



ANNUAL REPORT

JANUARY 2022- DECEMBER 2022



MOVING EARTH TO SHARE HEAVEN

Trusting God To Guide Our Steps

Over a year ago, I was invited to visit a small international mission hospital in remote Northern Mexico, serving the Tarahumara indigenous people. For 20 years, this organization has been faithfully ministering to those living in the Sierra Madres Mountains, but recently have been struggling to maintain some of the services and infrastructure that are critical to their ministry (specifically in the areas of vehicle and equipment maintenance and clean water initiatives such as well drilling). It didn't take long to realize that Friends In Action International (FIA) is uniquely suited to help meet the mission's needs. Amazing how God brings people together to accomplish his purposes.

Many organizations, like the Mexico Medical Mission, have vision and commitment for Gospel ministry but sometimes lack the resources or personnel to address all the challenges that hinder progress in their fields of ministry. I wish we had the means and resources to support them all. When FIA takes on the challenge, we free our partners to focus on their unique calling and gifting. This is how we work together to bring Christ to the Lost. Proverbs reminds us that "A friend loveth at all times, and a brother is born for adversity" (Proverbs 17:17, KJV). We are that friend who is willing to get down in the mud and the mess with our brothers

and sisters, and to journey through the times of adversity together.

Whether you are someone praying for our personnel or ongoing ministries, financially supporting projects, volunteering or serving, or going out on mission yourself—you are that friend. Thank you, each of you, for partnering in this great work.

As we continue to expand our means of support for partners in construction services and community development, equipment and vehicle maintenance and repair, and through clean water initiatives, the goal is to continue to connect technically capable and competent personnel with opportunities to accelerate Gospel ministry.

We have made our plans, and we're moving forward, trusting God to guide our steps. We don't walk alone; we move together—you, me, and the One who can do "exceeding abundantly above all that we ask or think" (Ephesians 3:20, KJV). I remain confident that we're in good company.

Thank you for journeying with us.

Until all have heard. ■

Matt Durkee
Executive Director

Matt Durkee | Executive Director

Matt has served with FIA Intl. since 2008 in various roles, and is now serving as Executive Director. From 2009 until 2017, Matt, his wife Megan, and their two children either lived in West Africa or in Ontario, Canada, where they now reside. In addition to FIA leadership and management, Matt leads teams, develops new partners, and speaks about the joys and struggles of international ministry, calling up the next generation. His desire in leading FIA is simple: to focus on what FIA does well, challenge others to join with us, and to make it count for eternity.





Our Mission

Friends in Action International supports mission work in areas of limited infrastructure through construction and service projects to speed the Gospel to those who have not heard the Good News of Jesus Christ.

Our Vision

To see every tribe, tongue, people and nation declare Jesus as Lord!

Our Impact

Community Development Projects



Clean Water Projects



Outreach & Relief Services



Life Skills Training & Education



Short-Term Service Projects & Initiatives





Global Impact

Being an organization focused on supporting our partners through construction projects and mission service, we continue to see the impact of physical service bridging culture and community with the Gospel. With each project and in every place we serve, our purpose is to help lead and point people to Jesus.



245,725

people have heard the Gospel through Projects and Services.



11,285

People supported through Community Development Projects (CDPs).



7,440

people supported through Clean Water Initiatives



8,590

people supported through Outreach & Relief Services



792

people supported through Life-Skills Training & Education



95

people volunteering or sent out on short-term service projects and initiatives

New Ministries Launched



A new partnership approved in 2022 is the Mexico Medical Missions, a medical organization serving the remote Tarahumara indigenous people living in the Sierra Madres Mountains (Northern Mexico). FIA sends teams to provide automotive maintenance and repair for the mission hospital vehicle fleet (mission vehicles and medical transports) and water well drilling services.

RELOCATED SHIPPING MINISTRY

FIA's Shipping Ministry (missionary cargo consolidated and freighted at the request of evangelical partners and missions) has relocated from the original home in Mansfield, MO to the mission headquarters in Elizabethtown, PA. Throughout 2022, FIA shipped to the countries of Chad, Guinea, Uganda, South Sudan, Papua New Guinea, Senegal, Vanuatu and Nicaragua.

