



## **2023 EFCA Report Book**

**Prepared for EFCA Business Session**

**June 21, 2023**

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## **Welcome to EFCA One 2023!**

EFCA One is an opportunity to connect with old friends and build new relationships. We pray that God will refresh, strengthen and equip each person present at the conference through the worship services, networking and training.

God is working mightily in our midst – so please take time to read the reports provided in this document and engage with EFCA leaders and staff present at EFCA One. We are so grateful for your partnership, support and prayers.

May you be encouraged in our days together and blessed by the stories of gospel impact happening through EFCA churches, districts, and ministries here in the United States and through our ReachGlobal staff around the world.

Serving our Savior together,

Kevin Kompelien  
President  
Evangelical Free Church of America

## EFCA Board of Directors

On behalf of the EFCA Board of Directors, welcome to Fullerton Free Church for the 2023 EFCA One Conference. It is so good to be together again – in person! We are excited for our time as we gather to worship God and celebrate His faithfulness to, and work through, the EFCA. Our hope is that this conference will challenge and encourage you as we hear from speakers and engage with training breakouts, reconnect with friends, and hear reports and updates of God’s work around the country and around the world.

Our last time together in person was in 2019. What a four years this has been. We are living in unique times with unique challenges. Let’s not forget, though, that Jesus, our Good Shepherd, has entrusted this moment to us to continue to faithfully follow His voice and proclaim good news that breaks in as light in the darkness. EFCA One is a chance to be reminded of the extraordinary work God is doing across our nation and across the world. Jesus is calling people from every nation, tribe, and tongue, and we in the EFCA get to be part of the advance of His Kingdom.

Over the past two years, President Kevin Kompelien has worked to refine, clarify, and unify the work of the EFCA both nationally and globally, with the input and insight of the Board of Directors. We believe that the EFCA is better postured than ever before to be part of the mission of Jesus Christ at home and across the world.

At EFCA One, we gather to celebrate the things that bring us together as a movement. This is an active expression of what Jesus prayed for all believers, that we would be one (John 17). As Paul reminds us, the Church is called to unity—one body, one spirit, one hope (Ephesians 4). As our nation, and Christians within it, seem to be ever more polarized and divided, we on the board have never been more convinced of the importance of the EFCA. The centrality of the gospel, and the cry, “in essentials, unity; in non-essentials, charity; in all things, Jesus Christ” are what bind us together as a movement. It is essential that we all keep committing to the centrality of the Word of God and the gospel of Jesus Christ. We need not be shaken or swayed by the waves and winds that swirl around us when our anchor is set on the Rock of Ages.

May our Father’s Kingdom come, and His will be done on earth as it is in heaven.

Under grace,

Bill Riedel  
Chair, EFCA Board of Directors

## President's Report

*The EFCA exists to glorify God by multiplying transformational churches among all people.* This has been our shared mission for three decades. The ministries led out of the EFCA national office partner with districts to serve EFCA churches in the fulfillment of our mission, and with ReachGlobal staff around the world as they live out our mission by investing in disciplemakers to establish the church where the gospel isn't known.

As EFCA president, I am responsible to guard and champion the mission, ethos and values of the EFCA; the Office of the President team and I come alongside district superintendents, ReachGlobal missionaries as well as local church leaders to live out these values by gathering, encouraging and equipping them for effective ministry.

Without pastors, leaders, missionaries, donors and the support of districts and local churches, EFCA ministry would not look the same. That is why I believe so strongly in the idea of one EFCA—local, regional, national and international ministries working together toward common ministry objectives with shared values and trusting relationships.

Whether it's global missions, crisis response, equipping pastors or student ministry, everything we do aligns with our mission to *glorify God by multiplying transformational churches among all people.* Through the body of Christ, we want to see God transform every community, every neighborhood and every individual with the power of the gospel.

From the national office, 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 to encourage and equip leaders to better live out our Statement of Faith and fulfill our shared mission.

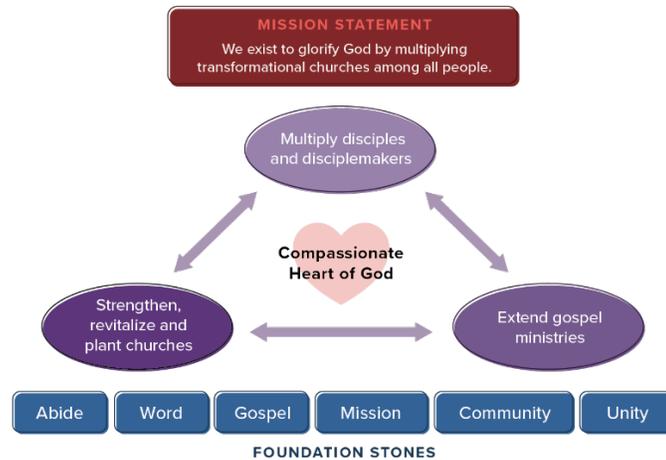
**Resource:** We develop and curate trusted ministry resources with distinctly EFCA values that reflect our Statement of Faith, mission and ethos.

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

These four strategies determine the pathways that lead toward the concept of one EFCA and the fulfillment of the EFCA's mission to the glory of God.

In the months following my election to a second term as EFCA president, I asked the Lord what He desired to be the focus of my work in the years ahead. I have a deep commitment that ministry strategies are best formulated and lived out in the unique contexts in which the work is taking place. My role is to make sure the foundational values of the EFCA that have guided ministry for over 130 years are guarded well and communicated clearly. The EFCA Statement of

Faith strongly articulates the biblical and theological values of our movement, while the following Missional Diagram clarifies our mission, foundational values and core activities that lead to the fulfillment of the mission.



As I prayerfully considered what the Lord would have me emphasize, I was drawn to the question “What are the essential things that should motivate and shape what we do to accomplishment of our mission?” That question led me to develop five Ministry Motivators that are deeply rooted in the scriptures and the EFCA Statement of Faith.

### Ministry Motivators

- Compassionate heart of God (Eph 2:1-5)
  - Article 1: God is “holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit.”
  - Article 1: “God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.”
  
- Urgency of the mission (2 Cor 5:16-21)
  - Article 3: “In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God’s saving work in Jesus Christ can we be rescued, reconciled and renewed.”
  - Article 9: “The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.”
  - Article 10: “We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment.”
  
- Reality of the battle (Eph 6:10-18)

- Article 8: “With God’s Word, the Spirit’s power, and fervent prayer in Christ’s name, we are to combat the spiritual forces of evil.”
- Deep need for community (Eph 2:11-22, Eph 4:1-16, Acts 2:42-47)
  - Article 7: “We believe that the true church comprises all who have been justified by God’s grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches.”
  - Article 8: “God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed.”
- Promise of Jesus’ authority, empowerment and presence (Matt 28:18-20, Acts 1:8)
  - Article 4: Jesus “sits at the right hand of God the Father as our High Priest and Advocate.”
  - Article 6: The Holy Spirit “indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.”

We’ve often said within the EFCA movement that we’re “better together” and we are working to make that a reality. We want local churches to know 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. We want to help every congregation— regardless of size, location or demographic breakdown—become a transformational influence for Christ in their local community. EFCA leadership and national office ministries are focused on serving the 1,613 congregations of our movement.

Over the past two years, we made significant investments to encourage and help local churches through resources on the EFCA website <https://www.efca.org> :

- *EFCA Helps*, an online library of relevant resources for church leaders. <https://helps.efca.org>
- *EFCA Jobs*, an online jobs board to help people find their next role within the EFCA. <https://jobs.efca.org>
- *Pastor Search*, a powerful, personalized matching process to connect pastors with churches by comparing candidate profiles with open positions throughout the EFCA. <https://pastorsearch.efca.org>
- *EFCA Credentialing* <https://credentialing.efca.org> , including the *EFCA Credentialing Support Center* filled with answers to a host of questions related to credentialing. <https://efcacredentialing.helpsite.com>

The EFCA seeks to strategically open opportunities for diverse people to learn, grow and lead within appropriate leadership pipelines and biblical guidelines toward the fulfillment of God's mission. The EFCA facilitates ten peer learning groups. As an investment in these leader affinity groups, the EFCA provides opportunities for networking and resource sharing with others in a same ministry role. Participants experience engagement and connection beyond a once-a-year physical event. In 2021 and 2022, there were over 400 participants annually at these EFCA convened gatherings.

At EFCA One in 2019, I issued a call to pastors and ministry staff to pursue credentialing in the EFCA. I am encouraged to report that since that time over 300 individuals have received an EFCA credential.

*Prepared* is a gospel-centered, affordable, accessible and systematic two-year equipping program for women in ministry leadership or preparing to serve in ministry leadership, locally or globally.

This program is a tangible way the EFCA educates and trains women for ministry while honoring the EFCA's position regarding ordination and our complementarian ethos. In the first two years, *Prepared* has grown to 88 women enrolled in cohorts, along with 55 coaches serving in the program. These 88 women represent 15 of the 17 EFCA districts and ReachGlobal.

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. The "one EFCA" mindset is something the Lord clearly put on my heart when I began as EFCA president.

There are many examples of "one EFCA" being lived out across the Free Church. One of the newest examples is taking shape in the California cities of San Francisco, Oakland and Berkeley. District leadership in the Western District and EFCA West have invited ReachGlobal to partner with them, along with local churches and EFCA national ministries, to form a team in these cities. The focus of the ministry is to expand and strengthen the gospel ministries of the local church; discipling current-day evangelists to serve in the local church and church planting; and supporting the Church to love neighbors who are different from them. The San Francisco City Team is looking to mobilize ten partner churches, recruit 20 staff to serve (both long- and short-term) in San Francisco, and lay the groundwork for five new church plants in the San Francisco Bay area before 2028.

Over the last two years, EFCA district superintendents have continued their consistent rhythm of interaction through monthly online engagement and face-to-face connections. As a result, relationships are strengthened and resources are shared. A retreat for superintendents and spouses was held in June 2022 in Colorado. This every-other-year retreat is a significant time of

rest, renewal, and reconnection. The following districts have worked through district superintendent transition processes since EFCA One 2021:

- EFCA Texas-Oklahoma District: Bob Rowley to Brent Burckart
- Western District: Neal Brower to Matt Moore
- Pacific Northwest District: Bruce Martin retired at the end of 2022 and a search is in process

The Northern Mountain District of the EFCA was dissolved at the end of 2021 as a result of the district's vote to not affirm the 2019 EFCA Statement of Faith. In 2022, I was asked by district churches to facilitate a transition team of leaders from the region to plan for the future of EFCA churches in this former district. As a transitional entity, the Inland Mountain Region was formed. The team worked to intentionally connect with church pastors and elders through networking calls, a survey of church pastors and leaders, and a regional conference for pastors and wives. During this time, the EFCA national office helped the churches in this region by providing donor services, accounting and communication services. This spring, initial steps to form the new Inland Mountain District were affirmed by the EFCA Board of Directors and by a conference of the EFCA churches in the region. Final steps toward the establishment of this new district will be worked through in the next year.

I am accountable to the EFCA Board of Directors for three primary areas of focus in the ministries led out of the national office:

- Increasing the number of diverse well-equipped discipling leaders
- Increasing the number of diverse transformational churches
- Increasing gospel impact in more diverse communities  
(Diverse meaning ethnic, gender, generational, nation of origin, and socioeconomic differences.)

The Lord continues to work among us in important ways. 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 21% of its churches and 37% of its church plants (up from 28% in 2019) identifying as multicultural. We define multicultural as at least 20% of a second ethnicity. Since 2004, the percentage of multicultural congregations, including church plants, in the EFCA has increased from 7% to 25%. This increase reflects years of intentional and prayerful ministry efforts, and we celebrate how many EFCA churches reflect the growing diversity of their communities.

In the summer of 2021, Carlton Harris joined the senior staff at the EFCA as Executive Vice President of National Ministries to give leadership to ReachNational and to work with district superintendents. He came with significant pastoral leadership experience in multicultural churches and a heart to help us advance the mission of the EFCA to multiply transformational

churches among all people and to help facilitate the objectives the Board of Directors has set for me to accomplish.

Since our last conference, there have been staff changes in ReachNational. I am thankful for each one who has served in leadership in this ministry division. In light of these changes, I want to be clear that the EFCA's focus on discipling, leadership development, and church planting with a commitment to reaching "all people" is as deep and passionate as it has ever been. New structures are being established with a new vision for accomplishing the task before us. I look forward to what the Lord has in store for the days ahead!

The EFCA Theology Conference and Challenge Conference are two major events hosted by the EFCA. Over 300 pastors and leaders gathered in both 2022 and 2023 for the EFCA Theology Conference. More than 3,000 attended the Challenge Conference in Kansas City in July 2022.

The Lord continues to open significant doors for ReachGlobal to invest in discipling to establish the church where the gospel isn't known. In a day when many mission agencies are seeing a decline in the number of missionaries, ReachGlobal continues to have new missionary candidates applying to serve the Lord in multiple places around the world.

Last November, I was privileged to be a keynote speaker at the 100<sup>th</sup> Anniversary Celebration of the CECU (Evangelical Free Church) in the Democratic Republic of Congo. The five-hour long celebration service with over 6,000 in attendance was the culmination of a year of remembering the work started in 1922 by Dr. Titus Johnson. Over the years, more than 170 EFCA missionaries have served there in multiple ministry roles. Today, the CECU has over 1,500 churches and touches the lives of more than 2 million people through multiple ministries.

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 by ministry staff, we continue to maintain a healthy financial picture. In addition, financial support for ReachGlobal missionaries and projects remains strong.

As mentioned in my 2021 report, there continues to be a significant number of EFCA churches not contributing to the ministry of the national office through the EFCA Partnership Fund. In 2022, 62% of EFCA churches supported the EFCA Partnership Fund at some level of giving. The support of these churches equips the ministries of the national office to serve the EFCA movement with excellence. It is my prayer that the 38% of churches not partnering financially with us will prayerfully consider including the EFCA Partnership Fund in their budgets.

The Lord continues to provide for the ministries of the EFCA through gifts from individuals to the EFCA Fund and to key strategic initiatives. In addition, the EFCA Foundation provides an important ministry to Free Church people resulting in significant ministry gifts to churches, districts, missionaries, and the EFCA. Garth Warren, EFCA Chief Development Officer, and his team continue to effectively share opportunities for individuals to partner with us in ministry in the U.S. and around the world.

