



2025 EFCA Report Book

Prepared for EFCA Business Session

June 25, 2025

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Welcome!

Welcome to EFCA One 2025, the 75th anniversary celebration of our family of churches as we focus on our past, present, and future. Our corporate worship services will be a highlight of our time together. The preaching of the Word will focus on the kind of people we are and how we live. The topics and speakers include:

- We are people who look back and remember. (Bill Kynes, Ph.D., “retired” EFCA pastor)
- We are people who fulfill the Great Commission. (Adam, an international leader with ReachGlobal)
- We are people who reach all people. (Vincent Bacoate, Ph.D., Wheaton College professor and EFCA church member)
- We are people who love our neighbors and communities. (Quintin Stieff, EFCA senior pastor at Valley Church in West Des Moines and host of EFCA One)
- We are people who are connected. (Carlton Harris, EFCA acting president)

One of the greatest enemies of faith is forgetfulness. As a result, we must be vigilant to guard against spiritual amnesia. As we come together, I am excited for you to see and hear what God has done over the past 75 years through the gospel work of the Evangelical Free Church of America in the U.S. and worldwide. We stand on the shoulders of the Dr. E.A. Halleen, Dr. Arnold T. Olson, the 308 delegates from the Swedish Free Churches and the 106 delegates from the Norwegian/Danish Free Churches who joined together for the historic gathering at the Medicine Lake conference grounds just west of Minneapolis. We remember, celebrate, and honor these Free Church people.

As we live in the present, you will hear current EFCA voices share stories of how God’s gospel transforms lives through our churches in the United States and our missionaries worldwide. You will be encouraged by “what is” in today’s EFCA.

Since the future is coming—and it is coming sooner than we think—you will be invited to embrace it as we build on our gospel foundation. We will be reminded of our calling and dream together about what we seek from God as we glorify Him by multiplying transformational churches among all people. You will be invited to courageously participate in “what could be” in the EFCA as we utilize the past to leverage the next 75 years of ministry for the glory of God. I can’t wait to be with you at EFCA One!

I thank God for the many EFCA leaders I am privileged to serve with. This group of gifted leaders includes our 18 district superintendents serving our 17 districts, Chair Bill Riedel, Moderator Philip Abode and the EFCA Board of Directors, the EFCA Board of Ministerial Standing, the Office of the President Team (Carole Lehn, Rae Phillips and Scott Sterner), the ReachGlobal Ad Hoc Team (Melanie Morris, James Petersen and Mark Revell), Executive Director of Theology and Credentialing Greg Strand, Director of Communications Nate Thompson, Director of Events Laurie Seay, and my Executive Assistant Kate Downs. In addition to leading with these brothers and sisters in Christ, I am grateful for my national office teammates, EFCA pastors, EFCA church leaders and ReachGlobal missionaries.

May our gracious God powerfully meet us during our anniversary celebration at Valley Church.

Carlton P. Harris
Acting President
Evangelical Free Church of America

EFCA Board of Directors Report

On behalf of the EFCA Board of Directors, welcome to Valley Church for the 2025 EFCA One conference. We are excited for our time as we gather just 40 miles from where the Swedish EFC began in 1884 in Boone, IA. We will 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, engage with training breakouts, reconnect with friends, and hear reports and updates of God's work around the country and around the world.

In the years between the Conference gathering, the Board of Directors is tasked to oversee the work of the EFCA on behalf of the Conference by ensuring compliance with the Statement of Faith, our Bylaws, and the policies of the EFCA. Our primary oversight is through policy governance and reports on all EFCA ministries through the president. Over the past two years, we have prayerfully sought to maintain the unity and momentum we experienced at the 2023 Conference, working with the Board of Ministerial Standing and the EFCA district superintendents to bring increased clarity and consistency for all of the EFCA by cultivating a common understanding of the interdependence of our churches and districts.

In March 2024, recognizing the significance of Trinity Evangelical Divinity School (TEDS) for the next generation of EFCA pastors and ministry leaders, the EFCA Board of Directors granted the Trinity International University Board of Regents' request to release Kevin Kompelien from his role as EFCA president to become president of Trinity International University (TIU). President Kompelien stepped in at a critical moment for Trinity, and he has played a critical role in leading the way in hard decisions that have made it possible to look toward the future of TEDS under the leadership of Dean Dr. David Pao, and in the developing agreement with Trinity Western University.

In addition, the Board of Directors appointed Carlton Harris, then executive vice president of National Ministries, as acting president of the EFCA to fulfill the remainder of Kevin Kompelien's elected term through June 2027. With the instability at Trinity and the investment and focus it has taken, as well as a Trinity presidential search, we are thankful that Carlton was willing to step up to fulfill the presidential term. The Board of Directors plans to begin an EFCA presidential search later this year with hopes to present a candidate in time for the Conference gathering at EFCA One in June 2027.

Carlton Harris has proved to be God's man for the moment. He brought critical stability that the EFCA needed, maintaining the connection with our district superintendents and continuing the momentum that was already building under his leadership in EFCA ReachNational, while taking on the added responsibilities as acting president. The Board of Directors is confident that the EFCA will continue to thrive under Acting President Harris' leadership as we look ahead, unified in the gospel. We are thankful that he has not just warmed the seat, but has led with courage, grace, and wisdom.

In Des Moines, our EFCA One plenary sessions will help us recognize God's work over the first 75 years as our speakers guide us to look at the past, present, and future of the EFCA. The Business Session will also

give us the chance to hear reports from the Board of Directors and Board of Ministerial Standing, Acting President Carlton Harris, and other key EFCA ministries. The same evening, we will celebrate Kevin and Becky Kompelien's ministry. God's faithfulness to the EFCA for decades gives us a lot to celebrate together!

By God's grace, we believe that the best is yet to come for the EFCA. I look forward to seeing you in Des Moines!

In Christ,
Bill Riedel, chair
EFCA Board of Directors

Acting President's Report

Since we were together at EFCA One 2023 at Fullerton Free Church in Orange County, California, much has happened in the EFCA.

Early last year, the Trinity International University Board of Regents asked the EFCA Board of Directors if they would release Kevin Kompelien to serve as Trinity's 17th president. That transition precipitated the EFCA Board of Directors asking me to serve the EFCA as acting president from April 2025 through June 2027 fulfilling Kevin Kompelien's elected term.

At the time, I loved serving as the executive vice president of EFCA National Ministries. I was hitting my stride in grasping the depth of my responsibilities and developing our team. When initially asked to step in as acting president, I nervously chuckled with surprise. I did not see this assignment coming, and I was not aspiring to this role.

Why did I accept the responsibility of acting president? Henry Blackaby's core teaching in his influential book *Experiencing God* has often been summarized as: "See where God is at work and join Him." As I live, I seek to discern where God is at work, align with Him and join Him, so this invitation seemed to provide another opportunity for me to do this.

I trusted the wisdom of the EFCA Board of Directors when they expressed confidence that I could fulfill the EFCA's organizational leadership needs, and they pledged their support. I trusted Kevin Kompelien when he encouraged me to step into the gap. I trusted the wisdom of the Office of the President Team when they said that they believed I could do the job. My wife, Carol, expressed her support for my moving into the role. I wrote a list of what I sensed I would need to discharge the duties of EFCA acting president healthily. EFCA Board Chair Bill Riedel graciously agreed to provide what I requested.

My life verse is John 17:4 – "*I have brought you glory on earth by finishing the work you gave me to do.*" As I considered the invitation to serve as acting president, I was convinced that this was the work God wanted me to do next. This position offers a unique opportunity for kingdom influence and multiplication, and I find that exciting. I love the EFCA and our biblically grounded, gospel-driven mission, so I was certain that this was the work God was calling me to. I felt that I would be disobedient if I did not step into this role. So, I started in April 2024 with fear and joyful hope. I felt fear because the task is formidable and beyond my human abilities. I felt hope in God because He is the anchor of my soul and provides joy. I also felt hope because of the commitment of my colleagues to our biblical mission (the EFCA Board of Directors, the Office of the President Team, my executive assistant, EFCA district superintendents, our national office team, the Board of Ministerial Standing, our EFCA missionaries serving around the world, EFCA church leaders in our 1600 congregations, and those who support the EFCA financially).

Over the last 14 months, Trinity International University has experienced many changes. Trinity Evangelical Divinity School (TEDS) has entered a formal, exclusive commitment with its sister school,

Trinity Western University (TWU), taking steps for TEDS to become a part of TWU. As of this writing, the leaders of the two institutions are engaged in transition conversations that are prerequisite to the completion of this agreement. Guiding TEDS through this pivotal moment, Dr. David Pao has been appointed interim president (while remaining the academic dean at TEDS), effective July 1. Dean Pao will oversee the transition process as a steadfast leader who has faithfully served TEDS.

Developing pastors and ministry leaders for service in the EFCA is crucial to our ability to fulfill God's calling on our movement—and a healthy and robust relationship with TEDS and TWU can help us multiply transformational churches among all people. Join us—the EFCA, TEDS, and TWU—as we pray for the Lord's continued guidance in this transition.

The EFCA Ministry Advancement Team is also in transition. Lanny Harris, vice president of the EFCA Foundation, has served the EFCA since 1996. He provides leadership with a focus on gift planning and connects people to the ministries they most care about through good stewardship. Many months ago, Lanny announced his plan to retire on June 30, 2025. The EFCA national office team honored him in early June.

As a result of Lanny's retirement and Garth Warren's resignation in October 2023, the Ministry Advancement Team is being restructured under the leadership of Greg Gibbs, our fractional chief development officer (CDO). Greg has been a strategic and fundraising advisor to seminaries, missionary agencies, and college ministries. He has decades of experience serving on local church staff teams.

Last year, I suspended the search for a permanent CDO, and we contracted with Greg as a part-time consultant to provide senior-level executive leadership for EFCA Ministry Advancement. This entails re-framing the infrastructure of our development efforts by working with the Office of the President Team to facilitate short- and long-term strategic development plans. Greg is assessing our current fundraising efforts, making recommendations, and appropriately implementing them.

In May 2024, in response to a request from EFCA district superintendents, the national office team convened over 100 EFCA leaders at New Life Community Church in Aurora, Colorado, to align and equip leaders on the topic of diversity and justice issues from a practical and biblical perspective. Gathered leaders included district superintendents, district All People leaders, ReachNational leaders, and national office leaders.

I enjoy the privilege of participating in numerous EFCA district conferences. It is a highlight to learn, see old friends, make new friends, and celebrate how God is working through our churches in EFCA districts around the country. National office leaders and I are committed to being present with districts for these important gatherings.

It is encouraging for Scott Sterner, vice president of National Ministries, and me to partner with our EFCA district superintendents. As a team of leaders, we enjoy a sweet season of unity as we collaborate

together. During our most recent gatherings, we had robust strategic alignment conversations identifying future priorities like disciple-making and leadership development, thought leadership, essential characteristics of EFCA churches, community impact with the gospel, and maintaining our gospel-centered and biblically grounded missional identity.

The EFCA national office exists to serve our churches in partnership with our districts. We do this through the ministries led out of the national office that influence the EFCA movement as we live on mission together. As acting president, I am responsible for guarding and championing the mission, ethos, and values of the EFCA; the Office of the President Team and I come alongside district superintendents, ReachGlobal missionaries and local church leaders to live out these values by gathering, encouraging and equipping them for effective ministry.

Here are a few examples. In recent years, we have made significant investments to encourage and help pastors and local churches through resources available on the EFCA website <https://www.efca.org>:

- *EFCA Helps*, an online library of relevant resources for church leaders. This is one of the best kept secrets of the EFCA. <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 personalized matching process to connect lead/senior 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 national office facilitates over ten peer learning groups within our movement. By investing in these affinity groups for EFCA leaders, we provide opportunities for networking and resource sharing with others in the same ministry role. Participants experience engagement and connection beyond a once-a-year physical event. Over the last year, hundreds of participants have attended these gatherings.

We facilitate a national youth conference every two years. In 2024, 3,000 students and student ministry leaders from 165 churches and 100 EFCA volunteers and staff joined together in Kansas City for a week of life-transforming worship, Bible teaching, training, serving and relationship building.

We provide resources for disability and special needs ministry and immigrant ministry through Immigrant Hope (<https://www.immigranthope.org/>).

Theology matters to the EFCA, so we offer resources addressing theological and cultural issues through the Theology, Credentialing and Care department. This includes an annual theology conference, theology podcasts and access to Greg Strand, our executive director of Biblical Theology and Credentialing.

Women in the EFCA are encouraged to exercise their God-given spiritual gifts of leadership, teaching, evangelism, shepherding, and serving to fulfill Jesus Christ's mission and their call to be His disciples. However, many women with ministry gifts do not have the opportunity to receive training in these areas due to their stage of life, location or financial situation. *Prepared* is our equipping ministry female leaders. *Prepared* provides education and training to help women use their God-given gifts for ministry in the local church. As part of a class of twenty-five, women learn from ten online courses on topics ranging from EFCA doctrine to discipleship to ministry leadership to ministering to women in pain—all to better prepare our sisters in Christ for the ministry to which they are called. *Prepared* honors the EFCA's position regarding women and ordination. While ordination is reserved for men, this training aims to steward the gifts of women in the local church.

The national office supports our districts' church planting efforts and provides ministry resources in the diverse communities where our churches are located.

