

MOVING EARTH TO SHARE HEAVEN

FRIENDS IN ACTION *2025* ANNUAL REPORT

CELEBRATING GOD'S FAITHFULNESS & PROVISION



“Stand firm. Let nothing move you.
Always give yourselves *fully* to
the work of the Lord, because
you know that your labor in the
Lord is not in vain.”

1 CORINTHIANS 15:58





Dear Friends and Faithful Partners,

As we reflect on this past year, one word rises above the rest: gratitude. We are deeply thankful—for the Lord’s sustaining hand and for you.

Ministry often stretches us beyond our comfort zones. Yet that is where dependence deepens, and real transformation happens. The call to stand firm and give ourselves fully to the Lord’s work is not theoretical for Friends In Action—it is being lived out in real communities and partnerships for the sake of gospel advancement. It challenges us to remain steady—and compels us to help others stand firm in the midst of their own trials.

This year brought both challenge and fruit: wells now provide clean water where it was once uncertain; infrastructure strengthens local churches and frontline workers in remote places; skilled trades teams have quietly accelerated gospel work. We have seen unity restored, faith deepened, and new doors opened—reminders that practical service and spiritual transformation belong together.

None of this happens in isolation.

By God’s grace, we stand firm because you stand with us—praying, giving, encouraging, and sending. Your prayers steady the work. Your generosity equips teams and national leaders. Your encouragement strengthens those carrying heavy responsibilities far from home. Every completed project and every partnership strengthened carries your imprint.

As we look ahead, we see a meaningful opportunity. By investing more deeply in our people and enhancing the quality and foundation of our work, we position the ministry for lasting impact. When depth and faithfulness grow together, the gospel advances with clarity and credibility.

Thank you for walking with us. Together, we continue in this work, confident that what is done for the Lord will endure far beyond what we see.

With humble gratitude and a full heart,

Matt Durkee
Executive Director

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

As an organization that supports our partners through construction projects and mission service, we continue to see how physical service bridges 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 and to support those God has placed in these communities with practical expressions of His care and provision.

Number of Lives Affected Through...



Gospel Ministry through
Projects and Services:

363,162



Community Development
Projects:

3,649



Clean Water Initiatives:

4,970



Outreach & Relief Services:

4,215



Life-Skills Training &
Education:

1,298



Local Volunteers and Short-
term Service Projects &
Initiatives:

158

Trade Skills Taught to Nationals



AUTOMOTIVE MECHANIC



CONCRETE WORK



ELECTRICAL/SOLAR



GENERAL CONSTRUCTION
(BUILDING)



GENERAL LABOR



LIFE SKILLS



PLUMBING



TILE LAYING



WELDING



WELL DRILLING

Where FIA Works

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

Volunteer Trade Skills

On a short-term trip with FIA, you'll see the work of God on the mission field, be a blessing to another culture, and discover how your skills can help further the gospel. Use your trade skills to help make Christ known by volunteering on one (or more) of FIA's upcoming trips.

Learn More: FIAintl.org/go



BIBLE TEACHING



FABRICATION/CONSTRUCTION



GENERAL LABOR



MECHANICAL



WELL DRILLING



Map Key

- Countries of Service
- Offices



CAN & US HEADQUARTERS

God equips each believer with skills to share the gospel. At our headquarters, we provide opportunities to partake in the mission without traveling overseas.



BOLIVIA

We support Indigenous communities through construction, clean water, and vocational training, building relationships that open doors for long-term gospel impact.



MEXICO

FIA partners with missionaries through construction and practical service projects that strengthen local ministries and expand opportunities to share the gospel.



NICARAGUA

FIA builds homes and community infrastructure while providing clean water and skills training, helping transform villages and create pathways for gospel outreach.



PAPUA NEW GUINEA

We support remote communities with education, training, and infrastructure projects, helping families access opportunities while hearing the gospel.



UGANDA

FIA partners with local ministries to build clinics and community centers, provide vocational training, and support healthcare outreach, sharing the gospel through practical service.



VANUATU

We develop roads, water systems, and community projects that enable missionaries to reach remote villages and share the message of Jesus more effectively.



WEST AFRICA

FIA provides well drilling and clean water solutions alongside construction and outreach, bringing physical help and gospel access to unreached communities.

REMOTE MOBILIZATION

Building A Partner's Capacity for Ministry

In Papua New Guinea, aviation is not about convenience. It is about access.

Mountain ranges stretch across the island like walls. Dense jungle swallows roads before they are ever finished. Many isolated communities exist only to be reached by small aircraft landing on narrow airstrips carved into hillsides. For missionaries serving in these remote regions, airplanes carry Scripture translators, church planters, medical supplies—and the steady presence of support for gospel advancement.