I deeply appreciate Carole Lehn, Rae Phillips, Brian Duggan, and Carlton Harris 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. As she has for more than 40 years, Becky remains my most significant partner in ministry. Without her love and supporting presence, I would not be able to do what I do.

It is hard to believe that eight years have passed since I was first elected to serve as EFCA president. The challenges have been significant over the past few years as the headwinds facing the Church continue to blow. Some have sought to make the EFCA something that we are not, nor have ever been.\* We are not a neo-fundamentalist\*\* nor progressive evangelical\*\*\* movement of churches. Rather, we are an association of interdependent gospel centered churches firmly rooted in the inerrant Word of God, deeply committed to affirm and live out the gospel as expressed in the articles of our Statement of Faith, focused on historic evangelical theology while majoring on majors and minoring on minors, all the while keeping our eyes on Jesus and His mission, and loving the Lord and others. That is the EFCA!

*Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen. – Ephesians 3:20-21*

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

Kevin Kompelien  
EFCA President

\*The broader evangelical world, including the EFCA, is being pressed by evangelical progressives (theological liberals?) on the theological left and neo-fundamentalists on the theological right.

\*\*Neo-evangelicalism was a response to fundamentalism in the 1940s, while neo-fundamentalism is a response to certain aspects of evangelicalism today. Although there has been general agreement over the years by evangelicals and fundamentalists on most doctrinal essentials, today there is disagreement on what is to be considered a doctrinal essential, and especially on the Christian's involvement in politics and in cultural engagement. There is narrowing of doctrinal and applicational boundaries with little charity extended to those with a different application of biblical truth or those with a different position on disputable matters. Disagreements on these matters have resulted in neo-fundamentalist claims that evangelicals are becoming theologically liberal, which has resulted in divisions among Christians and within churches and denominations.

\*\*\*Progressive evangelical is a label for a movement arising from within evangelicalism and possessing a commitment to being progressive socially and culturally, yet with an unsettledness on biblical and theological convictions. For the most part, progressive evangelicalism would be noted for its focus on human sexuality and being LGBTQ+ affirming, for addressing social-justice issues absent the gospel and doctrine, for denying eternal conscious punishment, and for using a postmodernist, cultural lens in reading (back into) the Bible (similar to liberation theology) to determine its meaning in addressing contemporary issues. Disagreements on these matters have resulted in progressive evangelical claims that evangelicals are not loving, but rather are bigoted and hateful, which has resulted in many individuals departing from historic evangelicalism.

## **EFCA Board of Ministerial Standing**

The Board of Ministerial Standing (BOMS) exists to evaluate, affirm, and maintain the theological and personal integrity of ministerial leadership in the Evangelical Free Church of America to contribute to its mission: To glorify God by multiplying transformational churches among all people.

The ongoing work of BOMS, which meets three times per year, is concerned mainly with persons and with policies. Relative to persons, since 2021 BOMS has addressed individual pastors and church leaders in ways such as these: determining eligibility for credentialing when it is in doubt; placing credentials in trust when their holders are not currently in a qualifying ministry; dropping credentials that are expired or that are held by persons who do not respond to repeated requests for the three-year reaffirmation of alignment with the EFCA; placing credentials in trust for discipline for such offenses as sexual sin, plagiarism, and divisiveness; releasing credentials from discipline for individuals who have completed a structured pathway of repentance.

Relative to policies, since 2021 BOMS has created guidelines for discerning eligibility for a credential for volunteer ministry and for executive pastors; adapted and enhanced the credentialing pathway by removing the one-year waiting period for transfers of ordination and adding a requirement for a background check; clarified eligibility parameters for lifetime status at age 65; and made recommendations to the EFCA Board of Directors for amending the EFCA bylaws in ways that enhance consistency with our credentialing values and policies. We also reaffirm, as an expression of the complementarian convictions of our movement, the EFCA policy that reserves ordination for men.

The window of opportunity for senior/solo pastors to obtain the Expedited License closed on November 1, 2022. While there was some response nationwide, we acknowledge disappointment that the response was not greater. (A listing of all credentials granted and acted upon is found in this year's EFCA Yearbook.) The Expedited License is being offered, during 2023, to associate pastors who have served vocationally in the EFCA for more than ten years.

We are pleased that the new Five-Year Nonrenewable License is receiving a relatively good response. It is a speedy way to obtain an EFCA credential, and it furnishes a five-year window in which to progress to a renewable license or permanent certificate (Ordination or Christian Ministry).

Another initiative that BOMS has recently undertaken is a renewed effort, at the request of ReachGlobal, to encourage and assist RG missionaries to become credentialed.

We continue to consider and address the reality of sexual abuse among pastors in evangelical and other denominations across the country. The EFCA has provided training and resources in prevention, response, and care. BOMS is exploring ways in which credentialing and other

expressions of accountability can be a part of effective overall strategy to protect and care for EFCA congregations.

We also avail ourselves of further training and learning as a board. From time to time our agenda includes instruction from teachers both within and outside of the EFCA.

We are thankful to The Journey Group for designing and implementing the new credential platform on the EFCA website that will guide credentialing applicants and districts uniformly throughout the process. Find it at <https://credentialing.efca.org/>.

Current BOMS members are David Abernethy, Brian Berg, Paulo Freire, David Gustafson, David Linde, John Mochel, Jon Payne, Greg Scharf, Glen Schreiber, Greg Strand, Brian Wright, and Phil Wright.

Respectfully submitted,  
Dave Linde, chair

**EFCA Credentials Jan. - Dec. 2021**

**3 YR. ML**

Adam Bailey  
Ryan Bare  
Cynthia Bautch  
Benjamin Bechtel  
David Beuving  
Matthew Ceiplis  
Britli Cox  
Kevin Cram  
Daniel Donohue  
Lynn Dorsey  
Paul Ethington  
Aaron Ferguson  
Daniel Finnell  
Dylan Ford  
Samantha Frykholm  
Andrew Fuqua  
Nicholas Hardt  
Tae Hwang  
Dirk Jasperse  
Mark T. Johnson  
Cody Kargus  
Michael Kasun  
Nathaniel Kirby  
Steven Krug

Tyler Magnuson  
Tammy Medders  
Garet Meyer  
Brian Newman  
Daniel Olson  
Joseph Ostlund  
Daniel Owen  
Brian Pearson  
Bart Pederson  
Kirsten Reynolds  
Nate Roschen  
Charles Sandberg  
Douglas Schneider  
S. Cooper Smith  
Michael Strand  
Josiah Stukenberg  
Tony Thibeau  
Jeremy Thompson  
Andrea Tyson  
Anette Versaw  
Steven Wick  
Matthew Wilhelm  
Tanner Wittchow  
Craig Zebell

**3 YR. ML EXPEDITED**

Michael Babst  
Codi Bement  
Lon Bjornrud  
Calvin Friend  
Joseph Greiner  
Paul Hodi  
Joshua Jensen  
Colby Kinser

Andrew Langseth  
Michael Lundberg  
Kevin Martin  
Mark Mast  
Michael McDonald  
Thomas Sterneman  
David VanAcker  
Michael Wallenmeyer

**5 YR. ML NR - Expire 12/1/2026**

Matthew Brant  
Briant Cuffy  
Thomas Davis  
Richard Eng  
Kory Fontenot  
Jay Hand  
Matthew Hickok  
Alex Ielase

Steven Meckle  
Jordan Muck  
Ovi Petrascu  
Benjamin Rivera  
Benjamin Ruhl  
Nicholas Scotten  
Ryan Shannon  
Jeremiah Vaught

**Ordinations**

John Barrow  
Grant Baumgart  
Kenneth Brummel  
Robert Butkus  
David Collins  
Clark Crebar  
Samuel DeLoye  
Isaiah DeMoss  
Timothy Etherington  
Ryan Groshek  
Jason Harms

Dale Harris  
Michael Helling  
Timothy Jacobs  
Kelley Johnson  
Jeffrey Kliever  
Matthew Knapp  
Daniel MacDonald  
Stephen McCausland  
Brian Musselman  
Frederick Rodeheaver  
Jesus Rodriguez

**TOO to EFCA**

Thomas Kammel  
Gary Russell  
Joseph Woestman

**TOO from EFCA**

William Johnson	Evangelical Covenant Church
Philip Stevenson	Converge
David Reyes	International Fellowship of Christian Assemblies
Daniel Swartz	Evangelical Covenant Church

**CCM**

None

**Credential Restored/Returned**

Brian Erickson  
C. Ryan Fields

**Credential Revoked**

Edward Willis

**In Trust for Discipline**

Charles Goulart  
Jordan Huffman  
Albert Perkins

**In Trust for Personal Reasons**

Maria Belyea	Not in EFCA ministry	Kenneth Schmidt	Not in ministry
Kenneth Clewett	Not in EFCA ministry	Matthew Shirkey	Not in ministry
Shannon Estell	Not in EFCA ministry	Michael Sutton	Not in ministry
Ryan Falls	Not in EFCA ministry	Ronald Thiessen	Not in ministry
Byron Harvey	Not in ministry	Scott Tibbetts	Not in ministry
Robert Jones	Not in EFCA ministry	Ryan Warner	Not in ministry
Daniel Lowery	Unable to affirm SOF	Edward Willis	Not in ministry
Martin McCorkle	Not in EFCA ministry	Daniel Witwer	Not in ministry
Stephen Muncherian	Not in ministry	Travis Zimmerman	Not in ministry
Martin Rietgraf	Not in ministry		

**Credentials Dropped**

John Brewer	No longer in ministry
Jason Burrows	No longer EFCA
Shannon Estell	No longer EFCA
Ryan Falls	No longer EFCA
H.W. Glassman	No longer EFCA
Jeremy Lind	No longer EFCA
Corey Miller	No longer EFCA
Brock Sailer	No longer in ministry - dropped 12/31/2020
Christopher Scott	No longer EFCA
Matthew Solie	No longer EFCA
Vincent Tomei	No longer EFCA
Ryan Warner	No longer in ministry - Expired
Tanner Wittchow	No longer in EFCA

**EFCA Credentials Jan. - Dec. 2022**

**3 YR. ML Renewable**

George Aidoo  
Daniel Aguilar Caballero  
Kent Bailey  
Jeremy Botkin  
Joseph Budish  
Anderson Clare  
Robert Coblenz  
Adam DeBroux  
Jordan Erickson  
Darrius Hubbard  
Cody Johnson  
Lindsay Lee  
Eric McPherson  
Logan Murphy

Michael Neumann  
Friday Omot  
Carlos Perez  
Ryan Potelicki  
Terry Preheim  
Robert Price  
Randy Quade  
Wesley Roth  
David Santos-Santos  
Huschai Severe  
Michael Spence  
Peter Vienne, III  
Matthew Winslow

**3 YR. ML EXPEDITED**

Phillip Abode  
Lester Bennett  
Marlin Bjornrud  
Kyle Brenon  
Kyle Bushre  
Jason R. Carlson  
William Crosby  
Jose Luis Del Angel  
Scott DeWitt  
Luther Eatman, Jr.  
David Fix  
Manuel Gonzalez  
S. Abdel Gonzalez  
Todd Groat  
David Gruhn  
Michael Honl  
Christopher Hooper  
Justin Hosking

Paul Langmade  
Kelly Mahoney  
John McCosh  
Stephen Miller  
Richard Moore  
Paul Ortlinghaus  
John Park  
John Patnode  
A. Scott Pederson  
Marc Rakow  
Juan Santos  
Robert Satterlie  
Matthew St. John  
Jeffrey Starnes  
L. Erik Valenzuela  
Joshua Weiland  
H. Henry Williams  
David Wolfe

**5 YR. ML Non-Renewable**

Eugene Baek  
Zane Balmer  
Joshua Brooks  
Jacob Downing  
Sarah Dunkel  
Christian Edmiston

Aaron Geise  
Jeremy Gonzales  
Clinton Hannestad  
Simon Kabila  
Jesse Kahler  
Andrew Munao, III

Matthew Nagel  
Cody Paiva  
Nathan Palatsky  
Daniel Perez Arispe  
Noel Rathmel  
David Revnak

David Tank  
T. Antonio Weary  
Scott Wible  
Ryan Wilson  
David Winters

**Ordinations**

Frederick Chang  
Jason Crocker  
Austin Hilmer  
David Juve  
Kevin MacLean  
Josiah Meyer  
Joel Newberg

Derek M. Olson  
Ryan Petersen  
Caleb Pipes  
Douglas Schneider  
Daniel Van Camp  
Jeremiah Vaught  
Kevin Warner

**TOO to EFCA**

James D. Allen  
Brent Burckart  
Alberto Malisani  
Sean Odom  
Michael Solis  
Seth Watson

**TOO from EFCA**

Derek Henricks	Fellowship of Evangelical Churches
Jason Sexton	RCA
Mark Wheeler	Local Church Ordination

**CCM**

Kirstin Bare

**Credential Restored/Returned**

Manuel Abarca Saez	Returned Reaffirmation Form
Mark Askins	Returned Reaffirmation Form
Charles Bauer	Returned to ministry
Paul Brandes	Returned to ministry
Jason Burrows	Returned to ministry
Elizabeth Cole	Returned to ministry
Paul Eng	Returned Reaffirmation Form
Michael Giglio	Returned Reaffirmation Form
S. Michael Hare	Returned to ministry
Phillip Oswald	Returned to ministry

Andrew Pull	Returned to ministry
D. Scott Wagoner	Lifetime Status Granted age 65
Greg Wollenhaupt	Returned Reaffirmation Form

**Credential Revoked**

Craig Chambers

**In Trust for Discipline**

David Addink  
 Jeffrey Kliewer  
 Zacharia O'Neel  
 Andrew Schwenk

**In Trust for Personal Reasons**

Stephen Boyd	Not in ministry	Gary Page	Not in EFCA Ministry
Kevin Dixon	Not in EFCA Ministry	Matthew Reynolds	Not in EFCA Ministry
Chad Groff	Not in EFCA Ministry	Jesus Rodriguez	Not in EFCA Ministry
Glenn Grosick	Not in ministry	Andrew Spangler	Not in EFCA Ministry
Daniel Hormig	Not in EFCA Ministry	J. Bradley Sullard	Not in EFCA Ministry
Richard Lew	Not in EFCA Ministry	James Swalm	Not in ministry
Geoffrey Mann	Not in EFCA Ministry	Brian Toews	Not in EFCA Ministry
Leonard Maselli	Not in ministry	Ryan Wieland	Not in EFCA Ministry
Andrew O'Rourke	Not in ministry		