Learn more about FIA Shipping opportunities at [FIAintl.org/services/shipping](https://faintl.org/services/shipping)

PARTNER SUPPORT SERVICES

A new initiative in 2022, a 'Teams Department' has been developed to focus on building, sending and supporting our short-term teams program and developing a Team Leader training program. Our goal is to expand organizational capacity to engage new partners and organizations through construction services and other support needs.

Learn more about Short-Term Teams and Team Leader training by contacting FIAteamadmin@faintl.org

Where FIA Works

FIA continues to make an impact with increased volunteer engagement through short-term ministry and service. People skilled in the various trades (such as carpentry, masonry, electrical work, plumbing, automotive maintenance, and welding) are sent out to serve in intentional ways alongside national and international Gospel workers to help overcome site-specific infrastructure development challenges. General and skilled laborers alike join with FIA to provide clean water solutions, assist with community development, and provide various mission support services.

VOLUNTEER TRADE SKILLS

Learn More: FIAintl.org/get-involved/trips



Bible Teaching



Fabrication/Construction



General Labor



Mechanical



Well Drilling



Shipping Ministry

For 23+ years, FIA has kept front-line ministries supplied with what they need to share the Good News of Jesus. Having sent missionary cargo to 140+ ministries and 900+ missionaries in 50+ countries, the Lord continues to use FIA's warehouse facility and expertise in rules and regulations to ship physical goods worldwide.

MISSIONARIES SUPPORTED BY SHIPPING MINISTRY

Total Number of Missionaries	95	
New Missionaries in 2022	33	

ORGANIZATIONS SERVED BY SHIPPING MINISTRY

Number of Organizations	36	
Organizations New in 2022	2	

TOTAL VOLUME SHIPPED
11,554 ft³

TOTAL DECLARED VALUE
\$421,122



Community Development Projects

"Wherefore seeing we also are compassed about with so great a cloud of witnesses, let us lay aside every weight, and the sin which doth so easily beset us, and let us run with patience the race that is set before us, looking unto Jesus the author and finisher of our faith; who for the joy that was set before him endured the cross, despising the shame, and is set down at the right hand of the throne of God. For consider him that endured such contradiction of sinners against himself, lest ye be wearied and faint in your minds."

—Hebrews 12:1-3 (KJV)

At a recent FIA board meeting, it was observed that our purpose as a mission is to serve and support efforts to build 'bridges of peace' that are strong enough to bear the weight of Truth. As we engage in each of our fields of ministry, though unique in character or focus, this emphasis remains consistent as the objective on the horizon, governing why and how we serve those we are working alongside.

Through the well-drilling and community development ministries in West Africa, we praise God at seeing His Hand building these bridges between FIA and the community surrounding the newly established mission compound and base of operations. FIA has had a large crew of men from the community employed for the past 16 months as the labor force to build the new mission compound, working alongside the FIA staff. Through these many trying months of work, relationships have been formed that are now beginning to open some doors of opportunity.

The team was recently invited to a baby naming ceremony in the community, and these words were spoken over them by the

local community elders - "We have seen your impact. You've created jobs for the young men in our community. You've been a huge blessing to us. We no longer consider you to be just our neighbors, but part of the grande famille (larger family). You do not make people leave your property if they do not work for you. You allow them to stay and visit together. You welcome them. This is not what we normally see with [foreigners] here." The way the field team has worked with and welcomed the community into the development of this ministry center has made an impact.

Lord, may we be reminded that little gestures may not be so little to those around us.

Sometimes we can grow weary. Sometimes it can be hard to see all the Lord is doing behind the scenes. We are so grateful to the Father for allowing us to be a part of what He is doing and for using what we see as small gestures in such a mighty way! With anticipation, the mission team looks forward to finishing this major construction project but recognizes the God-given opportunity to keep building these relationships. By His Grace, they will not be the only Jesus-followers in that community for long!

In 2022, FIA supported building and community development projects in Africa, Nicaragua, Mexico, Vanuatu, Peru, Papua New Guinea, and Bolivia. These varied projects included housing construction for mission partners, church construction, infrastructure development for national/indigenous training centers, providing cyclone-resistant housing, and health & hygiene projects. ■

Invested globally in construction and community development projects in 2022

\$350k





Clean Water

“Ho, every one that thirsteth, come ye to the waters, and he that hath no money; come ye, buy, and eat; yea, come, buy wine and milk without money and without price.”