At the center of this effort in the Highlands region of the country is NTM Aviation (Ethnos360 Aviation) in Goroka. Their pilots and engineers labor daily to keep aircraft in the air so that the ministry in the bush can continue uninterrupted.

But for years, they faced a pressing challenge.

They had aircraft. They had trained pilots. They had a maintenance hangar. What they did not have was a dedicated structure to house their growing fleet out of Papua New Guinea's relentless weather.

Heavy rains, intense UV exposure, and constant humidity accelerate corrosion and wear. Aircraft often sat exposed to the elements, increasing maintenance needs and reducing operational efficiency. In a country where every flight matters, that vulnerability carried weight.

The vision was clear—but the pathway forward was uncertain.

NTM had already purchased a prefabricated 100-by-80-foot steel hangar and shipped it to Goroka. The pieces sat waiting for nearly three years. Government approvals were slow. Engineering coordination was complex. Local capacity was



Papua New Guinea

stretched thin. The vision was clear—but the pathway forward was uncertain.

Koen Verdonck, then Director of NTM PNG Aviation, remembers the tension clearly.

“We had the hangar. We had the drawings. But we didn’t have the manpower or margin to pull it together. Our technical team was focused on keeping aircraft operational. Taking on a project of this scale felt overwhelming.”

In Papua New Guinea, aviation is a lifeline. When planes are grounded, villages wait. Supplies stall. Church planting slows.

“When our aircraft are protected and ready,” Koen said, “the gospel moves. When they’re not, entire regions feel it.”

When Partnership Steps In

Friends In Action has partnered with NTM for decades, supporting technical and infrastructure needs so missionaries can focus on church planting. After a 2024 survey trip confirmed the project was feasible, the pieces began falling into place.

In February 2025, six skilled volunteers—led by FIA Team Leader Rob Donley—arrived in Goroka ready to build.

They came from across North America. Some had steel construction experience. Some specialized in concrete or fabrication. None had worked together before.

From day one, the work was demanding. Towering steel columns were assembled on the ground and lifted into place by crane. Girts and purlins locked the structure together. Cross bracing stabilized the growing frame. Local NTM personnel assisted in the early stages before returning to their regular responsibilities.



Partners Unleashed for the Gospel

FIA staff and volunteers mobilized skilled workers to remove infrastructure barriers that slow gospel work. The result: missionaries stay in their calling, and ministry accelerates.

- **In Uganda**, an FIA multi-trade team built a mission home for James and Morgan Tumwessigye in two weeks—collapsing a months-long timeline and immediately opening doors for new discipleship relationships in Lusanja.
- **In West Africa**, FIA welders built an equipment shelter protecting well-drilling machinery—directly sustaining clean water access and the gospel outreach it enables in remote communities.
- **In Nicaragua, Bolivia, and Vanuatu**, indigenous partners disciplined through FIA-supported relationships launched outreach to unreached communities multiplying the gospel beyond FIA’s direct reach.

Number of people volunteering or sent on service projects & initiatives in 2025:

158

2025 investment in global advancement & partnerships through services & volunteers:

\$280k+

Rob remembers those first lifts - “You’re looking at 20-foot-high steel assemblies, cranes swinging overhead, weather systems building in the distance. There were a hundred ways this could have gone wrong. But every day, the work just moved forward.”

The rainy season loomed. Forecasts predicted delays. Yet something unexpected happened.

“We’d see the rain coming toward us,” Rob said. “Clouds would form. Storms would move in our direction. And then it would split and go around the job site. It honestly felt like the Lord put a dome over us.”

Day by day, the structure rose. Roof panels were lifted into place. Custom adjustments were fabricated on-site to ensure proper drainage. Gutters and trim were installed. The team even completed additional work beyond the original scope.

They finished ahead of schedule.

Rob reflects on it with humility:

“There are many reasons this building shouldn’t have been completed in the time we had. We hadn’t worked together before. We didn’t have deep experience with this exact structure. Weather could have shut us down. But there’s only one reason it stands today—Jesus did it.”

More Than Steel and Screws

For Koen and the aviation team, the impact was immediate. “This hangar changes our daily operations,” he said. “All active aircraft can now be housed under one roof. That frees our older hangar for dedicated maintenance work. Our engineers have space. Our pilots have access. Our aircraft are protected.” In a climate like Papua New Guinea’s, shelter is strategic. Preserved aircraft means reduced downtime.





Each evening, the FIA team shared meals with missionary families. Around dinner tables, stories were exchanged—of jungle airstrips, translation breakthroughs, medical evacuations, and spiritual perseverance in difficult terrain.