I am amazed and thankful for how the Lord continues to provide the financial resources needed for EFCA's ministries. In 2021 when I joined the leadership team at the national office, I was surprised to learn that many EFCA churches do not financially support the ministry of the national office through the EFCA Partnership Fund. Currently, 61% of our churches support the EFCA Partnership Fund. If you do not presently provide support, please consider including the EFCA national office in your church budget. Also, if you are not supporting your district, may I encourage you to add them to your budget as well? Thank you in advance for your prayerful consideration.

We maintain a healthy financial picture through the faithful support of churches and individuals and careful financial stewardship by ministry staff. In addition, financial support for ReachGlobal missionaries and projects remains strong. Thank you!

The national office team in Minneapolis is a multi-generational, multi-ethnic, multi-talented group. Some were born and raised in the EFCA, some were not, but all of us eagerly and faithfully serve our districts, churches, church plants, congregations, missionaries and ministry leaders. It is a privilege to serve each of you as we work together to see lives, relationships, churches and entire communities transformed through the gospel of Jesus Christ.

Carlton P. Harris
Acting President

EFCA Board of Ministerial Standing (BOMS)

The Mission of BOMS is defined by the EFCA Bylaws:

"In cooperation with the Districts, the Board of Ministerial Standing shall carry out the policies of the EFCA in all matters related to credentialing. It shall seek to standardize the expectations of candidates for credentials throughout the EFCA and shall read all credentialing papers and approve or disapprove requests for credentials in accordance with the policies and rules established by the Board of Ministerial Standing. The Board of Ministerial Standing shall seek to **preserve the doctrinal integrity of the EFCA** and **shall adjudicate all charges brought to it of doctrinal error among ministers.** The Board of Ministerial Standing shall hear, investigate, and adjudicate all charges brought to it of moral error among ministers. The Board of Ministerial Standing shall be accountable to the Conference." (emphasis added)

The Work of BOMS arises from our Mission:

- 1) In collaboration and cooperation with the EFCA Board of Directors (BOD) and the districts we seek to implement policies and practices of credentialing that will be both accessible enough and thorough enough to help preserve doctrinal integrity in the EFCA and help guard against moral and doctrinal error in ministry leaders. Because new doctrinal and moral deviations continue to arise in the culture these policies and practices are regularly reviewed and refined.
- 2) When moral failure in a ministry leader is brought to light, BOMS works with districts to investigate and to help shape a process that leads to recovery and restoration to ministry whenever possible. When doctrinal deviation outside the bounds of our Statement of Faith is found in a ministry leader BOMS begins a dialogue to gently but firmly correct and restore when possible. Moral failures and doctrinal deviations can lead to ministerial credentials being suspended, placed in trust for discipline, or revoked.
- 3) BOMS works with the BOD and Spiritual Heritage Committee to provide guidance to local EFCA churches on current moral and doctrinal matters not explicitly addressed in our Statement of Faith but which press in on day-to-day church life. A good example of this was the declaration "Where we stand in the EFCA: Denials and Affirmations" which was presented to the Conference in 2023 and strongly affirmed.

The Members of BOMS aspire to lead by Scripture:

"The Lord's bond-servant must not be quarrelsome, but be kind to all, able to teach, patient when wronged, with gentleness correcting those who are in opposition, if perhaps God may grant them repentance leading to the knowledge of the truth." 2 Timothy 2:24-25

The leaders who serve on BOMS seek to carry out its mission filled with both grace and truth, gently coming alongside ministry leaders often in very difficult and spiritually dangerous seasons of their lives. The goal is always restoration, renewal and gentle but clear correction as needed.

Ephesians 4 reminds us that the best gifts are people gifts. I would especially like thank to Greg Strand for his directional leadership to the ministry of BOMS, Dani Richards for administrative leadership, and Dave Linde, previous chair. They are extraordinary servants of God and the EFCA is blessed to have them.

Respectfully submitted,
Brian Berg, chair

EFCA Credentials Jan. - Dec. 2023

Ministry License Three Year Renewable

| | |
|--------------------|--------------------|
| James Abell | Brent Nelsen |
| Lawson Albey | Daniel Nelson |
| Bjorn Bakke | Michael Nielsen |
| Timothy Banna | Kelsey Oldenkamp |
| Samuel Barton | Christine Osborn |
| Dylan Cain | Sandeep Pasupuleti |
| Lorinda Cantoya | Karen Paulson |
| Joshua Cassellius | Kurt Pazdra, II |
| Keegan Crosby | Christopher Putney |
| Stephen DiDomizio | Matthew Rehrer |
| Calvin Dinkins | Joshua Rietgraf |
| Adam Duchin | Ross Rohrbough |
| Evan Duey | Brent Salsbury |
| Ben Fox | Tyler Salvey |
| Stephanie Fry | Luke Schrieber |
| Andrew Grincavitch | Nicholas Schrieber |
| David Groves | Zachary Skoglund |
| Ethan Hand | Alex Tibbott |
| Jason Haug | Alston Tun |
| Chad Herman | Benjamin Upham |
| Amy Johnson | Seth Voeltner |
| Timothy Karr | Andrew Ward |
| Jeremy Leu | Kevin Wood |
| Joshua Loomis | Ngai Wu |
| Stuart Mason | |
| R. Martin Mendez | |

Ministry License Three Year Expedited

| | |
|-------------------|--------------------|
| David Baxley | B. Jay Pound |
| Bradley Christian | Jay Quick |
| Michael Coffman | Lige Reed |
| Judie Colyer | Jason Rogers |
| Craig Curtis | Mathew Samuelson |
| Kevin David | Timothy Sheare |
| Brandon Early | Neil Sierocki |
| Julia Florom | Mark W. Smith |
| Carson Greenhaw | Michael Smith |
| Andrew Lane | Anthony Stec |
| Joel Lingenfelter | Michael Szoradi |
| Gregory Lynas | Daniel Terrell |
| Troy Marsh | Scott Tinman |
| Matthew Murray | Glenn Walker |
| Amy Natzke | Christian Waltmire |

Scott Williams

Ministry License Five Year Non-renewable - Expire 12/31/2028

| | |
|------------------|-------------------|
| Ryan Austie | Craig Kidder |
| Adam Bowers | Evan Kim |
| Andrew Cook | Michael Maruska |
| Billy Evans | Preston Miller |
| Jacob Fields | Daniel Montgomery |
| John French | Brice Musgrave |
| Aaron Garness | Eric E. Olson |
| Webster Gehring | Brian Pachinger |
| Josiah Gould | Suixiong Pan |
| Jonathon Hallett | Marc Ramirez |
| Gerald Hickly | Albin Sterneman |

Certificate of Ordination

| | |
|-------------------|--------------------|
| Nicholas Burgus | Matthew Moore |
| Mark Deering, III | Jordan Muck |
| Paul Ethington | Logan Murphy |
| Mark Farran | Ryan Mustered |
| Kendal Fong | Eric Nygren |
| Brett Gleason | Eric E. Olson |
| Jeremy Gonzales | Terry Preheim |
| David Hammond | Scott Ritterbush |
| Nathan Hobert | Bradley Rutherford |
| Renato Jimenez | Todd Sauve |
| Jaron Jones 2022 | Ryan Shannon |
| Trevor Killip | Steven Stahl |
| Kenneth Krestan | Sun Yu |
| James Matthews | |

Transfer of Ordination to the EFCA

Jacob Buss
Bryan Latchaw
Austin Shaw

Transfer of Ordination from the EFCA

| | |
|-----------------|------------------------|
| Scott Lotherry | Venture Church Network |
| S. Barry Mooney | CM&A |
| Paul Robbins | SBC |

Certificate of Christian Ministry

Kathy Tse

Credentials Restored/Returned from In Trust Status

| | |
|--------------------|-----------------|
| Nathaniel Crawford | Jonathan Neef |
| Benjamin Hardee | Kenneth Schmidt |
| Ray Hyun | Michael Sutton |
| Paul Johnson | Brandon Thiel |
| Gregory Laible | Scott Tibbetts |
| Glen Lozier | William Wright |

Credential Revoked

None

Credentials In Trust for Discipline

Scott Gaskill
David Whitney

Credentials In Trust for Doctrinal Error

Thomas Lambelet
Andrew Pull

Credentials In Trust for Personal Reasons

| | | | |
|---------------|----------------------|-----------------|----------------------|
| Jesse Bradley | Not in EFCA Ministry | Norman Schwab | Not in EFCA Ministry |
| Andrew Buell | Not in EFCA Ministry | Mark Sweeney | Not in Ministry |
| Andrew Jones | Not in Ministry | Jeffrey Talbert | Not in EFCA Ministry |
| Eric Ramage | Not in EFCA Ministry | David Tetrault | Not in Ministry |

Credentials Dropped

| | |
|--------------------|--------------------------------------|
| Nicholas Andersen | Dropped - No longer in ministry |
| Timothy Augustyn | Dropped - No longer EFCA |
| Jeffrey Barbour | Dropped - Did not reaffirm in 2022 |
| Kurt Bjorklund | Dropped - No longer EFCA |
| Jedediah Brown | Dropped - Did not reaffirm in 2022 |
| Peter Bunnell | Dropped - No longer EFCA (ML) |
| Tae Cho | Dropped - Did not reaffirm in 2022 |
| Jason Cleary | Dropped - Did not reaffirm in 2022 |
| Nathaniel Crawford | Dropped - Did not reaffirm in 2022 |
| Mark Crossman | Dropped - Did not reaffirm in 2022 |
| Richard Culp | Dropped - Did not reaffirm in 2022 |
| Christian Edmiston | Dropped - No longer in ministry |
| Marshall Erickson | Dropped - Did not reaffirm in 2018 |
| Jeffrey Gagnon | Dropped - No longer EFCA (ML) |
| H.N. Good | Dropped - Did not reaffirm in 2022 |
| David Gruthusen | Dropped - Did not reaffirm in 2022 |
| Ethan Hand | Dropped - No longer in ministry |
| Benjamin Hardee | Dropped - No longer in ministry |
| Linda Harder | Dropped - No longer in ministry |
| Dawn Heckert | Dropped - No longer in ministry |
| Judith Hollander | Dropped - No longer in ministry |
| Christopher Jessen | Dropped - Did not reaffirm in 2022 |
| Lee Kisman | Dropped - No longer EFCA |
| Slayden MacGregor | Dropped - Did not reaffirm in 2022 |
| Martin Martin | Dropped - Did not reaffirm in 2022 |
| Steve Mawhorter | Dropped - No longer EFCA |
| Justin McFarland | Dropped - Did not reaffirm in 2022 |
| Kevin Meek | Dropped - Did not reaffirm in 2022 |
| Stephen Mills | Dropped - Did not reaffirm in 2022 |
| Steven Morgan | Dropped - Did not reaffirm in 2022 |
| James D Morrison | Dropped - Did not reaffirm in 2022 |
| Jonathan Neef | Dropped - Did not reaffirm in 2022 |
| Gary Page | Dropped – No longer EFCA |
| William Richardson | Dropped - No longer EFCA |
| Jesus Rodriguez | Dropped - No longer EFCA |
| Andrew Severinsen | Dropped - No longer in ministry (ML) |
| Scott Shaw | Dropped - No longer in ministry (ML) |
| Timothy Sherreitt | Dropped - Did not reaffirm in 2022 |
| James D Swanson | Dropped - Did not reaffirm in 2022 |
| Colton Tatham | Dropped - Did not reaffirm in 2022 |
| Brandon Thiel | Dropped - No longer in ministry |
| Joshua Thomas | Dropped - Did not reaffirm in 2022 |
| Timothy Tullis | Dropped - Did not reaffirm in 2022 |
| Curt Vanderstelt | Dropped - Did not reaffirm in 2022 |
| Joshua Williams | Dropped - No longer EFCA |

EFCA Credentials Jan. - Dec. 2024

Ministry License Three Year Renewable

| | |
|-------------------|----------------------|
| Shannon Alley | Aaron Michaud |
| James Armstrong | Bryan Niemeyer |
| Anderson Au-Yeung | Carter Norine |
| Nathan Carter | Joseph Pytleski |
| Andrew Cook | Joseph Rock |
| Peter Erickson | Caleb Rolan |
| Daniel Evertson | Aaron Schubert |
| Jonathan Ewton | Jordan Scott |
| Jolene Fenwick | Christopher Sheridan |
| Kevin Friske | Mark Sina |
| Julian Guevara | Brent Steinke |
| Cole Hartman | Nathan Sullivan |
| Alex Herman | Luke Tedder |
| Mark D. Johnson | P. Jordan Thigpen |
| Benjamin Jones | Konstantinos Trigkas |
| Josiah Kenniv | Noah Williams |
| Robert Klooz | Trenton Williams |
| Brad Lawson | Cindy Woodford |
| Keith Marbeiter | Mario Zavala Parra |
| Brian Martin | |

Ministry License Three Year Renewable Expedited

| | |
|-------------------|--------------------|
| Rachel Allord | Christopher Mavity |
| David Bliss | Lucas Megrue |
| David Bondeson | Aaron Moss |
| Jonas Bundy | Curtis Neff |
| David Dewey | Todd Patterson |
| Katharyn Dudgeon | Jodi Revell |
| Brian Duggan | Mandi Rodger |
| Julie Edwards | Timothy Rowley |
| Omega Edwards | Ryan Rumbley |
| Kristin Gerbrandt | Adam Talbott |
| Jedidiah Haas | David Tapia |
| Kent Hannestad | Robert Timmermann |
| Bryan Host | David Welch |
| Anne Kierce | Tara Winterlin |
| Robb Maddox | |

