmeaux
Austin Delgado
Matthew Demoret
Casey Dwyer
Charles Ellenburg
Rodney Elliott
Mathew Encinosa
Hector Franco
Shane Freese
Gabriel Godina
M. Ryan Harding
Christopher Holding
Erick Hermanson
Donn Hill
Jordan Hinrichsen
Nathan Hobert
Benjamin Honeyford
Eric Jones
Paul Karus
Nathan Kelp
Mark Kernan
Kenneth Krestan
Raymond Kuntz
John Kupitz
John Lasken
Gregg Laskow
Daniel Longmore
Darin Lund
Shelby Maddox
Kevin Mason
Lucas McGarity
Timothy Monahan
Nathan Musgrave

Rachel Nelson
Tony Nord
Brandon Nygaard
Glenn Olson
James Parker
David Qaoud
Cleveland Ragsdale, II
Patrick Ray
Caleb Redfield
William Richardson
G. Scott Richerson
Laura Rife
Matthew Sowada
Scott Stober
Brandon Thiel
Jeffrey Travis
José Urias
Ross Wahlert
Leigh Warmbrand
William Watson
Lydia Wildes
Dominick Wong
L. Charles Wright

Ministry License Expedited

Ryan Low

Ordinations

Timothy Cho
Shawn Clarke
Francisco Cotto
Michael Deckman
Sean Fitzgerald
Eric Fornelli
Howard Grobstein
Andrew Gutberlet
Matthew Jenkins
Darin Kirkman
Paul Klassen
Jordan Monson
David Park
Ryan Pott
Benjamin Sincock

Benjamin Vrbicek

**Transfer of Ordination to
EFCA**

Dennis Colton
J. Aaron Martin
Jonathan Payne
Joseph Stecz

**Transfer of Ordination
from EFCA**

Stephen Albi
Paul Brandes
Brian Cole
Richard Durrance
Casey Hurst
Dorington Little
Jason Phipps
Brian Rowe

CCM

None

**Credential
Restored/Returned**

David Baum
Paul Burr
John Eaccarino
Darrin Kessler
Thomas Latterell

Credential Revoked

None

In Trust for Discipline

David Fasold
Patrick Hanson
John Larson
Jared Hendricks
Joshua Shevel

In Trust for Personal Reasons

David Addink	Not in ministry
James Baker	Not in ministry
Jericho Bertholet	Personal issues to address
Scott Connelly	Not in ministry
Joel Cripe	Not in EFCA ministry
Benjamin DeBusk	Not in EFCA ministry
Samuel Faust	Not in ministry
Lawrence Grine	Not in ministry
David Holt	Not in EFCA ministry
Matthew Kim	Not in ministry
Ted Kitzmiller	Not in ministry
Robert Korntved	Not in ministry
Daniel Leman	Not in ministry
Efren Nambo	Not in ministry
Corey Pacillo	Not in ministry
Donald Payne	Not in EFCA ministry
Edward Phillips	Not in ministry
William Wright	Not in ministry

Credentials Dropped

Jason Beals	Not in EFCA ministry
Robert Brunansky	No longer EFCA
Benjamin Campbell	Not in ministry
Scott Cernek	Expired
Alan Donald	Expired
Eric Fadel	Not in ministry
Richard Hennett	Expired
Beverly Holm	Not in EFCA ministry
Ryan Jaeger	Expired
Jason Knoble	Not in ministry
Curtis Kroker	Expired
Paul LeFeber	Expired
Karen (Winkelman) Liddell	Not in EFCA ministry
Mark Martin	Expired
Lawrence Marvel	Not in EFCA ministry
Mark Miller	Expired
Matthew Ouellette	No longer EFCA
Corey Pacillo	Expired
Matthew Rennel	Not in ministry
Joel Sandager	Expired

Richard Schwartz
Russell Sophe
Michelle Wicks
Robert Wolpert

Expired
Not in ministry
Not in ministry
No longer EFCA

ReachGlobal

ReachGlobal serves the EFCA as the international expression of our local churches' fulfillment of the Great Commission and the Great Commandment. The last two years for ReachGlobal have been marked with continued efforts to increase collaboration across ReachGlobal in partnership with EFCA churches and the nationals with whom we work.

The ReachGlobal Directional Team sets direction and determines strategies for the international mission of the EFCA. The team is led by Brian Duggen, Executive Vice President of International Ministries, under the leadership of EFCA President Kevin Kompelien. The members during 2019-2020:

Daryl Anderson, Executive Director of IMA Operations, retired at the end of 2020
Todd Hiltibran, ReachGlobal International Leader – Europe
Carole Lehn, EFCA Executive Vice President of Operations
James Petersen, Executive Director of IMA Personnel
Amy Richey, ReachGlobal Ministry Leader - Global Equipping

ReachGlobal ministers in five broad geographical regions. Each region engages in multiplying disciplemakers and transformational churches contextualized to specific cultures and people groups. Our global ministries include Crisis Response, GlobalFingerprints, and Global Equipping. These operate across the global regions, bringing their specific ministry expertise toward accomplishing the EFCA Mission. Over the last two years, ReachGlobal has seen continued increase of collaboration between each geographical region and global ministry. As the COVID-19 crisis expanded, the leaders of each region and global ministry along with the ReachGlobal Project Manager collaborated to care for our missionaries well and pursue new avenues of making disciples and strengthening and planting churches. Restrictions in each country resulted in new opportunities to reach neighbours and creatively extend the local churches' impact in their communities.

In 2019, a refreshed emphasis was placed on mobilization and recruitment led by Mike Davis, Director of Mobilization. This team has developed online (<https://go.efca.org/reachglobal-resources>) and printed resources that reach a broad audience across EFCA churches. Over 300 EFCA churches have a ReachGlobal Point Person that receives regular updates from ReachGlobal to represent opportunities in their churches. Another mobilization initiative addresses the concerns of student debt that can be an impediment to becoming a missionary. A special fund is now available to help those joining ReachGlobal with student debt.

GlobalFingerprints continues to expand to new countries and locations as a means of demonstrating the love of the gospel and to provide access for discipling and church planting. By caring for children, parents are also exposed to the gospel, disciples are developed, and new churches are planted. EFCA churches, groups, and individuals have an opportunity to participate in this through GlobalFingerprints while opening new inroads for the gospel.

EFCA Crisis Response serves both within the USA and internationally. In 2019-2020 Crisis Response has engaged churches to respond in seven domestic locations where crisis has opened a door to reach communities for Christ. Each location is tightly connected with local churches that recognize the opportunities that crisis brings. Many EFCA churches sent teams over the last two years to places such as Houston, coastal North Carolina and Texas, Michigan, and California. These teams become discipling in action both for the participants and those who are served.

In 2020, the Covid-19 pandemic impacted our ministries and missionaries in widely divergent ways. Travel and borders were shut down across the globe and ministries were re-evaluated and adjusted. Along with a higher emphasis on health and safety, God opened doors for our staff to reach out in practical ways to demonstrate the gospel in action. Through it all, we rejoice at the unmerited blessings that God bestowed on our ReachGlobal family and partners.

- Few infections and no mortalities among our missionaries from COVID-19.
- Strong financial giving during a global economic crisis.
- Over 70 adults raising support to join us in the field.
- New church plants in our regions.
- Over 500 new sponsorships in GlobalFingerprints impacting church planting efforts in Africa, Latin America, and Asia.
- Significant student growth in our international partners' online education and training including Trinity Video Seminary and ProMETA.

ReachGlobal has 563 missionaries living in 43 countries with active partnerships in over 40 other countries. They are directly involved in strengthening and revitalizing over 3,400 churches. They are working in over 1,500 church plants, about 400 of which were new in 2020. And they are involved in over 550 gospel ministries which share the good news of Christ and connect new believers with God's family.

ReachGlobal by the numbers	2019	2020
Staff	560	563
Countries with ReachGlobal residential staff	44	43
Disciplemakers invested in	14,690	5,095
People groups served	648	610

Gospel ministries	823	554
Church plants	536	1,582
Churches strengthened/revitalized	4,695	3,409
Partnerships	2,145	1,265
Crisis Response events	8	10
EFCA Churches assisted by Crisis Response	29	174
EFCA Churches sending teams with Crisis Response	83	31
GlobalFingerprints children sponsored	3,869	4,102

For the past two years, over 400 EFCA churches collaborated with ReachGlobal by sending teams, participating in trainings, providing retreats, platforming ministries through podcasts and conferences, and in many more ways. We are grateful for the generous support both in finances and time that churches give toward this important work.

As the mission arm of the EFCA, we want to serve churches well and provide the best opportunity for sending workers to the harvest. Join us in praying to the Lord of the harvest for more laborers to bring the good news to those who have not heard, to disciple people who will disciple others, and to see new churches multiplied internationally.

Brian Duggan

Executive Vice President,
International Ministries

ReachNational

The past two years have seen significant change and transition in the ministry of ReachNational. I served as the interim leader for ReachNational for the majority of 2019 before Eddie Cole moved into the role of Executive Vice President of National Ministries in November of that year. Eddie served in that role through 2020 and led the ReachNational Directional Team through the end of 2020. As 2020 progressed it was clear the Lord was calling Eddie and Jessica back into local church ministry with a focus on planting a church. I appreciate Eddie's leadership during these months as he led national ministries in the midst of the pandemic bringing clarity of focus and guiding the ministries forward in strategic planning and collaboration. We began a search for the next Executive Vice President of National Ministries in early 2021 with a goal of completing the search prior to EFCA One in June.