**Credentials Dropped/Expired**

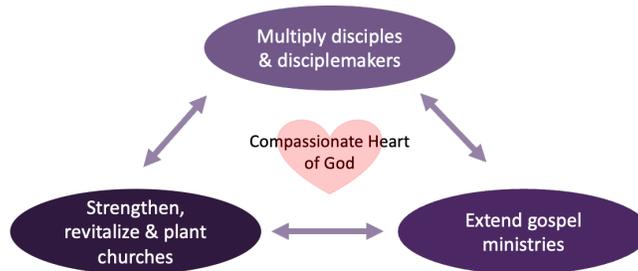
Manuel Abarca	Expired
Jonathan Anderson	Expired
Maria Belyea	Expired - No longer EFCA
James Boone	Expired
Chase Bradley	Expired
Janet Bradly	Expired
Kurt Brubaker	Dropped - No longer EFCA
Laura Cannon	Expired
James Carlson	Expired
Scotty Clark	Expired - No longer in ministry
Elizabeth Cole	No longer in ministry
Jonathan Cosgrove	Expired
Jonathan Dahl	Expired
Timothy Davis	Expired
Gabriel Doerksen	Expired - No longer in ministry
Robert Donley	Expired - No longer in ministry
J. David Dorsey	Expired - No longer EFCA
Jason Elsts	Expired
Paull Epp	Expired
Donald Erehart	Expired

Shannon Estell	Expired - No longer EFCA
Ryan Falls	Expired - No longer EFCA
David Fink	Dropped - No longer EFCA
Calvin Friend	Dropped - No longer in ministry
Sarah Graber	Expired - No longer EFCA
Michael Giglio	Expired
Glenn Grosick	Expired - No longer in ministry
Kevin Hawkins	Expired
Jason Heppner	Dropped - No longer EFCA
Jeffrey Hoy	Expired
Gregory Hubbard	Expired
David Huber	Expired
John Hutton	Expired
Ray Hyun	Expired
Richard Kantzer	Expired - No longer in ministry
Jim Keena	Expired
Jonathan Kelly	Expired
Richard Kennedy	Expired
Michael Kraft	Expired
Julie Lafayette	Expired - No longer in ministry
Mark Lee	Expired
Laurie Lind	Expired
Geoffrey Mann	Dropped - No longer EFCA
Tonee Martin	Expired
Kevin Matthews	Dropped - No longer EFCA
Douglas Metcalfe	Expired - No longer in ministry
Kyle Murphy	Expired
Theodore Myer	Expired
Gaylen Nagel	Expired - No longer in ministry
Mary Jane Najor	Expired - No longer in ministry
William Nelson	Expired
David Nerud	Dropped - No longer EFCA
John P. Newman	Dropped - No response to 3 emails regarding additional requirements
Niall Philyaw	Expired - No longer EFCA
Gregory Pugh	Expired
Andres Ramos	Expired
Paul Reid	Expired
Jason Sasse	Dropped - No longer EFCA
Neil Schultz	Expired - No longer in ministry
Mallory Sims	Dropped - No longer EFCA
Craig Smith	Expired
Andrew Spangler	Expired - No longer EFCA
Erik Stapleton	Expired - No longer EFCA
Ronald Stevens	Expired - No longer in ministry
Rudy Stevens	Expired
Joshua Swanson	Expired
Karin Taylor	Dropped - No longer in ministry
Timothy Theule	Expired

Scott Tibbetts           Expired - No longer in ministry  
Trevor Wickes   Dropped - No longer in ministry  
Ryan Wieland   Dropped - No longer EFCA  
Matthew Willy   Expired  
Greg Wollenhaupt   Expired

## ReachGlobal

As the international expression of the EFCA, the focus statement for ReachGlobal is, ***“We invest in disciplemakers to establish the church where the gospel is not known.”*** Your investment in ReachGlobal missionaries, projects, prayer and sending teams has resulted in new believers, growing disciples, transformed families and communities, and new and growing churches. The ministry of ReachGlobal is contextualized to the culture and perceived needs wherever our missionaries are found. From children’s ministry to pastoral training, evangelism in justice ministries to responding with the love of Jesus to those in crisis, all the ministries of ReachGlobal connect to three major goals that reflect God’s heart:



Covering mid-2021 to mid-2023 this report reflects the challenges in the middle of the pandemic as well as the transition to post-pandemic ministry. International travel was significantly impacted through mid-2022. Where it was possible to travel, the restrictions, costs for multiple testing, and quarantine requirements meant that our missionaries’ primary focus continued to be their immediate communities. There were many stories of new relationships with neighbors and new Bible studies started. And in the latter half of 2022 we saw the world open up more, allowing us to renew relationships with partners in the over 40 countries where we do not have residential staff.

ReachGlobal ministers in five broad geographical regions. Each region engages in multiplying disciplemakers and transformational churches contextualized to specific cultures and people groups. There are three global ministries which operate across these regions, bringing their specific ministry expertise toward accomplishing the EFCA Mission. The eight leaders of these regions and ministries make up the Ministry Leaders Team (MLT). The MLT exists to collaboratively implement the ReachGlobal Framework across all ReachGlobal ministries and divisions.

This team includes:

Brian Duggan, EVP of International Ministries  
Tara Winterlin, ReachGlobal Project Manager

The 5 leaders of our international divisions:

- Stephen Chandra, Asia
- Todd Hiltibran, Europe
- Omar Rodriguez, Latin American/Caribbean
- Jim Snyder, Africa
- Adam Talbott, Middle East North Africa

The 3 leaders of our global ministries:

- Mark Lewis, Crisis Response
- Greg Norwine, GlobalFingerprints
- Amy Richey, Global Equipping

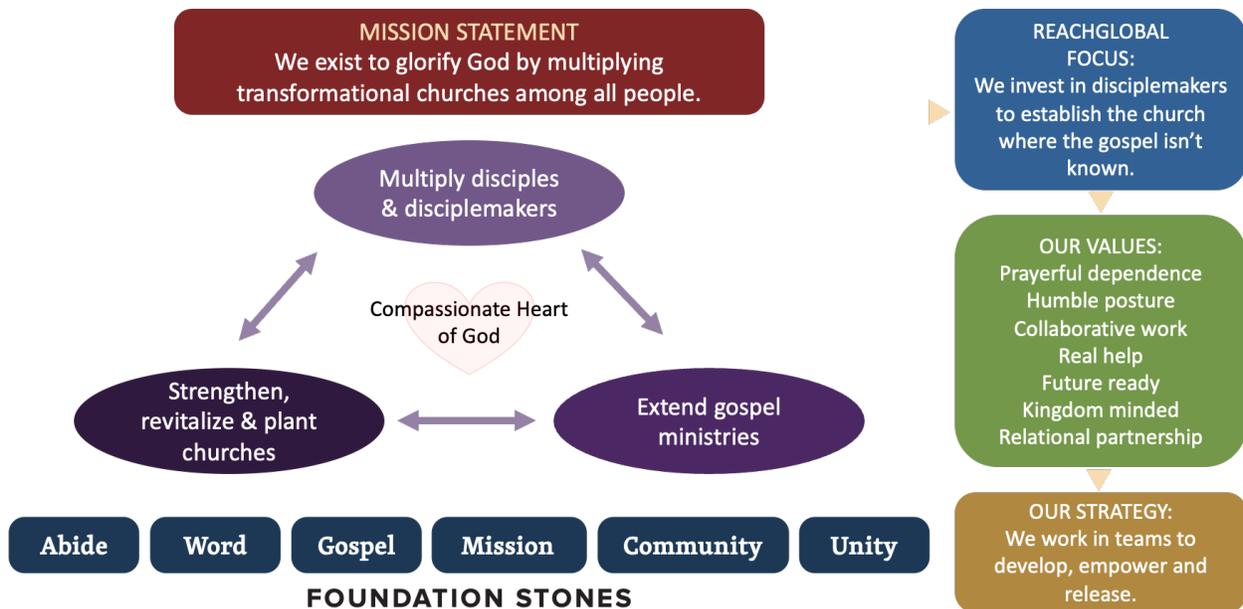
The ReachGlobal Directional team includes leaders from within ReachGlobal, EFCA Operations, and the EFCA President. Members operate as an advisory team to the Executive Vice President of International Ministries to provide leadership perspective and input on topics relating to our overall EFCA mission and ReachGlobal Framework. Collaboratively, we provide connection and direction for both our ministries and our operations as we serve together towards our mutual mission.

The team includes:

- Kevin Kompelien, EFCA President
- Brian Duggan, EFCA EVP of International Ministries
- Todd Hiltibran, ReachGlobal International Leader, Europe
- Carole Lehn, EFCA EVP of Operations
- James Petersen, EFCA Executive Director of IMA Personnel
- Amy Richey, ReachGlobal Ministry Leader, Global Equipping
- Tara Winterlin, ReachGlobal Project Manager (joined in 2022)

Together these two leadership teams set the direction and lead the implementation of the ReachGlobal Framework that guides our ministry in accomplishing the EFCA mission globally.

### ReachGlobal Framework



As we look to where God is moving, we took some moments in the last couple of years to celebrate what He has done. One of those moments occurred in November 2022. The Evangelical Free Church of Congo held a huge celebration that culminated a year of joyful acknowledgement of what God has done. It was in 1922 that the first EFCA missionary came to what is today DR Congo. Dr. Titus Johnson was the first of over 170 EFCA missionaries that served in that country. Today, there are over 1,500 churches that are part of the movement and over 2 million people impacted by the church that continues with outreach of child sponsorship, education, medical outreach, evangelism, and church planting. Their vision for the next 100 years is to send missionaries to the world just like missionaries came to them so many years before.

The child sponsorship program GlobalFingerprints is a ministry that exemplifies the integration of the Focus Statement. Currently, there are over 5,000 children sponsored through 17 sites in 12 countries. These sites are led by local churches that have a vision for reaching their communities. The program has resulted in many new believers as families watch the church care for their children. The local church is strengthened, and new churches are being planted as the evidence of Christ’s love impacts those who have never heard the gospel.

Crisis Response continues outreach in New Orleans and Lake Charles in Louisiana; Paradise, California; Morehead City, North Carolina; and in Florida following the storms of 2022. The war in Ukraine opened many doors to respond with the love of the gospel both inside the country and with the many refugees in neighboring countries. This crisis response will continue far past the end of hostilities as God opens the door for people to hear of His love through the many church ministries that care for them.

<b>ReachGlobal by the numbers</b>	<b>2021</b>	<b>2022</b>
Staff	555	536
Countries with ReachGlobal Resident Staff	43	40
Disciples and Disciplemakers Invested In	22,025	20,567
Gospel Ministries	444	429
Healthy partnerships	839	1,138
Churches strengthened or revitalized	1,300	2,079
New churches started	348	2,458
People Groups Served	740	833
Crisis Response events	11	6
EFCA Churches assisted by Crisis Response	59	214
Churches sending teams with Crisis Response	84	111
GlobalFingerprints sponsored children	4585	5297

The ReachGlobal ministries that involve significant travel are back to pre-pandemic levels. Relationships are being renewed, opportunities that were waiting for the world to reopen are now being implemented, and new fields are in the process of being started. We continue to pursue cross-divisional collaboration and grow the impact of our global ministries (Global

Equipping, GlobalFingerprints and Crisis Response) throughout ReachGlobal. In 2022 there were 707 instances of EFCA churches partnering with ReachGlobal teams. There are several ways EFCA churches engage with ReachGlobal both nationally and internationally including sending short-term teams, joining in ministry and training with missionaries, prayer support and vision trips.

New fields are opening for ReachGlobal including Malawi, Paris, Dominican Republic, and a partnership with churches in Chile and Brazil to enter Uruguay. In another exciting development, EFC denominations in three Asian countries asked ReachGlobal to partner with them to go into Taiwan and plant over 25 new churches. Churches from both the EFCA and Evangelical Free Church of Canada are also part of this joint endeavor. Asia partners are taking the lead and ReachGlobal is excited to come alongside them.

ReachGlobal teams minister to over 800 people groups around the world. 374 of these are considered marginalized by their cultures. These groups are commonly immigrants, refugees, distinct tribes, children (especially girls), women, and people with disabilities. Our vision is to reach those living where the gospel is not known.

We continue to pray for and ask you to join us in praying for new laborers for the harvest. The opportunities just waiting for harvest are extensive. We are prepared to incorporate many more missionaries into our new and existing teams. Pray that the Spirit moves on the hearts of his people to cross political, cultural, lingual and boundaries to bring the gospel to where it is not known.

Brian Duggan  
Executive Vice President, International Ministries

## ReachNational

What has happened in ReachNational during the two years since my wife and I watched the 2021 Virtual EFCA One while seated on our love seat at home in San Diego? For starters, in September 2021, Carol and I moved to Minneapolis to begin serving you from our national office. She fondly refers to our current opportunity to love, lead, and serve as our “new adventure.” Since coming to ReachNational, we have been warmly welcomed by our siblings in Christ at EFCA district conferences and in EFCA local churches. Thank you for your hospitality!

I have enjoyed the privilege of speaking and leading workshops at EFCA conferences (New England District, Northern Plains District, Central District, Southeast District, Challenge) and EFCA churches in Hastings, MN; Bemidji, MN; Kenosha, WI; Palmyra, PA; and St. Louis, MO. In addition, I have spent time on campus with students, faculty, and leadership at Trinity International University and preached a chapel message for last fall’s Day of Prayer.

As we all know, we live in an age of disruption and challenge that is desperately in need of the life-changing power of the gospel. How can we lead people to transformation and flourishing in a time of crisis and moment of cultural complexity? That is where ReachNational comes in!