Ministry License Five Year Non-Renewable - Expire 12/31/2029

| | |
|----------------------|----------------------|
| Manikanta Ankem | |
| Vin Artese | Bradley Kompelien |
| Jason Balts | Franklin Lanier |
| Kyle Bartholic | Shawn Leach |
| Hollie Behnke | Jacob Lester |
| Laura Behnke | Wai Yin (Calvin) Li |
| Steven Berg | Jakob MacDonald |
| David Blevins | J. Donovan Mitchell |
| Jeffrey Block | Luis Montiel |
| Eliezer Brayley | Nathaniel Montiel |
| Cedrick Brown | Ryan Morrison |
| Carlos Castañeda | Mark Pederson |
| Jonathan Christenson | Jean Carlos Petit |
| Edward Clay | Venskus |
| Caleb Cook | Joshua Petraitis |
| Joel Cook | Samuel Potter |
| Jonathan Deming | Saul Radaid |
| Denis Florez López | Jason Stiger |
| Jordan Fox | Lal (George) Tluanga |
| Jake Graybill | Chad Vanderburgh |
| Ashley Haferman | Jonathan |
| Lucas Hettinger | Weyerhaeuser |
| Dennis Hong | Michael Wilson |

Certificate of Ordination

| | |
|--------------------|------------------------|
| Benjamin Bechtel | Keith Knight |
| Austin Branson | Joshua Loomis |
| Joseph Budish | Kenneth MacLeod |
| Thomas Cackler | Kevin Martin |
| David Capistrant | Brandon Nygaard |
| Thomas Davis | Cleveland Ragsdale, II |
| Todd Erlandson | David Revnak |
| Aaron Garness | Patrick Shea |
| Webster Gehring | K. Brent Small |
| Jordan Gowing | David Tank |
| Jonathan Greener | Brandon Thiel |
| Andrew Grincavitch | Scott Wade |
| Paul Henschel | Matthew Waitley |
| Matthew Hickok | Hao Wang |
| Dirk Jasperse | Ryan Wilson |
| David Kaywood | Jesse Wunderlich |
| Mark Kernan | Craig Zebell |

Transfer of Ordination to the ECA

Jeffrey Jennings
Gregory Kabakjian

Transfer of Ordination from the EFCA

Timothy Johnson
Roy Myers North American Mission Board
Gary Russell C&MA

Certificate of Christian Ministry

Samantha Frykholm

Credential Restored/Returned from In Trust Status

Lawrence Rupp
Carl Sitterud

Credential Revoked

Jordan Huffman
Jeffrey Kliewer
Douglas Shank
David Whitney

Credentials In Trust for Discipline

Eugene Baek
Stephen Cooper
A. Mark Friz
Bruce Jahnke
Alejandro Mandes
Joshua Owens
Daniel Wells

Credentials In Trust for Doctrinal Error

Brett Helvie

Credentials In Trust for Personal Reasons

| | | | |
|--------------------|-----------------------|------------------------|-----------------------|
| Lance Bourgeois | Not in EFCA minstry | Stephen Klingbiel | Not in ministry |
| John Boyd | Not in EFCA minstry | Kenneth Lumley | No longer in ministry |
| Jonathan Caldwell | No longer in ministry | Alberto Malisani | Not in EFCA minstry |
| Raymond Chang | Not in EFCA minstry | Nathaniel Miller | Not in EFCA minstry |
| Marcus Constantine | Not in ministry | J. Douglas Schillinger | Not in EFCA minstry |
| Matthew Ervin | Not in EFCA minstry | Kym Struck | Not in EFCA minstry |
| Kevin Gushiken | Not in EFCA minstry | Michael Urton | Not in EFCA minstry |
| Scott Heine | Not in EFCA minstry | | |
| H. Jim Hofman | Not in EFCA minstry | | |

Credentials Dropped

| | |
|-------------------|---|
| Jack Archer | Dropped - no longer in ministry |
| Josiah Barrett | Dropped - no longer in ministry |
| Samuel Barton | Dropped - church left EFCA |
| Codi Bement | Dropped - no longer in ministry |
| Brandon Boulais | Dropped - expired |
| Joseph Brock | Dropped - no longer in ministry |
| Andrew Buell | Dropped - no longer EFCA |
| Andrew Campbell | Dropped - no longer in ministry |
| Roland Carpenter | Dropped - no longer EFCA |
| Robert Caswell | Dropped - no longer in ministry |
| Raymond Chang | Dropped - no longer in ministry |
| Jeramy Chapman | Dropped - no longer in ministry |
| Adam Chiappelone | Dropped - church left EFCA |
| Bradley Christian | Dropped - no longer in ministry |
| Justin Christian | Dropped - no longer in ministry |
| C. Eddie Cole | Dropped - no longer EFCA |
| Britli Cox | Dropped - no longer in ministry |
| Briant Cuffy | Dropped - no longer in ministry |
| Daniel Donohue | Dropped - no longer EFCA |
| Kent Dredow | Dropped - church left EFCA |
| John Eaccarino | Dropped - no longer in ministry |
| David Edgington | Dropped - no longer EFCA |
| Jason Eeten | Dropped - no response to reaffirmation emails |
| Joel Elwood | Dropped - no longer in ministry |
| Mathew Encinosa | Dropped - expired 12/2023 |
| Chad Englund | Dropped - no longer in ministry |
| Peter Erickson | Dropped - no longer in ministry |
| Stephen Fast | Dropped - no longer in ministry |
| Aaron Ferguson | Dropped - no longer EFCA |
| Anthony Fidanzo | Dropped - no longer in ministry |
| Jacob Fierberg | Dropped - no longer in ministry |
| David Fix | Dropped - no longer in ministry |

| | |
|-----------------------|---|
| Benjamin Fox | Dropped - no longer in ministry |
| Michael Gardenhire | Dropped - no longer in ministry |
| Brian Gault | Dropped - no longer EFCA |
| Gabriel Godina | Dropped - no longer in ministry |
| Bruce Groves | Dropped - church left EFCA |
| Erick Hermanson | Dropped - no longer in ministry |
| Thomas Herringshaw | Dropped - church left EFCA |
| Luke Hettinger | Dropped - no longer EFCA |
| Reid Kapple | Dropped - no longer EFCA |
| Paul Karus | Dropped - no longer EFCA |
| Craig Kidder | Dropped - no longer EFCA |
| Jared Kingsley | Dropped - no longer in ministry |
| Lynnae Kruis | Dropped - no response to reaffirmation emails |
| Reece Lampaa | Dropped - no longer EFCA |
| Kelly Larson | Dropped - no longer EFCA |
| Suzanne Larson | Dropped - no longer EFCA |
| John Lasken | Dropped - no longer EFCA |
| Ross Lehman | Dropped - no response to reaffirmation emails |
| Alan Leung | Dropped - no longer in ministry |
| Jeffrey Loven | Dropped - no longer in ministry |
| Shelby Maddox | Dropped - no longer in ministry |
| Troy Marsh | Dropped - no longer EFCA |
| Micahel Maruska | Dropped - no longer in ministry |
| Alex McDonough | Dropped - expired |
| Thomas McElroy | Dropped - no longer in ministry |
| Christopher Middleton | Dropped - no longer EFCA |
| Alan Miller | Dropped - No longer EFCA |
| Jordon Monson | Dropped - no longer in ministry |
| Scott Moore | Dropped - no longer in ministry |
| Steven Morgan | Dropped - no longer in ministry |
| Clay Myatt | Dropped - no longer EFCA |
| Elizabeth Newell | Dropped - no longer EFCA |
| Justin Otto | Dropped - no longer in ministry |
| Cody Paiva | Dropped - no longer in ministry |
| Nathan Palatsky | Dropped - no longer EFCA |
| James Parker | Dropped - no longer in ministry |
| Robert Plasencia | Dropped - no longer in ministry |
| Jeremy Pray | Dropped - church left EFCA |
| Mark Rakow | Dropped - no longer EFCA |
| Matthew Rehrer | Dropped - church left EFCA |
| Brian Rihner | Dropped - no response to reaffirmation emails |
| Benjamin Ruhl | Dropped - no longer EFCA |
| Lawrence Rupp | Dropped - no response to reaffirmation emails |
| Matthew Russell | Dropped - no longer in ministry |
| Daniel Rydberg | Dropped - no longer in ministry |
| John Schaefer | Dropped - no longer in ministry |
| Joshua Schwartz | Dropped - no response to reaffirmation emails |
| Jordan Scott | Dropped - church left EFCA |

| | |
|-------------------|---|
| Jonathan Searle | Dropped - no longer in ministry |
| Lydia Sloan | Dropped - no longer in ministry |
| Shane Stacey | Dropped - expired |
| Thomas Sterneman | Dropped - no longer in ministry |
| Daniel Terrell | Dropped - no longer in ministry |
| David Tingley | Dropped - no longer in ministry |
| David Veencamp | Dropped - no response to reaffirmation emails |
| Ross Wahlert | Dropped - no response to reaffirmation emails |
| William Walder | Dropped - no longer in ministry |
| T. Antonio Weary | Dropped - church left EFCA |
| Jonathan Whitmore | Dropped - no longer in ministry |
| Steven Wick | Dropped - no longer in ministry |
| Kevin Wood | Dropped - no longer in ministry |
| Leroy Wright | Dropped - no longer in ministry |
| Nathan Yentsch | Dropped - no longer in ministry |

ReachGlobal – The International Mission of the Evangelical Free Church of America

I am encouraged by the commitment of EFCA churches to our international gospel work. One of ReachGlobal's values is building partnerships between EFCA churches and the international mission. We measure this by asking ReachGlobal teams how many churches partner with them beyond financial support. Over the past year, 646 churches partnered with ReachGlobal missionaries. That is a notable increase from 522 churches two years ago. These partnerships include training for ReachGlobal missionaries, sending short-term teams to serve on the mission field, participating in vision trips to explore potential ministry locations, and offering prayer support. Sending short-term teams remains the most common way EFCA churches are involved beyond financial support. Thank you, churches, for teaming up with ReachGlobal. To learn how your church can partner with the gospel work God is doing through ReachGlobal, email reachglobal@efca.org.

ReachGlobal is experiencing organizational change. In May, after a season of assessment, I made the difficult decision to change the leadership of our international mission. As a consequence of that decision, I am currently serving as the leader of ReachGlobal and am thankful for an Ad Hoc Leadership Team assisting me for the next 6-12 months.

I thank God for using Brian and Cathi Duggan during their years of service to encourage ReachGlobal staff who work to fulfill the Great Commission through our international mission.

Let me offer some critical context for the decision and the leadership plan implemented. First, I want to be clear that the reason for the change has nothing to do with Brian's character or sinful behavior. He is a godly man who consistently demonstrates the fruit of the Spirit. Additionally, this decision was made following a months-long assessment process, to position ReachGlobal for the next season of ministry.

The new ReachGlobal Ad Hoc Team is comprised of Melanie Morris, James Petersen and Mark Revell, seasoned leaders who intimately know ReachGlobal and are deeply connected with missionary staff.

One key responsibility of the team will be analyzing the health of our international mission. My initial assessment of ReachGlobal revealed several core issues that need to be addressed. In addition to those I've identified, the Ad Hoc Team will conduct a deeper assessment and provide a comprehensive list of areas for refinement, as well as offer future opportunities and recommendations for next steps in reshaping ReachGlobal for a more fruitful future. This team will report to me for the next 6-12 months as we identify next steps for ReachGlobal.

The chart below gives a snapshot of some key ministry metrics for ReachGlobal.

| ReachGlobal by the Numbers | 2023 | 2024 |
|---|--------|--------|
| Staff | 532 | 526 |
| Countries with ReachGlobal Resident Staff | 42 | 41 |
| Disciples and Disciplemakers Invested In | 22,893 | 27,202 |

| | | |
|---|-------|-------|
| Gospel Ministries | 370 | 436 |
| Healthy Partnerships | 1,389 | 3,364 |
| Churches strengthened or revitalized | 3,492 | 6,265 |
| New churches started | 513 | 1,478 |
| People Groups Served | 842 | 1,010 |
| Crisis Response events | 10 | 13 |
| EFCA Churches assisted by Crisis Response | 63 | 80 |
| Churches sending teams with Crisis Response | 102 | 141 |
| GlobalFingerprints sponsored children | 5,711 | 6,607 |

With our team of faithful missionaries, the empowerment of the Holy Spirit and the ongoing support of local churches and the people of the EFCA, great days are ahead for the ministry of ReachGlobal.

For example, the Grow ReachGlobal initiative is a prayerfully bold effort to significantly expand the number of missionaries serving with ReachGlobal in order to fulfill the Great Commission. Launched in August 2024, this initiative responds to a clear call: if God is calling us to take the gospel to places where it is not known, for greater global impact we must grow to meet the need. Rooted in research and collaboration, Grow ReachGlobal is exploring current mission trends, identifying barriers and enablers to growth, and clarifying how ReachGlobal can better serve as the global extension of EFCA churches. As we move into the next phase of this initiative, we invite input from pastors and leaders across the EFCA to ensure that this strategy reflects the shared vision of our movement. Together, we hope to rekindle our passion for Acts 1:8 and unite around a recharged commitment to multiply transformational churches among all people.