— Isaiah 55:1 (KJV)

Water is one of the basic needs and rights we often take for granted, but for many in remote communities, such as those in Vanuatu and other countries where FIA serves, clean water sources can be few and far between. “My children get sick when water is scarce.” Alveen,* a NiVan woman living on Espiritu Santos (Vanuatu) island, shares this everyday reality with many NiVan living in remote communities.

Though water may be available during certain months of the year, these sources may be unsafe to drink. These sources could include streams, springs, surface water catchments, or roof runoff from rain. Sickness and disease can spread quickly through open or surface water sources. When the dry season depletes certain water reserves to nothing, people travel greater distances to obtain less water.

“One time, I went to work in the garden for the day. After I finished, I came back home, and I couldn’t prepare dinner because we didn’t have any water. The children usually fetch water after school for dinner, but school finished late so they couldn’t go get water,” Alveen continued. Her child was sick by morning from not eating, and her other child grew sick later from dysentery contracted by eating with dirty hands.

For Alveen, getting help from the local clinic is a challenge since the clinic doesn’t have a

reliable, clean water source either. When relying on an unpredictable or contaminated water source, treating dehydrated patients suffering from water-borne diseases (or any ailment) is difficult. The local nurse practitioner at the clinic shares, “Our current water supply is not reliable because we have a shortage of water during the dry season. We don’t use the storage tank for drinking water because there are cows living close to the creek, which supplies the water for the clinic.”

Stories like these are why FIA is engaging with our Gospel partners in Vanuatu to provide clean water to the NiVan people, 30 villages, three schools, and two clinics remotely located in the Big Bay region of Espiritu Santos. Praise God the project is advancing through the initial stages of development, having recently received design and construction approvals from the NiVan authorities. Construction on the first basecamp has begun, and plans are underway for breaking ground on the system intake mid-year 2024.

While water scarcity is a serious problem, a life without the Living Water is even more pressing. We know this worldwide, from mission partners in Vanuatu, parts of Africa, Mexico, and Nicaragua. Whether it is providing water by pipeline, drilling wells in the deserts or the mountains, or developing a water purification system for the Rama in Nicaragua, the Lord is using these project opportunities to draw people to hear His Word spoken and explained. The Living Water is turning hearts of stone to hearts of flesh as they hear the truth of freedom, hope, and life only found in Jesus Christ. ■

Invested globally in clean water initiatives and water projects in 2022

\$180k+



“The [clean water scarcity] issue is so devastating and far-reaching, affecting so many villagers in significant and life-altering ways daily. The need is great, but God is greater. I am glad He is providing an opening to intervene.”

– Jenn Pitman

*FIA International Worker
Deployed To Vanuatu*

“This water project will open a door to reach all the villages. It will be a tool to reach the hearts of the people with the Gospel. Many people don’t know who Jesus Christ really is. They believe in custom beliefs and that the water belongs to the witch doctors. When the water project reaches those villages, it will be a way to share the Gospel with the people. It will teach people that Jesus is the only true water that gives life.”

– Pastor Gabi

*NiVan Pastor & Lead
Partner With The Big Bay
Water Project, Vanuatu*



Outreach & Relief Services

“And let us not be weary in well doing: for in due season we shall reap, if we faint not. As we have therefore opportunity, let us do good unto all men, especially unto them who are of the household of faith.”

— Galatians 6:9-10 (KJV)

Being the hands and feet of Jesus means taking the Gospel message and living it out among a lost and hurting people in the world. Sometimes you can plan for it—sometimes you just need to act.

In the early months of 2022, Russia shocked the world when it invaded the country of Ukraine and began military actions that resulted in tens of thousands of lives lost. This instigated a refugee crisis that has been unparalleled in Europe since World War II.

Though removed from the conflict itself, FIA reached out to a long-time partner in the neighboring country of Moldova to see how we could help. Located quite close to the Ukrainian/Moldovan border, the University of Divine Grace (UDG) served as first-responders for the fleeing Ukrainian refugees crossing into Moldova, meeting them at the border and providing food, medical support and relief. The institution itself has become a safe haven for dozens of refugees, at its height supporting up to 300 displaced Ukrainian citizens.

The Lord moved through the hearts of our donors and supporters in a mighty way to support those being served by UDG through the purchase of food, medical supplies, and clothing, in excess of **\$90,000**.

