



ANNUAL REPORT

JANUARY 2024- DECEMBER 2024



MOVING EARTH TO SHARE HEAVEN

FIA International

Executive Director

Earlier this year, I spoke to one of my field leaders about the future of ongoing ministry in his country of service. After serving there for 25 years, he shared how the past several years have been extremely trying for the mission community.

Limited fuel supplies, scarce power options, increased violence, and instability in the country have pushed many international workers, mission organizations, and national partners to look elsewhere to base their ministries. I asked him if he believed ongoing investment in this region was worthwhile or if we should start looking at shifting elsewhere.

His answer was simple – "We make a difference to those who are still here."

To those they serve and support in the field, this FIA couple represents encouragement in times of trial and expresses the Lord's care for those He sends out for the harvest. Their ministry helps to hold the line firm. This is a profound example of how FIA continues to impact global missions – we exist to help others press on.

Difficult circumstances may cause us to question if the cost is worthwhile. However, it is precisely in these times that we should remember that we are where we need to be, doing what we were called and prepared to do. "A friend loves at all times, and a brother is born for times of adversity" (Proverbs 17:17).

Whether you go, send, give, or pray, you make a difference in the lives of those affected by the ministry efforts of FIA. Thank you for being a faithful friend and continuing to show up when it matters most. By faith and God's grace, we will continue to press on to do the same until all have heard. ■

Matt Durkee
Executive Director



FIA International

Board Chair

When I first heard Tim Johnston speak at my church more than twenty years ago, I had no idea of the road it would take me down with Friends In Action International. It has been difficult at times but incredibly satisfying to be a part of each step along the way.

Part of what makes this journey so gratifying are the incredible people that I get to be involved with--from the staff to the field personnel to our faithful supporters. You are all a tremendous encouragement to me and to the rest of the board as well. You have grasped eternity and have realized that there is an impact to be had that will last for all eternity. Thank you for allowing God to use you to be part of what He's doing through this ministry.

While it is good to look back and see all that God has done, we as a board want to look forward. What is next for FIA?

One question that weighs on the board's heart is, "How can we be used to the greatest extent possible to advance the work of the Kingdom of God?" Dare we ask for more? We must remain vigilant against complacency.

Maintaining the status quo is easy and safe, but we want to be open to all that God wants to do in us, and through us. If we as a board could ask one thing from all who support FIA, it is prayer. We know we need to be totally dependent on Him. Unless He is leading and working, we labor in vain.

Thanks to all for your support. ■

Andrew Hunt
Board Chairman



And God is able to make all grace abound toward you; that ye, always having all sufficiency in all things, may abound to every good work: "As it is written, He hath dispersed abroad; he hath given to the poor: his righteousness remaineth for ever. Now he that ministereth seed to the sower both minister bread for your food, and multiply your seed sown, and increase the fruits of your righteousness;"

2 Corinthians 9:8-10 KJV



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 Areas of Impact

Community Development Projects



Clean Water Initiatives



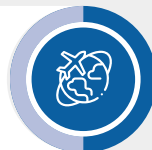
Outreach & Relief Services



Life Skills Training & Education



Short-Term Service Projects & Initiatives





Global Impact

Our dedication to supporting our partners through construction projects and mission service enables us to witness the tangible impact of physical service in bridging culture and community with the gospel. With each project and in every location we serve, our purpose is to help lead people to Jesus while demonstrating practical expressions of His care and provisions for those in these communities.