ReachNational exists to glorify God by multiplying transformational churches among all people. We do this in partnership with our districts in three ways:

1. By identifying, investing in, empowering, and releasing diverse disciplined leaders
2. By strategically starting and strengthening churches
3. By reaching ALL people by engaging and positively impacting the communities where our churches are situated

ReachNational serves as the umbrella for three primary ministries:

- **ReachNetwork** – ReachNetwork exists to support planters, churches, networks, and districts in planting transformational and multiplying congregations among all people. We currently have the highest level of district participation since the church planting ministry was established in the 1990’s with 15 of 17 EFCA districts represented on the ReachNetwork team, and all districts engaged on some level. I love the spirit of partnership. Last year, there were 128 church plants in progress.
- **ReachStudents** – ReachStudents exists to maximize leaders to reach and release the next generation with the gospel. A vital expression of ReachStudents is **Apex**, our student missions program. Apex serves the local church by mobilizing the next generation of gospel influencers to take the gospel from here to everywhere.

- **All People** – Our All People Initiative exists to equip our districts and churches to reach, serve, and empower people who are currently or historically excluded from full participation and leadership in the EFCA. Some of the pathways that we utilize for living this way include resources, training and support for theological training, immigrant ministry, multicultural ministry, and Hispanic ministry. All People ministry is rooted in Articles 3, 7 and 8 of our EFCA Statement of Faith.

Our ReachNational team seeks to embody the values of the EFCA of prayerful dependence, humble posture, collaborative work, real help, and future ready. We aspire to grow as a unified, healthy, relationally driven, high-performing, joyful team of emotionally and spiritually mature leaders. We humbly submit to and joyfully affirm our EFCA Statement of Faith as we serve. Our team is composed of people too numerous to name here, but the primary leaders are:

- ReachNetwork – Andrew Hoffman and Scott Sterner (assisted by Grace Gould)
- ReachStudents – Interim leaders Tim Rowley and Brent Thomas (assisted during the interim by Kim Rodriguez)
- All People – April Warfield and Ben Johnson (assisted by Natalia Doriani)
- ReachNational – Carlton Harris (assisted by Kate Downs)

ReachNational **serves** the 18 EFCA district superintendents leading our 17 districts. These leaders form the backbone of what we do. They are the “boots on the ground” leaders of the frontline men and women living out the mission of the EFCA in our local congregations. Our partnership and alignment with district superintendents is crucial to executing our vision. They are experienced, mature leaders with Christ-like character who love one another, Jesus Christ, and the Church He promised to build through the power of the Holy Spirit. If you have not recently spent time with your district superintendent, may I encourage you to initiate with them? They love you!

ReachNational **convenes** multiple peer learning groups across our movement including Disability and Special Needs ministry, youth workers, various church staff positions, pastors of churches of assorted sizes/structures, Hispanic ministry, multi-cultural ministry, and others.

ReachNational **resources** leaders with various assessments, coaching, and emotional/spiritual care.

ReachNational joins our President in **guarding** our ministries by guiding them within the boundaries of our Statement of Faith.

God’s people, redeemed by the blood of Jesus, are multiethnic and multicultural. To reach the entire world for Jesus, biblical diversity is required. The gospel sets the foundation for racial and cultural reconciliation. As we celebrate our human differences, we unite around God’s Word – the final authority on all matters!

As I consider the current state of ReachNational, I think of the scene from heaven described in Revelation 5:9 - *Worthy are you to take the scroll and to open its seals, for you were slain, and by your blood you ransomed people for God from every tribe and language and people and nation.* Due to the work of God's Spirit, 21% of our churches and 37% of our church plants are multicultural. (The benchmark for this designation is 20% of a second ethnicity.) I am grateful to our great God for this expression of biblical reconciliation. We are committed to reach ALL people with the gospel of Jesus Christ!

Since our last EFCA One, ReachNational has been in a season of change and challenges. We have experienced multiple leadership and staffing transitions. As a result, I have been forced to quickly initiate a review and assessment of ReachNational through praying, learning history, asking questions, listening, and evaluating. As I write this report, this continues to be a work in progress.

What are we trusting God for in the future? In short, a biblically based, gospel-driven ministry framed by our Statement of Faith. Healthy churches are led by healthy leaders. We will be prayerfully strategizing how we can exalt the Word of God, depend on the Spirit of God, and rely on the life-giving love of the people of God in equipping leaders. To that end, our ReachNational leadership team will engage in a Strategic Planning Retreat in August.

After you read this report, would you please pause and pray Colossians 4:2-4 for us? <sup>2</sup> *Devote yourselves to prayer, being watchful and thankful.* <sup>3</sup> *And pray for us, too, that God may open a door for our message, so that we may proclaim the mystery of Christ, . . .* <sup>4</sup> *Pray that we may proclaim it clearly, as we should.* <sup>5</sup> *Be wise in the way you act toward outsiders; make the most of every opportunity.* <sup>6</sup> *Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone.*

With joyful hope,

Carlton P. Harris  
Executive Vice President of National Ministries

## Finance & 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 (supporting missionaries who raise funds for their ministry). Your investment enables us to serve and provide resources 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 way, and missionaries have access to funds needed for ministry. The EFCA's auditors, FORVIS, issued a clean opinion for the financial statements for 2021 and 2022 and their report 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 funds are managed by a Board-appointed Investment Committee which contracts with Graystone Consulting for strategic and day-to-day investment management. 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 25 new and replacement national office staff and 6 new and replacement Clause B District staff in 2021 and 2022 and coordinated benefits to meet medical and other family needs. The Administration team assists churches with federal tax exempt status and helps them find resources for various tax and business-related issues. We keep track of EFCA assets globally and provide insurance to mitigate risk.

Through partnerships with ministries, missionaries, districts, and local churches, EFCA Communications tells the story of God's work in and through the association. 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, they celebrate and resource constituents from every corner of the denomination. In addition, EFCA Communications manages a suite of online tools that provide pastors and leaders with strategic opportunities to connect with the ministry of the national office.

The Information Technology team empowers our staff of approximately 800 (national and international) to enhance their ministry activities and stay connected to the support systems in place at the EFCA through the effective use of technology. Particular attention is being given to cyber security.

We are thankful for the 27,752 individual and organizational donors that gave to ministries of the EFCA in 2021 and 2022. This includes support for the national office, missionaries and projects from 1,301 Evangelical Free Churches. The Donor Services team frequently assists churches and donors with the process of receiving stock transfers, IRA's, land, and other unusual gifts.

The Events team supports the EFCA through event leadership and consulting, including the movement-wide annual Theology Conference, 2021 virtual EFCA One Conference and 2022 Challenge Conference. In addition, we execute 9 affinity gatherings annually and 5 ReachGlobal Division Conferences in Asia, Africa, Latin America, MENA (Middle East North Africa) and Europe.

The IMA Personnel team offers recruitment, onboarding, training, member care, transitions, medical, and crisis services to help our missionaries serve effectively in the United States and around the world. In the past two years, we trained and deployed 85 new missionaries for service and focused on connecting EFCA churches to missionaries and opportunities to serve and reconnecting with ReachGlobal alumni.

Carole Lehn  
Executive Vice President of Operations

## Ministry Advancement

During this reporting period our team worked with EFCA leaders within the national office and among pastors and District Superintendents raising awareness for the EFCA Partnership Fund, EFCA Fund, EFCA Foundation, and our Key Strategic Initiatives.

We have seen God's continued hand of blessing through the generosity of individuals and churches. Since EFCA One in 2021, the EFCA Foundation processed gift plans and estate settlements in excess of \$2,000,000 that came through bequests, gift annuities, designated funds and charitable trusts. This past reporting period we engaged in a charitable gift service partnership with Ren Inc., whose primary role is to assist with back-office accounting and administration of our donor advised funds and charitable gift annuities.

As in previous years, EFCA churches, Trinity International University, Trinity Evangelical Divinity School, several EFCA camps and related ministries across the U.S. and around the globe have been supported through the EFCA Foundation efforts.

We praise God for the unrestricted donations from individuals totaling \$3,130,337 that came to the EFCA in fiscal years 2021 and 2022. In addition to supporting the efforts of the national office, we provided coaching and assistance to help ministries gain financial support. These ministries included Crisis Response, GlobalFingerprints, and project support for ReachGlobal.

We have updated our Key Strategic Initiatives which include support of theology, student ministries, convening of our pastors, EFCA Gateway, church multiplication, technology, ReachGlobal missionary outreach, as well as our initiative to strengthen local churches called *EFCA Helps*.

The EFCA Partnership Fund saw contributions from local churches of \$2,698,341 and \$2,723,757 in 2021 and 2022 respectively, contributing approximately 22% 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 2-3% contribution to their local district. We are grateful to the Lord for the consistent and intentional contributions of our churches and are praying this number grows over the next years. We request that those churches not currently supporting our districts and the national office would prayerfully consider doing so.

Our work as a Ministry Advancement team is to assist in the multiplication of transformational churches among all people. We desire to see the good news of Jesus Christ shared, discipleship occur, and local churches strengthened. Our prayer is that many individuals and families would know for the first time the love and Lordship of Jesus Christ in their lives through the work of the ministries of the EFCA and other gospel-centric ministries.

It is with thanksgiving to God 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 and Sherie McClun

## Trinity International University

This past year of 22-23 has proved to be a watershed year at Trinity International University, a year of looking back and looking forward. Looking back, we were pleased to celebrate our 125<sup>th</sup> anniversary, an event marked not least by the ringing of the Olson chapel bell -- exactly and to the second -- 125 years after the very first Trinity class-bell was wrung in October of 1897. We also celebrated God's grace to our school with the publication of *Great is Thy Faithfulness: The Trinity Story*, coauthored by four of our Trinity faculty. I encourage all my EFCA brothers and sisters to pick up a copy, so that they can learn some of the amazing stories of God's faithfulness not only to the educational arm of this free church movement but also to the movement to which we all belong.

As the Board of Regents and administration looked forward to Trinity's next 125 years, we were convinced that, given the current challenges facing Trinity and higher ed as a whole, we needed to become leaner in our operation and more tightly focused on our core mission of educating men and women to engage in God's redemptive work in the world. This meant, in the first place, selling off the long-struggling Timber Lee Camp. Thankfully, by God's grace, we were able to convey the camp as a camp, garnering enough revenue to offset losses that the ministry incurred over the past few years. This also meant, more significantly, transitioning Trinity College to a fully online experience. In withdrawing from the market of Chicagoland residential Christian colleges, our goal is to open up innovative and global educational pathways, beginning already with such far-flung markets as war-torn Ukraine; as well as to free up parts of the undergraduate campus, which, once liquidated by this time next year, would give us ample resources for investing in innovation and a stronger Trinity infrastructure.

Throughout this reallocation process, Trinity Law School continues to perform well, breaking enrollment records with each successive year. The strategically important campus of Trinity Florida also continues to operate as usual. Finally, TEDS has also remained firmly in place, alongside its various auxiliary centers, including our newly inaugurated Center for Faith and Children, made possible through a generous multimillion dollar grant from the Lilly Foundation.

Last academic year, TEDS faculty and administration collaborated in right-sizing the faculty body commensurate with enrollment, resulting in the involuntary severance of only one untenured faculty member. While the influx of gifted international students into TEDS continues unabated and their "user experience" remains strong, weakening domestic enrollment is leading us to rethink our curriculum, delivery strategy, and brand. The "how" of our mission may need adjusting, but the "why" remains the same.

In this day and age, with so many institutions going soft on the gospel, Trinity remains committed as ever to biblical orthodoxy with all its entailments. Past, present, and future: wherever the EFCA has gone, is going now, or will go in its doctrine, we will go too. Entrusted with the gospel, we at the Trinity have the privilege and responsibility faithfully "equipping God's people for works of service" while also "demolishing every argument and pretense that

sets itself up against the knowledge of God.” Trinity is grateful for this trust and responsibility and does not take these lightly.

Nicholas Perrin,  
President of Trinity International University

## Trinity Western University

Trinity Western has successfully navigated the challenges of the global pandemic, emerging as a more vibrant, innovative, Christ-centred, and student-focused university. Key to this transformation has been a new vision statement: “Every graduate is equipped to think truthfully, act justly, and live faithfully for the good of the world and the glory of God.” With this new vision in place, we developed a strategic plan (“TWU 2030: Every Graduate Equipped”) that offers a clear roadmap to accomplish four key goals:

1. Advance Christ-centred learning
2. Cultivate master learners
3. Accelerate academic innovation
4. Demonstrate operational excellence

These strategic goals are rooted in the biblical foundation of TWU as we draw from passages such as Genesis 1:27–28, Micah 6:8; John 1:14; Romans 12:1–2; 2 Corinthians 5:14–21; Colossians 1:13–22, James 1:17; and Revelation 21:5.

Over the past two years, several positive developments are worth highlighting.

First, with students from 88 different countries, we are focused on inviting all students to meet, follow, and grow as disciples of Christ. We embrace the beauty, complexity, and diversity of the Global Church and seek to live and learn together in ways that reflect the kingdom of God. TWU’s commitment to advancing the reach and impact of Campus Ministries and the Global Engagement Office is key to all of this.

Second, strong enrollment growth, financial discipline, and donor support has led to an investment (over the past two years) of \$46 million in campus improvements, including a new 73,000-square-foot building, the Robert G. Kuhn Centre, named after TWU’s fourth president. This beautiful new center houses the School of Business, GLOBAL, and the University’s Global Engagement Office. The generosity of donors has also allowed TWU to add \$9.6 million to endowed scholarships, helping to make TWU education more affordable.

Third, the TWU Spartans Athletics program continues to be a center of excellence devoted to helping student-athletes to become “complete champions” by growing in five key areas: academic, athletic, leadership, personal, and spiritual life. Over the past two years, TWU has won two National Championships (in women’s and men’s volleyball), four Canada West Championships (in women’s and men’s volleyball and women’s soccer), and two National Coach of the Year awards (men’s volleyball and women’s soccer). In addition, 14 of our athletes have signed professional contracts.

Finally, our goal of aligning critical areas of the University with the strategic priorities outlined in “TWU 2030: Every Graduate Equipped” has led to the reimagining of the Department of

Religious Studies, which is now the Department of Biblical and Theological Studies. This development advances teaching excellence and confidence in Scripture's authority, meaning, and relevance for contemporary faith and witness.

To conclude, TWU strives to be a decidedly faithful, Christ-centred, student-focused global University. We invite the Evangelical Free Church to uphold this vital work in prayer. Our goal is to equip the next generation of godly Christian leaders, whose love of Christ leads them to exercise mercy and justice and to pursue holiness throughout the world; for these are the things in which, as Jeremiah declares, our Lord delights (cf. Jeremiah 9:23–24).