I have once again been serving as the interim leader of the ReachNational Directional Team in 2021. (The ReachNational Directional Team includes Alex Mandes and April Warfield from the All People Initiative, Andrew Hoffman and Scott Sterner from ReachNetwork, Justin Wevers from ReachStudents, Greg Strand from Theology and Credentialing, Laurie Seay from event planning, Nate Thompson from EFCA Communications, Tim Jacobs from EFCA West District, and Lisa O'Leary from ReachNational.)

ReachNational ministries focus on three primary areas: All People, Church Planting, and Student Ministries. The following reports are submitted by the leaders of each ministry area:

All People Initiative

Alejandro Mandes

After two years of nurturing, the Women's Task Force came of age during the last half of 2019 and was handed off to Eddie Cole and Kevin Kompelien. The summer of 2019 saw the remake of the next iteration of GATEWAY that required a retooling from paper-based to digital medium that has in retrospect seeded future growth that in 2021 has yielded tremendous impact. The Muslim ministry was integrated into the All People Initiative that further helped give impact to reaching the nations within the United States. One of the most significant statistics was that Immigrant Hope worked with our districts to facilitate 50 religious worker visas, resulting in many immigrant pastors serving in EFCA congregations and future church plants.

2019 ended with two significant conferences. One was the Multiethnic Conference in Dallas, Texas, where the EFCA received recognition for launching the movement 12 years earlier. We had over 100 leaders of the EFCA represented. We offered two workshops that were well attended and one front stage speaker. The second event was the Spanish BootCamp in San Antonio. It was the largest attended Spanish BootCamp we have ever organized. Finally, in 2019

there were three ethnic immigrant churches planted with the help of the Bill Hamel Memorial Fund.

2020 was a terrible year for divisiveness relative to racial and justice issues that impacted the whole country. All People ministry is a high-touch ministry, and while we could not gather our leaders in person, we had many conference calls and one-on-one calls to keep communication lines going. There were 57 different zoom meetings with 1,064 leaders impacted. It was also the year that April Warfield was hired, a tangible statement to our ethnic leaders and especially our African American leaders that we wanted to provide real help. Even though we were amid the pandemic, our metric numbers were surprisingly good, even if the percentage of multicultural churches overall dipped. During the pandemic, Barry Hannant published a book on Bi-Vocational Ministry called *The Pulpit and the Hammer*, which will eventually be incorporated into a GATEWAY curriculum for bi-vocational ministry.

2021 began with a very dreary cloud over much of the ministry, but several ministries had a significant impact. GATEWAY started putting up significant numbers because of its new format. Immigrant Hope also was providing its training using Zoom digital training. Ben Johnson had started a new affinity group that was beginning to mature and develop good leadership. Two of the largest Hispanic churches were being planted, with one having two services and 48,000 hits on its digital platform. Finally, Alex Mandes finished his book published by NavPress/Tyndale called *Embracing the New Samaria: Open Our Eyes to Our Multiethnic Future*. This book will be the basis for the Samaritan Gospel Initiative that will focus on much of the All People Initiative in the next five years.

ReachNetwork

Andrew Hoffman

In 2019 there were 126 church plants in progress (36 ethnic plants) and 23 new church plants, (4 new ethnic plants). In 2020 there were 136 church plants in progress (42 ethnic plants) and 20 new church plants (7 new ethnic plants). The ReachNetwork team is encouraged to see 1) the growth in the number of plants, 2) the growth in ethnic plants and 3) the number of plants started in 2020 despite the pandemic. We praise God for continuing to fulfill his promise to build his church, even amidst challenging circumstances.

During 2019 and 2020, EFCA District leaders collaborated to develop a unified church planting vision and strategy. This work culminated in the development of a five-year strategic plan that was approved in December 2020 by the Office of the President. The collaborative work of the districts, the All People leadership, and the congregations of the EFCA was also given the name "ReachNetwork" as part of the strategic plan.

The ReachNetwork strategic plan details the development of numerous key systems aimed at

supporting districts and churches in the work of planting. These include a revamped assessment process, all new Planter Training curriculum, a coaching development program and the formation of Recruitment, Care, Establishment and Funding systems. To date, 17 planter candidates from six districts have been through the new assessment process with additional planters also being assessed via the previous process. Eight planters are ready to go forward while nine more in various stages of preparation. Thirty-five Planter Trainers have been certified in English and 11 in Spanish, across 12 districts. Eleven coaches have been trained across six districts.

ReachNetwork prayer and communications have expanded with the development of “Church Multiplication Sunday,” of which there have been two. A monthly email newsletter has been created to celebrate what God is doing through the EFCA’s church multiplication efforts and a new website is nearing release which will further improve our ability to connect with potential planters and cast the ReachNetwork vision throughout the EFCA and beyond.

The ReachNetwork Team has been expanding rapidly and now consists of representatives from 16 of the 17 EFCA districts as well as representatives from the All People Initiative. Andrew Hoffman serves as Executive Director, Scott Sterner as Director of Operations, Ricardo Palmerin as Director of Cosecha, Lisa O’Leary as Executive Coordinator, Brett Gleason as Director of Assessments, Dan Moose as Director of Training, Nate Hobart as Director of Coaching, Glen Stevens as Director of Church Development, and Ronnie Martin as Director of Planter Care. Julie Speth serves as Assessment and Coaching Manager and Sharon Trucker serves as Training Manager. We praise God for the team he has assembled to accomplish the goal of multiplying transformational churches among all people.

ReachStudents

Justin Wevers

Over the past two years of ministry, we have focused on four different categories: connecting, resourcing, events, and mission trips. Although COVID made us take a pause on some events, we were still able to move forward with ministry and prioritize connecting youth leaders with the EFCA and each other. As we work together to multiply transformational churches among all people, we continue to see the fruit of investing in the next generation of the church. In the past two years we’ve seen young people come to faith, leaders trained and launched, and young people recruited to join in this kingdom effort.

We elevate connection because relationships drive everything we do. Relationships build the bridge that discipleship walks across. The key people in our ministry – the ReachStudents Council - are equipped and encouraged to connect with their perspective districts. This means bi-annual meetings with the team to vision cast and connect, and monthly zoom calls. In the spring of 2021, we are bringing on the new Student Ministries Director of the New England

District: Jeff Jones. It's a win for our team to increase our reach into the New England district through Jeff, and we are continually working towards having a council member representing each district. The ReachStudents council had 189 youth leaders attend their network meetings in 2019 and 190 attend network meetings in 2020 which is an example of the relational footprint they bring to the team. Despite the pandemic, leaders were not deterred from finding ways to engage with each other relationally. We truly are better together, and our leaders feel it. In 2020, we also focused on encouraging youth during the pandemic with phone calls, hand-written letters of encouragement, and zoom calls.

The resources we have provided over the past two years are the *Hear the Word* podcast (and its Spanish translation, *Escucha la Palabra*) the ReachStudents training series, "One Blood" virtual book club that occurred over nine consecutive Mondays, and many articles written namely: "5 Ways to Disciple your Quaranteenager" (which was also published on The Gospel Coalition), "Taking the Pulse of Student Ministry, and a "Reentry Checklist for Student Leaders." We send regular ReachStudents newsletters to our youth leaders to keep them in the loop and send encouragement. A new endeavor in 2020 - the ReachStudents Training Series - brought together dozens of youth leaders from across the country for webinars with experts across multiple fields.

We got creative in the summer of 2020 to host a virtual Challenge conference. It was a one-night, free virtual conference and our attendance exceeded that of previous in-person Challenge conferences due to its accessibility. Approximately 7,000 students and leaders tuned in to hear about the rest that we can only find in Jesus. In fall of 2019, we hosted our annual Renewal conference focused on renewing and sustaining youth workers as they reconnect with God, one another, their calling, and their identity.

Our desire is to encourage long-term, healthy student ministries by ministering to the youth workers. The days leading up to Renewal (formerly called Rebound), we host Momentum, an invitation-only roundtable gathering to sharpen and network EFCA student ministry pastors leading middle school or high school ministries consistently engaging 100 or more students. The Momentum Group Facebook page is a unique source of connection, especially during the pandemic as we discuss unique challenges such as, "how to celebrate graduating seniors", "how to train volunteers to be coaches", and "sharpening strategy sessions." There is already a lot of excitement for our upcoming gathering in November 2021.

APEX used their time wisely in 2020 - despite cancelled trips - by connecting with their site partnerships, writing (from scratch) a new 3-week devotional and training guide for our college experience, redesigning their website, and homed in on their role and job descriptions. This coming summer there are five domestic trips happening for youth groups in: Kansas City, Washington D.C., Miami, Minneapolis, and South Jersey. Already nearly 400 students are registered to participate in the mission field this year.

God has been faithful through the many challenges of the past two years. We are grateful to see a broadening of our partnerships and connections to youth leaders, an expanding of our reach through virtual trainings and cohorts, and a renewal of our vision to see young people know the Lord.

Kevin Kompelien
EFCA President

OPERATIONS

The mission of Operations is to provide EFCA pathways to multiply transformational churches among all people. We support the national office, staff, missionaries, donors, churches, and districts by providing exceptional service in the areas of Accounting, Human Resources, Communications, Information Technology, Donor Services, Events, Administration, and IMA Personnel. We serve, resource, and create opportunities for our constituents to convene.

The Accounting team ensures that financial results are reported accurately, staff and vendors are paid in a timely manner, and missionaries have access to funds needed for ministry. The EFCA's auditors, BKD, issued a clean opinion for the financial statements for 2019 and 2020, which can be found in the financial section of these reports. EFCA remains a member in good standing with the ECFA (Evangelical Council for Financial Accountability), providing assurance that the EFCA's finances are stewarded according to strict and appropriate standards.