In February 2023, the University of Divine Grace released the following statement:

Exactly one year ago, we issued a special issue about the war that had just started in our neighboring country of Ukraine. Back then, there was a lot of uncertainty and fear regarding how things will develop and how the war will impact the ministry of UDG specifically, and our country more broadly...

Luke, chapter 12, verses 25-26, addresses two very interesting questions:

- ❶ *Who of you by worrying can add a single hour to your life?*
- ❷ *Since you cannot do this very little thing, why do you worry about the rest?*

Moldova is in God's hands; UDG is in God's hands, and this is our most vital anchor. We thank you for keeping us in your prayers, especially in times like these and please know that on the inside, life goes on and we are moving ahead.

As C.S. Lewis writes, “God whispers to us in our pleasures, speaks in our conscience, but shouts in our pain: it is His megaphone to rouse a deaf world.”

Whether it be through partners like UDG or directly through FIA global projects and ministries, as we have opportunity, we look for opportunities to point to peace and hope in the midst of the chaos and crisis. We join Him with what He is doing, and rejoice with our partners at being able to show up when they needed, to serve as needed. ■

Provided globally for outreach support, relief services, and crisis intervention in 2022

\$114k+



About Outreach & Relief Services

Outreach & Relief Services includes supplying food, medical supplies, and clothing in times of emergency through approved FIA partnerships. It also involves emergency medical support and financial support in crisis or emergency situations.

The response in these circumstances is made possible by funds donated to specific projects/fields for benevolent and outreach purposes, and may include funds donated to Where Needed Most, to be used in special circumstances as approved by FIA leadership and the Board of Directors.



Life Skills Training & Education

"Hold fast the form of sound words, which thou hast heard of me, in faith and love which is in Christ Jesus. That good thing which was committed unto thee keep by the Holy Ghost which dwelleth in us."

— 2 Timothy 1:13-14 (KJV)

In 1998, Friends in Action began a work in Wewak, Papua New Guinea to establish a base of operations to provide mechanical repair, building and logistical service for bush missionaries. Mike Butler, FIA missionary serving in Papua New Guinea, shared these thoughts when reflecting on the early days of ministry. "The only way to get in there is by air and by sea as we were landlocked from any other major city. The original thought as we worked on building airstrips for missionaries was to help some of the national men in those remote places learn some skills so that they could take care of themselves afterwards. But we quickly realized during those first years that the education level of a lot of our national friends was not to the point where we could go into much depth."

In time, what began with an investment in one family developed to supporting 26 kids from 5 Papuan families working with FIA, partially to fully sponsored in ongoing academic and vocational training endeavors. Although the original intent was education leading to skills training, the reality is that by investing in people, we opened the door to developing Christ-centered relationships that have led to much more.

"I guess it was around 2010 when we realized that the school situation was going to be the first step in even understanding any spiritual

things as we really wanted the people that we worked with to know the Lord... as the years went on and we developed friendships, they're now more like family than employees. They prove themselves over and over how dedicated they are to the ministry. All of our workmen have come to know the Lord, and it's very evident in their lives."

It's been over 20 years since Friends In Action began working in Papua New Guinea, and as with all things a new generation of ministry and ministry workers is coming into view. Investing all these years in the education and ongoing development of the current national workers allowed us to unknowingly invest in the next generation of FIA workers to come. Some of the students who struggled academically have thrived in vocational (trades-based) training schools, only possible through FIA support.



Invested globally in education and vocational training in 2022

\$35k+



"[Those young men], we've actually employed them on our base. We have put them into some mechanical training and they've done very well. I ran a little small engine course which went over very well and a couple of these young fellows really grabbed on to it. They're now learning how to operate the sawmill and building some furniture...we're very happy with those young fellows."

How does this fit into the goals and objectives of Friends In Action? It comes down to having a vision that is bigger than today and flows into tomorrow, with partners we can work alongside who catch the vision themselves. In light of the countries and locations where FIA serves, some of the people we work alongside have had limited educational opportunities, and so we need to be ready step as able to help our national partners develop to be able to take on those greater roles. This means investing in those who are both the next generation of national field workers and (Lord-willing) spiritual partners and leaders with a heart to bring the Gospel to their own people.