361,219
people impacted by Gospel
ministry through
Projects and Services



9,089
people supported through
Community Development
Projects (CDPs)



5,700
people supported
through Clean Water
Initiatives



4,790
people supported
through Outreach
& Relief Services



1,600
people supported through
Life-Skills Training
& Education



150
people volunteering or
sent out on short-term service
projects and initiatives

A Return to Aviation Support

We have engaged with a new aviation ministry that takes us back to one of our earliest projects. Years ago, in the jungles of Papua New Guinea (PNG), we cleared and developed land to build airstrips for sending missionaries (now referred to as “international workers”) into remote, hard-to-access areas. The support and service provided by FIA for these airstrips and workers have remained a focus for PNG ministry all these years. In 2024, FIA sent survey teams abroad to assess new ways to aid the expansion of evangelical works through aviation support. In PNG, we sent teams to construct a hangar for partner mission aviation service. In Bolivia, the survey consisted of 30 hours of domestic travel (by plane, truck and 15 hours by boat) to access the remote peoples to be served and reached for the gospel. This trip alone validated the need to develop plans and source equipment in 2025 to build a rural airstrip in 2026. Access to these remote regions will significantly accelerate efforts to reach the people and transform hearts and lives through the gospel!

Next Gen Engagement

As FIA supports and expands its partnerships, we must prioritize engagement with the next generation. Looking ahead, we know the next generation is key to expanding global ministry impact. Our work has always relied on skilled, servant-hearted people—and now is the time to build a deep, unstoppable bench of workers ready to go wherever God leads. Through our Next Gen focus, we are mobilizing a new wave of international workers—recruiting from trade and vocational schools across North America and equipping national believers worldwide to take ownership of service ministry in their communities. Together, with Next Gen leaders and Seasoned Vets serving side by side, we are watching God do the incredible.

This is more than a moment; by faith, we are laying a foundation for global gospel impact that will endure for generations. By faith, we seek to serve bigger, go further, and support our partners like never before—because when God leads, there are no limits. ■



Bible Teaching



Fabrication/ Construction



General Labor



Mechanical



Well Drilling

Where FIA Works

FIA continues to impact missions through full-time international workers, short-term ministry work and volunteer service. People skilled in the various trades (such as carpentry, masonry, electrical work, plumbing, automotive maintenance, and welding) serve alongside national and international gospel workers to help overcome site-specific infrastructure and development challenges. Skilled and general laborers work with FIA members to provide clean water solutions, assist with community development, and provide various mission support and educational opportunities.



Shipping Ministry

For 24+ years, FIA’s Shipping and Warehouse Ministry has been a vital support system, partnering with those who speak life to the Lost using God’s Word and pointing to Truth. Our warehouse facility and expertise in rules and regulations have enabled us to send missionary cargo for more than 140 ministries and 900 missionaries in more than 50 countries. This logistical support is crucial in keeping front-line ministries supplied with what they need to share the Good News of Jesus Christ.

TOTAL VOLUME SHIPPED 10,427 ft ³	TOTAL DECLARED VALUE \$513,576
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SUPPORTED THROUGH SHIPPING MINISTRY

ORGANIZATIONS

20



MISSIONARIES

47





Community Development Projects

Community development projects serve as opportunities for FIA workers to invest in tangible ways in the lives and ministries of our partners. While some projects are short-term (lasting one to two weeks to get a job done), others span multiple years regarding what it takes to get the job done. The nature of each project requires a specialized approach: the more rural or remote the setting, the more complicated the plan becomes, as resources (personnel and material) are harder to come by. And through each project, those who go to serve (be they volunteers or FIA staff members) bear witness to the One who has sent them.

When we have opportunities to work alongside missionaries and national pastors at their base of operations or ministry center, it becomes a ministry of encouragement as we demonstrate to our partners that they are not alone in the places where God has called them. Investment in these spaces results in an acceleration of ministry, which is at the heart of the mission God has given us as Friends In Action.