Another example of how we are looking toward the future is the ReachGlobal Readiness initiative, which represents a significant culture shift in ReachGlobal. Here is a summary of this initiative from our ReachGlobal leaders: *“Readiness” is an innovative new initiative to ensure that ReachGlobal staff are equipped with everything needed for fruitful, effective, flourishing ministry. Starting in 2026, the foundational preparation that staff receive during onboarding will be extended and enhanced through a set of workshops to be completed during the first two years following deployment. This is a significant effort to become more intentional, consistent, and comprehensive about the preparation of missionaries. By helping new staff acquire the tools they need to share the hope we have through Christ (1 Peter 3:15), Readiness will contribute to more fruitful ministry, a greater sense of well-being, and increased longevity.*

I believe God will powerfully use ReachGlobal to invest in disciplermakers and establish the Church where the gospel isn't known, as we faithfully move forward together. Please join me in prayer asking for the Lord's favor on ReachGlobal. May our international mission reflect God's heart for the lost and be known for the fruit it bears for the kingdom.

With joyful hope,

Carlton P. Harris
Acting President

ReachNational

In June 2024, I transitioned from my role as associate superintendent of the Forest Lakes District to serve as executive vice president of National Ministries. Despite significant leadership transitions within the EFCA over the past year, I have been deeply encouraged by my partnership with Acting President Harris, the national office team, and the ReachNational Team, united by a shared sense of hope for the future. We believe God is at work and that the EFCA remains well-positioned for ongoing and growing fruitfulness in our mission.

I am grateful for the opportunity to serve and excited for what lies ahead. The remainder of this report outlines ReachNational's structures and key initiatives since June 2024.

ReachNational Overview

ReachNational consists of three divisions with over 40 staff members and seven directional teams, involving more than 70 leaders from districts and churches. Primary department leaders include:

- **All People:** April Warfield, Ben Johnson, Alex Rauch, Claudia Ruiz
- **ReachStudents:** Paul Miller, David Boerema, Molly Brant
- **ReachNetwork:** Scott Sterner, Kevin Boaz, Mike Sciara, Grace Gould, Maria Linn
- **ReachNational:** Scott Sterner, Grace Gould

The following sections describe each team's purpose and some of the goals they have been pursuing over the last year of ministry.

Ministry Updates

All People Initiative

The All People Initiative exists to equip our districts and churches to reach, serve, and empower individuals and communities who have historically been underrepresented or excluded from full participation and leadership within the EFCA. Rooted in the gospel and grounded in Articles 3, 7, and 8 of our EFCA Statement of Faith, this initiative reflects our theological commitment to the unity and dignity of all people. We pursue this mission through strategic pathways such as immigrant ministry, multicultural ministry, and Hispanic ministry, as well as through practical support including theological training, leadership development, and resource sharing.

Key projects:

- In collaboration with district superintendents, hosted the Among All People Summit, resourcing EFCA leaders on diversity and justice from a biblical perspective.
- Expanded Immigrant Hope's support for churches and districts navigating immigration ministry amid shifting political climates.
- GATEWAY launched more Spanish-speaking theology training cohorts than in any year since 2008 and introduced its first all-female cohort.

ReachStudents

ReachStudents exists to reach and release the next generation with the gospel of Jesus Christ by supporting and equipping leaders in local EFCA ministries. A key expression of this mission is Apex, the student missions program that provides catalytic missions experiences designed to help young people take the gospel from here to everywhere. These experiences also challenge students to consider whether they are being called into full-time vocational ministry. Through Apex and other initiatives, ReachStudents is investing in the spiritual formation and mission engagement of young people across the EFCA.

This past year:

- Developed a “Profile of a Discipled Student” to better support spiritual formation.
- The Apex Team began developing a leader development pipeline to raise up future student ministry leaders.
- The ReachStudent’s Council began creating a unified set of coaching and training resources for student ministry leaders.

The Challenge Conference Planning Team—made up of 12 youth workers from across the EFCA along with national office leaders—has been actively preparing for the 2026 event, scheduled for July 13–17 in Kansas City, MO. The team is guided by core conference values: being Jesus-centered, prayer-saturated, relationally infused, missionally driven, and synergistically architected.

ReachNetwork

ReachNetwork exists to ignite and sustain a movement of transformational, multiplying churches that reach all people with the gospel of Jesus Christ. Throughout 2025, ReachNetwork has been undergoing a complete staffing and structural reorganization to strengthen church multiplication efforts, expand planter support systems, and grow our planting pipeline for the future.

The numbers:

- 130 active church plants are progressing through the pipeline—nearly half are ethnic or multicultural.
- 15 of 17 districts are now represented on the ReachNetwork Team.

ReachNetwork is organized into four key teams, each playing a vital role in advancing church multiplication across the EFCA:

- **The Directional Team**, comprised of the Directors from the following teams, sets the overall vision and strategic direction for ReachNetwork.
- **The ReachNetwork Team**, led by Kevin Boaz and composed of District Directors of Church Multiplication, fosters collaboration across districts, advises on strategy, and promotes continuing education to spark innovation.
- **The Systems Staff Team**, led by Scott Sterner, manages and refines the core systems that support church planters—including assessment, training, coaching, and care.

- **The Discovery and Development Staff Team**, led by Mike Sciara, identifies and develops new generations of diverse leaders in partnership with districts and multiplying churches, bringing fresh momentum to our mission.

ReachNational Team Initiatives

Over the past year, our collective ReachNational Teams have:

- Conducted a “life map” study, documenting the history, leadership, and key moments in ReachNational ministries.
- Held a ReachNational Directors’ Retreat focused on individual and collective goal setting.
- Developed a shared horizon goal:

By 2035, we envision 25% of EFCA churches cultivating future generations of disciple-making leaders among all people who will plant, lead, and multiply diverse transformational churches that fully embody and proclaim the gospel locally and around the world.

Next steps include finalizing success measures for churches and districts aligned with this horizon and resourcing the movement accordingly.

Closing

Thank you for your prayers and support as we collaborate to advance our shared mission of multiplying transformational churches among all people.

In Christ and For His Glory,

Scott Sterner
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 Donor Services, Accounting, Human Resources, Administration, Communications, Information Technology, Events, 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.

We are thankful for the 28,480 individual and organizational donors that gave to ministries of the EFCA in 2023 and 2024. This includes support for the national office, missionaries and projects from 1,114 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 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 Mazars, issued a clean opinion for the financial statements for 2023 and 2024 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 an 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 Building Services teams care for our staff and facilities to enable our staff to work effectively and comfortably. They helped hire 21 new and replacement national office staff and 2 new and replacement Clause B District staff in 2023 and 2024, and coordinated benefits to meet medical and other family needs. The Administration team tracks church and pastoral data, assists churches with federal tax-exempt status, and helps them find resources for various tax and business-related issues. They keep track of EFCA assets globally and provide insurance to mitigate risk.

The IMA Personnel team's focus is to recruit, support, and retain EFCA missionaries by coming alongside them to serve them well. This includes staff recruitment, connecting with churches and districts, vetting and onboarding new staff, ministry effectiveness training, ongoing pastoral care, help navigating transitions such as retirement and resignation, developing the alumni community, and providing timely administration for missionaries who serve in the United States and around the world. In 2023 and 2024, 64 staff were deployed and 83 new staff were accepted.

EFCA Communications is privileged to steward the brand and voice of the EFCA and to celebrate what God is doing in and through our movement. Through the EFCA website, donor communications, print pieces, and more, this team helps connect the EFCA's constituents with our mission and values. One newer way the team fosters this connection is through *The Movement* magazine. This annual publication highlights stories of God at work in the lives of individuals, as well as through local churches and national and international ministries.

The Events team supports the EFCA through event leadership and consulting, including the movement-wide annual Theology Conference, and biennial EFCA One and Challenge Conferences. In addition, we execute 9 affinity gatherings annually and 5 ReachGlobal Division Conferences in Asia, Africa, Europe, Latin America, and MENA (Middle East North Africa). Since EFCA One 2023, the event team has planned gatherings serving over 6,500 EFCA constituents.

The Information Technology team enables our 840 staff members to improve their ministry activities and stay connected through the effective use of technology. The team also supports over 1,000 guest users involved with collaborative teams and EFCA tools. The team prioritizes information and cyber security.

Carole Lehn
Executive Vice President of Operations

Trinity International University

The past two years have been a time of change and transition for Trinity International University. The 2023-2024 academic year continued a trend of lower enrollment at Trinity Evangelical Divinity School (TEDS), and the hoped for growth in the programs of Trinity College Online did not materialize. These realities led to the closure of Trinity College Online, the Trinity Florida Campus, and Trinity Graduate School in the spring of 2024. Thankfully, Trinity Law School continues to flourish.

President Nicholas Perrin resigned at the February 2024 Board of Regents meetings. The TIU Board of Regents officially asked the EFCA Board of Directors to release EFCA President Kevin Kompelien to assume the role as President of Trinity International University on April 1.

TEDS leadership and staff worked diligently to increase enrollment and donations, along with controlling expenses. Progress was made, but not enough to overcome years of declining enrollment and financial challenges.

It became increasingly clear to Trinity leadership and to the TIU Board of Regents that TEDS will thrive best and accomplish its mission most effectively as part of a larger theologically and missionally aligned evangelical Christian university, which in reality was Dr. Kenneth Kantzer's vision for TEDS. Through prayerful reflection of what this would mean for TEDS and what partner there might be out there for us, the Lord opened the opportunity for discussions with Trinity Western University.

As part of a strategic planning process, leadership at TWU believed God was calling them to launch a global seminary to be a part of their growing global university. After prayerful consideration it seemed in the providence of God that TEDS would be a clear fit for TWU's future plan and an opportunity for TEDS to thrive. As a result, TEDS entered into a formal, exclusive commitment with TWU to take the steps necessary to become a part of TWU. The acquisition of TEDS by TWU is not yet finalized, as many details are yet to be worked out, but the two institutions are moving forward diligently toward that end.

To give leadership in the transition, Dr. David Pao was unanimously appointed TIU Interim President, effective July 1, 2025, while remaining TEDS Dean. He will serve as the Dean of TEDS at TWU and Dr. John Simons will serve as Associate Dean.

TEDS will remain on the Bannockburn campus through the 2025-2026 school year. Trinity's Bannockburn campus will be sold with a projected closing date in Fall 2025. A portion of the campus will be leased for the remainder of the 2025-2026 academic year, after which time TEDS will then move to the TWU campus.

Trinity Law School in Santa Ana, CA is in a very healthy place and is seeking to gain ABA accreditation. TLS will remain as a part of Trinity International University once TEDS moves to TWU.

Please pray for Trinity during this time of change. There is a deep sense of sadness in the reality that what-has-been at TEDS will need to change in order to move forward, but there is also a clear trust in the Lord for a hopeful future to effectively serve EFCA churches and the church around the world for decades to come.

Kevin Kompelien
TIU President

As a global Christian university, Trinity Western University (TWU) is privileged to partner with the Evangelical Free Church of America (EFCA) by equipping future Christian leaders with a university education rooted in the evangelical tradition.

Following a year of service as interim president, I, Dr. Todd F. Martin, was honoured to be formally inaugurated as TWU's sixth president on April 24, 2025. After an international search led by CarterBaldwin Executive Search and upon the recommendation of a diverse committee of board members, faculty, staff, and alumni, TWU's Board of Governors reached its unanimous decision in February 2025 to appoint me as president. I am humbled to bring my experience in church ministry, sociology, finance, and higher education leadership to serve TWU as we pursue our next chapter of faithful impact.

This spring, TWU celebrated its largest-ever graduating class of over 1,500 students from graduate and undergraduate programs. TWU students represent over 80 nations and experience a learning community grounded in Christian faith, scholarship, and service.

Since launching our strategic plan, [*TWU 2030: Every Graduate Equipped*](#), in 2023, we have made significant progress toward advancing Christ-centred learning that equips students to meet today's global challenges.

Advancing Christ-Centred Learning

TWU has renewed its emphasis on strengthening biblical and theological studies at the core of our liberal arts education. We established two new endowed faculty positions: Chair in New Testament Studies and Chair in Theology. Dr. Kent Clarke was named the inaugural Chair in New Testament Studies and delivered a compelling inaugural lecture in April 2025 that equipped Christian believers to affirm the authority, redemptive promise, and transformative hope of Scripture amid complex cultural challenges.

Both endowed chairs are fully funded through the generosity of donors committed to the flourishing of the Christian mind. We are seeking an exemplary teacher-scholar to serve as the Chair in Theology, one deeply committed to engaging students, faculty, and church communities with the richness of evangelical faith.

Launching a Global Seminary

In a joint announcement on March 8, 2025, TWU and Trinity Evangelical Divinity School (TEDS) shared that we have entered into a memorandum of understanding to continue the 128-year legacy of TEDS from TWU's main campus in Langley, British Columbia, Canada. TEDS will remain in its current form for the 2025-26 academic year and will transfer operations of TEDS to TWU through a staged transition process that will see students welcomed to a reinvigorated TEDS beginning in fall 2026. Building upon the shared heritage of the EFCA, this historic move expands access to theological education for churches globally.



With gratitude to God and our many partners, TWU remains firmly committed to forming students who think truthfully, act justly, and live faithfully for the good of the world and the glory of God. Please join us in prayer as we steward this calling with humility and hope.