Risk assessment and mitigation continues to be a high priority with a team meeting regularly to evaluate and review financial, legal, operational, and reputational risks and develop appropriate mitigation strategies. EFCA operations and foundation investments are managed by a Board-appointed Investment Committee which contracts with Syntrinsic Investment Counsel for strategic and day-to-day investment transactions. Both the Investment Committee and the investment management firm operate according to a Board-approved Investment Policy.

The Human Resources and Office Services teams care for our staff and facilities to enable our staff to work effectively and comfortably. We helped hire 29 new and replacement national office staff and 18 new and replacement Clause B District staff in 2019 and 2020 and coordinated benefits to meet medical and other family needs. The Administrative Services team assists churches and districts with federal tax-exempt status, state incorporation, and compliance matters and helps them find resources for various tax and other business-related issues. We keep track of EFCA assets globally and provide insurance to mitigate risk.

Through partnerships with ministries, missionaries, districts, churches and more, EFCA Communications tells the story of God's work in and through the EFCA movement. As the stewards of the brand and voice of the EFCA, this team helps express our mission and values in tangible form. From videos and graphic design to blog articles and social media, this team connects and resources constituents from every part of the denomination.

The Information Technology team empowers our staff of approximately 800 globally to enhance their ministry activities and stay connected to the support systems in place at the EFCA through the effective use of technology.

We are thankful for the 27,850 individual and organizational donors that gave to ministries of the EFCA in 2019 and 2020. We also received support from 1,052 Evangelical Free Churches. The Donor Services team frequently assists individuals and churches with the process of receiving stock transfers, land, and other unusual gifts.

The Events team supports the EFCA through event leadership and consulting, including the movement-wide annual Theology Conference, 2019 EFCA One Conference and 2020 Challenge Livestream event. In 2019, we executed 9 affinity gatherings. In 2020, these gatherings were held virtually, with all groups experiencing increased participation. We also executed ReachGlobal Division Conferences in Asia and Europe in 2019.

The IMA Personnel team offers recruitment, onboarding, training, member care, financial operations, transitions, medical, and crisis services to help our missionaries serve effectively in the United States and around the world.

In spite of limitations due to COVID-19, we trained and deployed 71 new missionaries for service and created organizational tools to promote and measure personal wellbeing and ministry effectiveness.

Carole Lehn
Executive Vice President of Operations

Ministry Advancement and the EFCA Foundation

During this EFCA One reporting period our Ministry Advancement team worked in concert with the Office of the President, the Communications team, and numerous ministry divisions in providing marketing synergy to our EFCA Partnership (formerly FairShare) Fund, our annual giving fund (called EFCA Fund which is our National Ministries and Global Vision Partners), the EFCA Foundation, and our Key Strategic Initiatives.

God continues to bless the EFCA through the generosity of individual donors, churches, donor advised funds, and foundations. Since our June 2019, we have realized estate settlements, residual distributions, and grants in excess of \$5,000,000 that came through bequests, gift annuities, charitable trusts, and donor advised funds. To ensure best practices for the long-term sustainability and financial strength of our Charitable Gift annuity program, we have completed an internal audit which resulted in strengthening of our cash reserves.

In addition to supporting the efforts of the national office, financial support received was designated for ministries such as Crisis Response, GlobalFingerprints, ReachGlobal project support, and on-boarding new ReachGlobal partners to the mission field. Additionally, EFCA churches, Trinity International University, Trinity Evangelical Divinity School, and several EFCA camps and ministries across the U.S. and around the globe have been supported through the EFCA Foundation efforts.

It is also exciting to note that nearly \$500,000 has been raised from individual donors for new church plants as a part of a partnership between individual donors, districts, churches, and church planters. In late 2020 we launched our Key Strategic Initiatives which include support of theology, student ministries, convening of our pastors, EFCA Gateway, church multiplication and an initiative to strengthen local churches called *EFCA Helps*.

During the reporting period, the EFCA Partnership Fund saw contributions from local churches of \$2,756,257 and \$2,739,756 in 2019 and 2020 respectively, contributing approximately 25% of funding for the ministries of the national office. The EFCA Partnership Fund is the commitment of our churches to support the denomination by providing 1% of their revenue to the EFCA national office and a corresponding 2% contribution to their local district. We are grateful to the Lord for the consistent and intentional contributions of 63% of our churches. We are also grateful for the financial support of our EFCA Partnership Churches, and request those churches not currently supporting our districts and national office would do so beginning in the upcoming fiscal year.

It is with thanksgiving to God on high that we praise him for his faithfulness to the EFCA and the work he has allowed our team to accomplish.

Respectfully submitted,
Garth Warren, Lanny Harris, Rene Moen, Laura Ajibero

Trinity International University

Report to follow.

Trinity Western University

On July 1, 2019, we welcomed Dr. Mark Husbands as our fifth president. In his first two years he has led with a gospel-focused vision and passion for improvement and adaptation.

We saw our fourth and fifth consecutive years of enrollment growth in 2019 and 2020; and although we could not celebrate in person, on May 1, 2021, we once again had our largest graduating class—with 775 graduates.

As COVID-19 emerged, we formed a COVID-19 response team who ensured that our students, staff, and faculty were informed and safe. After a successful initial transition to online learning at the end of the 2020 spring semester, we prepared and launched TWU Access which allowed students to engage with their courses and community experiences regardless of location.

With the anticipated downturn in the economy and potential drop in enrollment, we took measures to protect the financial viability of the University. Throughout the summer of 2020, faculty and staff worked tirelessly to contact, encourage, and support students in their decision to attend Trinity Western. As a result, rather than struggle with an anticipated financial shortfall, we have been able to generate a positive cash flow. God's blessing and provision is reflected in each of the following:

- Highly dedicated staff and faculty
- Innovative and effective efforts at recruitment and retention
- Prudent financial management
- Good stewardship on the part of all faculty and staff
- Wise, talented public health leadership at the University with effective protocols
- Engaged and positive student leadership
- Remarkable generosity on the part of dedicated and faithful donors

TWU Spartans had much to celebrate in 2020 despite volleyball, rugby, and hockey seasons being cut short due to COVID-19. Last year also marked the return of men's and women's rugby and the addition of women's hockey to Spartan Athletics. We also launched a new Spiritual Mentorship program, which has served as a catalyst for some 300 student-athletes being mentored and disciplined by coaches and alums.

Construction of the Robert G. Kuhn Building is nearing completion. This new building project will enhance two of our most important professional degree programs, including Business and Leadership.

To meet the challenge of international and even local travel, we developed an innovative

preview-weekend format called TWU Live, which allowed prospective students to “visit” the campus using virtual reality headsets to learn about classes, financial aid, and student life. We are pleased to announce we have an official vision statement as a university:

Every graduate is equipped
To think truthfully, act justly, and live faithfully,
For the good of the world and the glory of God.

As an organization we are excited to rally around this vision statement and work together to be a truly Christ-centered and student-focused university.

We are grateful for our Evangelical Free Church family. Your ongoing support has helped us build a bright future on a solid foundation of fulfilling the Great Commission through Christian post-secondary education.

Dr. Mark Husbands
President

Allegheny District

What an honor to serve our gospel-driven churches. In an era filled with deepening divisions, the world needs God's people to be salt, light, and witnesses. **In light of that, in 2020**, we focused on the unifying attitudes found in Eph 4:1-6, reminding us that *"Since we are His, let's live like it!"*

To help us thrive in a milieu of multiplying distractions, our 2021 district theme is **"We proclaim Him!"** taken from Col 1:28. We want to purposefully proclaim Christ, "warning everyone and teaching everyone with all wisdom, so that we may present everyone mature in Christ." This reinforces **our shared vision** for the Allegheny District, to be **"A.L.L in:"**

A - Aligned in and on His mission

L - Loving churches, pastors

L - Leading to health and multiplication

In March of 2020, our district said, "Thank You!" to Jeff and Kim Powell as superintendent, retiring after 17 years of faithful and effective ministry. We praise God for them.

In April 2020, we welcomed Kerry and Robin Doyal as our fifth superintendent. By God's grace in the midst of all the COVID-19 limitations, they have visited almost half of our 34 churches. They are enjoying getting to know our pastors, their wives, families, district churches, leaders, and our varied ministry settings. Kerry has also provided training to churches in "Being Disciples, that Make Disciples, who Make Disciples!" Kerry and Robin have conducted in-person, half day pastors and wives' gatherings and look forward to hosting a weekend retreat for them this fall.

Church Planting: Ronnie Martin leads our church planting. He is engaged with ReachNetwork as they rebuild tools, networks, and the impetus for church planting. In the spirit of Acts 16:9, "come help us" as we seek to make more disciples who will make more disciples. Contact him about starting a new work (urban, rural, suburban, industrial areas...).

Regional Pastor Groups have stayed in fellowship via Zoom and some in-person gatherings. We are also having monthly discussions of P. Tripp's timely book *Lead*.

Our Constitution and Credentialing Board continues to serve us well, assisting several pursuing ordination or license. We are grateful for their skill and dedication, and the leadership of Matt Mitchell. Army Captain Bart Eskind was ordained, and Corey Miller was licensed.

Sandy Creek Bible Church, in Sandy Creek, NY finished their paperwork and officially became an EFC (Pastor Doug Marshall).

Living Hope EFC, in Butler, PA has withdrawn for the EFCA.

Living Stone Community Church in Washington, PA dissolved as a church. Thankfully, many of the members joined Waterdam EFC.

We welcomed Luke Kelley as the new Senior Pastor at Christ Community EFC, Ashland, OH, as well as Kevin Labby, the new Lead Pastor at First EFC in McKeesport, PA.