Those moments deeply affected Rob and the team. “We came to build a hangar. But hearing what these families walk through—the isolation, the cultural pressures—it reminded us why this matters. Infrastructure keeps them in the field.”

A Platform for the Future

What stands in Goroka today is more than a building. It is a picture of the Body of Christ at work. Engineers, pilots, steelworkers, cooks, logistics coordinators, and prayer partners—

each played a role. No single group could have completed this project alone. But together, the work moved forward.

This hangar tells a story of shared calling. Of missionaries focused on church planting. Of volunteers using practical skills. Of leaders willing to ask for help. Of believers responding in obedience.

When the global Church works in unity, even complex challenges become opportunities for testimony.

The hangar is finished. But the greater work—advancing the gospel in Papua New Guinea—continues with renewed strength. To God be the Glory. ■



AMONG THE RAMA

Building More Than Walls

In late April, a team of nine men and women stepped off a small plane in Bluefields, Nicaragua, to begin the final leg of travel by boat to the Rama mainland village known as *Spring of Living Water*. Their objectives were clear: to add to the ongoing construction of the 30' x 80' community kitchen and dining hall, and to drill a well to serve the new building.

Building on the foundations laid by a previous team under a steel structure built by another team in the previous year, the task was to raise the block walls, pour bond beams and pillars, and continue shaping a space that was envisioned to serve as the heart of the Rama community.

The team was divided into two groups—block laying and well drilling. Daily rhythms were established: starting each morning with prayer at the job site, Rama men and women were invited alongside the FIA team to gather before tools were lifted, entrusting the fullness of each day to the Lord.

Work began gradually, with the first rows of the block slow to lay, and the team's masons taking time to level the lines and properly set the corners square. By the end of the first day, only two full courses had been laid along the 80' run. But as skill and rhythm developed, the walls began to rise.

When framing expectations for this service project, Matt Durkee (FIA Executive Director and trip team leader) would remind the group that the objective was not merely speed:

"We're not just building walls...we're looking to build into something that will outlast us—and to help the Rama build it themselves."

Working side by side with the Rama, the kitchen walls climbed course by course—eventually reaching full height with reinforced bond beams and large windows for airflow. A stone's throw away, the well-drilling team worked eight long days to drill an 80-foot well, adding volume to the much-needed available water supply for the community.

But something deeper was happening alongside the physical work.

Every day, a second devotional followed lunch—North American volunteers and Rama believers sitting together in the shade. Scriptures were opened. Stories of Jesus were discussed. The question was asked repeatedly: *How do we build our lives around Christ the way we are building these walls?*

Several Rama men began helping consistently, learning how to slick mortar and set block. Others listened carefully during the teaching. One moment in particular stood out when a Rama believer, after months of absence, publicly sought reconciliation and renewed fellowship with the church community.



Nicaragua

Field leader Tim Johnston reflected on that shift: “God is working in their hearts. We’re seeing unity return. People are returning with humility, asking for forgiveness. That’s the real foundation being poured.” By the end of the two weeks, the kitchen walls stood strong—14 courses high in some sections— with reinforced lintels, solid-core fills, and pillars anchoring the structure. The well was drilled. With the team present on a Sunday, they joined the Rama believers for a church service in the shell of the community center, transforming a workspace into a worship space.

The immediate blessings are practical: a place for community meetings, meals, Bible teaching, and leadership discussions. Clean water will support community growth and expansion. Life skills are being shared with nationals. (is this thought complete? To whom are they transferred?). Responsibility is growing among Rama men as they learn to serve their own people.

But the deeper hope reaches further.

This kitchen may host meals—but it is already hosting worship. It may gather leaders—but it is already strengthening believers. As the Rama church grows in unity and maturity, there is prayerful expectation that they will carry the gospel to other Rama villages. This has already begun with Rama believers traveling eight hours by boat to Ban-Kukuk, where interest in chronological Bible teaching is rising.

Concrete was poured. Block was laid. A well was drilled.

Yet what stands out most is not the structure—it is a church being strengthened to stand on its own, grounded in Christ, and prepared to share Him with their own people. This is what winning looks like with the Rama, and what it means to see gospel ministry advance. FIA’s next steps



are to continue that ministry empowerment, as the believers have shown they can do it on their own. The church is present. The mission is clear. God is building His Church. ■



Construction & Community Development

FIA partners with mission organizations and national church partners to support building and community development projects in Africa, Nicaragua, Mexico, Vanuatu, Papua New Guinea, Uganda, and Bolivia. These varied projects have included:

- Missionary Housing
- Ministry Center Construction
- Church Construction
- Building Cyclone-Resistant Housing
- Infrastructure Development for National/Indigenous Training Centers
- Developing Health & Hygiene Projects

2025 global investment in construction and community development projects:

\$336k+

When a Well Becomes a Witness

It happened in a small village where a new church plant was just beginning.