When we work in communities where the gospel is not known, we have the privilege of sharing in frontline ministry. God uses His people and resources to open the door to speaking and hearing the Truth. Investing in these projects helps our partners earn a place of respect in the eyes of those they are serving and contribute to an audience willing to listen. ■

Ministry Center Developments

- Construction and development of workshop spaces, equipment storage and housing, and teaching/educational spaces (Nicaragua, West Africa, Bolivia & Uganda)
- Completed Phase 1 of Workshop Expansion Project for FIA operations (Vanuatu)

Housing & Community Developments

- Funded the construction of hurricane-resistant indigenous homes (Nicaragua)
- Funded and assisted with mission housing construction (West Africa, Bolivia, Uganda, Vanuatu, PNG & Peru)

Power Supply

- Repaired generators for mission and community power supply (PNG, Nicaragua, West Africa)
- Provided and installed solar panels/solar arrays for mission-critical services (PNG, Nicaragua, West Africa)

Ongoing & Upcoming Projects:

- Remote airstrip development (Bolivia)
- Community Center Construction (Nicaragua)
- Agricultural Outreaches (West Africa & Uganda)
- Medical Clinic Construction (Nicaragua & Uganda)
- Ministry Training Center (Bolivia)

Invested globally in community development projects in 2024

\$392k+



And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ: Till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fulness of Christ.

Ephesians 4:11-13 KJV



Clean Water Initiatives

Access to clean water brings life and hope. In dry, struggling places, water sparks growth—both physically and spiritually. Many communities where Friends In Action (FIA) serves face daily challenges due to the lack of clean water. By providing wells, purification systems, and water distribution, FIA helps meet this vital need.

The impact is immediate: improved community health, subsistence, and the start of communal gardens, and the potential exists for schools and medical clinics. These changes improve daily life and open doors to new opportunities. The gift of clean water often builds trust and opens relationships with those being served.

This connection creates a path for the Gospel. In West African countries, in Mexico, Vanuatu, Bolivia, and Nicaragua, FIA partners to bring not only clean water but also the message of Living Water. As we meet physical needs, hearts become open to spiritual transformation, allowing God's love to take root and grow.



Invested globally in clean water initiatives & water projects in 2024

\$267k+

Water Supply Projects

(Vanuatu, Nicaragua, West Africa, Bolivia, Mexico)