Todd F. Martin, PhD
President

Allegheny District *and an Invitation*

First and foremost: is this your “Macedonian Call” to raise support and come help the Allegheny District start or strengthen churches (cf. Acts 16:6-10)? Are you able to work remotely? Move our way! Recruit a few friends, and let’s plant a gospel community in an area of need. *Let’s talk.*

We thank God for our gospel-driven churches, pastors, leaders. It is encouraging to see the growing connectedness of churches in ministry and mutual support. Some examples include our three Regional Pastor gatherings (OH, PA/ MD, and NY). Also, several leaders of Women’s ministry have been building relationships and sharing ministry. Likewise, it’s a joy to see the support and fun shared at our annual Fall Pastor and Wife retreats.

In 2023, our district theme was 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).

In 2024, Acts 20:24 framed our focus, as we asked God to help us to ever have “Lips and Lives that Testify to the gospel.”

In 2025, we are emphasizing “Patiently, Actively Waiting on Jesus” (2 Peter 3:14-18). Not doubting Him or withdrawing but boldly staying engaged in life and ministry via godliness and growth.

To help us multiple healthy churches among all people, we have begun hosting trainings in EFCA’s Pathways and are exploring starting EFCA’s Gateway.

Our effective and efficient Credentials and Constitution Board, led by Rev. Matt Mitchell, has helped several people achieve an EFCA credential. Many more are working on finishing this important step.

In 2024 we welcomed Palmyra Reformation Church of Marion, NY into the EFCA. We have another church finishing their paperwork, and others are still exploring joining. New Albany EFC withdrew from the EFCA. We hope to stimulate church plants and gospel partnerships. Want to help?

To help us “Stay Sharp”, we held our 18th and 19th district theology conference. We are grateful for the teaching of Greg Strand, as well as the presence of many EFCA ministries that help us stay connected and informed. Waterdam Church in Canonsburg, PA continues to be an incredible host.

Multiple church visits included Sunday teachings, seminars and meetings with leaders. I led several all-district meetings and monthly discussions over Zoom and helped churches through their pastor search process. Ben Marshall continues to serve as our district volunteer ReachStudents Director.

District ministry is enhanced by the godly team in the EFCA national office. Our sincere thanks for their skilled, gracious support. Finally, Robin remains my best teammate and frequent chauffeur. Her fun, serving presence is appreciated throughout the Allegheny District.

Grateful to serve His servants,
Kerry S. Doyal
Superintendent of the Awesome Allegheny District

EFCA Central

Our mission is to see a Life-Giving Church within driving distance of every person who lives in our four-state region. Gospel centered, life-giving churches are used of God to transform whole communities, families, and individuals with the power of the gospel. As in Acts 8 when revival was taking place in Samaria, we read in v. 8 that “there was much joy in that city.”

Our commitment continues to be fourfold:

1. Life-giving churches are committed to **Gospel Clarity**. Therefore, we are determined to continue to preach, teach, and disciple with the clarity of the Scriptures.
2. Life-giving churches demonstrate **Gospel Boldness**. These life-giving churches have bold evangelistic outreach into their communities.
3. Life-giving churches demonstrate **Gospel Compassion**. As an outflow of gospel clarity, we are to demonstrate compassion to the vulnerable in the communities we serve.
4. Life-giving churches have leaders who serve with **Gospel Humility**. In Philippians 2 we are commanded to adopt “the same attitude as that of Christ Jesus.”

How we seek to fulfill this mission:

- Training Workshops: We are hosting several Life-Giving Leader gatherings meant to equip pastors and lay leaders in implementing these life-giving indicators in their church.
- Consulting and Networking: As an EFCA Central team we are committed to working with our churches to help facilitate changes necessary to become more life-giving in every area of their ministry to fulfill the Great Commission and see the gospel penetrate every community we serve.
- Planting of Life-Giving Churches: Our team, Mark Farran and Todd Brooks, are gifted men with a passion to see the local church plant new life-giving churches. We have had three new churches move from the plant phase to independent church in the past year with five more church plants in the planting phase. Praise be to God!
- Revitalization of existing churches: We are committed to helping our existing churches to take steps to revitalize ministry and see their communities transformed with the gospel.

Michael Shields
District Superintendent

EFCA East

Since we last gathered, our leaders and congregations have weathered the highs and lows that come with life and ministry. We enjoy the time spent building relationships throughout our diverse district, getting to know the unique contexts of our pastors and churches. We've seen and continue to see God at work through His Spirit, moving in personal and powerful ways across EFCA East.

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

PASTORAL SUPPORT STAFF – God has continued to provide a dedicated team of gifted pastors, who oversee Cohorts, formerly Clusters, and provide care to pastors on a regular basis.

COMMUNICATIONS – Our Communications Director and Strategy Specialist continue to keep our communications moving forward using multiple platforms. We are excited to see the popularity of the Church Chat podcast and recently launched At the Table with Tony and Cedrick a podcast aimed at deepening the connection between our churches, leaders and the movement.

CHURCH MULTIPLICATION – The Lord is multiplying churches in EFCA East! We have recently added Mike Sciara to the EFCA East team. Mike has a background in church planting and has been able to work seamlessly with the Church Planting team at the ReachNational level. Mike has hit the ground running by following up on previous church plants and securing applications for new church plants.

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. Our team attended the 2024 Among All People Summit in Aurora, Colorado.

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, which can be found at www.efcaeast.com/vitality.

CREDENTIALING – At recent count, we have 33 pastors pursuing an EFCA credential in the Eastern District. These 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 the 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, Susquehanna Christian Community Church joined the EFCA via the Eastern District in January 2025.

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 and Cedrick Brown
District Superintendents, EFCA East

EFCA Southeast

Leadership Transition: At the close of 2023, Glen Schrieber retired following more than 20 years of faithful ministry in the Southeast District, and in January 2024, Marc Ramirez began serving as district superintendent in the EFCA Southeast. Marc and his wife Stephanie moved from Pennsylvania to Florida in January of 2024.

Mission/Vision: Just developed this year and now sharing with district churches and pastors, this is a 'local church' focused mission/vision. **Mission:** Strengthening the spiritual health of our district pastors, leaders, and churches as we partner to multiply transformational churches among all people for the glory of God! **Vision:** By strengthening our engagement together as churches and leaders in the southeast, we will edify and build up Christ's church to the glory of God.

Southeast staff team: The previous district superintendent led the district through strong relational connections built over 20+ years of ministry. We are now trying to lead the district through a team of district leaders (from the southeast) committed to EFCA engagement. Admin: Hannah Sanchez, Communication: Gabriela Stayer, Events: Meranda Sizer, Church Health & Engagement: Brian Hammonds, Hispanic Ministries: Hugo Concha, Credentialing: Mike Roop, Church Planting: Bruce Redmond.

Church Planting: Bruce Redmond, who has faithfully led the district as Church Planting director, will be retiring from his district role on September 1, 2025. The district is looking to bring someone on to lead in church multiplication, our approach to church planting will be "churches planting churches."

Church Health and Engagement: This will be a significant area of focus in 2025 and going forward, seeking to engage our churches & leaders with the district in four ways: Theologically, Relationally, Missionally, and Financially. We brought Brian Hammonds to the district team to help lead the district in this area.

Credentialing: Looking to develop a DBOMS for the southeast, Michael Roop has agreed to serve the district as a credentialing coordinator to help with the planning and leading of licensing and ordination councils, looking to make credentialing in the southeast more consistent while encouraging more participation in the EFCA credentialing process.

Hispanic Ministries: Hugo Concha continues to lead our Spanish speaking pastors with grace and maturity. The Koinonia event in North Carolina is growing with more participation from around the Southeast District. We are looking to develop this role even further in the next year.

District Financials: Giving to the district and the EFCA in the southeast has much room for growth and we are looking for this area of engagement to grow in 2025 and beyond. Communicating financial information to churches will become part of the financial engagement process.

National/Fellow District Superintendents – I am thankful to be part of this group of leaders, there is no question that our district superintendent's care deeply about the churches and pastors in our district. I am also thankful for Carlton Harris and Kate Downs and all they do to serve us, our districts and our churches.

Affiliations – The following churches were planted: River Oaks Clover Hill, Maryville, TN (11/21/2023), Zoi Evangelical Free Church of America, Hendersonville, TN (7/8/2024), and Oliveira Verdadeira Church, Ocala, FL (7/8/2024).

The following second language congregation was started: Iglesia Dulce Refugio, Covington, LA (1/1/2023).

Dissolutions – Venture Community Church, St Augustine, FL (3/6/2023), Hope Community Church, Louisville, TN (11/2/2023), and Miramar EFC, Miramar, FL (1/1/1967).

It is by God's grace that we are able to serve alongside such anointed and faithful pastors of the EFCA Southeast.

In Christ,

Marc Ramirez
District Superintendent

EFCA Texas-Oklahoma District

In recent years, the great states of Texas and Oklahoma (our mission field) have experienced significant increases in both the size and diversity of their respective populations. This represents a huge opportunity for the gospel. Believing that the local church is central to the Great Commission, the **mission** of the EFCA Texas-Oklahoma District is to “*start and strengthen churches by equipping and mobilizing church leaders for local and regional gospel impact.*” To that end, our **vision** is to “*to have a healthy, multiplying EFCA church within driving distance of every person who lives in Texas and Oklahoma.*”

As of April 2025, there were 75 congregations in the EFCA Texas-Oklahoma District which included:

- 57 Established Churches
- 11 Church Plants
- 6 Second Language (Spanish) Congregations
- 1 Church Plant in Process

In 2023 and 2024, the following new church plants were launched: Disciple Community Church, San Antonio, TX (2023) and Gather Community Church, The Village, OK (2023). The following church plant was approved for full church status: King’s Community Church, New Braunfels, TX (2023). The following second language congregation was started: Living Word en Español, Pharr, TX (2023). The following second language congregation moved to independent church plant status: Iglesia Lugar de Él, Fort Worth, TX (2023). The following church plant disaffiliated: One Community Church, Schertz, TX (2023). The following adopted church replant closed: Rooted Community Church, formerly Jubilee Church, Plano, TX (2024). The following multisite became independent and did not affiliate with the EFCA: Christ Community Church, formerly the Stone Oak Campus of Wayside Chapel, San Antonio, TX (2023).

It is our desire that every church leader in our district would embody the following **values**, being:

- 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

We have sought to reinforce these values by equipping our pastors and church leaders through a variety of offerings including Regional Pastor Meetings, Ministry Leader Cohorts, individual coaching, leadership team consultations, and a growing library of quality ministry resources delivered across a wide variety of platforms. In addition, we hosted the following district-wide equipping events:

- 2023 District Conference - “Focus: Minding What Matters” (Speakers: District Pastors)
- 2023 Church Health Clinic - “Managing Your Life & Ministry” (Presenters: District Pastors)
- 2024 District Conference - “A Prayer-Soaked Life & Ministry” (Speaker: Dr. Timothy Robinson)
- 2024 Church Health Clinic - “The Church & Mental Health” (Presenters: Tim Mavergeorge and Lee Hudson)

We are encouraged by the increased engagement among our churches in recent years, evidenced by, among other things, a significant increase in giving to the ministry of the district and increased attendance at our district events. We are also grateful that we were able to expand the reach of our

district team by adding two new Regional Directors: James Mendoza (San Antonio/Austin) and Joel Walters (Dallas/Fort Worth/Tulsa).

While much work remains to be done if we are to see our vision fulfilled for this district, we are encouraged by the progress that we have seen and believe that our best days lie before us as we stay focused on the mission to which God has called us.

For His glory,

Dr. Brent Burckart
Superintendent, EFCA Texas-Oklahoma

EFCA West



At EFCA West, we want to make sure no pastor runs alone, and we believe we can go so much further if we run together! That's why, in April of 2024, lead pastors from across our district formed a twelve-person team and ran the Ragnar SoCal, a 200-mile race from San Diego, CA, to Huntington Beach, CA. We even came in 11th place out of 150 teams!

EFCA West is all about what we call the "Big Three" – *Strengthening Leaders, Planting Churches, and Reaching All People*. I'm happy to report that our district continues to be a dynamic force in each of these areas. 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: Over the last few years, we've engaged in several "deep dives" into churches in our district experiencing various leadership crises. Our goal was to, as has been said, "define reality and offer hope." We've brought peace amidst conflict, clarity where there was confusion, and restored a sense of excitement about the future in several churches that were in great need.

Planting Churches: EFCA West has been able to provide top quality assessment and coaching for church planters. We focus on their long-term health, which means not only teaching the techniques of church planting but providing systems of care and connection to planters and their families so they can thrive for years to come.

Reaching All People: EFCA West has invested heavily in our Spanish-speaking pastors and leaders, which includes providing over a hundred leaders with seminary-level education so they can more effectively shepherd their churches. We also continue to advise many district pastors on how they can identify the changes in their respective communities and adapt their churches to reap the harvest that is among them.

We've also identified thirteen regions within our district and appointed "regional catalysts" in each of them. Regional catalysts are local church pastors whose job is to provide local care and connection for the pastors and leaders in their area. We look forward to the energy this will create as we decentralize ministry across our massive geography and facilitate healthy relationships at a local level.

When it comes to our EFCA West team, it is my privilege to work with the best and brightest people you can find. They include:

Alex Rivero, Director of All-People Ministries
Bob Osborne, Director of Church Health
Dean Mayeda, Director of Church Planting
Xochitl Cachon, Director of Administration
Linda Bishop, Director of Women Leaders

Here is a brief snapshot of our district:

154 Churches

26 Church Plants
32 Second-Language Services
7 Church Plants financially supported
11 Ministerial credentials issued in 2024
29 Ministerial credential applications pending

We're so excited about all that God is doing in EFCA West. Please pray that God gives courage, vision, faithfulness, and joy to each of our pastors and leaders. We are on a wonderful journey!