Grateful to serve Servants,

Kerry S. Doyal
Superintendent, Allegheny District

EFCA Central District

“So teach us to number our days that we may get a heart of wisdom.” Psalm 90:12

If we’re honest, the longer we live, the less we know. We learn over time that we need God to help us to understand the brevity of our days and that all is in His eternal hands. We have been encouraged that we can rely on His sovereign will and purpose as the world around us seemed to spiral out of control and the need for gospel clarity has intensified.

In the past few years, we have been stretched, humbled, dependent, prayerful, focused, and at times just plain weary. However, we have seen our God do amazing things in and through our churches for His glory and our good.

In this role for just over a year, I am indebted to our recently retired leader, Dr. Cal Swan, our District Board and the rest of the EFCA Central team for a legacy of church multiplication, gospel clarity, robust biblical theology, and deep relationships in our region.

Our focus is not new but renewed and clarified with a focus on “Glorifying God by multiplying transformational churches among all people.”

A few of the highlights from the past two years:

EFCA Central Leadership Conference: (2020) We were blessed by the faithful leadership of Dr. Cal Swan as he completed 20 years of ministry as EFCA Central Superintendent. The legacy that he has given of serving the churches with “integrity of heart and skillful hands” (Ps. 78:72) is a path I hope, by God’s grace, to emulate.

Churches helping churches: In a myriad of ways, recent days were a season of questions and need for assistance with the changing landscape of a pandemic ministry. The need to collaborate in our churches, gave opportunity for gifts to be shared and the family of Christ to meet the needs of one another. “Bear one another’s burdens” (Gal. 6:2) became real to so many, as churches were assisted with tech, financial, counseling and even clean-up post “derecho.”

Staying Connected: Zoom will never take the place of face-to-face interaction. However, when Zoom was all we had, many rose to the occasion to stay connected during these trying months. Our weekly, and then monthly, zoom calls became a place for connection in separation.

Travel to our EFCA Central Churches: When the pandemic began, few churches were looking for the new superintendent to come and visit on a weekend. In fact, many churches were

closed for several weeks and even months. However, as fall came around and we understood how to navigate social distance measures, my schedule started filling up. In the past six months I have been in a different church preaching all but a few Sundays. Even the few open Sundays were spent in churches sharing updates. What a blessing to be with so many of our churches.

Hidden Acres: “Your righteousness, O God, reaches the high heavens. You who have done great things, O God, who is like you?” (Ps. 71:19). Executive Director, Steve Pinkley and his team have shown us what it looks like to boldly trust our great God during uncertain times. With wisdom, prayer, and safety measures in place, this amazing team held camp throughout the summer, fall, and winter. God used this team of men and women to serve His purpose in ways that brought our great God the glory he deserves. We also want to thank many individuals and churches who stepped up to help Hidden Acres during this unusual time. A bond has been built even deeper between Hidden Acres and the local churches in the EFCA Central.

Filling out the EFCA Central team: We have a talented and Christ honoring team. In addition to those already serving into 2020, Paul Bauman joined us on the Church Multiplication Team. Paul was a pastor at Trinity Church in Holdrege, NE and is a strong leader and communicator. We are thanking God for his addition. The days ahead are exciting as he joins Brad Wos, Multi-Cultural and Todd Brooks on our CMT and Larry Austin in Church Health. I’m blessed to serve alongside such godly and gifted men. We are poised to follow the Lord’s leading to continue to be on the frontlines of church multiplication in the EFCA.

The year ahead poses new challenges as we all adjust to the “new normal” of COVID-19 and the effect it has already had on our pastors and lay leaders. May we pray fervently for the Lord to lead us as we face the fact that we can’t ever go back to pre-COVID days in our communities and churches. The landscape for the local church has been transformed. Bold and courageous leaders are needed as we take steps to reach our communities with the gospel.

May we continue to renew and grow in our dependency on prayer: Prayer is difficult work; essential for gospel influence. It reminds us that we are seeking the glory of the One who called us. We seek to be dependent in prayer in all things to not presume on God, the plans of people.

Psalm 90:1-2 Lord, you have been our dwelling place in all generations. Before the mountains were brought forth, or ever you had formed the earth and the world, from everlasting to everlasting you are God.

It is a joy serving Jesus with you all,

Michael Shields
Superintendent, EFCA Central District

EFCA East

In the past two years EFCA East (formerly Eastern District) has gone through a significant restructuring that has enabled us to meet the growing needs of our district in an exciting way. In 2019 Tony Balsamo and Cedrick Brown were given the shared role of District Superintendents. They, working with John Nesbit (Operations Director), make up the Executive Team of the Eastern District.

Together they navigated the district towards a greater alignment with the EFCA national office and became a Clause B District. With a strong philosophy of team ministry, they began to build a broad diverse team of specialists within the district to help meet many of the unique challenges that our district presents. The value of this team approach cannot be underestimated and has allowed us to minister more effectively to a very broad audience.

Highlights:

Pastoral Support Staff: Using a gifted team of pastors that oversee clusters and provide care to pastors on a regular basis.

Communications: Our communications team has utilized their gifts to help us connect with our district leaders using a diverse platform of resources to meet the growing needs of the district. With the use of resources such as blogs, classes, website, webinars etc.

All Nations Team: This new team of diverse leaders focuses on raising awareness in the district and among our churches to have a greater multicultural awareness and cohesiveness.

Church Vitality Team: This ministry focuses on helping churches move in the direction of greater vitality and alignment with the Holy Spirit. This is done by providing coaching, resources, and team meetings.

Credentialing: Providing care counsel and resources for those pursuing credentialing.

Next Gen Ministry: 2021 conference had 100+ next gen leaders for a time of connecting, worship, and encouragement.

Multiplication Team: This team exists to provide coaching, networking, assessments, and connection with other multiplying churches to move the mission of the gospel and EFCA forward. We have had several church plants, campuses, and services added to our district in the past 24 months!

Cross Launch: This new church plant residency equips leaders to minister in multicultural settings by placing them in a multicultural church.

Monthly Video Cluster: Our DSs meet with a different 10-12 lead pastors each month on zoom for a time of connection, prayer, and encouragement.

Prayer Conferences: Using both virtual and in-person means, we have seized upon the opportunity to strategically pray together with the hopes of seeing a movement of prayer within our district.

Pulpit Supply: In a desire to help meet the needs of churches and provide our next gen with more preaching opportunities, we have developed a new pulpit supply network that helps connect the needs of the church with our up-and-coming preachers!

These are some of the projects we are currently engaged in. We recognize the Hand of God in all of this and the gifts of the Spirit flowing through the many, many people who make up the team within the Eastern District. To God Be the Glory!

Gratefully Submitted,

Tony Balsamo & Cedrick Brown
Co-Superintendents, EFCA East

EFCA Southeast

The EFCA Southeast seeks to establish an increasing number of discipling churches of biblical integrity and spiritual vitality marked by the distinctives of the EFCA.

It is our pleasure to be part of a gospel-centered movement seeking to be a catalyst for multiplying disciples, leaders, and churches so that together we can see lives and communities transformed for God's glory.

What a privilege to partner with so many, committed to so much.

Current Church Status: We number nine southeastern states plus Puerto Rico and Haiti. We serve 102 congregations: 65 U.S. churches, 6 Haitian churches, 21 church plants, 2 second language congregations, and eight multi-site congregations. In addition, we currently serve another 8 church planting projects.

One-third of our pastors/church planters are bivocational. 50% of our church plants/projects are ethnic or multiethnic. 15% of our churches are ethnic or multiethnic.

We enjoy our growing diversity including nine Haitian pastors, six African American pastors, two African pastors, four Hispanic pastors, and three Asian pastors.

As more and more of our pastors reach retirement age, several of our churches are seeking to make healthy transitions allowing new and younger leadership to emerge.

90% of our ministries are located on the eastern half of the district, and half of our congregations are in Florida.

Staff Team: Xochitl Cachon, has served us well as our administrator, watching over the details of our expansive region. Bruce Redmond expertly directs our church planting and has been especially busy this past year. Hugo Concha, our Director de Ministerios Hispánicos, has significantly enlarged our capacity to minister to the Spanish-speaking communities of the Southeast.

Financial Times: As our district movement continues to gain momentum, we do appreciate the sacrificial giving that so many have provided as we continue to hold our ground through the pandemic.

May the Lord continue to show His favor.

New Initiatives:

- Normal Church Network – a network for our pastors serving churches of under 250 attendees, highlighted by gathering once a year for three days to encourage and stimulate each another.
- Montgomery Moves Me – tours hosted for EFCA leaders and congregations to the Legacy Museum and the Memorial for Peace & Justice in Montgomery.
- Shepherding the Shepherds – assisted by our ReachGlobal colleagues, providing a 45-hour, three-day opportunity for reflection and soul care to pastors and their spouse.
- Venezuela Partnership – ministry teaming with the president and pastors of the EvFree churches of Venezuela (ADIEL).
- Zoom Lunchroom – a regular opportunity via Zoom to gather pastors and ministry leaders to connect and engage in conversations of interest and need.

It continues to be an absolute privilege to serve the Lord together with you. My esteem for our district's pastors and ministry leaders couldn't be higher. They have met the unprecedented challenges of the last year with unwavering faith, spiritual wisdom, and timely creativity. I couldn't be prouder to serve the Lord alongside of them.

May God continue to bless the EFCA for His glory and honor.

Sincerely,

Glen A. Schrieber
Superintendent, EFCA Southeast

EFCA Texas-Oklahoma District

Our vision is to have healthy churches that multiply at every level: believers, disciples, workers, leaders, disciplemakers (both local and global), and churches or campuses. We want every church to be a parent church, partner church, or participating church when it comes to church planting. We firmly believe that the single most effective evangelistic methodology under heaven is planting new churches which in turn plant other new churches.