Mark Husbands, PhD  
President & Vice Chancellor

## Allegheny District

What a wonderful time to partner with pastors, leaders, and churches as they serve God and others. Reviewing the news headlines and Romans 1, we are reminded that the need for healthy pastors and churches is great - always has been.

In 2022, our district theme was the challenge to be "Engaged Exiles" (1 Peter 2:9-12). Not withdrawing or drawing up for a fight but living on mission as God's elect aliens. I continue to be encouraged by how district churches lovingly engage with those around them – in word and deed.

In 2023, we are focusing on being "Body Builders, One and All." Ministry involvement by equipped believers is foundational to being healthy, transformational churches that multiply churches among all people (Eph. 4:11-16). *"Lord, use us to stimulate the preparation of more disciples to be active in ministry, maintaining unity and striving for maturity."*

We held our 16th and 17th Stay Sharp theology conference with Greg Strand feeding us. Our areas of focus matched our district themes. In 2022 we explored the nature and importance of evangelism. This year we were edified by timely reminders of the essential nature and eternal importance of the church. Evening fellowship meals that included "get to know you" interviews with Carlton and Carol Harris ('22) and Greg and Karen Strand ('23) were highlights.

Our Credentials and Constitution Board, led by Rev. Matt Mitchell, continues to serve our district well. Dan Finnell, Alex Ielase, and Kevin Martin all received credentials, and we have many people working hard towards various credentials.

In 2022 we welcomed Second Reformed Church of Marion, NY into the EFCA. In April of 2023, Pastor Don White was celebrated for his 32 years of faithful ministry. He handed the baton to Pastor Jake Buss. The Sanctuary in Cuyahoga Falls, OH closed in 2022.

Multiple church visits included not only Sunday teaching, but seminars and meetings with leaders. We are thankful we could resume our encouraging Fall Pastor and Wife retreats.

I led several all-district meetings and a monthly discussion of the book *The Flourishing Pastor* over Zoom. A Lead Pastor Affinity group has been initiated. Ben Marshall is now our volunteer district *ReachStudents* director. Regional Pastor's meetings continue to be fruitful.

District ministry is greatly aided by the godly, gospel-driven team in the national office. Their commitment to serving churches is evident. Our sincere thanks for their skilled, gracious support. I am also grateful for the helpful, encouraging fellowship and support of my fellow District Superintendents - what a gifted guild.

My best teammate and frequent chauffeur is my beloved wife, Robin. Her frequent presence at district events is a blessing to many, especially me.

*“Lord, with lives built on love for You and all others, may You embolden us to stay proactive in equipping believers and reaching out to all who need Jesus.”*

Honored to play my part,

Kerry S. Doyal  
Superintendent, Allegheny District

## EFCA Central District

*“For all flesh is like grass, and all its glory like the flower of the grass. The grass withers and the flower falls, but the Word of the Lord, endures forever.”* I Peter 1:24-25

Having traveled throughout our EFCA Central district and now having been in over 100 of our 135 churches, there is a vast difference in churches that are making a difference for Christ and those that are struggling. Some are life-giving while others seem to be more self-focused.

Our commitment continues to be fourfold:

1. **Life-giving churches understand gospel clarity.** These life-giving churches know that it is indeed the Word of the Lord that will survive all our efforts. Therefore, we are determined to continue to preach, teach, and disciple with the clarity of the Scriptures.
2. **Life-giving churches are bold with the gospel.** These life-giving churches are “not ashamed of the gospel” because they understand that it “is the power of God for salvation to everyone who believes.” Romans 1:16
3. **Life-giving churches have compassion for the vulnerable.** We are called in Colossians 3:12 to “put on compassion.” In v. 14 it says “put on love, which is the perfect bond of unity.”
4. **Life-giving churches are led by humble leaders.** In Philippians 2 we are commanded to adopt “the same attitude as that of Christ Jesus.” The passage is a great reminder to the Christian leader that it is not about us.

Other areas of ministry focus:

1. **Meeting with church leaders:** In the past year many elder/leadership teams have sought advice and help in the areas of disciple making, resolving conflict, vision for the future, or pastoral placement.
2. **Encouraging pastors:** Our pastors are some of the most educated, gifted, and humble leaders I have ever met in ministry. We serve the local church by helping our pastors to connect, grow, and be challenged to carry out their ministry of the gospel in a life-giving way in the local church.
3. **Planting of Life-Giving Churches:** Our team of Mark Farran and Todd Brooks are gifted men with a passion to see the local church plant new life-giving churches. Our goal is to have groups of area churches come together to reach the lost around them with new life-giving churches. Our desire is to have many new gospel initiatives over the next several years.

4. **Placement of new pastors:** Finding the next pastor is important to local church leaders and to us. Leadership is important in every context, especially in the local church. Our goal is to help churches locate men of God who have gospel clarity, gospel boldness, compassion for the vulnerable, and are humble.
  
5. **Adoption initiative:** We have an epidemic of forgotten children in our communities. Several EFCA Central churches have begun new initiatives to assist people in their church and community through efforts to help couples adopt or train to be foster parents.

Michael Shields,  
District Superintendent

## EFCA East

Since we last gathered, life and ministry has been full of highs and lows while pastors continue to lead well. The goodness of God has been distinctly evident as we have spent countless hours throughout our district. We see God moving by His Spirit in personal lives as pastors live faithfully for Christ and live victoriously by His might.

Our alignment with the EFCA National Office continues to grow and move in a positive direction. Kevin Kompelien and Carlton Harris continue to support and help facilitate our district efforts while giving us space to serve our churches, pastors, and their teams within our unique district context.

Here are just a few ways God's goodness has manifested itself through EFCA East:

**PASTORAL SUPPORT STAFF** – God has provided a dedicated team of gifted pastors, who oversee Clusters and provide care to pastors on a regular basis. We will miss long-time Pastor Support Director, Jack Kroeze, and his wife, Eva, who retired in April 2023.

**COMMUNICATIONS** – Our Communications Director and Strategy Specialist continue to keep our communications moving forward using multiple platforms. We are excited about the new “Church Chat” podcast and the “Pulpit Supply Tool” that launched this year.

**CHURCH MULTIPLICATION** – The Lord is multiplying churches in EFCA East! While things slowed down everywhere across the country, we had several church planters who planted through the pandemic and their churches grew dramatically. Interest has been expressed for planting an Ethiopian Church and an Arabic speaking church in the Northern Virginia area.

**ALL NATIONS MINISTRY** – Our All-Nations Ministry is a coalition of multi-ethnic leaders committed to disciple making to community transformation and to the gospel of Jesus Christ. We want to help create a kingdom environment where all nations feel valued, supported, and included in the church.

**CHURCH VITALITY** – We are committed to doing our part as a district in multiplying transformational churches among all people. We encourage our leaders, influencers, and churches to keep track of their vital signs. To help with this, we have created Vitality Resources for our churches. Please visit our Vitality page at [www.efcaeast.com/vitality](http://www.efcaeast.com/vitality).

**CREDENTIALING** – We have approximately twenty pastors pursuing an EFCA credential within the Eastern district. Those numbers are increasing monthly with the push to credential all pastors in the EFCA and ReachGlobal team members.

**SMALL CHURCH NETWORK** – A new initiative was the development of the Small Church Network. It brings together small church pastors in a network where they can connect with each other, share articles, and get advice from each other over issues that small churches face.

NEXT GEN – We are passionately committed to the next generation of believers and leaders, but we recognize the importance of the Lead/Senior Pastor’s voice in that process. We want to thank those who are raising up and creating space for the next generation.

AFFILIATIONS – We are excited to report that a new church, New Primitive Church of Jesus Christ, joined the EFCA via the Eastern District in January 2022. We are working with several other churches on Affiliation Applications that we hope to submit to the Board of Directors by the end of the year.

DISSOLUTIONS - Ridgeview EFC, Northumberland, PA (2021) and Crossroads Community Church, Lehighton, PA (06/2021).

RESTART – Faith EFC, Dix Hills, NY became Ascend Church in October 2022.

We continue to be honored and humbled by the opportunity to serve alongside the gifted and wonderful pastors of EFCA East.

Gratefully Submitted,

Tony Balsamo & Cedrick Brown  
District Superintendents, EFCA East

## EFCA Southeast

***We exist to glorify God by establishing an increasing number of disciplemaking churches of biblical integrity and spiritual vitality marked by the distinctives of the EFCA.***

**Better Together** We are a gospel-centered movement seeking to catalyze multiplication in our churches so that together we can transform lives and communities for God's glory. What a privilege to partner with so many, committed to so much, for so long.

**Retirement** After twenty years of serving in this position, it's time to let younger, fresher, and more imaginative leadership step in. The appointment of my successor will come by the end of this year, and he will be met with a genuine eagerness to keep establishing the EFCA in the South and beyond.

**Staff Team** I've served with so many wonderful colleagues over these years but let me shout out the names of Bruce Redmond, Hugo Concha, and Missy Moore who have held my arms up these past two years. They are willing and gifted partners.

**Church Planting** Church planting activity continues to keep us busy. Bruce Redmond faithfully assists us through his ministry, Planting Churches Ministries. But we are still looking for our first congregation in Mississippi. Please pray with us toward that end.

**Hispanic Ministries** Hugo Concha remains the relational glue for our growing Spanish-speaking ministries. His pioneering of KOINONIA, a three-day gathering of our Hispanic pastors and ministry leaders, has been a significant momentum builder in this ministry arena.

**Pastoral Care** Regional Pastors' Meetings (RPMs) keep us connected. It's a high priority for district staff to connect regularly with our ministry leaders and these gatherings facilitate mutual encouragement and exhortation.

**Church Health** Like every organization, our churches have been truly challenged to navigate the cultural waves breaking over their communities. It has driven them all to trust God more, to be more agile in their methods, and to preach 'focus on the One' while so many are tempting them to run after lesser things.

**Restructuring Decision** The SED voted to align directly with the EFCA National Office in March of 2016 becoming what we call a Clause B district. This decision was the right one for us. The relationship we have with the national board of directors and the office of the president has been what we had hoped for. We look forward to many more years of fruitful collaboration.

**National EFCA** President Kevin Kompelien, Executive VP of National Ministries, Carlton Harris, and all the national office staff continue to serve us so well. And we are very thankful that the EFCA remains strong and committed to **multiplying transformational churches among all people**.

**Webpage** Find us at <https://efca-southeast.districts.efca.org/>.

It has been an absolute joy and privilege to serve the Lord together with you all. May God continue to bless the EFCA for His glory and honor, particularly the EFCA Southeast.

Sincerely,

Glen A Schrieber  
Superintendent

## EFCA Texas-Oklahoma District

This was a season of transition in the EFCA Texas-Oklahoma District. After eighteen years of faithful service to our district, Bob Rowley stepped down as District Superintendent, and I was installed as his successor at our 2022 District Leadership Conference. Though the district now has a new leader, our focus on multiplication remains the same.

**Our Mission:** We start and strengthen churches by equipping and mobilizing church leaders for local and regional gospel impact.

**Our Values:** We want every church leader in our district to be:

- Spiritually Healthy – cultivating an intimate daily walk with Christ
- Biblically Grounded – staying true to God’s Word in all things
- Missionally Focused – multiplying disciples, leaders, and churches
- Strategically Connected – working together for maximum impact

**Our Team:** Our district staff currently includes:

- Katie Arnold (Director of Ministry Effectiveness)
- Denese Shrum (Administrative Assistant)
- Jaime Roy (Communications)
- John Watson (Small Groups & Credentialing)
- Monica DeGarmeaux (Pastors’ Wives)
- Manuel Abarca (Hispanic Ministries)
- Tim Rowley (Student Ministry)
- Randi Luna (Children’s Ministry)
- John Denmon (Worship Ministry)
- Bob Rowley (Church Planting Specialist)
- Kevin Hammond (Finance)

### Our Churches

As of April 2023, there were 76 congregations in the EFCA Texas-Oklahoma District which included:

- 55 Established Churches
- 12 Launched Church Plants
- 6 Second-Language Congregations
- 2 Second-Language Congregations Preparing to Launch
- 1 Multi-Site Campus

The following churches were planted:

- One Community Church, San Antonio TX (2021)

- Reflection Church, Rockport TX (2021)
- Rendezvous Christ Church, Irving TX (2021, disaffiliated 2022)
- Refuge Church, Houston TX (2022)
- Resonate Community Church, Abilene TX (2022)
- Jubilee Church, McKinney TX (adopted 2022)

The following second language congregations were started:

- Encuentro at Odessa Bible Church, Odessa TX (2021)
- Lugar de El at The Table Community Church, Fort Worth TX (2022)

The following church plants moved to autonomous church status:

- Rock City Fellowship, Midlothian TX (2022)
- Shine Bible Fellowship, Houston TX (2022)

The following churches closed:

- The Mission Bible Church, Hobbs NM (2021)
- Lakeview Community Church, Cedar Hill TX (2021)
- Cornerstone EFC, Enid OK (2022)
- Salina Street Church, Austin TX (2022)

We are encouraged that many of our congregations are reporting renewed vitality and record growth in the aftermath of the pandemic, and we are excited to see so many our church leaders live out our “Better Together” mantra by engaging with each other through our district ministries. Our District Leadership Conferences have been well-attended, our Multiplying Together Initiative held several retreats and workshops, our church ministry leaders met regularly in virtual cohorts, and our pastors met regularly in regional Healthy Church Networks.

As I finish out my first year as District Superintendent, I feel incredibly grateful—grateful to the Lord for providing me with this ministry opportunity; grateful to my predecessor, Bob Rowley, who laid a solid foundation to build on; grateful to our very gifted district staff who serve our churches so faithfully; grateful to the District Board for the healthy accountability and helpful advice that they provide; and grateful to our pastors and churches who give so generously of their time and resources to advance God’s work through the ministry of the district. It’s truly a privilege to serve in this capacity, and I look forward to what God has in store for the coming years as we serve Him together.

For His glory,

Dr. Brent Burckart  
 Superintendent, EFCA Texas-Oklahoma

## EFCA WEST

God is on the move in EFCA West! We are all about the “Big Three” – Strengthening Leaders, Planting Churches, and Reaching All People. I’m happy to report that our district has emerged as a dynamic force in all three of these areas and it is making a difference! We long to see what is described in Acts 16:5 “So the churches were strengthened in the faith, and they increased in number daily.”