Blessings,

Tim Jacobs
Superintendent, EFCA West



FOREST LAKES DISTRICT

FLD Strategy

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

FLD Values

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

FLD Vision:

Imagine by 2030, our family of CHURCHES becoming farm-systems for planting, growth, and harvest; bringing GOSPEL TRANSFORMATION to every home, neighborhood, and city. From these churches, we see thousands of DISCIPLE-MULTIPLYING LEADERS joining together to connect each church community to its mission field. We envision these leaders discovering, developing, and deploying EVERYDAY PEOPLE to live and multiply a DISCIPLE-MAKING way of life where they live, work, and play.

For the past two years, the FLD has emphasized coming alongside our churches as they grow and establish their leadership pathways, discipleship pipelines and multiplication initiatives. We have provided cohorts for many of our churches emphasizing these themes and have strategically structured our conferences to equip our leaders in personal leadership/discipleship, discipleship strategy, healthy leadership principles & mental health awareness.

LEAD TEAM

- **Jon Payne** - District Superintendent
- **Fritz Dale** - Associate Superintendent
- **Ashley Haferman** - Church Multiplication Catalyst & Director of Credentialing
- **Rob Weise** - Director of Networks & Events
- **Steph Berg** - Director of Communications
- **Maggie Rabe** - Financial Manager
- **Laura Humphrey** - Director of Immigrant Hope
- **Jose Marco** - Director of Mobilization - Cosecha Network

ALL TEAM-

Aaron Morrow, Becky Morrow, Ken Moberg, Gaylen Nagel, Gene Swanstrom, Adrian Rayo, Paul Green, David Parks



PARTNERING CONGREGATIONS

(With 1 church exiting the EFCA)

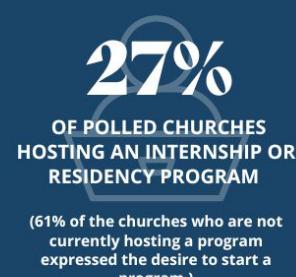


ACTIVE CHURCH PLANTS



ETHNIC & MULTIETHNIC CHURCHES

WITH 2 SECOND LANGUAGE SERVICES STARTED IN 2023-2024



Great Lakes District

The year 2024 was a year of transition for the Great Lakes District (GLD). At our fall conference in October, we honored the ministry of Rick and Jan Thompson. Rick Thompson served as District Superintendent for the GLD for over 20 years. We are thankful for their ministry and Rick's strong leadership. The Lord used Rick to leave the GLD stronger and healthier.

At the District Conference, Brett Gleason was affirmed by the conference delegates to the position of District Superintendent. Brett had served as Director of Church Planting since 2008. Brett and Rick served together through the end of 2024 with Brett assuming the full responsibilities of District Superintendent in January 2025.

In January 2025 the Great Lakes District began working on its strategic vision plan, beginning with work towards a vision frame. The board and staff aim to have this vision work done by October 2025 as the foundation for a three-year strategic ministry plan.

The Great Lakes District is blessed to be served by a fine staff team.



Superintendent Team

Brett Gleason
Mark Balmer
Mark Burks
Larry Elliott
Don Erickson
Bob Guildford
Steve McCausland
Collin Seitz

Directors & Coaches

Cyndi Leamon – Women in Ministry
Ricardo Palmerin – Hispanic Ministries
Dan Sommer – Student Ministries & APEX
Gary deBock – Relational & Directional Retreats
Knute Larson – Pastoral Coach
Administrative Team
Amanda Bruney – Office Manager
Mathew Mathai – Donor Services

Membership in the Great Lakes District

As of December 31, 2024, the GLD reports the following number of congregations:

| Congregation | Number |
|---|------------|
| Full Member | 150 |
| Church Plants | 13 |
| Campuses & 2 nd Language Congregations | 27 |
| Total Congregations | 190 |

The following churches were removed from the Great Lakes District in 2023 and 2024:

- Cass City EFC – Cass City, MI (2023)
- Forest Hills EFC – Loves Park, IL 2023)
- Hope Community – Hoffman Estates, IL (2023)
- Brookside Church – Bowling Green, OH (2024)
- Emmanuel Free Church – Spring Lake, MI (2024)
- Restore Church – Detroit, MI (2024)

The following churches were added to the Great Lakes District in 2023 and 2024:

- Buckley Gospel Tabernacle – Buckley, MI (2023)
- Fellowship EFC – Warsaw, IN (2023)
- Hope Bible Fellowship – Dixon, IL (2023)
- Salem New Beginnings – Findlay, OH (2023)
- The Bridge – North Baltimore, OH (2023)
- Christ Church – Charleston, IL (2024)
- Lorraine Church of Henry County – Prophetstown, IL (2024)

While recognizing the obstacles before us, we are excited about the future. We are blessed to be served by excellent board and staff teams, there seems to be growing support from our churches, and strengthening connections with churches. We look to the Lord of the harvest to help us raise up gospel leaders for the church so that the gospel will be passed on to the next generation and continue to advance among all people to the glory of God.

Brett Gleason
District Superintendent

Hawaii District

The dawn from on high will visit us to shine on those who live in darkness and the shadow of death, to guide our feet into the way of peace. (Luke 1:78-79)

This messianic promise has proven true in Hawaii. On August 8, 2023, the worst fire in more than 100 years of American history ripped through Maui, decimating entire towns and neighborhoods and horrifically killing 102 people.

But the light of Jesus has shone in the shadow of death. The churches of the Hawaii district banded together to send supplies and teams to help rebuild churches, provide trauma counseling, and train pastors and leaders in grief recovery. Teams are still heading to Maui every month, and two previously independent churches on Maui have now affiliated with the EFCA. There are now discussions of new church plants on Maui that never would have been possible two years ago.

The tragedy has also awakened a new gospel passion in our movement. Many victims on Maui had less than 5 minutes' warning before the fire had consumed them. This has led many Christians in Hawaii to remember the words of James, that life is but a mist. We don't know how much time we have left. We don't know how much time our neighbors, relatives, and coworkers have left.

The result is a new vision driving our island churches: **The ONE-100 INITIATIVE.**



OUR VISION IS:

**to see ONE MORE person saved through each person in our churches
resulting in ONE PERCENT of Hawaii reached with Christ's saving grace
through ONE HUNDRED churches planted in the next twenty years.**

Is this a big, hairy, audacious goal? Absolutely. Can we accomplish it? Not a chance. But Jesus can. And we can come alongside him.

Reaching 1% of Hawaii's population means reaching 15,000 people. Our 13 churches couldn't fit that many more folks! The only possible strategy is to plant more churches. Many more churches. 150 people are required for a church to reproduce in Hawaii, so to reach 15,000 people we'll need to plant 100

churches. This will need to happen in partnership with other gospel-centered associations and movements.

We know Jesus can do it, because he's done it before. In the mid-1800s the kingdom of Hawaii was the most Christian nation on the planet. The largest church in the world was in Hilo, with 10,000 people attending every week. Ninety percent of the population of Hawaii attended a gospel-preaching church every week!

We long to see Jesus bring the same kind of awakening in Hawaii that he did 150 years ago. Please pray for Christ's kingdom to continue expanding in our islands!

Aloha Ke Akua (In God's Love),

Matt Dirks

Superintendent, EFCA Hawaii

INLAND MOUNTAIN DISTRICT

The last two years have been a whirlwind of growth and stabilization of our churches towards unity. We had our interim district superintendent step down at our 2024 annual conference and voted in our new superintendent at the 2025 annual conference. We are finalizing a few policies for voting at the 2026 conference which should complete all of the details of forming this new district.

Over our last two annual conferences we voted on budgets and affirmed leadership. Each conference has seen more unity and fellowship than the last. We hosted two retreats for Pastors and Wives and are looking for more opportunities to encourage the leadership in our churches. We believe that our future is bright as we follow God's guiding in growth.

As we move forward as a district, we have the following three key areas of focus for the coming year or two:

1. Pastors and church leaders connecting with each other and with district leadership on a regular basis.
2. Additional training opportunities provided for pastors and church leaders. This includes credentialing, but also leadership and ministry skills training, as well as developing new ways to orient new pastors to the region and to regional culture.
3. Adding churches to the district through both planting and assimilation. Our vision is to see the Inland Mountain District as a vibrant, revitalized district within the EFCA.

Rick Weinert
District Superintendent

Midwest District

Our staff has been consistent through the last couple of years: Donald Adams (worship), Phil Green (credentialing), Kerry Relihan (Acts 1:8 ministries), Lige Reed (NextGen), Cindy Renteria (administration), Jane Schaible (women's).

We are presently redefining our vision for the next few years to develop leadership development cultures so that healthy and generous church leaders are identifying, equipping, and releasing the next church leaders. This is expressed primarily in three initiatives:

- Elder development - the district's efforts to help churches develop elders (and other leaders) both before they are called to serve and while they are serving
- MAP - the Ministry Apprenticeship Program coaches future leaders through a curriculum and ministry experience to supplement the more typical seminary pathway
- 5 Hats - minority culture pastors face unique challenges and 5 Hats is designed to identify which pastor's "hat" a pastor needs more development in (the 5 "hats" are: Catalytic Planter, Trustworthy Teacher, Visionary Shepherd, Capable Administrator, Generous Multiplier)

The 2023 district conference featured Cedrick Brown on the theme "Having Something to Say." The 2024 conference featured Bill Kynes on the theme "Following the Crucified Messiah." We added a new item in 2024 - a preconference on Sunday night on the topic of eldering in a hybrid meeting, which allowed several elders to attend who could not otherwise attend the entire conference.

The Kindred Spirits pastors' wives retreat and the middle school retreat "Elevate" continue to grow year over year. The virtual preaching cohort collaborates on about two sermon series per year.

We awarded two grants for pastor sabbaticals and continue to help churches develop written sabbatical policies. The Midwest District Foundation issued grants and loans to complete several repairs and beautifications to church properties, meet emergency benevolent needs, and scholarship TEDS students.

Since the Summer of 2023, the Midwest District added Living Life Church (Firth, NE), and we will present two new church plants at the October 2025 conference: Wichita Chinese Church and New Breath Church (Ukrainian congregation in Lincoln, NE). The Haxton, CO campus of New Life (Ogallala, NE) launched as an autonomous church (non-EFCA).

In the reporting period, the MWD conveyed 20 new credentials.

Colby E.Kinser
Superintendent, Midwest District



New England District Association

Evangelical Free Church of America

The New England District Association (NEDA) is the association of Evangelical Free Churches in the 6 New England states and the northeast triangle of New York state with 64 congregations (57 churches, 1 second language service, 6 churches in formation). New England is one of the most un-churched regions of the country with 8 out of the 10 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, resourcing transformational churches, and catalyzing church multiplication.

The NEDA ministry team is made up of a plurality of practitioners:

- District Superintendent – Sam Huggard (Lead Pastor, BeFree Church Dover, NH)
- Regional Superintendent (CT) – Scott Solberg (Senior Pastor, Wethersfield EFC, Wethersfield, CT)
- Regional Superintendent (Northwest) – Paul Voltmer (Senior Pastor, Trinity EFC, Windsor, VT)
- Pastoral Care – Brad Johnson (Retired Senior Pastor, Faith EFC, Acton, MA)
- Director of Credentialing – Jeff Keegan (Retired Pastor, Trinity EFC, Woodbridge, CT)
- Multiplication Director – Albie Powers (Senior Pastor, Elm City Church, Keene, NH)
- Administrative Assistant – Wendy Huggard (BeFree Church, Dover, NH)

Our 2023 annual conference took place at Wethersfield EFC in Wethersfield, CT. The theme was “Renewing the Evangelical Soul” with Jonathan Leeman as our keynote speaker. In preparation for the 2024 election, we sought to ground NEDA ministry leaders in a theological rather than cultural identity as evangelicals. We also launched a Gospel Conversations training initiative to multiply disciple-making training in NEDA churches.

In 2024 our annual conference was held at Grace Community EFC in Spofford, NH. The theme was “The Beautiful News”. Chasten Hendricks from Crossover Bible Church in Tulsa, OK was the keynote speaker who shared powerfully about how hearts that are captivated by the goodness and beauty of God naturally overflow in loving service to others. We also expanded on the disciple-making training launched at the 2023 conference.

Over the past two years, two churches were started in NEDA. River Valley Church in Walpole, NH was planted from Elm City Church in Keene, NH. Redeemer Church of Boscawen was planted in Boscawen, NH from Faith Community Bible Church in Loudon, NH. We rejoice to see what God is doing in and through these new churches!

Highlights from the past 2 years include:

- Annual Pastors’ Prayer Retreat: Over 30 pastors have taken part each year in a 24-hour prayer retreat.
- Pastoral Residencies: NEDA launched an initiative to provide matching grants to churches for pastoral residency positions.

- Disciple-making training: 14 NEDA churches have taken part in a Gospel Conversations training (part of the 4 Fields disciple-making approach).