FIA supports ongoing skills training, educational opportunities, and spiritual development (Bible conferences and ongoing theological training) in the countries and regions of Papua New Guinea, Bolivia, Vanuatu, Nicaragua and West Africa. ■

It comes down to having a vision that is bigger than today and flows into tomorrow, with partners we can work alongside who catch the vision themselves.





Short-Term Service Projects & Initiatives

"As we have therefore opportunity, let us do good unto all men, especially unto them who are of the household of faith."

—Galatians 6:10 (KJV)

We exist to serve and support the work of Gospel-focused Christ-followers around the world, and a big way we do that is by sending out teams that can make a big impact in a short period of time. Whether it is accomplished by a single team or with several over a period of time, significant challenges or insurmountable tasks are overcome, and our partners can move forward with the mission of sharing the Gospel around the world.

Partnering together to accomplish site-specific projects, FIA takes on the burden of accomplishing the tasks that need to be done. Short-term service projects allow us to connect experienced, qualified, and willing volunteers with these challenges and to apply their skills and abilities to the problem to help the missionary in their time of need.

Since 1992, FIA has sent over 1,100 volunteers worldwide to help with mission service projects. Each team and each project focus on living out the Gospel truths in relationship with the Lost as we serve each other and our Lord! ■

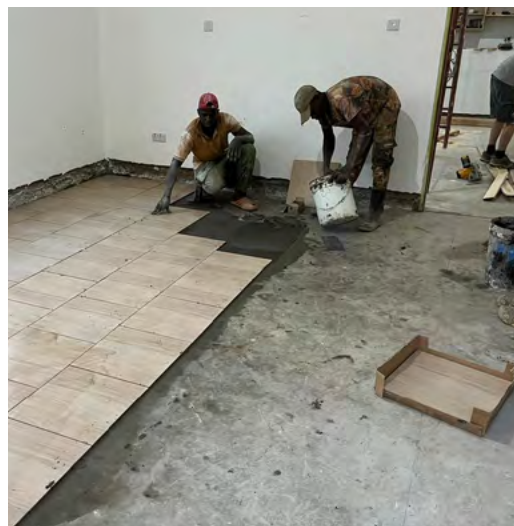
"I couldn't begin to thank FIA for giving me this opportunity. Mark was a great team leader. We were roommates all the way through. I didn't do much electrical but I'm able to adapt to anything with direction. Allen and Linda were the best people anyone could meet. And the young guys were great. Derrick and Jacob were just the best workers. I'm a servant above being an electrician. And Rick was a great plumber and a humble man. I believe the purpose of giving to those who give up so much for Christ was really the best part. Please feel free to invite me again. God bless!"

—Building Renovation Volunteer
Ethnos 360 Training Center

"My hope and prayer was for Friends In Action to come with equipment and for them to teach the young guys in the village while they help us finish our house. It's been amazing seeing these young men holding a saw for the first time and smiling when they see how fast this machine worked. The [team] has been doing an amazing job every morning: sharing devotions, sharing what God is doing in their lives, what God has put on their hearts. They've shared about Jesus, what Jesus has done for them, what Jesus is doing for them, and these young guys (the locals) have started having questions! These are great questions for me that show that the Holy Spirit is speaking in their lives, and I'm so excited to see where the journey goes with these young men!"

—James
Partner field missionary
Uganda

	2021	2022
Number of Work Teams Sent	4	11
Number of Volunteers (short-term service & support projects)	19	61



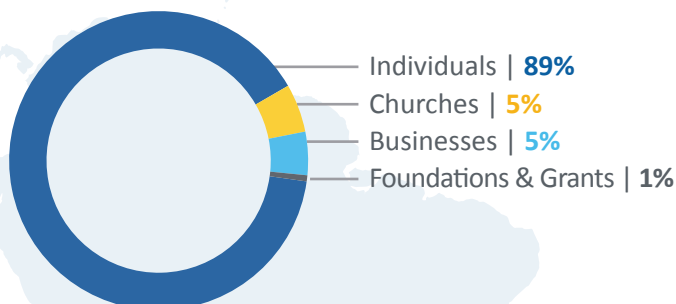
Financial Report

	2020	2021	2022
FUNDING SOURCES <i>(based on end-of-year financials)</i>			
Mission & Project Support	\$779,876.44	\$1,169,780.96	\$1,324,508.22
Missionary & Staff Support	\$448,766.00	\$665,175.00	\$683,755.00
Administrative & Member Fees	\$156,742.56	\$115,896.83	\$147,926.78
Other (Rental/Lease Income)	\$130,324.00	\$119,345.40	\$255,333.00
TOTAL ORG INCOME	\$1,515,709.00	\$2,070,198.19	\$2,411,523.00