**Strengthening Leaders:** We continue to lean forward and engage our pastors and leaders through regional gatherings that happen all over our district. We’ve also done a series of webinars and organized online cohorts that address key issues our pastors are facing, providing solutions, ideas, and encouragement. But while online forums are great, nothing takes the place of personal touch. This is why we have hired “regional catalysts” who offer a ministry of presence to our pastors in several strategic areas.

**Planting Churches:** Dean Mayeda has been doing a stellar job not only assessing and coaching church planters but connecting them to each other so they can be a source of mutual encouragement and mentoring for each other. We’re all about the long-term health of our planters, which means not only teaching the techniques of church planting, but providing systems of care and connection to our planters and their families so they can thrive for years to come.

**Reaching All People:** Alex Rivero has led the charge to invest heavily in our Spanish-speaking pastors and leaders, providing them with seminary-level education so they can more effectively shepherd their churches. We also continue to advise leaders on how they can identify the changes in their respective communities and adapt their churches to receive the harvest that is ready!

We believe that our district is our mission field, and we must stay aggressive in finding the best people we can to join us in our effort to multiply transformational churches. This year we’re very fortunate to welcome Katie Dudgeon as our Director of Outreach and Leadership. Katie comes to us with over a decade of experience leading a team of missionaries in Berlin, Germany, with ReachGlobal.

I have the privilege of working with an incredibly team of passionate, brilliant, highly committed, and mature people you will ever meet. They are the best of the best, and they include:

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

The following is a series of numbers from both 2021 and 2022 that help tell the continuing story of EFCA West and how we are helping our churches fulfill the Great Commission:

- 224 congregations totaling 70,033 in approximate weekly attendance, of which:
  - 8 are Asian as second language
  - 2 are “deaf” defined as second language
  - 30 Hispanic Congregations, 20 defined as second language
  - 46 are multi-cultural with 2 or more primary ethnicities
  - 1 is African American
  - the remainder are either undefined or English speaking, predominantly Caucasian
  - 2 new church plants plus \$77,500 in church plant funding
  - 25 church plants for which funding and/or leadership assistance was provided
  - 3 new 5-year ministerial licenses
  - 6 Certificates of Ordination
  - 2 Expedited ministry licenses
  - 4 - 3yr Ministry Licenses
  - 1 formally affiliated new church
  - 7 closed or removed churches

Please continue to pray that God will give courage, vision, faithfulness, purity, and joy to each one of the pastors and leaders in our district. I believe our best days are yet ahead!

Blessings,

Tim Jacobs  
Superintendent, EFCA West



# FOREST LAKES DISTRICT

Helping leaders and churches multiply the Gospel among all people.

## Our Strategy

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

## Our Values

- the power of the Gospel
- the practice of encouragement
- the strength of collaboration
- the necessity of all people
- the design of multiplication

## Marks of a Healthy Leader

**Disciple** - A child of God who is empowered by the Spirit, dependent in prayer, increasingly formed and shaped by the Gospel, and whose identity rests firmly in the person and work of Jesus.

**Essentialist** - An essentials-focused leader who practices and protects the foundations of a healthy life including rest, reflection, recreation, relationships, and the other rhythms of grace that accompany a life devoted to God.

**Learner** - A student of God's Word and all that is good; a person quick to listen and slow to speak, committed to a life-long journey of transformation and growth.

**Equipper** - One who, like Christ, humbly lifts others up by strengthening them in their calling, gifts and abilities for the work of ministry and the building of Christ's church.

**Multiplier** - One who is personally invested in creating a culture that is committed to developing and deploying disciples, leaders, and churches.

**Collaborator** - One who is kingdom-minded, eager to serve and partner with other churches and leaders across geographic, economic, social, and cultural lines as a demonstration of the Gospel's power and unity. (edited)



## FLD VISION FRAME

### 4 MARKS

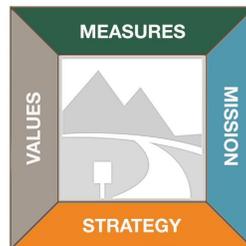
*When are we successful?*

disciple • essentialist • learner  
equipper • multiplier • collaborator

### 2 VALUES

*Why are we doing it?*

the power of the gospel  
the practice of encouragement  
the strength of collaboration  
the necessity of all people  
the design of multiplication



### 1 MISSION

*What are we doing?*

Helping leaders and churches  
multiply the gospel  
among all people

### 3 STRATEGY

*How are we doing it?*

connect • equip • multiply



**Lead Team**

- Jon Payne** - District Superintendent
- Scott Sterner** - Associate Superintendent
- Casey Johnson** - Director of Church Multiplication
- Rob Weise** - Director of Next Gen, Events & Networks
- Ashley Haferman** - Credentialing & Multiplication Manager
- Steph Berg** - Director of Communications
- Julie Speth** - Financial Manager
- Lindsey Dovichi** - Events & Networks Manager

**All Team** - Aaron Morrow, Becky Morrow, Kurt Owens, Ken Moberg, Gaylen Nagel, Nancy Weise, Gene Swanstrom, Adrian Rayo, and Jose Marco



**FLD COSECHA STAFF** - Director: Adrian Rayo / Mobilizer: Jose Marco  
**FLD COSECHA BOARD** - Adrian Rayo, Ashley Haferman, Edwin Rodriguez Guzman Jon Payne, Jose Marco, Julio Varela, Rimon Moses, Scott Sterner

- 1 TRAINING & COMMUNITY** Spring and Fall Leader Conferences, DISTRICTS Youth Conference, Specialty Conferences, Retreats, Affinity Networks, Advanced Ministry Training Opportunities, 1/2 Price at Trinity International University and TEDS
- 2 CHURCH HEALTH SUPPORT** Counseling Services for Pastors and Leaders, Strategic Planning Support, Pulpit Supply, Conflict Resolution and Mediation, Church Health Surveys, & more!
- 3 LOGISTICAL SUPPORT** Leader Credentialing, Staffing Support and Services, Insurance Options for Church and Staff, Retirement Accounts, 501(c)3 Affiliation, Interim Pastor Support and Placement Services
- 4 MULTIPLICATION TOOLS** Church Planter Assessments, Training, Coaching and Care, Annual Multiplication Pathways Workshop for Churches, Cosecha Network Including Hispanic Internships for All Churches, Church Evangelism Institute Cohorts, EFCANational and Global Partnership Opportunities



*We come alongside our churches in these ways*



## Great Lakes District

Rick Thompson was elected to a new term as Great Lakes District (GLD) Superintendent from January 1, 2022, to January 1, 2025. By God's grace, he intends to fulfill this final term with a transition at the end of 2024. Our transition timeline:

Profiles: 2022 - Agree on next Superintendent Profile and Search Team

Process: 2023 - Search Team organizes and begins to implement plans

Person: 2024 – Recommendations of people to the GLD Board who will then recommend one candidate to the 2024 GLD Conference

After a thoughtful and prayerful process, the Great Lakes District Board appointed an outstanding Search Team to lead the search for the next GLD Superintendent.

Phil Bubar - The Chapel, St. Joseph, MI  
Curtis Coston - Solid Word Bible, Indianapolis, IN  
Bob Blahnik - Faith Church, Indianapolis, IN  
Gary deBock - Trinity Fellowship, Big Rapids, MI  
Josh Weiland - Wawasee Community Bible, Milford, IN  
Rich Gamble - Crossroads EFC, Plymouth, IN  
Cyndi Leamon - Trinity EFC, South Bend, IN  
Carlan Bounds - First EFC, Moline, IL

We are committed to continuing the role of GLD Area Superintendents. We presently have six.

1. Oversees and is usually present at the ministerial and serves the churches in that ministerial in alignment to the three goals in the GLD Vision.
2. Involved in every other month GLD staff meetings and the Superintendents call we have most Friday mornings at 9 AM throughout the year unless there is a good reason to miss.
3. Serves in consulting, crisis management (first responder) and churches in transition with <https://pastorsearch.efca.org/> unless agreement with Rick to handle this.
4. Leads out so that each ministerial group plans one event each year that includes the pastor and his wife and be available to the men and churches you serve by telephone and email as you connect them into a ministerial to be better together.

We have three different sizes of area service. One ministerial meeting (around 10-15 churches), two ministerial meetings (around 20-25 churches), and three or four ministerial meetings (around 30-40+ churches).

We are grateful to God for Don Erickson in Northern IL, Larry Elliott in North Central IL, Mark Balmer in Moline, IL, Mark Burks in Cincinnati and Northern KY, Collin Seitz in IN/OH, and Stephen McCausland in Chicagoland.

New pastors called in the last five years to GLD Churches:

First	Last	Church
Jason	Abbott	First EFC, Chicago, IL
Jared	Ahrens	Hope Community, Schaumburg, IL
Tim	Allen	Evanston Bible Church, Evanston, IL
Joel	Badal	River Valley EFC, Ottawa, IL
Carlos	Borges	Good News Bible Church, Chicago, IL
Joshua	Brooks	Trinity Church, South Bend, IN
Bill	Caroffino	Straits EFC - St. Ignace, MI
Carlos	Castaneda	Cristo Es La Roca, Wauconda, IL
David	Cunningham	Chadwick EFC, Chadwick, IL
Dan	Defever	Grayling EFC, Grayling, MI
Duane	DenBoer	Calvary Bible Church, Bourbonnais, IL
Mark	Doebler	Village Church of Oak Park, Oak Park, IL
John	Dunkin	Elgin EFC, Elgin, IL
Timothy	Higgins	North Suburban EFC, Deerfield, IL
Josh	Hix	Antioch EFC, Frankfort, IN
Cary	Hughes	Living Grace Community - Cary, IL
Luis Enrique	Jimenez	Salem EFC, Chicago, IL
Wayne	Kriemelmeyer	International Community, Lombard, IL
Eric	Lao	Christ Our Saviour, Chicago, IL
Matt	Mitchell	Winneshiek EFC, Freeport, IL
David	Mundt	Christ Community, Princeton, IL
Joshua	Rager	Bay City EFC, Bay City, MI
Jim	Renke	Village Church of Lincolnshire, Lake Forest, IL
Brandon	Rickard	Ogden Church, Adrian, MI
Steve	Rieske	Brookside EFC, Bowling Green, OH
Brady	Robinson	Christ Church, Sterling, IL
Godwin	Sathianathan	Faith Church - Milford, OH
Kurt	Smith	Faith EFC, Metamora, IL
Michael	Smoron	St. Paul's EFC, Petersburg, IL
Jonathan	Sorensen	Taylorville EFC, Taylorville, IL
Tim	Spanburg	Liberty Bible, Chesterton, IN
Matt	Spangler	Canton EFC - Canton, IL

Steve	Surine	Christ Community, Peotone, IL
Matt	Tinken	First Free, Chicago, IL
Eric	Tober	Faith Community, Dublin, OH
Iroel	Velazquez	Manantial de Vida EFC, Round Lake, IL
Nick	Veon	CrossPoint Community, Lima, OH
Aaron	Welch	People's Church - Pinckney, MI
Gordon	Williams	Harvard Avenue EFC - Villa Park, IL
James	Wychers	Crossview EFC, Antioch, IL

## Hawai'i District

Aloha! The Hawai'i District is a tight-knit family of 12 churches across three islands in the most geographically isolated archipelago in the world. We have two priorities in our district:

### **1. Support local churches and pastors in their unique missions.**

- Ministry Leader Clusters - We convene pastors and church leaders quarterly to share ministry ideas and best-practices and help each other solve problems.
- Pastor Prayer Partnerships - We are connecting pastors for ongoing support and encouragement.
- Pastors and Wives Retreats - People ask where folks from Hawaii go on vacation. Easy. Kauai! We planned a fantastic time away for pastors and wives on the Garden Isle, with times for fellowship, growth, and refreshment.

### **2. Pursue a united mission that local churches couldn't accomplish alone.**

- Church Planting - In 2022, our district churches partnered together to plant Harbor Church Waipahu, a neighborhood with some of the highest poverty levels and crime rates in the state. We've also seen a number of alternate-language services planted at Kalihi Union Church, reaching Micronesians who have been displaced by nuclear testing in their homelands.
- Kairos Project - Our churches have been working together for years to train and support church-planters and pastors in Vietnam and Myanmar. We are now launching a new ministry partnership in the Philippines, in partnership with GlobalFingerprints.

Evangelical church attendance in Hawaii is still less than 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.

Aloha Ke Akua (In God's Love),

Matt Dirks

District Superintendent

## Midwest District

The Midwest District (MWD) experienced a transition of superintendents starting in April 2021, from Noah Palmer to Colby Kinser. This change precipitated several other changes (some of which Noah intentionally laid the groundwork for to benefit his successor), including selling the physical office, changing software platforms, and redesigning the website. The primary changes, of course, were the new superintendent finding his bearings and the district pastors getting accustomed to “the new guy.”

Our Transform 2022 annual conference, “More than Just Doing Church,” had the goal of being life-giving to pastors, including new discussion groups to process the plenary sessions. We promptly changed our conference from February to October to avoid the subzero temperatures our conference has tended to attract, so we have not yet had our 2023 conference, “Having Something to Say.” To aid the conference schedule change, we had a remote mini-conference in October 2022 to pass the district budget and welcome in a new church plant.

We added two new members to the ministry team, Donald Adams, Worship Arts, and Jane Schaible, Women’s Leadership and Discipleship. We held our first post-COVID pastors and wives retreat and our first pastors’ wives only retreat, “Kindred Spirits.” The Spanish-speaking pastors had their first annual *Expositiva* workshop on exegesis and homiletics, thanks in part to ReachGlobal. Our MWD Foundation has reconstituted itself post-COVID and has restarted giving grants and loans to churches and pastors. In 2022 we conferred 13 ministry credentials.

At present, the MWD has 104 church campuses, adding a new Congolese church plant (Mlima Wa Sinai, Kansas City, KS), but seeing two churches disaffiliate (Moundridge, KS; Twin Oaks, Sabetha, KS). We have at least 14 active minority culture ministries.

We initiated three special programs: a preaching cohort (pastors from several churches collaborating remotely on sermon preparation), an ordination cohort (pastors collaborating on writing their ordination papers), and a push to increase pastor sabbaticals (a written appeal to every church board, online resources, and soon a grant program to help churches give their pastors a sabbatical, if needed).