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 Association



The saying is trustworthy and deserving of full acceptance, that Christ Jesus came into the world to save sinners, of whom I am the foremost. But I received mercy for this reason, that in me, as the foremost, Jesus Christ might display his perfect patience as an example to those who were to believe in him for eternal life. To the King of the ages, immortal, invisible, the only God, be honor and glory forever and ever. Amen. -1 Timothy 1:15-17

Brothers and Sisters in the EFCA,

Being an example of humble faith and sacrificial service is at the heart of authentic Christian ministry. Every pastor or church leader is called, in measure, to the gospel-shaped task of modeling faith, humility, trust, and service to the church (and through it, to a world groaning for hope and groping toward so many plastic, saccharine counterfeits). I am so thankful that when I look around the North Central District, I see so many who serve as examples of God's grace and live lives of genuine discipleship.

Likewise, I am grateful that some of the good we see in the NCD is a result of our district staff, examples themselves of God's grace in Christ. They come alongside pastors, church leaders, and churches in so many ways. This year, we have strengthened our team by adding more hours for Dave Abernethy (credentialing and pastoral counseling) and Andrea Tyson (women in ministry). In June, we will welcome Jon Addington to our staff as the NCD director for ministry to older adults. This will be a volunteer role (about 40 hours per month) that will surely bear fruit as we seek to make disciples and extend God's loving care to older adults. And our team will continue to include Paul Anderson (resource development and administration), Steve Austvold (missions mobilization), Dave Bliss (missions mobilization), Kelley Johnson (pastoral care), Frank Lanier (leadership development), Kelly Larson (finance), Dan Moose (church multiplication), Glenn Olson (student ministries), Dena Stromberg (digital communications), Sharon Trucker (administration) and Pat Wester (church revitalization). In the years ahead, we will continue to pass the staff leadership baton to the next generation, ensuring that future NCD congregations have the support and encouragement they need to flourish.

The current NCD Strategic plan (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 2024, we updated our NCD infographic (ncdefca.org/infographic), which is designed to help our family of churches count and celebrate what God is doing in and through the North Central District. It highlights many important district metrics.

This has been a good year for the North Central Foundation. Through God's provision, the foundation resources have grown considerably. This will allow us to continue to help NCD congregations plant new churches and revitalize existing ones. In addition, we will be able to make a special, expanded impact in pastoral development through the introduction of NCD scholarships for aspiring lead pastors.

Over the last few years, we have crisscrossed the district and connected with local church elders through nine elder growth events (in Wyoming, Willmar, Balaton, Austin, Lakeville, Maple Grove, Duluth, Alexandria, and Maplewood). More than 350 elders have attended one of these training days.

During the next ministry year, we hope to broaden our impact with events designed for the entire church leadership team. These new regional events will be designed to bring together church leadership teams from 5-7 individual churches. They will help both vocational leaders and lay leaders live a life worth imitating and model Christlike ministry to their congregation.

God continues to bless us with new congregations and ministers. I am so thankful for this and expect it to continue. It is a testament, in my view, to the strong reputation of EFCA churches. Since we were established in 1906, the North Central District has made an important contribution to this. We have always been a family of churches built on gospel and Scripture, passionate about reaching the lost and shepherding the found, with an abiding desire to make a gospel-shaped difference in Minnesota and beyond.

As of March 2025, there are 176 congregations in the North Central District. Our congregations fall into these four categories: 145 Established Churches, 7 Multi-site Campuses, 12 Plants in Process, and 12 Second-Language Congregations.

Our district, and especially the servant leaders of our NCD staff, is committed to walking alongside pastors, church leaders, and churches as they continue to prioritize these things in the year ahead. Our prayer, in harmony with 1 Timothy 1:17, is that through our congregations the immortal, invisible Triune God would receive glory and honor forever. To this, we say with the apostle Paul, Amen!

In Christ,

Brian Farone
District Superintendent | North Central District | EFCA

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
Missions Mobilizer – Steve Austvold Church Multiplication Director – Mike Lundberg

The NPD Values

Healthy Churches

Pastor Placement – Finding pastoral leaders for the future is a top priority of our district and we are seeking ways to raise up those leaders from our own churches and communities.

Credentialing – From just 8 credentialed pastors in 2020 we now have 26 with another 6 in process which would represent 62% of pastors in our district.

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

Partnerships (District Conferences and Leadership Meetings)

The Church & Gender Confusion – 2023 NPD Fall Retreat
Called to Work Together - 2024 District Conference at Faith EFC in Grand Forks, ND
Relationships that Matter – 2024 Districts Student Weekend, Fargo, ND
Leading in Rural/Urban Context – 2024 NPD Fall Retreat
Making Jesus Known - 2025 District Conference at Cooperstown, ND
Hit the Mark – 2025 Districts Student Weekend, Aberdeen, SD

Multiplication

Community Outreach Grants – In the fall 2024 the NPD began offering \$1,000 community outreach grants to our district churches. To date we have approved four: a community event in Cannonball, ND on the Standing Rock Indian Reservation; a care ministry for low-income single moms in Christine, ND; a community garden in Moorhead, MN; a go-kart ministry in New Rockford, ND.

Immigrant Hope – The 2025 district conference approved funds to launch a district Immigrant Hope location and we received approval to launch this site in April. We are in the process of selecting a launch team and recruiting a director.

Rural Church Multiplication – Since receiving \$30,000 from the DS Golf Challenge at the 2023 Conference we have been actively meeting leaders in the area of rural multiplication to develop a set of best practices for reaching small rural communities (5000 or less). We hope to use those funds to launch a new initiative in this area later in 2025 or early 2026.

Church Closing – Emmanuel EFC in Plevna, MT closed after 114 years of faithful ministry.

Dr. Brian P Wright, District Superintendent

Pacific Northwest District

Two years ago, Beth and I moved back to the Pacific Northwest after serving in the Rocky Mountain District for 24 years. A current District Superintendent mentioned it would take about two years to feel grounded again—and he was right! We're grateful for God's guidance and the opportunity to serve the EFCA in this new capacity.

When asked what our district of 35 churches and two camps offers, my response is simple: **We provide pastors and churches with relationship, resources, and accountability.** Below are highlights of how we have lived this out in the Pacific Northwest for the last two years.

1. Relationship

Regional Clusters

- Monthly gatherings of pastors in six geographic regions led by a regional pastor. Thanks to *Chris Sherwood, Jim Terwilliger, Bill Douglas, Ryan White, Luke Tedder, and Ray Hyun* for serving on the front lines!
- A space for mutual encouragement, prayer, and regional networking.
- God continues to use these groups to strengthen our pastors' and families lives and ministries.

Youth Ministry Network

- Led by our youth ministry consultant, *Adam Lightbody*, who continues to build connections among youth pastors—even while welcoming his new son, Corbin Wade!
- Our youth leaders met at the spring conference to strategize reaching the next generation.
- Adam is also engaging with the national EFCA youth ministry team.

Church Multiplication Networking

- The district is prayerfully considering our next steps in multiplication through staffing, resources, and focus.

2. Resources

Refresh Conference

- A key way we care for pastors and their spouses.
- The district invests up to **\$30,000** to reduce costs for attendees.
- Churches typically cover the remainder so their leaders can attend and be refreshed.

Spring Conferences

- 2024 Speakers: *Kevin Kompelien* and *Carlton Harris* reminded us of our connection to the national EFCA movement.
- 2025 Speaker: *Lee Eclov* brought a timely word of encouragement to our leaders.

Pastoral & Staff Placement

- Our district takes seriously the role of assisting churches in finding the right leaders. This is hard but vital work.
- We have celebrated several successful placements this year and are currently looking to fill three positions—special thanks to Jim Schultz for his leadership of our placement team.

Director of Pastor Care & Counseling

- Staff member, *Scott Lamb*, who recently earned a counseling degree from Western Seminary, has stepped into this important role.
- Scott is involved with supporting the emotional, spiritual, and relational health of our pastors and families through Christ-centered care.

3. Accountability

Credentialing and Board of Ministerial Standing

- *Richard Parker* continues to make a lasting impact on biblical thinking across our district
- In the past year:
 - **10 leaders** credentialed
 - **14 leaders** completed doctrinal papers through our Gateway program
- Richard will be stepping down from his staff role at the end of 2025 for a well-earned retirement while a search is underway to find his successor.

In the last two years we had two churches, Central Bible in Tacoma, and Lexington Free, leave our district while two other churches, Northwest Fellowship in Puyallup, and River Oaks Community in Eugene closed their doors. We are currently in conversation with three churches considering associating with our district.

Rob Chadwick

District Superintendent
Pacific Northwest EFCA

Rocky Mountain District

"We always thank God, the Father of our Lord Jesus Christ, when we pray for you, since we heard of your faith in Christ Jesus and of the love that you have for all the saints, because of the hope laid up for you in heaven. Of this you have heard before in the word of the truth, the gospel, which has come to you, as indeed in the whole world it is bearing fruit and increasing—as it also does among you, since the day you heard it and understood the grace of God in truth." (Colossians 1:3-6 (ESV)

What encouraging words for all of us in this passage. The gospel is changing lives bearing fruit throughout the Rocky Mountain District (RMD). In this annual report I will be sharing how fruit is being born within the Churches in our District.

The Fruit of Alignment

We have been focusing on how to better align District ministry with the 81 local churches who are part of our movement. We are finalizing our vision, mission, values, and ministries so that they are in alignment with what our pastors, elders, ministry leaders, and churches need to fulfill their local church mission within the communities where God has planted them.

Here is our alignment focus:

Beyond the Horizon Vision (2035)

We trust God for a movement of multiplying healthy disciples among all peoples throughout the Rocky Mountain District. We will work with district churches to raise up out of those disciples hundreds of healthy leaders that will partner with our district churches to saturate all geographical regions of our district. We foresee fully developed pathways of pastoral and church health and leadership development that will flood our district. We will continue to reach out to and preach the gospel to all peoples until Jesus Christ returns in glory. We strongly desire to partner with all the RMD churches, prayerfully trusting God to fulfill this vision for His glory. By 2035 we trust God for 20 new, healthy, missional worship communities to minister in a diverse and secular culture.

Mission of the Rocky Mountain District

The Rocky Mountain District mission is to strengthen leaders and churches to promote health and multiplication.

Values of the Rocky Mountain District

Leadership Health - We desire to care for and equip church leaders as they develop sustainable health in all the rhythms of life and ministry. We will help leaders seek personal renewal and resilience through encouragement, prayer, and resources.

Relational Strengthening - We desire unity of the Spirit through fostering mutually beneficial relationships. We will facilitate relationships where we share resources and support one another through prayer and mutual encouragement.

Strategic Resourcing - We desire the development of pathways to encourage and build up the local church in doctrinal integrity, alignment, and a heart for multiplication. We will provide flexible tools, training, and resources to leadership that is applicable to day-to-day ministry.

Prayer-filled Collaboration - We desire to be an intentional, prayer-filled movement that unifies our churches and leaders. We will encourage and motivate Spirit-led, Scripture-fed prayer as we labor for the kingdom.

Developing Healthy Leaders

A healthy leader pursues an unhurried, holistic, disciple-making lifestyle demonstrated by the life and teachings of Jesus. In the Gospels Jesus gives us the model of loving God wholeheartedly and loving others fully while teaching us how to cultivate healthy habits spiritually, physically, emotionally, relationally, financially and vocationally.

District Ministries Alignment

Redefining our vision, mission, values as a collaborative process has led to ownership and ministry realignment by our ministry leaders and churches resulting in the following fruit:

1. Engagement of each of our 81 churches participating in our aligned movement in a variety of ways.
2. Building a team concept of aligned staff, consultants, and a district leadership team that exhibits unity and gospel impact in our leaders and churches.
3. Increased giving to District ministry.
4. Spring Conferences that reflects our values and helps us move forward in accomplishing our vision and mission with greater participation in our annual conference and monthly Healthy Pastor Gatherings.
5. Five new church plants and one of our church plants becoming an established church (Covenant Grace in Colorado Spring, CO).
6. Increased number of prayer saturated churches.
7. Increased number of churches overcoming conflict and disunity towards a healthier grace culture.

Final Thought:

We are thankful to God for the privilege of being part of the EFCA's movement of churches that embraces the gospel of grace in Jesus Christ and provides resources to help us pursue together the EFCA's mission of multiplying transformational churches among all people including efforts towards multiplying disciple makers, extending gospel ministries, and strengthening, revitalizing, and planting churches.

Barry Vegter
District Superintendent

Western District

God is at work through the pastors and churches in the Western District. He is growing a desire for evangelistic zeal within many of our leaders. Pastors are not only exhorting their congregations to be missional but leading by example. Leaders are striving to live a “Pray & Watch” lifestyle by asking for and expecting God to work within the hearts of their yet-to-believe friends (Colossians 4:2-6). May God continue to lead people to faith as He sends more workers into the ripe harvest field (Matthew 9:36-38).

In March 2023, Matt Moore was installed as the District Superintendent. The district also transitioned into a Plurality of Practitioners model. We continue to tap the shoulders of leaders to use their giftings to serve other district leaders and churches. It is our goal to relationally connect leaders in our district to support and encourage one another. 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 10 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.
- **District Prayer Ministry** – Each month there is a virtual prayer meeting for the district. There are also 10 prayer team members who are each dedicated to praying for one of the regional pastoral cohorts.
- **Affinity Cohorts** – There are three affinity cohorts (Worship Leaders, Kids Ministry Leaders, Spanish Speaking Pastors) that are now meeting twice a year virtually and once a year in person at the annual conference.
- **Annual Conferences** – In 2024, we looked at “The Beauty of Brokenness in Ministry” from 2 Corinthians. In 2025, the conference theme was “Finding Rest in the Mission”.
- **Church Multiplication Team (CMT)** – Drew Sodstrom serves as the Church Multiplication Director. We continue to equip church pastors to think and lead like planters. We are using a training curriculum developed by Vintage Grace in El Dorado Hills called “Disciples Made Here” to train district pastors.
- **Pastoral Support Ministry (PSM)** - Patrick Allen continues to serve as the Director of the Pastoral Support Ministry (Care, Crisis, and Credentialing). He spends much of his time praying for and encouraging leaders. He also invests time training elder boards to lead more effectively.