EXPENSES	<i>(confirmed from 990)</i>	<i>(estimates prior to audit)</i>
Program Expenses	\$854,396.00	\$1,172,661.00
Management & Admin Expenses	\$129,558.00	\$133,959.00
Fund & Partnership Development	\$62,395.00	\$64,715.00
TOTAL ORG EXPENSES	\$1,046,349.00	\$1,371,335.00

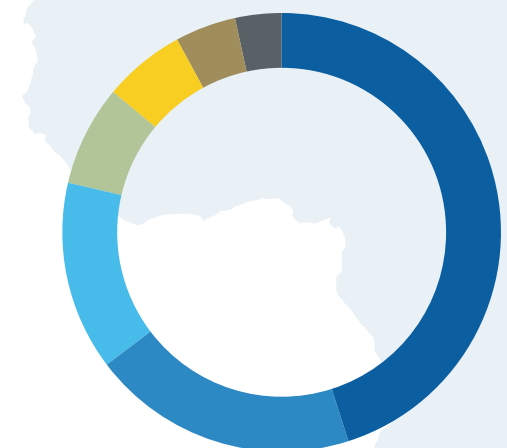
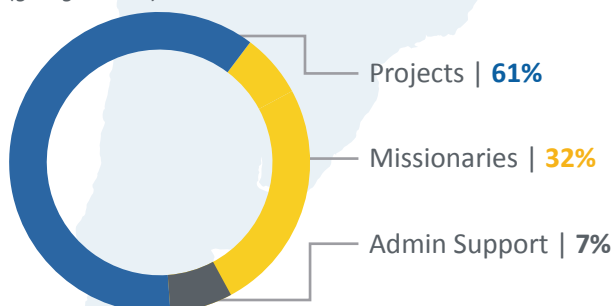
Who Is Supporting The Work of FIA Intl.?

(% of total giving in 2022)



What Is Being Supported?

(giving in 2022)



Program Support

(percentage by giving in 2022)

- Where Needed Most | 45%
- Water Supply Projects | 20%
- Outreach & Relief Work | 14%
- Global Field Operations | 7%
- Foreign National Worker Support | 6%
- Construction & Community Development | 4%
- Education & LifeSkills Training | 3%

Complete and audited financial statements are available at [FIAintl.org/about/accountability](https://fiaintl.org/about/accountability)

Financial Accountability

Our focused diligence has enabled us to receive Charity Navigator's coveted 4-star rating, good standing with all seven standards of financial stewardship with the Evangelical Council for Financial Accountability (ECFA), the top-rated badge from Great Non-Profits.org, and GuideStar's platinum transparency rating.

SCAN TO
LEARN
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Certifying Organizations



Charity Navigator

FIA has earned Charity Navigator's 4-star accountability/transparency rating.



Evangelical Council for Financial Accountability

FIA is considered an accredited organization in good standing with all seven standards of ECFA's Financial Stewardship.



Great NonProfits

FIA received the prestigious Top-Rated Badge, the one and only people's choice award where volunteers, donors, and people served by FIA share their opinion of our work.



GuideStar

FIA received a Platinum rating, Guide Star's highest level of transparency offered to non-profits.



FIA INTL. LEADERSHIP

Matt Durkee • Executive Director

Andy Bachert • Chief Operating Officer

Tim Johnston • Director of Partnership Development

USA BOARD MEMBERS

Andy Hunt • Board Chairman/Treasurer

Paul Jarot • Board Vice Chair

Ted Illjes • Board Secretary

Faye Brown • Board Member

Steve Nehlsen • Board Member

Randy Schnieders • Board Member

Ralph Beltran • Board Member (Emeritus)

Matt Durkee • Executive Director

CANADA BOARD MEMBERS

Roger Wingfield • Board Chairman/Treasurer

Irwin Pronk • Board Vice Chair

Chris Smerdon • Board Secretary

Matt Durkee • Executive Director



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