Over the past two years, we have had 20 church plants in process. In 2019, three churches launched, and we adopted a church plant. Despite the difficulties of 2020, one established church launched a Spanish service, and as a district we approved five new church planters. This year, we have already seen three churches launch, plus an additional Spanish language second service. We are encouraged to have parent churches who are hiring residents to send and plant in the future. Also, several churches moved into new facilities, and others plan to do so this year.

Katie Arnold, our Director of Ministry Effectiveness, who helps our churches multiply disciples, leaders and churches, also leads our *Multiplying Together Initiative*, which is our multiplication network. These churches have committed to personally living a multiplying life and leading their churches to multiply disciples, leaders, and churches with the goal of planting a new church every three to five years. They have committed to giving 3% of their budgets to their own multiplication as well the EFCA Partnership Program. Katie also serves on the EFCA ReachNetwork team.

In the fall of 2020 and spring of 2021, ten pastors completed our Next Level Leadership Cohort. Pastor Drew Leaver and Pastor Bill Stewart facilitate this excellent leadership training for our district.

We are thrilled this year to see the addition of John Watson to our staff as Small Groups Specialist. Heath Haynes came on staff in 2020 as Regional Director of Houston to develop a culture of collaboration with growth and multiplication throughout our churches in the area. In 2019, Monica deGarmeaux joined our staff as the Director of Thrive, a ministry for Lead Pastors' Wives. We now have ten paid staff members and two volunteer staff members.

At our 2021 District Conference, the delegates voted to approve the 2019 EFCA Statement of Faith change which replaced the word "premillennial" with "glorious." The motion passed with a 95% approval vote. At our 2020 Annual District Leadership Conference, we voted to remove one church from our district: South Church in Fredericksburg, TX, which closed, and we voted to approve Stonewater Fellowship, a church plant in New Braunfels, TX, as an autonomous church.

As a district, our Board of Directors has been working through a succession plan and we expect

my successor to take the baton at our February 2022 Annual District Leadership Conference.

We Are Better Together, and we have a wonderful spirit in our district. I praise God for our board, staff, churches, pastors, church planters and their families who are sacrificially working together to help us multiply transformational churches among all people. The future looks bright, and I am convinced that the best days of EFCA Texas-Oklahoma are still ahead!

Warmly,

Dr. Bob Rowley
Superintendent, EFCA Texas-Oklahoma

EFCA West

It is a wonderful privilege to write my first report as District Superintendent of EFCA West. I was called to take the reins in December of 2019 following Steve Highfill's twenty-nine years of faithful service to our churches in this role. Standing on the shoulders of the giants who have come before me, I am the beneficiary of both a world-class staff of uniquely gifted men and women and a district that never ceases to amaze me with its size and endless potential. For that I am truly humbled and deeply grateful.

If you were on an elevator with one of our EFCA West staff and asked them what exactly it is that we do, my hope is that by the time you got to the fifth floor you would hear this: EFCA West *helps churches fulfill the Great Commission* – specifically, we *help them strengthen their leadership, help them plant new churches, and help them reach all people.*

Our vision is to see, in the seven western states included in our district, what happened in Acts 16:5, "So the churches were strengthened in the faith, and they increased in number daily." We believe that by adding tremendous value to each and every one of our congregations we can create "raving fans" out of pastors and church leaders because they feel cared for, connected to, resourced, and inspired to be a part of our EFCA family.

When the COVID-19 crisis hit in March of 2020, our team immediately sprang into action and redirected all our efforts toward three priorities: *convene, resource, connect*. In June, our nation was rocked by the tragic death of George Floyd. We were once again faced with the question of how we can best add value to our churches.

For EFCA West, that resulted in a tidal wave of innovative steps to help our churches meet these unprecedented challenges. Briefly, we were able to:

- 1) Conduct 16 "Wednesday Workshop" zoom meetings with over 1,000 in total attendance, providing up-to-date guidance for churches and leaders.
- 2) Respond to national racial unrest by starting a "Reach All People" cohort to help churches build bridges with diverse groups of people living among them.
- 3) Start 5+ additional "affinity" workshops including elder training, student ministry leadership, and children's ministry leadership.
- 4) Launch "The EFCA West Podcast" with 16 episodes and 700+ downloads for the purpose of connecting pastors to other pastors and EFCA resources. This included Credentialing, FCMM, CIF, Immigrant Hope, ReachGlobal, ReachNetwork, and TEDS.
- 5) Produce 30 "weekly updates" that included encouraging videos and vital information.

We were also able to expand our staff during this past year. Dean Mayeda, founding pastor of Nova Community Church, joined our team in June of 2020 as the part-time director of church

planting. He oversees the training, coaching, and resourcing of our church planters. Also, because of the explosion of opportunity in our “all people” area, we invited Steve Sammons to join our team as our Director of Hispanic Ministries.

Our other staff include:

- Linda Bishop, Director of Women Leaders
- Xochitl Cachon, Administrative and Credentialing Services
- Bob Osborne, Director of Church Health
- Alex Rivero, Director of All People Ministries

The following is a series of numbers from both 2019 and 2020 that help tell the continuing story of EFCA West and how we are helping our churches fulfill the Great Commission:

- 227 congregations totaling 70,844 in approximate weekly attendance, of which:
 - 8 are Asian as second language
 - 2 are “Deaf” defined as second language
 - 30 Hispanic Congregations, 18 defined as second language
 - 48 are multi-cultural with 2 or more primary ethnicities
 - 1 is African American
 - the remainder are either undefined or English speaking, predominantly Caucasian
 - 4 new church plants plus \$76,500 in church plant funding
 - 22 church plants for which funding and/or leadership assistance was provided
 - 8 new 5-year ministerial licenses
 - 2 certificates of ordination
 - 1 expedited ministry license
 - 3 formally affiliated new churches
 - 10 closed or removed churches

Already we are excited about how God is using EFCA West to identify, assess, train, and support new church planters. We are also looking forward to innovative ways to bring both affordable and high-quality education to our Spanish-speaking pastors, many of whom are bi-vocational.

On behalf of our staff, I can say we are so grateful that God has given us this particular “lane” of ministry in which to run fast and hard. We look forward to the continuing journey of multiplying transformational churches among all people!

Blessings,

Tim Jacobs
Superintendent, EFCA West

Forest Lakes District

Our Missional Vision:

We exist to strengthen our member churches so that together we may multiply transformational churches among all peoples.

Our Strategy:

- Connect: Create environments for relationships.
- Equip: Offer ministry resources and training.
- Multiply: Support the multiplication of disciples, leaders, and churches.



We desire to see a gospel-preaching congregation within 25 miles of every person in Wisconsin and the UP of Michigan. We also have a member congregation in Dubuque, IA, and partnership with a plant in Berlin, Germany.

Multiplication Mission:

We support planters & churches in planting disciple-making, transformational, and multiplying congregations throughout the FLD.

Multiplication Values:

- Gospel Centered: We embrace the gospel as the power of God to save and transform.

- Prayer Dependent: We are a Spirit-filled people who prayerfully depend on the Lord.
- Multiplication Driven: We are committed to multiply disciples, leaders, and churches.
- Diverse: We unite in Christ as an increasingly diverse people.
- Collaborative: We support one another as a community of leaders and churches.
- Innovative: We encourage a culture of innovation and creativity.

We thank the Lord for how He has brought together our team and look forward to how God will work through us to support the leaders and churches of our district toward greater disciple-making fruitfulness and multiplication!

Scott Sterner,
Church Multiplication

Jon Payne,
District Superintendent

Rob Weise,
Student & Family Ministries
and District Events



Marcus Constantine,
Credentialing Catalyst

Jami Wilhelm,
Connection & Events Manager

Earl Seliskar,
Finance Specialist

Great Lakes District

The Great Lakes District (GLD) serves around 165 member churches, 17 multi-site campuses, as well as “churches within a church” (ethnic) for a total of over 200 “churches.”

The definition of a member church is clear. The [application is on our website](#).

As you look at all the details of the document, you will discover six essentials.

- Determination of membership.
- Selection or appointment of the principal governing board.
- Selection of the senior pastor or senior directional leader(s).
- Approval or alteration of constitution/bylaws.
- Approval of an annual church budget.
- Approval of any major purchase or dissolution.

Over the last 10 years, significant change is in thirteen percent of our churches.

- Seven largely small rural congregations closed: Grace CC in Huntington, IN; Mendota IL; Wildwood in Green Castle, IN; EFC of Hillsboro, OH; Faith Fellowship in Port Byron; and Pleasant Valley in Anderson, IN.
- Faith Community Church in Columbus, OH left to join a closer EFCA district.
- Fox Lake Community Church and Grace Community Church (Willow Style) in Indianapolis left to become independent. The Sanctuary followed Ronn Smith to High Point Church. The City Chapel in South Bend, IN joined with a Hispanic Association. Edgebrook EFC joined Park Community Church.
- Five churches closed to be replanted in the Great Lakes District: Peoria, IL; Ottawa, IL; Chicago, IL (The Brook); Rockford Hills, MI (Doxa); and Schiller Park.
- Five GLD churches became multi-sites: Itaska EFC; Wheaton EFC; New Song, River Valley in Newago, MI to Trinity Fellowship EFC in Big Falls, MI; and Neuvo La Vida to our Hispanic Congregation in Wheeling, IL.