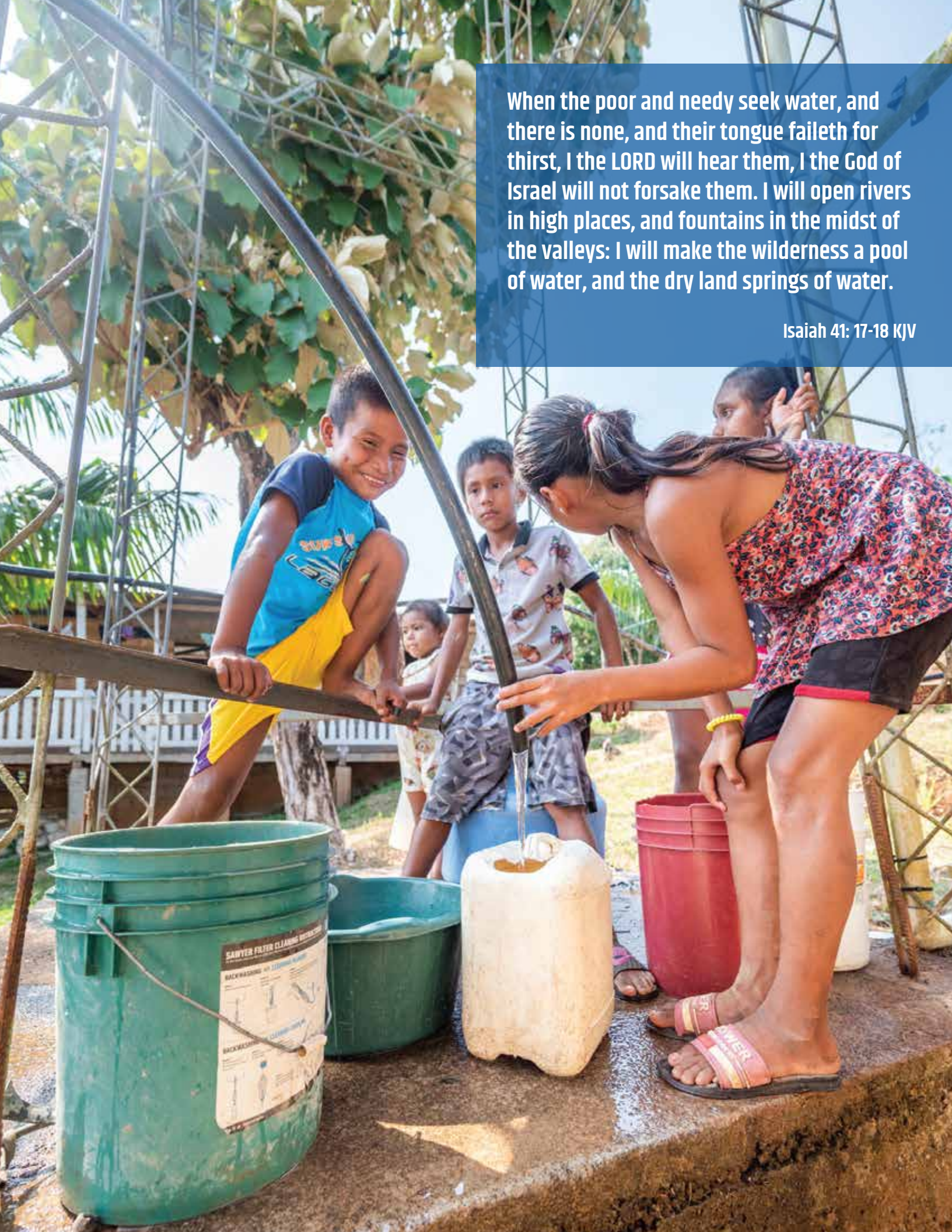
Miracle Well: While scouting drill sites in West Africa, the team visited a pastor's home just a mile from the ocean. Being so close to the coast, they expected to find only salt water. The pastor's small yard gave them just one spot to drill, making the chances of success very low. But after praying, they felt led to move forward. Against all odds, they struck a deep, clean, and abundant supply of fresh water—a true miracle and a powerful reminder of God's provision in difficult circumstances.

In the Driest Months: A work team was scheduled to install a pump in a well drilled 5 years earlier in the Rama community in Nicaragua. When the team arrived, circumstances were becoming dire for the people living there; the driest months seen in years, with dug wells (water source) drying up and it becoming more challenging to find clean water. Once cleaned and pumping, this 60' drilled well began to supply 1800 gallons of water a day, even when all other wells had dried up!

In His Time: A drill team serving in Northern Mexico arrived just in time to meet a critical need. Soon after they arrived, they learned that a local ministry was about to shut down—their only well had failed, and they had no other water source. The team quickly got to work and re-drilled the well in record time. God provided plenty of clean water, allowing the ministry to stay open. It was a clear reminder to the mission partners that God wanted them there, continuing to serve the community. ■

When the poor and needy seek water, and there is none, and their tongue faileth for thirst, I the LORD will hear them, I the God of Israel will not forsake them. I will open rivers in high places, and fountains in the midst of the valleys: I will make the wilderness a pool of water, and the dry land springs of water.

Isaiah 41: 17-18 KJV





Outreach & Relief Services

Proverbs tells us that we are meant to be a friend at all times, and as close as a brother in times of adversity. Adversity is often the crucible that refines and emphasizes our faith. In the darkest of days, hope can shine the brightest, and we need to be ready to dive into those dark and desperate situations to demonstrate that hope has come.

Each FIA mission field is entrusted with the ability to allocate ministry funds to address critical needs among national communities during emergencies. Our actions serve as a testimony to a compassionate God, demonstrating that FIA and its mission partners deeply care for those facing hardship.