The EFCA Western District is a partnership of 50 Congregations: 43 Churches and 7 Church Plants. We are saddened to report that two churches withdrew from the EFCA (Cool Community Church and NorthCreek in Walnut Creek). Decision Life Church dissolved in 2023 and gifted their property to the district. The property was sold to a like-minded church and the proceeds are being used for future church planting.

- Creekside Community Church (Napa, CA) – Kendall Carter stepped down as the lead pastor. Mike Grisham was the associate pastor and is now the interim lead pastor.
- Solano Community Church (El Cerrito, CA) – Andrew Hoffman stepped down as the lead pastor. Paul Nuñez is currently serving as the interim lead pastor.
- Sierra Bible Church (Reno, NV) – Glen Baeckel was the worship pastor and installed as the new pastor.

As we look ahead, we want to prioritize prayer and relationships. Prayer is not the only work, but definitely the primary work of ministry. We plan to further develop the culture of prayer in our district through virtual prayer meetings and matching prayer partners with district pastors. May God put an expectation in our hearts to expect Him to do immeasurably more than we can imagine in our district (Ephesians 3:20-21).

Your Partner in Ministry,

Matt Moore
District Superintendent

EFCA Chaplains

Our EFCA chaplain ministry serves as a vital extension of the ministry of the church. Our chaplains have unique opportunities to minister the truth of God's Word in settings and situations with people in various circumstances and at various stages of spiritual awareness. We give thanks for this vital ministry of chaplains.

After nine years of faithful ministry (2015-2024), Phil Wright transitioned from his ministry as EFCA chaplain endorser. Not only did he serve as our chaplain endorser, he also served a strategic pastoral role to our chaplains. He provided invaluable insight into the ministry with chaplains to the Board of Ministerial Standing. We give thanks to the Lord for his faithful and fruitful ministry.

Since Phil's transition, I have been serving as the interim director of chaplain ministries. We are excited to announce that later this summer Scott Barber will begin serving in the role of director of pastoral theology and care. One of his responsibilities is to give oversight to chaplain ministries.

In this past year, we welcomed 10 military chaplain candidates, which is in addition to our 36 military chaplains (representing the Army, Navy, Air Force, and Marines). We also have 15 institutional chaplains (providing ministry in settings like hospitals, nursing homes, and prisons). Although all serve in the ministry role as chaplains, there are significant differences between those ministering in a military setting and those ministering in an institutional setting. Despite these differences, we are grateful for the faithful ministry of the gospel of Jesus Christ in both settings.

Because the ministry settings for our chaplains are different, we began a listserv for both military and institutional chaplains. Each email list provides an EFCA prompted structure and format to converse about issues related to their specific chaplain ministry.

As part of this 2025 report, it is helpful to be reminded of the ministry of our chaplains in their own words. In addressing military chaplaincy more broadly, Charles Causey, one of our exemplary chaplains, explains this vital ministry.

The value of a military chaplain to a unit—whether comprised of Soldiers, Sailors, Airmen, or Marines—cannot be overstated. Their presence brings spiritual grounding, emotional resilience, and moral clarity to those they serve. Simply by being there, chaplains positively influence the atmosphere of the formation, from the most junior enlisted member to the highest-ranking officer. Chaplains provide a calm, steady presence in times of uncertainty, a compassionate ear in times of grief, and words of encouragement in moments of despair. They nurture the living, care for the wounded, and honor the fallen. Most importantly, they offer hope where it is needed most. . . In every corner of the military, chaplains stand as beacons of light in times of darkness. It is a profound honor to serve both God and country in this unique and essential calling.

Doug Ball, another one of our exceptional military chaplains, describes this unique and strategic ministry as an extension of the EFCA.

Military Chaplains provide a unique and targeted application of the EFCA's mission to multiply disciples, extend gospel ministries, and multiply transformational churches among all peoples. As Armed Forces servicemembers and their families answer the nation's call of service around the globe, these Chaplains represent the EFCA core commitments through worship services,

disciplemaking, gospel proclamation, and pastoral care. Military Chaplains extend gospel ministry to a mission field where access is limited and the need for the hope and love of Christ is great.

Finally, KC Schuler, one of our excellent institutional chaplains, states that articulating the breadth and depth of hospital chaplaincy is challenging, and is more clearly understood when experienced, and less so when explained. Here is his attempt to explain his experiences.

Hospital chaplaincy intentionally focuses on bringing the ministry of God's compassion to the sick, the chronically afflicted, the dying, the widowed, the orphaned – the grieving and the bereaved. This ministry involves both being *present* and being *with* (*terms of companionship*) others in their distress and their struggle. The "others" includes those who come from all types of cultures and faith(s), as well as those without faith. A point of emphasis in hospital chaplaincy involves the intentionality of both developing and continually honing the ability to be a professional listener – a spiritual companion. Spiritual companionship involves learning to listen to understand others more deeply, reflect upon what is communicated, and subsequently sojourn with others in their suffering. Put another way, chaplains minister in the darkness of uncertainties, hear the unanswerable questions, compassionately listen to fears, regrets, laments, insecurities, and . . . the *hope(s)*.

As an ordained EFCA chaplain in this setting, I bring an evangelical ear and presence to these ministry encounters – to the best of my ability being both Scripture-guided and gospel-focused. Ultimately, we are all subject to our human condition, and thus will experience suffering. Yet we, who know Jesus – know He is *the* great high priest who is able to empathize with us in every way, and thus we can come before His throne of grace with confidence . . . to find mercy and grace to help us in our time of need (Heb. 4:15-16).

We give thanks to the Lord for these three as representatives of all our chaplains who serve the Lord faithfully through the EFCA in this vital and strategic ministry. We also join them in prayer for their own spiritual lives and also for spiritual fruit in the lives of those they serve.

Greg Strand
Interim Director of Chaplain Ministries

Christian Investors Financial

Both now and in the future, Kingdom expansion is priority number one at Christian Investors Financial, where we provide investment opportunities, church loans and consulting services to EFCA churches and ministries. Our track record spans 66 years, and we have made thousands of partnerships to fulfill our mission and ministry.

The volatile interest rate and inflationary environment we find ourselves in has had an impact on churches that wish to purchase, build or otherwise expand and update their facilities. It is a joy to put our skills to the test and find creative ways to help them effectively steward God's resources as they serve their congregations and reach more people for Christ.

Phasing or staging projects in steps is one solution that many churches have used in consultation with CIF as they prioritize needs with available resources. This often is combined with our capital campaigns, prompting generous contributions from church members and attendees as they support their church's vision. We have assisted churches with biblically based campaigns for nearly 30 years and have enhanced our program by adding cost-effective options.

There are other elements to CIF that make us a strong partner within the EFCA. We are a nonprofit financial institution, with no shareholders or stockholders. With a ministry-first approach, each EFCA church that partners with CIF is assured at the onset that we prioritize the health of their ministry and soundness of their financial operation. Many have described us an extension of their team asking relevant questions and offering suggestions as true partners do. We have long coined our approach as "relational not retail," which builds longstanding and trusting relationships and helps us to serve our customers more effectively.

Our financial strength continues to represent the many years of wise stewardship of resources, with our liquidity being more than adequate to meet present needs. CIF's loan portfolio continues to perform very well, for which we are thankful, and our net worth remains strong. As of December 31, 2024, total loans outstanding were \$162 million, and outstanding investment certificates totaled \$182.3 million. Net assets increased to \$53.1 million and total assets were \$236.3 million.

As you can see, this work could not happen without our faithful investors, many of them churches, who provide the needed funds that enable us to make real estate-related loans. The dollars come not from donations, but through interest-bearing investment certificates, making impactful use of reserve funds and supporting the EFCA movement.

CIF is different in many ways from other financial options that are out there, and we expound on that extensively on our website. We focus on four Core Values: Stewardship, Communication, Collaboration and Curiosity. These define how we work, serve others and fulfill God's purposes.

We invite everyone to experience how our financial services are on a mission!

Scott Achterling
President and CEO
Christian Investors Financial

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

This year is the 54th anniversary of FCMM "Free Church Ministers and Missionaries" Benefits & Retirement Plan. We are grateful that in 1971, leaders of the EFCA had the vision to establish a retirement plan that could provide steady income for pastors and missionaries in retirement. Today, church lay employees are also eligible for benefits and contributing to a retirement plan along with the pastors and missionaries. FCMM currently has 4,441 participants in the retirement plan.

FCMM is the separately-incorporated 501(c)(3) benefits organization serving EFCA churches and ministry personnel. We operate a 403(b)(9) church retirement plan tailored for those who serve in ministry organizations. The plan is less expensive and a more flexible solution than 401(k) or insurance-based plans and offers biblically responsible investments and housing allowance in retirement. Investment options in the plan include three FCMM-managed collective funds; American, Vanguard, Eventide, Timothy, Guidestone, and Christian Investors Financial (CIF). Eventide Funds are a new investment addition of January 2, 2025. Eventide offers funds with positive investing for common good along with careful moral values screening. FCMM Funds, Timothy, and Guidestone also provide moral values screening of investments.

Thank you to the churches who are participating in the Retirement Plan. What we do today to prepare for eventual staff retirement enables the church and ministers to be ready for smooth transitions, assiting in stability and continuance in the church.

FCMM offers a Benefit Plan which provides Long-Term Disability Insurance, Short-Term Disability Insurance, and a Life Plan with Accidental Death & Dismemberment Insurance of either \$10,000, \$50,000 or One Times Annual Salary. The Benefit Plan currently has 381 churches and 1262 enrollees.

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

FCMM investment earnings for 2023 and 2024 were: the Lifetime Fund (Option C) returned 2.0% and 6.0%, the Stock/Equity Fund (Option D) returned 22.76% and 18.41%, and the Bond/Income Fund (Option E) returned 6.76% and 3.67%. Detailed performance reports are available on the FCMM website (form 40).

If you or your church/organization are not enrolled with FCMM Retirement or FCMM Benefits, we invite you to contact us to see what we offer and how we can help. Our mission is to serve our EFCA family with excellence and a servant's heart. Thank you for answering the call to share the good news of Christ! May the Lord build His church and be glorified among us.

Serving Christ Together,

Rev. Timothy Rowley, FCMM President

Evangelical Free Church of Canada

Greetings brothers and sisters in the EFCA! These are challenging times, but I am excited to see what God is doing in our movement!

The EFCC is finishing up our **Five-Year Road Map** that focused on developing leaders, promoting our identity and growing mission. Our vision has been 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.**” We have sought to help churches understand how to live as a non-anxious gospel presence in this world through initiatives like our **Lay Leader Training**.

We have strengthened our ability to promote our identity through a refreshed minister’s orientation hosted on the Trinity Western University campus that includes value added sessions on Congregationalism in the EFCC and how to develop healthy boards. We have followed this with a new **Accreditation Process**, approved at our 2024 conference (Dr. David Pao from TEDS was our speaker). This process includes men and women, in cohorts and every participant has a coach through the four-module formative process. We have high participation in the new Accreditation Process – response has been very positive. These two initiatives will be culture changing for the EFCC, will grow and support pastors who will embrace the Free Church ethos and are Free Church in how they minister.

Our leadership initiatives continue to multiply. From coaching and training for church boards, board chair cohorts, pastor cohorts, and leadership training events, we are seeing high engagement among our people. In May 2025 Carmen Joy Imes spoke at our Theology Conference, challenging us to live out God’s image, bear His name and be His Church in ways that glorify Him. We have partnerships with *Prairie College* and *Steinbach Bible College* that matches scholarships from the EFCC, the colleges and the local church for students entering ministry or mission programs. We desperately need young people in our leadership pipeline. We are looking forward to working with *Trinity Evangelical Divinity School* when it relocates to the TWU campus. Our six District Superintendents are on the Church Vitality Committee and are making real progress in helping our 157 churches and church plants thrive.

ServeBeyond has undergone significant changes. In Canada, insurance companies are ceasing to insure organizations for Abuse Liability if they have salaried missionaries overseas. Our Board of Directors made the decision to cease sending salaried missionaries overseas. We transitioned 20 of our 23 salaried missionaries to other faith missions or to our national mission arm, **ServeCanada**. We will focus on short term teams, mobilizing and sending unsalaried agents, MOUs with other agencies and mobilizing career missionaries for partner mission agencies. In Canada, we now have 15 national mission projects and church plants! I continue to serve on the boards of both Trinity Western University and ACTS seminaries. As you know, these are challenging times for Christian higher education!

I have so appreciated the encouragement of Bill Hamel, Kevin Kompelien, Greg Strand and other EFCA leaders through the years. I am retiring in August 2025, and am excited that we have a fine younger leader to replace me. May God bless the EFCA as you join Jesus in His redemptive work in the spirit of the Free Church motto: ***In essentials unity, in non-essentials charity, in all things, Jesus Christ!***

Serving with you,

Bill Taylor,
Executive Director, Evangelical Free Church of Canada