When I came to the GLD in 2004, we were experiencing an urgent need for creative options as we saw Addison Bible Church join Harvest Bible Chapel, Lake Zurich EFC join Harvest Bible Chapel, New Lenox EFC join Harvest Bible Chapel, Jefferson Park EFC join New Life Church and Edgebrook EFC join Park Community. GLD churches stepped up! Brett Gleason’s strong work with restarts and the many new multi-siting GLD churches stemmed this tide. Brett is becoming a restart specialist for dying churches. We believe our Regional and Area Superintendents bring

new health and loyalty to our GLD churches that leads to multiplying transformational churches among all people.

Since 2008 we added 24 new GLD member churches to the glory of God! You can read about our church multiplication on our [website](#).

Rick Thompson
Superintendent, Great Lakes District

Hawaii District

Early this year we bid a fond (and socially distanced) farewell to Bruce and Margie Campbell, who served faithfully and sacrificially as our DS for two decades (along with Steve and Kori Knapp, who served as our Pastoral Care Director). We praise God for the growth and fruitfulness we've seen since the days when Bruce was the only EFCA pastor in the islands. We now have 10 EFCA churches in Hawaii, with two more plants in the pipeline and a number of churches interested in aligning with us.

Alton Uyema and I have taken up the reigns as co-superintendents, and we're stoked about where God is taking our expanding partnership of churches. As we step into this new role, we have two main goals for this season:

1) Determine how we can better support individual churches and pastors in their unique missions. We are creating avenues for pastors and church leaders to share ministry ideas and best-practices and help each other solve problems. We are facilitating pastor prayer partnerships for ongoing support and encouragement.

2) Determine the mission God is calling us to pursue together, that individual churches couldn't accomplish alone. We are looking for ways to expand God's kingdom in the islands together, and we're already seeing growing partnership in areas like church-planting and compassion ministries. The pandemic upended many plans, but we hope to re-establish our Kairos Project missions partnership in Southeast Asia.

Evangelical church attendance in Hawaii is only about 7 percent. We have much work to do, so we're grateful to be part of a Christ-centered, grace-fueled, mission-driven 'ohana like the EFCA.

Matt Dirks
Co-Superintendent, Hawaii District

Midwest District

COVID-19 will be forever remembered for the changes it demanded in 2020 in order to continue fruitful ministry by our Midwest District (MWD) churches. Most all adapted to live-streaming of the Sunday message and zooming their small groups. But the *best* thing the churches did was to continue what they were doing well in 2019 . . . loving and obeying God; loving their neighbor; making disciples; and serving with humility. Being creative with methods was essential. Adjusting to new approaches was required. But it was still (and will be) our commission to live out and communicate the gospel to a lost world.

A few highlights from the past couple of years would be: 1) our TRANSFORM conferences (annual conferences), with challenging speakers, training seminars, corporate worship, and just great fellowship with one another continue to be one of the most important and encouraging things we do. We were able to have both the 2019 and 2020 conferences in person. 2) In the fall of 2019, we had a Pastors/Wives retreat. By the caring heart of a generous donor, we were able to provide a meal, two nights housing, and registration for a total cost of \$15.00 per couple! 3) There has been an abundance of new senior pastors in the MWD, with a total of 16 joining us from our February 2019 annual conference through our February 2021 annual conference. 4) At this year's annual conference in February 2021, despite snow, frigid temperatures, and a power outage, we elected a new District Superintendent, Dr. Colby Kinser, Pastor of Grace Fellowship Church (EFC) in Overland Park, KS. He will do a fantastic job in leading the MWD in the years to come.

The MWD presently has 101 churches, 107 different congregations, and 2 church plants.

In 2019-20 two churches moved out of the EFCA: Firth EFC in Firth, NE, and Gothenburg EFC, in Gothenburg, NE.

Our TEAM 4:18 (from Proverbs 4:18) ministry continued to provide a unique realm of ministry for the MWD. This running affinity group consisted of runners primarily from the MWD Churches, seeking to better carry over the physical disciplines demanded to be a "runner," to our spiritual disciplines demanded to "walk [run] the path of righteousness" and to reflect the light of Jesus more brightly. This enjoyable ministry has "run its course" and will conclude with one last race in Wichita, KS, in May of 2021.

It has been an honor and a privilege to serve the MWD churches in Nebraska, Kansas, and the KC metro these past nine years.

Grateful for His Grace,

Noah Palmer
Superintendent, Midwest District

New England District

The New England District Association (NEDA) is the association of Evangelical Free Churches in the six New England states and the northeast triangle of New York state with sixty-five congregations. New England is one of the most un-churched regions of the country with eight out of the ten most “post-Christian” cities in America located in the Northeast. New England needs the presence of Jesus demonstrated and the gospel message proclaimed by Jesus’ followers as they gather in worship and scatter on mission. It is our desire to see a gospel presence established in every community. We work toward this vision by developing disciple-making leaders, growing transformational churches, and catalyzing church multiplication.

Our 2019 annual conference took place at Camp Spofford in Spofford, NH. The theme was “A Gospel Presence in Word and Deed” with David Gustafson (TEDS) being our keynote speaker. In 2020, our annual conference was again held at Camp Spofford. The theme was “Renew” with Jim and Suzi Kallam as our keynote speakers.

Over the past two years, there has been a lot of change within NEDA. Sixteen of the sixty-five churches in our district have gone through, or are going through, a pastoral transition process. Many of these churches had the blessing of being served by long-term pastors who are retiring. I am grateful for these faithful men and praise God for their fruitful ministries. I am also grateful for the pastors God has provided for the next season of ministry.

A significant focus of district ministry over the past year has been care and resourcing for pastors who have had to deal with so many challenging issues at once. Monthly Zoom roundtables were created to help pastors who are facing a flurry of challenges from COVID-19, racial injustice, political tension, LGBT+ issues, and just plain tiredness. I continue to pray that God will give NEDA pastors wisdom, strength, and grace as they shepherd their churches during a particularly tumultuous season.

In this past year, we were excited to see Life Church in Ayer, MA begin public services. We are saddened to report that five churches closed: Grace Community Church, Madison, CT; Mountainview EFC, Voorheesville, NY; Crossway Community Church, Saco, ME; Grace EFC Metrowest, Framingham, MA; and Covenant Life Church, Middletown, CT.

I continue to be grateful for the opportunity to serve Christ and his church as the New England District Superintendent.

Grace and peace,

Sam Huggard
Superintendent, New England District

North Central District

If you abide in me, and my words abide in you, ask whatever you wish, and it will be done for you. By this my Father is glorified, that you bear much fruit and so prove to be my disciples. – John 15:7-8.

Brothers and Sisters in the EFCA,

As we all know, the last few years have been challenging. We have experienced, in measure, difficulties related to the coronavirus pandemic, racial tensions, relational conflict, political polarization, and civil unrest. Together with the psalmist, we have often prayed, “how long, O Lord?”

While much has changed in our culture over the last few years, our mission remains the same. The North Central District continues to exist to glorify God by multiplying transformational churches among all people in Minnesota and beyond. Believing we are better together, our district seeks to serve pastors, church leaders, and churches as they pursue this calling.

During the last two years, our district team has included Dave Linde (Resources, Placement & Credentialing), Dan Moose (Church Multiplication), Steve Austvold (Missions Mobilization), Kelley Johnson (Pastoral Care), Glenn Olson (Student Ministries), Pat Wester (Church Revitalization), Sharon Trucker (Administration), Mindy Warland (Finances and Administration), Jordan Hirsch (Administration), and Sonja Monsen (Finances). More than the programs we have or the resources we offer, we are convinced that it is the direct support, encouragement, and partnership of our district staff that makes the biggest difference for NCD churches.

Our NCD Strategic plan was updated in 2020 (ncdefca.org/strategicplan). We remain committed to keeping churches first as we pursue progress in our five key areas of opportunity. These are gospel and scripture, leadership pipeline, personal evangelism, all people, and church revitalization.

Flowing from our convictions, our district added three special events to our ministry calendar during these years. These include the *NCD Lead Pastors Prayer Gathering* (a new tradition that will help us begin each year with prayer), annual *NCD Evangelism Cohorts* (to help our pastors and church leaders grow in their practice of personal evangelism), and annual *Moving toward Montgomery* trips (to help NCD churches lean toward issues of race and ethnicity with the gospel).

Due to the challenges mentioned above, ministry numbers are difficult to gather and interpret. The numbers below come from our 2019 NCD infographic, which was designed to help our family of churches count and celebrate what God is doing in and through the North Central District (ncdefca.org/infographic). We anticipate producing an updated infographic in 2022.

Moving forward, we plan to adjust our metrics in light of the “new normal” that will emerge in the days ahead.

- 167 congregations (142 established churches, 11 plants in process, 10 second language congregations, 4 multi-site campuses)
- 5,740 disciple-making leaders & 2,443 disciple-making groups
- 821 baptisms
- 34,951 average weekly attendance

Like these last few years, the season ahead promises to be challenging as well. But by God’s grace, it can also be wonderful, joyful, and filled with fruit that lasts (John 15). May God grant these things to our EFCA family, to every congregation, and to each of us personally, as we walk with Him.

In Christ,

Brian Farone
Superintendent, North Central District

Northern Mountain District

The Northern Mountain District includes Eastern Washington, Northern Idaho, and most of Montana. It is nearly 800 miles from the western edge, at our Washington Cascade Range to our furthest eastern church in Forsyth, Montana. The NMD has, at present, 28 churches.

Since our last report, we added an associate member church, Lincoln Heights Community Church in Spokane, WA. Two churches departed because of the 2019 Statement of Faith – First EFC of Billings MT and Alberton EFC in Alberton, MT. Indeed, much energy has been expended working through the 2019 Statement of Faith with all our district churches, and at present our vote to adopt is still pending. This important decision will be made on May 7, 2021, when we vote at our Annual NMD Conference in Liberty Lake, WA.