Walking alongside people in times of crisis fosters trust and results in opportunities to share the deeper reason behind our service. This foundational principle of compassionate care in ministry underpins our outreach and relief efforts, serving as a vital avenue for Gospel-sowing and helping our partners advance church ministry work.

Outreach/relief services may also include emergency medical support and financial support in crisis or emergency situations, offered in times of crisis. 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. ■



Medical Support

Providing support for life-saving medical intervention, assessments and medical investigations (Bolivia & PNG)

Material Supply & Accessibility

Notebooks, pens, paper, pencils (school supplies) to local gov school in the area (West Africa)
Kids transport to/from school (Nicaragua & PNG)
Food relief & medical supplies (Bolivia)
Food provision (Vanuatu)
Food, clothing, needed item packaged and shipped from the US internationally through FIA Shipping Ministry (international)

Mission & Service Outreaches

Supported national teams that were sent to various indigenous & remote communities to share the Gospel message (Nicaragua & Bolivia)

Invested globally in outreach & relief services in 2024
(including International Shipping support to missionaries)

\$112k+



TADICATAPOA EAJAENATIPO JILICA

For God is not unrighteous to forget your work and labour of love, which ye have shewed toward his name, in that ye have ministered to the saints, and do minister.

Hebrews 6:10 KJV



Life Skills Training & Education

A key pillar of the FIA ministry is our focus on investing in people. Whether working alongside a group of national workers on a community-based project or a long-term investment in trade-based skills training, these opportunities open doors of trust for our mission partners to foster Gospel-centered relationships with the people they serve.

Investing in a person demonstrates a belief in their potential and that we are willing to support their development. We address immediate needs by investing in skills development or training, but there is also a foundation for future success and adaptability in the times to come. Ultimately, this gesture demonstrates trust and commitment towards those we serve, indicating that we value their contribution and want to see them succeed. It recognizes value and worth and often is reciprocated by an invitation to do life to a greater degree.



Invested globally in life skills training and education in 2024

\$44k+

As Jesus said to Peter in Matthew 4:19, “Follow me and I will make you fishers of men,” we see the Gospel opportunities arise when we look through the projects and make the extra effort to truly see the person that the Lord has sent us to serve.

Education & Trade Skills

- Welding, Construction (Steel, Block & Concrete), Finish Construction (Wood, Tile, Plumbing, Electrical) (US, Nicaragua, Uganda & Vanuatu)
- FIA Internship Programs (US & West Africa)
- Automotive Service, Equipment & Vehicle Maintenance (US, Mexico & PNG)
- Primary, Secondary & Collegiate Education Coop (PNG)

Biblical Training

- Chronological teaching with workers (PNG, Vanuatu, Nicaragua & West Africa)
- Devotional & Life-on-life Evangelism (West Africa, Vanuatu, Nicaragua, Bolivia, Uganda, PNG)

Life Skills

- Community Health & Hygiene (Uganda, Mexico, & Bolivia)

FIA supports ongoing trade skill development and training, educational opportunities, and spiritual growth opportunities (Bible conferences and ongoing theological training) in the countries and regions of Papua New Guinea, Bolivia, Vanuatu, Nicaragua, and West Africa, as well as the efforts of ministry partners such as Milandila Community Missions (Uganda), Dorcas House (Burkina Faso) and Mexico Medical Mission (Mexico). ■

And I myself also am persuaded of you, my brethren, that ye also are full of goodness, filled with all knowledge, able also to admonish one another.

Romans 15:14 KJV

“Our works do not save us, but I have learned to put into practice what I have learned from God’s word. I do things differently now. I lead my family. I work together with my wife. I am an example for my children. We live and love in our home as Jesus has and then show testimony of those changes to those outside. I have learned the importance of discipleship. I learn trade skills from visiting teams. They show us how to build and give us the tools, and we build with them. It is the same spiritually. I help my brothers and sisters in Christ. As Jesus love, we love.”