Friends and colleagues have asked if I like the “new job.” The word “like” is not always the right adjective, because some responsibilities are necessary, but not particularly fun. I prefer to say that serving as a superintendent is a “severe privilege.” There is always a sense of privilege, whether or not a particular task is enjoyable. By God’s grace, a *majority* of the work is in fact very enjoyable. I am also very grateful to have the two previous superintendents (Noah Palmer and Bill Smith) actively involved in district matters and always available to me for advice.

Colby E. Kinser  
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-one 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 2021 annual conference took place at Camp Spofford in Spofford, NH. The theme was “From Here to There” with Bob Logan facilitating a workshop style conference for church leadership teams. Shifting the focus of our conference to equipping lay leaders in churches resulted in increased attendance and energy. In 2022, our annual conference was held at Faith EFC in Acton, MA. The theme was “The Church: Still the Plan.” Again, we focused on encouraging and equipping lay leaders in local churches. We are encouraged to see increased engagement at the annual conference.

In 2022, the conference voted to approve a change in the NEDA leadership structure. Two part-time regional superintendents were hired to free up the district superintendent to serve part time in a local NEDA church. This change of structure reflects the “plurality of practitioners” ethos that has been developed.

Over the past two years, 5 NEDA churches either closed or disaffiliated: Windham Bible Chapel (Windham NH), Southcoast Community Church (New Bedford MA), Trinity EFC (Skowhegan ME), The Father’s House (Stamford, CT), and Crossway Church (Westerly RI). During that same time frame, 2 churches affiliated with the EFCA through NEDA: River Valley Christian Church (Colrain, MA) and Living Hope Lakeport (Laconia, NH).

After coming out of a period of stagnation during Covid, it has been encouraging to see NEDA churches refocusing on outward ministry including equipping for gospel conversations and church multiplication. Three NEDA churches are preparing to plant another congregation.

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



*Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen. - Ephesians 3:20-21*

In the midst of this divided and broken culture, we continue to believe that ordinary churches, bearing the gospel and faithful to Scripture, remain at the very center of God's plan "to redeem a people for Himself and to make all things new for His own glory."

Because we live in turbulent times, we also believe that it is increasingly important for our family of churches to be clear about our shared biblical convictions. In light of this, we want to affirm in this report that our shared commitment to the inerrancy, infallibility, and authority of God's word remains strong and growing. His word is truth, light, good, holy, helpful, powerful, necessary, understandable, beautiful, and lifechanging. Moreover, we remain joyfully committed to our gracious complementarian convictions, both within our churches and through our ordination policy. We have no plans to change this, and every intention of strengthening it in the years ahead. We affirm, without mental reservation, the Bible's sobering, holy teaching on hell (including eternal conscious punishment). It reminds our local churches of the high importance of our shared evangelistic ministry. And we continue to have a robust commitment to biblical justice, believing the gospel is the only solution for the many social problems that our world faces.

Our district staff is the heart of our ministry to pastors, church leaders, and churches. Our team currently includes Paul Anderson (resource development and administration), Steve Austvold (missions mobilization), Dave Linde (placement and credentialing), Kelley Johnson (pastoral care), Frank Lanier (leadership development), Dan Moose (church multiplication), Glenn Olson (student ministries), Andrea Tyson (women in ministry), Dena Stromberg (digital communications), Sharon Trucker (administration), Sonja Wallace (bookkeeper), and Pat Wester (church revitalization).

Likewise, we greatly value our district board of directors, knowing we could not carry out this ministry without them. Our board currently includes Dave Abernethy (Mound EFC), Tom Cairns (New Hope Church), Chris Cundiff (Sandstone EFC), Lucy Edens (Hope EFC Oakdale), Darius Hubbard (Antioch Community Church Minneapolis), Jennifer Kvamme (Centennial EFC Forest Lake), Frank Lanier (First Free Maplewood), Andrew Peterson (Park Community Church St. Louis Park), Jose Rivera (Living Hope Willmar), Andrea Tyson (Living Hope Champlain), Toua (Tom) Vang (Five Oaks Church Woodbury), and Eric Uggerud (Cornerstone EFC Fergus Falls).

The NCD Strategic plan ([ncdefca.org/strategicplan](https://ncdefca.org/strategicplan)) highlights our services, commitments, priorities, and new initiatives. It reflects our strong commitment to encourage and strengthen churches that love God's gospel and are faithful to His Word.

In 2022, we updated our NCD infographic, which is designed to help our family of churches count and celebrate what God is doing in and through the North Central District ([ncdefca.org/infographic](https://ncdefca.org/infographic)). It highlights many important district metrics.

As of March 2023, there are 174 congregations in the North Central District. Our congregations fall into these four categories: 142 Established Churches, 10 Plants in Process, 13 Second-Language Congregations, 9 Multi-Site Campuses.

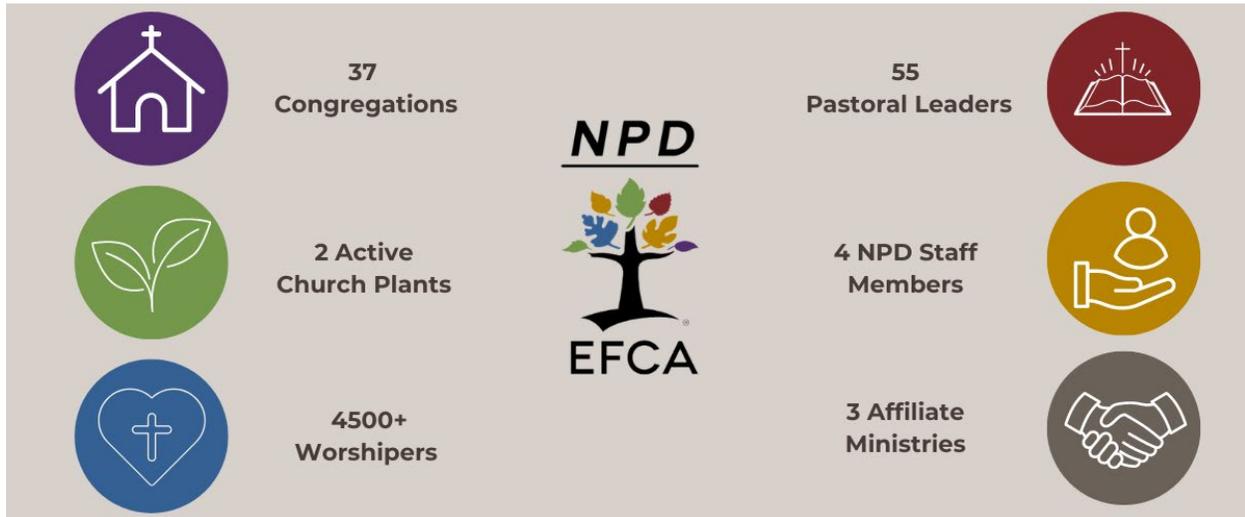
In Christ,

**Brian Farone**

District Superintendent

North Central District | Evangelical Free Church of America

## Northern Plains District



We exist 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.

### The NPD is Served By:

District Superintendent – Brian Wright  
Student Ministries Director – Brandon Boulais  
Church Multiplication Director – Mike Lundberg  
Missions Mobilizer – Steve Austvold

### The NPD Values

#### Healthy Churches:

*Pastor Placement* – During the past two years we have had as many as eight lead pastor positions open at one time (or nearly 25% of our district churches). One of the biggest needs we have today is raising up new ministry leaders.

*Credentialing* – At the beginning of 2020 the district had just eight out of 55 pastoral leaders with an EFCA credential. There are now 21 with at least six more in process.

*Reconciliation Team* – One way we serve our churches is by having a trained team who help during times of conflict. That team includes Steve Austvold and Paul Backstrom who provide Peacemaker training and conflict mediation.

*Pastor Cluster Meetings* – Over half of our pastoral leaders are active participants in pastor cluster meetings that provide fellowship, prayer, and ministry encouragement.

*Pastoral Sabbaticals* – We guide and support churches during pastoral sabbaticals.

**Partnerships:***District Conferences and Leadership Meetings*

Rhythms of Rest – 2021 Fall Gathering

What's Next? - 2022 District Conference at Salem EFC in Moorhead, MN

Different – 2022 Districts Youth Conference

Made to Flourish – 2022 Fall Gathering

Equipped – 2023 District Conference at Gracepoint EFC in Bismarck, ND

#Follow! – 2023 Districts Youth Conference

*Community & Leadership Development* – In 2022, we appointed an ad hoc NPD Community Development Committee. Our goal is to revitalize the NPD community of lay leadership by building a shared sense of community between lay and pastoral leadership across the district.

**Multiplication:**

*New Churches* – At the 2023 District Conference the NPD voted to accept Living Stone Chapel in Fessenden, ND as a member of the Northern Plains District.

*New Church Plants* – In December of 2022 the NPD Board approved the application of Kerry Johnston to begin work on a church plant in Hazen, ND with Gracepoint in Bismarck as the sending church.

*New Church Multiplication Director* – In 2022, Pastor Mike Lundberg agreed to become the NPD Church Multiplication Director and at the 2023 District Conference approved making this a part-time paid district staff position.

*New Church Multiplication Vision and Policies* – The NPD has adopted a new church multiplication vision which states:

The Northern Plains District desires to partner with local churches to multiply churches across our district. The diverse nature of the communities in our district requires that we have flexible approaches to multiplication. These approaches include multiplication through Resource Churches, multiplication through Church Plants and multiplication through Revitalized Churches.

*New Church Planter Training* – Mike Lundberg and I have completed certification for the ReachNetwork Church Planter Training.

*New Cultivate Cohort* - Cultivate Cohort for use by existing churches who would like to sharpen and revitalize their outreach focus. Currently the core team at Crossroads Community EFC in Casselton is part of the EFCA beta test of this material.

*Evangelism Cohort* – 4 churches have just completed the 2-year Evangelism Cohort from the Church Evangelism Institute at Wheaton College. We hope to launch another soon.

## **Pacific Northwest District**

“Multiplying transformational churches among all people.”

The Pacific NW District of the EFCA serves churches located in western Washington, and the state of Oregon. Most of us would agree that our churches are in a culture that has become “post-Christian.” Though the changes we are having to navigate are not easy, it is nothing new for the church of Jesus to find it necessary to be “nimble,” essentially re-inventing the forms that the church has taken, without compromising the gospel of Jesus.

Whether we are working with churches in transition, or in crisis, or helping a pastor and/or leaders imagine some doable changes, we are investing with the goal that each church will gain greater understanding of what the church is needing to become in 2023 and beyond. In addition to welcoming and including people who come through our doors (always essential, but not an end in itself), one of the key shifts that we can make is to help the people whom we serve to be the church in the communities where we live. It will be a necessary adjustment in focus...being the church, as opposed to coming to church. We keep reaching for the clarity reflected in the Irreducible Core: love God, love others as we love ourselves, and, as we go, make disciples, i.e., impart this same spirituality to those with whom we find the grace of connection.

Bruce Martin, District Superintendent, retired at the end of 2022. The district is currently in process to find his replacement with the help of NL Moore and Associates. The Pacific NW District Board has asked Richard Parker and Danny Tedder, both retired pastors from the district, to serve as co-Interim District Superintendents until the position is filled. Richard is serving the churches of Oregon and Southwest Washington, Danny is serving the remaining congregations of Washington.

Three churches in the district are in the process of seeking new pastoral leadership, United EFC of Klamath Falls, OR; Butteville Community Church of Butteville, OR; and Charter Oak EFC of Battleground, WA. Trailside Community Church in Anchorage, Alaska was dissolved in May of 2022. There are no EFCA congregations in the state of Alaska at this time.

Richard Parker, Interim District Superintendent

Danny Tedder, Interim District Superintendent

## **Rocky Mountain District**

This is my first report as the District Superintendent of the Rocky Mountain District (RMD). I want to share part of God's story and His faithfulness in the Past, Present and Future in the Rocky Mountain District as He works through faithful people to accomplish the mission of multiplying transformational churches among the people in the Rocky Mountain District.

"...and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also." (2 Timothy 2:2 ESV)

### **God's Faithfulness in The Past**

As we look at the values of the Rocky Mountain District that form the basis for our ministry of multiplying transformational churches among all people in the Rocky Mountain District, we have seen God's faithfulness throughout our district.

1. **Healthy Pastors:** God faithfully continues to use our monthly pastor gatherings to bring encouragement to pastors as we share life together and pray with, and for one another so that we can be healthy as pastors leading multiplying transformational churches.
2. **Healthy Churches:** We continue to provide resources for leadership training, development, and networking within the district to help churches be spiritually healthy so that we can be disciples, who can make disciples, who can make disciples.
3. **Church Planting/Multiplication:** We provided resources in building a movement of church planting that is intentionally reaching the lost and making disciples. We have three church plants: Christ the Rock Church in Timnath, CO; Lighthouse Church in Douglas, WY; and Covenant Grace in Colorado Springs, CO. Three churches who have moved from church plant status to established church are: Incline Church in Colorado Springs, CO; Pulse Church in Florence, CO; and Abundant Life Church in Mead, CO.

### **God's Faithfulness in The Present**

We are trusting God to bring direction and faithfully provide for us as we prayerfully discern our current district ministries. Let me share a few areas that we are seeking God about as we join Him in His work:

1. We are prayerfully evaluating our current ministries within the RMD to build on the strengths we have and address the growth areas.
2. We are improving our communication within the RMD through developing our new website, increasing our social media presence, and updating the contact information for every pastor and church in our district as we build better connections.
3. We are improving our healthy pastor gatherings, providing more resources for our churches, and intentionally building a movement of multiplication.

### **God's Faithfulness as we Trust Him for His Preferred Future**

When we understand the current reality of our district ministry, we can begin to trust God for changes He is leading us to make to join Him in His work in the future to multiply transformational churches among all people.

1. We will begin initiatives to become very intentional with opportunities for pastors and ministry leaders to pursue healthiness in their lives leading to healthy ministries and churches that multiply. Part of this initiative is creating a growing prayer movement.
2. We will begin to address the need for more pastors and church planters to lead the movement of multiplying transformational churches in the RMD. We are discerning ways to develop a variety of leadership pathways for our churches as we raise up the next generation of leaders.
3. We will be discerning how to bring multiplication as an intentional value to all our ministry leaders, ministries, and churches.