COVID-19 has dominated much of our pastors' workload over the past 14 months. We cannot overstate the stress this has created for our congregations, with the senior pastors finding themselves to be lightning rods as policies were thought through, created, communicated, and revised. As a positive result, many of our churches learned new things about community life, technological options, and the grace of God.

A good working cluster of pastors has been working on strategies for church planting and pastoral internships. The men involved are mostly our "next-generation" pastors and bodes well for the future health and strength of the district.

In His Service,

Lee Kisman
Superintendent, Northern Mountain District

Northern Plains District

**36 churches – 1 active church plant — 55 pastoral leaders – 3 Chaplains
– 3 affiliate ministries – 6 missionaries – 4 NPD staff members – 4 states – ONE LORD!**

Mission: The Northern Plains District exists to support our district churches in accomplishing their mission of making disciples of Jesus Christ so that together we might multiply healthy churches among all people. This calls us to focus on three key areas:

Healthy Churches: Because healthy churches are God’s primary means for advancing His kingdom the Northern Plains District seeks to help churches be communities that love Christ and are fully committed to His Great Commission.

Partnership: Because we firmly believe that we are better together the Northern Plains District seeks to promote partnership between our district churches through both formal events and through the informal contacts that allow churches to support and encourage each other.

Multiplication: Because we are all called to share the good news of the gospel, the Northern Plains District is committed to multiplying churches and discipling communities across our district. We also work with local churches as they seek to multiply leaders and ministries in their local communities.

District Superintendent Transition: Dr. Daryl Thompson retired in May of 2020 after serving for 12 years as the District Superintendent. In April of 2020 NPD conference voted to call Dr. Brian Wright to be the new District Superintendent. He officially began his ministry on July 1, 2020. As part of this transition the district closed its physical office in Bismarck, ND.

Staff: The NPD is served by three additional staff:

- Kathy Glass serves as the Executive Assistant and the NPD Financial Administrator.
- Steven Dunkel serves as our district Student Ministry Mobilizer.
- Steve Austvold serves as our Missions Mobilizer and works with our district reconciliation team.

New Churches: In 2019 Living Hope Church in Plentywood, MT joined to the Northern Plains District. In 2020 CrossRoads Community EFC began as a church plant in Casselton, ND.

Ministry Priorities: Current priorities for the district are to focus on credentialing, church multiplication and building relational connections. The district board is working to “get a

GRRPP” by bringing goals, roles, relationships, policies and procedures into a sharp focus for improved board and executive performance.

Dr. Brian P. Wright
Superintendent, Northern Plains District

Pacific Northwest District

The Pacific Northwest District is comprised of 41 churches. During this past year, dealing with the realities of COVID-19 has affected us all. Some of our pastors and churches are doing well; some have struggled with polarization around issues, primarily the handling of requirements to follow State and local standards. I have found that many of our pastors are feeling weary of these circumstances. For our pastors who are meeting in regional clusters, there has been good connection with other pastors, however through the medium of Zoom. We are looking forward to enjoying the relationships that we have built over the years.

Our 2020 District Conference featured Mike Perkinson, Praxis Network. He led us in a discussion about Living and Reproducing the Irreducible Core: Love God, Love others, and as you go, Make Disciples. In our 2021 Conference, Dr. Don Guthrie, TEDS, spoke with us about finding and sustaining resiliency in the work of ministry.

We continue the work of refining our vision for multiplying healthy disciple-making churches among all people in the Pacific Northwest. We are helping some of our churches to recalibrate their ministries around the priority of developing and releasing disciples. Our goal is that the people we serve understand, *faith as a way of life*, and feel competent in sharing the way of Jesus with others they know.

Our District Team serves the Pacific NW District well. Richard Parker handles our credentialing work. He uses *Gateway* as the means of working with individuals toward their EFCA credential. He has served folks outside of the PWND as well. Our District Board is made up of men who lead a region in the district. These men give sacrificially to serve the district while pastoring their own churches. Scott Lamb is our Church Multiplication Director. He serves with the EFCA Church Multiplication Team. His desire is to use the principles of multiplication in a way that will work effectively within the culture of the Pacific Northwest.

The Pacific Northwest is increasingly post-Christian. We are compelled by the Great Commission to continue to elevate church planting as a central priority of district ministry. We believe that planting churches in which disciple-making is the central feature is the most effective way to see the Kingdom of Christ grow. Though we are a district that plants churches, we are laying groundwork for the day when we can become a district of churches planting churches. We appreciate your prayer as we serve together with you amid a culture that is undergoing tremendous change.

Bruce Martin
Superintendent, Pacific Northwest District

Rocky Mountain District

As we continue to "**multiply transformational churches among all people**" we are excited about our ongoing opportunity to begin new church plants in the Rocky Mountain District.

In the past two years, we have birthed two Hispanic churches in Denver, CO and Aurora, CO, as well as an Anglo congregation in Pueblo, CO. We are in discussion with two additional Hispanic groups in Thornton and Longmont about becoming a church plant under the Rocky Mountain District. We also have a church planter in a residency program whom we believe will be ready to plant later in 2021.

Grace church in Longmont, CO closed their second campus, while Calvary in Boulder, CO started a new campus in Thornton, CO. Following the EFCA national office move to the 2019 statement of faith, three churches in our district left our association.

We hired a part-time Director of Church Planting and Development who is working with a few pastors that serve on our Church Planting Leadership Team. He will work with these men as they train, equip, and coach new church planters coming into our system. In partnership with the EFCA, we have had two from our Church Planting Leadership Team trained to lead church planting cohorts, each has completed one church planting cohort.

Two of our churches are also hosting the national Gateway ministry to assist in ethnic planting and outreach.

Our 10 Healthy Church Networks continue to meet monthly where our pastors can fellowship and get training on critical ministry issues is available. These continued during the COVID-19 pandemic, meeting virtually for the first few months of the pandemic. They are all back to meeting in-person.

Our 2020 annual conference met using virtual technology, linked together on three different campuses throughout the district. At our 2020 conference, the Rocky Mountain District affirmed and adopted the EFCA 2019 statement of faith.

We worked with one church that was below critical resources to do a restart. They moved back to church status at our April 2021 conference. We also moved a church plant at our 2021 conference to full church status.

The EFCA national office recommended Pastor Barry Vegter who came into the EFCA from the Reformed Church of America to be the District Superintendent Elect. He was affirmed at our

April 2021 conference and will become the District Superintendent in 2022 or 2023 after mentoring under me.

Dr. Gregory Fell
Superintendent, Rocky Mountain District

Western District

Our vision in the Western District remains consistent with that of the EFCA: to multiply transformational churches among all people. We seek to align ourselves more diligently with the heart of our singular Head, Jesus Christ, the Risen One, who said, as recorded in Matthew 16:18, “I will build up those whom I’ve called out.”

This sense of one true church across history and the world in need of the story of a living Savior is our unifying reality. It directs us. It impassions us. It speaks to our reason for being. It is large enough for us to be the uniquely created, gifted, and equipped priests, ambassadors, saints, ministers of reconciliation, witnesses, and servants after the very pattern of Jesus. It simplifies and focuses our identity and function as local assemblies of believers in communities throughout Northern California, Northern Nevada, and the world.

Pastoral Transitions:

- Crescent City, CA – Russ Green retired, Gary Crandall (IPM) welcomed Rob Foster as new pastor.
- Hydesville, CA – Michael Delamarian retired, Patrick Allen (IPM) serving now.
- Carson City, NV – Fred Kingman departed, Chelsey Thompson and Steven Veatch now serving this group of missional community innovators.
- Rocklin, CA – Ryan MacDiarmid transitioned into a marketplace mission career, welcomed Mark Beuving as new pastor.
- Orland, CA - We welcomed Grant Kolkow as new pastor.
- Vina, CA – in search of a new pastor.
- Ukiah, CA – We welcomed Marttell Sanchez as new pastor.
- Chico, CA – We welcomed Kenny Stone as new pastor.
- Susanville, CA - Rick Conrad retired, welcomed Brian Robbins as new pastor.
- Kelseyville, CA – Garry Zeek moved into new ministry, welcomed Paul Mollett as new pastor.

Drew Sodestrom, pastor of Vintage Grace, El Dorado Hills, CA, serves the district as our Church Multiplication Catalyst. Over the past two years, many have seen the efforts to start new works in several locations, and Drew started a Multiplication Cohort, facilitating three, 12-week groups to move a dozen potential planters into multiplying ministry. The complexity of these efforts has resulted in the following plant:

- Church Starts: New City Church, Oakland, CA, Gabe and Kari Garcia, planting family.

Now the Western District is turning its sites to the existing churches, inviting Senior Pastors interested in pursuing their own multiplying efforts to grow in their understanding of how to move an existing local church in that direction.

A Recovery Church ministry is being established under the direction of Pastor Bud Inman, Pine Grove, CA.

Gateway Theological training continues under the able service of Pastor Mike Ernst.

Credentialing services are offered by Pastor Patrick Allen.

Neal Brower
Superintendent, Western District

EFCA Chaplains

Becoming an EFCA Chaplain is challenging long before starting to serve as one. The EFCA credentialing process is responsible for validating our chaplains' readiness theologically, emotionally, and spiritually. EFCA Chaplains may minister in austere environments far from other EFCA chaplains, carrying the gospel of Jesus Christ to places where there is no local church. They need extensive preparation to serve in any situation regardless of circumstances.