-A Rama villager living in “Fuente de Agua Viva”, an indigenous community FIA is serving alongside and developing in Eastern Nicaragua





Short-Term Service Projects & Initiatives

Recognizing that God has given each of us abilities that can be used for the sake of the Kingdom, part of FIA's vision for ongoing mission service is to enable, engage, and empower North American volunteers to be part of global missions. We see heart-change and transformation in those who head out on short-term service trips, where perspectives are challenged, friendships formed, and a walk with the Lord deepened and enriched. Serving in short-term missions is also a great first step to more significant service opportunities, potentially leading to full-time missions.

On a practical level, work teams also allow FIA to make a considerable impact in a short period. Whether through work accomplished by a single team or strategically breaking down a project into phases to be performed by several teams, we work with our partners to set focused objectives and recruit experienced volunteers to accomplish the tasks that need to be done. These projects are often major challenges and seemingly insurmountable tasks to our partners; when we can take on the responsibility to get the job, our partners can focus on their calling to share the gospel with the lost.

Since 1992, FIA has sent over 1300 volunteers to help with service projects in Canada, the US, and throughout the mission world. In every circumstance, our teams focus on living out the gospel in relationship with each other and with those we are serving. Surrounded by witnesses, we always point back to Jesus, the One who always has a plan and holds all things together! ■



"I find the trips fun and encouraging. God always exceeds my expectations of what He can accomplish through us. Service trips are a great way to make lasting friendships. God never fails to multiply our efforts, not only to meet physical needs but also to reach people in need of a savior. No matter your skills or abilities, God already has good works planned for you!"

-An FIA volunteer serving with Ethnos 360 site development projects in Missouri

Teams Sent



Workers Sent (short-term service & support projects)





“In Uganda, we got to work with [mission partner] Milandila, we got to assist with some construction projects at their mission house and at their pregnancy center, such as digging a trench for a septic system and painting the walls of the family center to make mothers feel more welcomed and comforted there. We also went out on home visits in the village, where we handed out food and drink to the mothers and children. Though initially apprehensive, I saw the hope of Christ being offered through Milandila and their work, especially to mothers and the members in their community. The local people were hopeful and remained positive despite unfortunate circumstances, and were some of the nicest people you’ll ever meet. I found it rewarding that though I may not see our impact, we a part in doing a ‘little digging’ to help contribute in the advancement of [Milandila’s] ministry”.

-A US intern serving 2 weeks in Uganda supporting FIA partner Milandila Community Mission

“I have witnessed countless lives transformed and the discipleship that occurred while we were constructing buildings for discipleship and outreach. As I have been witnessing the [work and ministry] visions become a reality, I have thought of all the work people have invested into seeing the vision come to life. Those who come and serve for a short period of time may never witness the impact their work brings, but it truly is an investment in the furtherment of the Kingdom.”

-A US volunteer serving 2 weeks in Nicaragua working on a community center development project partnering with the Rama indigenous people



Get Involved:

FIAintl.org/get-involved



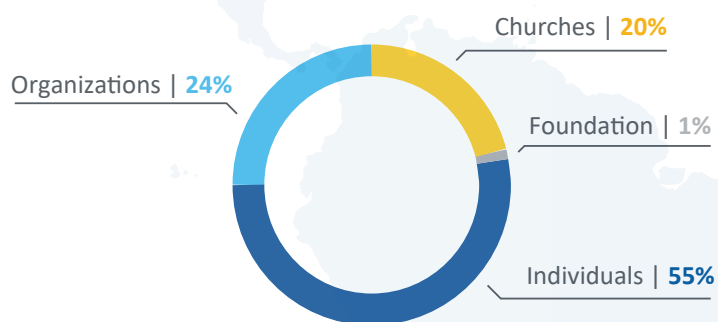
Financial Report*

	2024	2023	2022
Funding Sources <i>(based on end-of-year financials)</i>			
Mission & Project Support	\$1,088,938.67	\$1,202,419.00	\$1,186,047.00
Missionary & Staff Support	\$689,301.04	\$671,262.00	\$689,275.00
Administrative & Member Fees	\$128,098.12	\$151,837.00	\$119,063.00
Other (Rental/Lease Income)	\$104,255.20	\$96,921.00	\$203,448.00
TOTAL ORG INCOME	\$2,010,593.03	\$2,122,439.00	\$2,197,833.00