This is snapshot of how we are trusting God's faithfulness in the past, present, and in the future within the RMD. It is a privilege for me to serve in the role of District Superintendent of the Rocky Mountain District. To God be the glory!!!

Barry Vegter,  
District Superintendent

## Western District

God has blessed our district with a diversity of churches (congregational demographics and mission field contexts) and pastors (passions and personalities). These men have a pastor's heart to shepherd the flock (1 Peter 5:1-4) as well as an evangelistic heart to reach the yet-to-believe (2 Timothy 4:5). Many are striving to be missional in their communities and equipping their people to reach the yet-to-believe. They take their calling seriously and have a sincere love for the people of their churches.

This has been a season of transition in the Western District. In May 2022, our District Superintendent and wife, Neal and Judy Brower, transitioned after nine faithful years of ministry. They served with integrity, modeled humility, and fostered transparent relationships with leaders. In March 2023, Matt Moore was installed as the District Superintendent. The district also transitioned to a Plurality of Practitioners model where we began to identify pastors who have the calling and capacity to serve our district churches and pastors. It is our goal to connect pastor's giftings and passions to serve other leaders and churches in our district. Here are some of the highlights from our district over the last two years.

- **Pastoral Cohorts** – There is a high participation of district pastors attending the nine regional pastoral cohorts that meet three times a year. Each of these gatherings prove to be a rich time of relational connection and encouragement for one another. |
- **Annual Conferences** - In 2022, the day featured eight breakout sessions from district practitioners speaking on biblical, gospel, and cultural issues. In 2023, we dove into the book of Titus allowing it to shape our thinking on Leading in Difficult Spaces.
- **Church Multiplication Team (CMT)** - Rather than only focusing on new church plant pastors, we began equipping existing church pastors to think and lead like a planter. In January - March 2023, we had seven churches go through the Cultivate Cohort that focused on three topics - Community Engagement, Missional Vision, and Discipleship Pathway. This was crafted by ReachNetwork.
- **Pastoral Support Ministry (PSM)** - In January 2023, we hired Patrick Allen to serve as the Director of the Pastoral Support Ministry (Care, Crisis, and Credentialing). District pastors are being identified to serve on each of these three teams.

The EFCA | Western District is a partnership of 52 Congregations: 46 Churches, 4 Church Plants, and 2 Virtual Reality Campuses. We are saddened to report that one church closed (Prodigal Church, Carson City, NV) and four churches withdrew from the EFCA (Glenn Ellen Community Church, Higher Ground Church of Oakland, The Orchard Church of Sacramento, and Brisbane Community Church). We are grateful for God's faithfulness in calling new lead pastors to seven of our churches.

- Grace EFC (San Francisco, CA) – Anderson Au Yeung was an associate pastor and installed as the new pastor.
- San Francisco EFC (San Francisco, CA) – Stephen Mak was an associate pastor and was installed as the new pastor.
- EFC of Chico (Chico, CA) – Rick Pitcher was an associate pastor and installed as the lead pastor of Chico EFC in May 2022.
- Intermountain Community Church (McArthur, CA) – Keith Marbeiter was installed as the pastor in May 2022.
- Hydesville Community Church (Hydesville, CA) – Patrick Allen faithfully served as the interim pastor through IPM for two years and then Phillip Blazek was installed as the new pastor in June 2022.
- Bay Hills Community Church (Richmond, CA) – Allen Coleman was installed as the lead pastor in August 2022.
- Creekside Community Church (Napa, CA) – Terry Baird retired after serving 20 years and Kendall Carter was installed as the new pastor January 2023.

As we look ahead, we plan to focus on prayer and partnership. We know that God can and will do more than we ask or imagine (Ephesians 3:20-21). May God cause us to be dependent upon Him through prayer and interdependent with one another as our pastors humbly serve each other and our churches form tighter partnerships together.

Your Partner in Ministry,

Matt Moore  
District Superintendent

## EFCA Chaplains

The EFCA is very blessed to have dedicated men and women serving civilian institutions and the Armed Forces as chaplains. Our chaplains go through a rigorous process that prepares them to minister in hospitals, prisons, far away outposts and other places where the local church is not immediately present. Our 46 military chaplains serve in the Air Force, Army, and Navy bringing the gospel, advice to commanding officers, troops and their families, and worship opportunities to those placed in their charge. Our chaplains in the military have a well-deserved reputation for being faithful, professional officers able to handle a multitude of challenging circumstances with compassion and truth.

Currently, there are nine chaplain candidates completing the requirements to become a military chaplain. Other endorsing agents admire the fact that the EFCA has many candidates willing to dedicate themselves to meeting our stringent requirements to serve. Our institutional chaplains stand out at their workplaces, and many are being rewarded with supervisory responsibilities because of their professionalism.

EFCA institutional chaplains bring the love of Christ through kindheartedness and grace. The EFCA chaplains' impact many for Christ. They covet our prayers and support which starts in the local church. As you think of and pray for our missionaries, remember our EFCA chaplains. Pray for them and their ministries as they serve God and his kingdom!

## Christian Investors Financial

Better together is a common theme shared within the broader EFCA movement for many years as we gather as one around our shared Statement of Faith. This certainly rings true at EFCA One, and at Christian Investors Financial (CIF), as we have partnered with individuals, EFCA churches and ministries for more than 64 years.

Churches need usable spaces to serve people's needs and help share the hope of the Gospel. We've funded construction of new buildings, land and building purchases, larger sanctuaries, renovations, deferred church maintenance, children's wings and much more.

More than any single lender, CIF has worked with thousands of congregations, but we have never done it alone. It has always been together. Thanks to all who have partnered with us in the past and to those whom we'll be able to partner with in the future.

Behind the loans as a whole are various savings products we offer to individuals, churches and ministries, as an alternative to bank savings and CD accounts. The formula is simple. Investor dollars are used to lend money to churches and ministries across the country. There is no middle-man or profiteer in the mix.

We are a faith-based organization which brings great knowledge and expertise to your church or ministry, with the sole purpose of fulfilling our mission: Providing faith-based financial solutions that serve Kingdom expansion! Our model works when people, churches and ministries catch the same vision and participate in this God-honoring work.

Many churches also need assistance in raising funds to grow and expand, so CIF also provides capital campaigns and consulting to help churches advance to the next level—serving Christ and their communities.

As a nonprofit financial institution, we have no shareholders or stockholders, so we can put the interests of a church or ministry at the center of what we do. This means a focus on service and mission over profits. We also keep more capital on hand in comparison to our size—two and a half times what is required for Federally chartered banks, instead of returning that to shareholders. That increases stability.

More specifically, CIF's liquidity is more than sufficient to meet present needs. Our loan portfolio continues to perform extremely well, for which we are thankful, and capital/net worth remains strong. For 2021 and 2022, CIF's loan funding totaled \$49.2 million to 47 churches and ministries. As of December 31, 2022, total loans outstanding were \$164.7 million, and outstanding investment certificates totaled \$177.3 million. Net assets increased to \$48.1 million and total assets were \$226.2 million.

Our financial services are on a mission, trusting in God's blessing, and in the faithful investors, churches and organizations we serve. We partner with churches and ministries of all sizes,

nationwide; and our decades of experience allow us to be highly attentive and attuned to your ministry. CIF stands eager to consider your next project and put your savings to work for missional purposes. God's Kingdom wins, and all the glory goes to our Lord Jesus Christ!

In service together,

Scott Achterling  
President & CEO  
Christian Investors Financial



FCMM exists to enable pastors, church staff members, and missionaries to serve Christ throughout their lives by assisting employing ministry organizations in providing retirement and other benefits.

FCMM is the separately incorporated benefits board serving EFCA churches and ministry personnel. We operate a 403(b)(9) church retirement plan, which provides a simpler, less expensive, and more flexible solution than 401(k) or insurance-based plans. Investment options include three FCMM managed collective funds; American, Vanguard, Biblically Responsible (Timothy & Guidestone) mutual funds; and Christian Investors Financial (CIF).

FCMM offers a Benefit Plan which provides Long-Term Disability Insurance and Life Insurance, plus an employer option of Short-Term Disability Insurance. Church lay employees are eligible for benefits and retirement along with pastors and missionaries.

RETIREMENT PLAN: The number of employers/churches actively contributing has grown from 573 in 2017 to 611 in 2022. 769 organizations have agreements on file. The number of actively contributing participants has grown from 2328 in 2017 to 2669 in 2022. In all, 4252 participants had funds in the Plan at the end of 2022. More than 500 individuals currently receive monthly retirement income.

BENEFIT PLAN: 408 organizations participate, including over 1300 staff members.

Beginning in 2019, we received a grant from the Lilly Endowment through a program set up by the National Association of Evangelicals to assist pastors in saving for retirement. With matching dollars from FCMM Benefits, we were able to offer a matching grant of \$1,000 to pastors who are not currently enrolled in the retirement plan. To qualify, their church must have an adoption agreement with FCMM, set up an account, contribute \$1,000 to the pastor's retirement account and the pastor and spouse must complete an online personal finance class from NAE. The matching grant is called *Prepare Today*. As of December 31, we had received 97 applicants. In 2022, we received an additional \$25,000 in grant money from the Lilly Endowment enabling us to offer a matching grant to 150 pastors.

Early in 2022, as we were evaluating the future of our payroll service for churches, we received word that our partnering vendor would be exiting the payroll business. We have shifted to recommending Ministry Works, a payroll service specializing in churches. We are also utilizing Ministry Works for monthly retirement distributions.

FCMM investments returns for 2021 & 2022 were: The Lifetime Fund (Option C) returned 8.0% and 4.0%, the Stock/Equity Portfolio (Option D) returned 19.98% and -17.51%, the Bond/Income Portfolio (Option E) returned 0.87% and -10.08%. Detailed returns are available on the FCMM website.

If your church is not enrolled with FCMM Retirement or FCMM Benefits, we invite you to contact us to learn more about what we offer. Visit FCMM at [www.fcmmbenefits.org](http://www.fcmmbenefits.org) or contact us at [fcmm@fcmmbenefits.org](mailto:fcmm@fcmmbenefits.org) or (800) 995-5357 for more information.

Prepare today, ready tomorrow,  
Rev. Ric Stanghelle, FCMM President

## Evangelical Free Church of Canada

Greetings brothers and sisters in the EFCA! It is a real treat for Deb and me to join you as you celebrate what God is doing in the EFCA. These are challenging times, but I am excited to see all that God is doing in our movement.

Canadian culture is increasingly secular. Over two-thirds of Canadians have implicitly adopted a new moral framework founded on an assumed set of individual rights. The ***Charter of Rights and Freedoms*** has become the guiding document for Canadian courts. Many Canadians now assume that the government is obligated to ensure that every individual can choose and live out their chosen identity without hindrance from family and religion, and that government must intervene against family and church if those expressing their choices and identity are not fully accepted and celebrated. Many Canadians now expect the government itself not only to defend but to proclaim these “Canadian values”.

There is growing polarization between the political and social left and right in Canada, and an increasing hostility towards the church. It has been a challenge to keep our churches focused on what is most important: the good news of Jesus. In all of this, I believe that this is the best time to be the church of Jesus Christ! Jesus launched His Kingdom from small-town Galilee with a motley crew of marginalized disciples. The evangelical church in Canada itself may feel marginalized, but this could be the very place Jesus needs us to be in order for his Spirit to move among and through us in power.

The EFCC is two years into a *Five-Year Road Map* that will help us carry out our mission of sharing Jesus and joining Him in His work of transforming lives. The *Road Map* identifies three key areas the EFCC needs to focus on: *Identity, Leadership, and Mission*.

*Identity* includes promoting and protecting our *Free Church* identity and helping churches and missionaries feel part of the family. We have centralized our pastor and missionary orientation classes at EFCC Home Office, in part to ensure that pastors and missionaries get to know our staff and leaders, and each other.

Our District Superintendents are working with the Ministerial Standing Committee to radically redesign our credentialing process. Leaders will be taken through a formative, relational process by which they will be mentored within cohorts and taught through key seminars. Our goal is to see pastors embracing the Free Church ethos and become more Free Church in how they minister.

*Leadership* initiatives are being headed up by *Leadership Catalyst* Terry Kaufman. Terry has been providing coaching and training for church boards, has developed a church-health assessment tool, and is building mentoring networks. We have a new partnership with Prairie College, granting matching scholarships to students entering ministry or mission programs. We desperately need to get young people into our leadership pipeline.

Our vision is to “*be a unified family of churches and individuals with Christ-like servants who live the Free Church motto as we join God’s redemptive work in every part of Canada and the world.*” The emphasis on being Christ-like *servants* is reflected in our rebranding. Like the EFCA, we are now emphasizing that we are a *mission* organization with two arms: ***ServeCanada*** and ***ServeBeyond***.

*ServeCanada* Director Neil Bassingthwaight continues to plan excellent Theology Conferences. In 2022, we held an online conference on the Trinity with Fred Sanders. Beth Allison Barr and Andrew Bartlett helped us wrestle with what it means to be *One in Christ* at our June 2023 Conference in Okotoks. Neil enjoys partnering with ReachGlobal in Quebec, and with our District Superintendents. Over the past two years all five of our DSs retired. It has been awesome to gather our new DSs together. Their collaborative outlook is truly a blessing!

Ike Agawin is our new *ServeBeyond* Director. We have new Managers of Personnel and of Member Care as well. The *ServeBeyond* team has set up a coaching network for missionaries and have launched an internship program with Prairie College. These new leaders have been a huge blessing. God is doing great things through ***ServeCanada*** and ***ServeBeyond***!

Both mission offices are housed at EFCC Home Office, in Fosmark Centre at Trinity Western University. Construction on our new office space was completed in 2021; double the original size and now hosted over two floors, the new EFCC Home Office ensures that we will remain on campus and can support the mission work our churches and missionaries carry out in Canada and across the globe for years to come! I continue to serve on the boards of both Trinity Western University and ACTS seminaries; I can attest that these are challenging times for Christian higher education!

I value the warm camaraderie of Kevin Kompelien, Greg Strand and other EFCA leaders. May God bless the EFCA as you join Jesus in His redemptive work! We are grateful to be able to carry out our Lord’s work in partnership with you and in the spirit of the Free Church motto: ***In essentials unity, in non-essentials charity, in all things, Jesus Christ!***

Serving with you,

Dr. William Taylor,  
Evangelical Free Church of Canada