Forty-six EFCA chaplains serve across military formations state-side, overseas, and on deployment to hostile fire zones. They do so with a well-deserved reputation for dedication, faithfulness to their calling, and a professionalism that stands out in the military's three Chaplain Corps. Additionally, the EFCA has endorsed sixteen chaplain candidates who hope to serve as military chaplains once they have completed the prerequisites required to serve.

On the civilian side, EFCA Chaplains serve in local communities in many varied settings. They are able to embody the gospel and share it with those placed in their care. One of the most challenging places to minister is in a hospice situation where the patient has only a short time left to live. With care and devotion, EFCA Chaplains bring comfort to their patients, family, and the staff through sharing the redeeming message of Christ.

The EFCA is having an impact world-wide through its institutional and military chaplain program which starts at the EFCA local church. Please continue to identify, prepare, and support our EFCA chaplains as they serve God for His glory!

Phillip Wright
Chaplain (Colonel) USA (Ret)
EFCA Chaplains

Christian Investors Financial

God is still on the move! That's not only been our rallying cry at Christian Investors Financial (CIF) these past two years, but we have witnessed this reality time and time again. For more than 60 years, CIF has partnered with EFCA and like-minded churches through loans, investments, and capital campaigns. Even in the midst of a global pandemic, individuals and churches across the country are seeing new and exciting ways that God is expanding His Kingdom—and we are blessed to play an increasing role in that movement.

Our loan expertise and decades of experience set CIF apart from commercial lenders. If your church or ministry is considering buying, building, renovating, or expanding, we would love the opportunity to partner with you. We serve small and large congregations, and those in rural, suburban, and urban contexts. We focus on relationships, and our customizable approach will fit the needs of your unique situation. Our interest rates are very competitive and since we've been doing exclusively church loans for more than six decades, we are confident we can meet your needs.

Our loans are funded primarily by investments from individuals, churches, and other entities in interest bearing investment certificates. Our loans have helped churches increase space for Vacation Bible School, helped build recreation centers that serve communities, expanded sanctuary capacities to accommodate growing congregations, provided funds for deferred church maintenance projects and helped meet numerous other ministry purposes.

Many churches and ministries also need assistance in raising funds to grow and expand. Through our Campaigns & Consulting ministry, CIF provides capital campaign and consulting services that help churches get to that next level—whatever that may be.

CIF continues to be sustainably healthy. Our liquidity meets present needs, our loan portfolio is doing well, and capital/net worth remains strong. For 2019 and 2020, CIF's loan funding totaled \$45.5 million to 39 churches and ministries. As of December 31, 2020, total loans outstanding were \$156.1 million, and outstanding investment certificates totaled \$179.8 million. Net assets increased to \$45.7 million and total assets increased to \$225.9 million, which were both year-end records.

For 60 years, CIF has partnered with churches, ministries, and individuals to help them reach their God-given potential! We'd love to work with you—regardless of the project—to advance God's Kingdom and spread the love of Christ.

Expanding the Kingdom together,

Scott Achterling,
President & CEO, Christian Investors Financial

FCMM Benefits and Retirement

This year is the 50th Anniversary of FCMM “Free Church Ministers and Missionaries” Benefits & Retirement. We are very grateful that, in 1971, leaders of the EFCA had the vision to establish a retirement plan that could provide a steady income for pastors and missionaries in retirement. From those early years, FCMM has grown to provide other benefits such as Long-Term Disability and Life Insurance (now called the Benefit Plan), and a Payroll Service. Today, church lay employees are eligible for benefits and retirement along with pastors and missionaries. FCMM currently provides retirement income to over 400 pastors and missionaries.

As President of FCMM, I want to thank the churches that are contributing to the Retirement Plan on behalf of your staff! This is a valuable benefit. Scripture calls us to honor those who serve well – especially those whose work is preaching and teaching (I Timothy 5:17-18). One of the ways we can show our love to those who serve our churches is by providing for them in their current ministry and for their future retirement.

To the churches that are providing disability income protection to your staff through the Benefit Plan, thank you for your care for these individuals and families! This benefit has been a great blessing to those who have had to use it. It provides income for those who need it, and it gives the church flexibility of resources to continue staffing ministry during a disability.

FCMM exists to enable pastors, churches, staff members, and missionaries to serve Christ throughout their lives by assisting employing ministry organizations in providing retirement and other benefits. This is our mission at FCMM. FCMM is the separately incorporated benefits board serving EFCA churches and ministry personnel. We are a 403(b)(9) church retirement plan that provides a simpler, less expensive and more flexible solution than 401(k) or insurance-based plans. Investment options include FCMM managed funds, American, Vanguard, Biblically Responsible (Timothy and Guidestone) Funds and Christian Investors Financial (CIF).

In 2019, we introduced a \$1000 matching grant for new enrollees in the retirement plan. This grant was made possible through the National Association of Evangelicals and a Lilly Endowment along with funds from FCMM. As of December 31, 2020, we had 72 pastors apply for the grant and 30 pastors have completed a 6-session course on Financial Health and received their match.

FCMM investment returns for 2019 and 2020 were: The Lifetime Fund (Option C) returned 3.5% and 4.5%, the Equity Portfolio (Option D) returned 25.66% and 13.10%, the Bond Portfolio (Option E) returned 6.16% and 5.90%. Detailed returns are available on the FCMM website.

If your church is not enrolled with FCMM, we invite you to contact us to learn more about the benefits we offer.

Prepare Today, Ready Tomorrow,

Rev. Ric Stanghelle
FCMM President

Evangelical Free Church of Canada

Greetings brothers and sisters in the EFCA! Deb and I are missing being with you in person. In these challenging times, I am nevertheless excited to see what God is doing in our movement.

COVID-19 has accelerated cultural changes that were already underway. Canadian culture is increasingly secular. In 2007, 23% of Canadians reported that they had “no religion.” By 2013, that number had risen to 36%. Now it is closer to 50%. Many Canadians have no clue what an evangelical Christian is – if they do claim to know, they assume we are angry, right-wing folks who are homophobic and anti-abortion, but don’t care at all about the poor, racial injustice, environmental stewardship – or any other of the moral issues that *they* care about. Sharing the gospel now is very different from twenty years ago when Judeo-Christian assumptions regarding life and morality were shared by most Canadians. Yet I believe that this is the best time to be the church of Jesus Christ! Jesus launched His new kingdom from the margins (from Galilee) with a motley crew of marginalized disciples. I believe our God wants to move in power to transform lives, and that His perfect strength will burst through our “weaknesses.” The early church didn’t enjoy government or cultural privilege and their loving communities were still able to share the Good News in power. We are called to do the same.

We in the EFCC desire to be a gospel-sharing and disciple-multiplying people – both nationally and internationally. We have developed a *Lay Leader Training* initiative to help our lay leaders understand the gospel, our culture, and the Free Church so that they can better live out their faith in these challenging times. Terry Kaufman, our new Leadership Catalyst, heads up this initiative. He is also working with our District Superintendents on providing a coaching and mentoring network for our pastors. We have provided a “*Ministry Moving Forward*” resource to our churches as they pray through what ministry will look like post-pandemic. At our annual Leadership Day (held online), we wrestled with how further to help our churches and missionaries carry out ministry “off the map.”

We have been in uncharted territory this past year (probably for much longer than we know), yet our churches and missionaries have done well pivoting in ministry. They are reexamining what they do and why they do it, and they have embraced new ways of making disciples. It has been tiring. We have sought to increase our care and resourcing for pastors and missionaries during this time. In many ways, the reach of ministry has expanded, not contracted, during COVID.

God is doing some great things through the EFCCM. We have 80 missionaries in over 20 countries. Dave Penner, the recently retired EFCCM Director, is now leading our *Global Outreach Evangelism Strategy* (GOES). This initiative has encouraged the Free Churches in Philippines and Rwanda. Canadian teams have worked with indigenous churches in sharing the

gospel and setting up disciple-making processes. Churches have been planted out of these initiatives, and Canadian team members have been far more courageous in sharing the gospel to their neighbors upon their return home. Rich Peachey, the EFCCM Coordinator of Member Care and Development, is making sure every missionary has a coach. A number of our missionaries have responded by stepping up to serve as a coach. Ike Agawin, EFCCM Manager of Personnel and Projects, is working to make sure our missionaries are better trained and that our projects are successful and compliant with government regulations.

EFCC Theology Conference, held completely online May 13 and 14, featured Dr. Michael Wittmer. Dr. Wittmer helped us comprehend God's Good Creation, the Fall, and the Redemption of All Things – both theologically and pastorally.

We are in the middle of building a new Home Office on the campus of Trinity Western University. Our 2,700 square-foot facility in the Fosmark Centre was overflowing with staff sitting at desks in the hallway, and even sharing desks! Our new 5,400 square-foot space is an addition to Fosmark Centre. This ensures that we remain on TWU campus and are able to support the mission work our churches and missionaries carry out in Canada and across the globe for years to come!

Trinity Western University and ACTS seminaries continue to flourish – even during the pandemic! I am the chair of the board for ACTS and am on the Board of Governors for TWU. President Mark Husbands is making great progress in supplementing the mission of TWU with a new vision that ensures the university remains evangelical and becomes a truly global university.

I so appreciate Kevin Kompelien, Greg Strand, and other EFCA leaders who are gracious partners with us in gospel mission! I pray God's blessing on the EFCA as you join Jesus in His redemptive work. We are grateful to be able to carry out our Lord's work with you in the spirit of the Free Church motto –

In essentials, unity; in non-essentials, charity; in all things – Jesus Christ!

Serving with you,

Bill Taylor
Evangelical Free Church of Canada, Executive Director