Expenses	<i>(unaudited)</i>	<i>(audited)</i>	<i>(audited)</i>
Program Expenses	\$1,843,985.47	\$1,329,717.00	\$1,826,003.00
Management & Admin Expenses	\$161,298.94	\$133,462.00	\$141,196.00
Fund & Partnership Development	\$155,521.23	\$144,133.00	\$115,799.00
TOTAL ORG EXPENSES	\$2,160,805.64	\$1,607,312.00	\$2,082,998.00

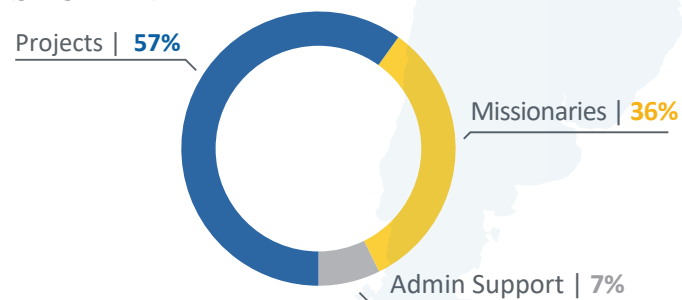
Who is Supporting the Work of FIA Intl?

(% of total giving in 2024)



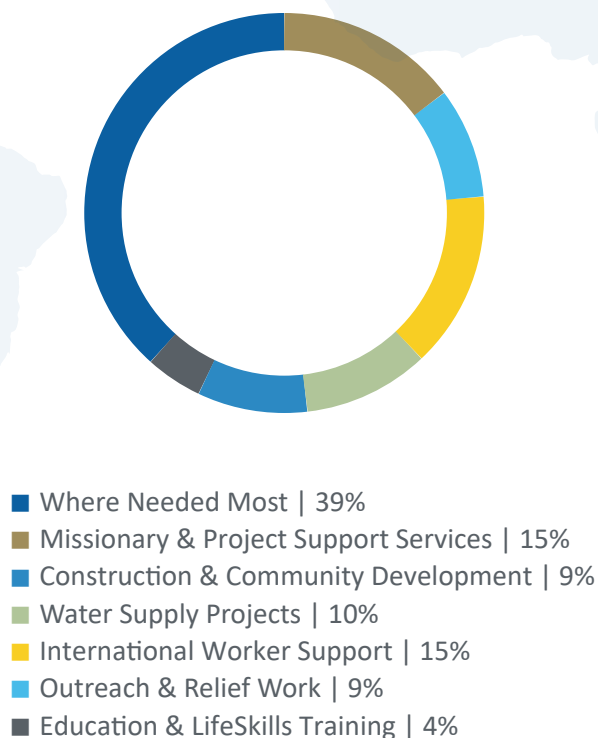
What Is Being Supported?

(giving in 2024)



Program Support

(percentage by giving in 2024)



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.



Learn More:
FIAintl.org/accountability



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.

USA & CANADA BOARD MEMBERS

Andy Hunt • Board Chair / Treasurer

Paul Jarot • Board Vice Chair

Irwin Pronk • Board Vice Chair

Steve Nehlsen • Board Secretary

Chris Smerdon • Board Secretary

Faye Brown • Board Member

Matt Warren • Board Member

Matt Durkee • Executive Director

FIA INTL. LEADERSHIP

Matt Durkee • Executive Director

Andy Bachert • Chief Operating Officer

Tim Johnston • Director of Partnership Development

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Ted Illjes

Randy Schnieders

Ralph Beltran

Roger Wingfield



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