The believers were few—only four or five—yet the pastor had already begun the hard, patient work of laying foundations. When Jeremy (FIA Field Leader) and the drilling team arrived, the church building itself was still under construction. People were literally working on the roof as the drill rig pulled in.

The setting made the challenge obvious: a remote location and limited water resources. A reliable, sustainable clean water source was needed. Work and life without water translates to burden and limitation. For a tiny new church plant – trying to engage and become a visible witness – the lack of water wasn't just an inconvenience. It was yet another obstacle preventing them from joining community life.



Well-drilling work often begins the same way: identifying a partner with a faithful presence, a community with a common need, and a God given opportunity to explore what water provides.

Jeremy explained how the moment came together quickly. They had just enough time for “one more well,” and a local ministry partner had pointed them to this church plant only a few kilometers away. It was a faith step (risking starting with only one day to complete, with the team limited in time to give) because the need was real and the gospel opportunity was clear.

And so FIA drilled.

The village gathered. Not just believers – many came who were not Christians. They watched the work, drawn by the hope of what could be. Drilling the well became more than a project; it became a public moment in which service and witness stood side by side.

Jeremy described what happened next as one of the most meaningful moments of the season:

“I took off my hard hat, sat down on the platform, and I basically gave a sermon right there—about who Christ is, why we came, and what this well represents.”

He told the story of Jesus and the woman at the well—how physical water meets a real need, but points to a deeper thirst, and to the Living Water that only Christ can give. The community listened. A new church plant, still under construction, became a pulpit—because a well was being drilled in their midst.

West Africa



The physical outcome was immediate: the church property now has water, and a solar pump will be installed so people can come to take water. The well becomes an ongoing point of connection between the church and its neighbors—a practical blessing that quietly, continually invites relationship.

But the hope is larger than water access.

This well creates a bridge that allows the church to serve its community with humility and consistency.

It gives credibility to a young congregation taking root. It offers a gathering point—where conversations grow, trust deepens, and the message of Jesus can be heard again and again, not as argument, but as a freely offered gift. “The well is not the end of the story. It is the beginning.” A new church is rising. A community is drawing near. In that moment, alongside the sound of hammers on a roof, water flowed from the ground, and Living Water was preached from the drill rig’s controls. A simple act, providing water, points to the hope of the gospel taking hold where it is just beginning. ■



Clean Water Initiatives

Supporting national and international partners in West Africa, in Mexico, Vanuatu, Bolivia, and Nicaragua, FIA engages in clean water initiatives and projects to introduce unreached and unevangelized peoples to the Living Water. Services include:

- **Well drilling & creative water solutions**
- **Developing water collection, distribution, and purification systems**
- **Providing construction services to implement these systems**

These projects support the witness of faithful men and women living for Christ in adverse conditions, FIA shares in the privilege of seeing the Living Water soften hearts of stone into hearts of flesh as they take steps and help lead people into new life with Christ.

2025 global investment in clean water initiatives and water projects: **\$220k+**

Key Strategic Pillars

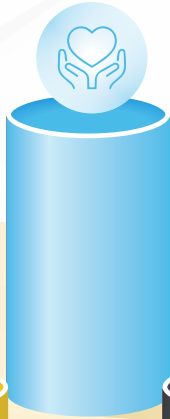
Mobilization & Equipping

Inviting, training, and preparing people to serve effectively in cross-cultural ministry.



Member Care & Organizational Health

Caring well for our people by improving support systems, strengthening safety and risk practices, and providing ongoing spiritual and professional growth.



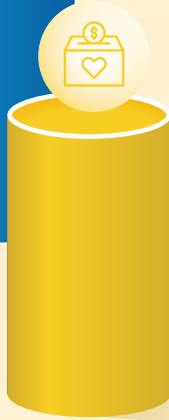
Mission Field Selection & Development

Choosing and strengthening the right ministry partnerships so that FIA's work is placed where it can have lasting impact.



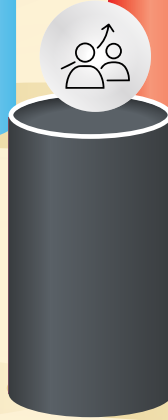
Fundraising & Financial Sustainability

Growing and broadening financial support so the organization remains stable and able to expand its ministry impact.



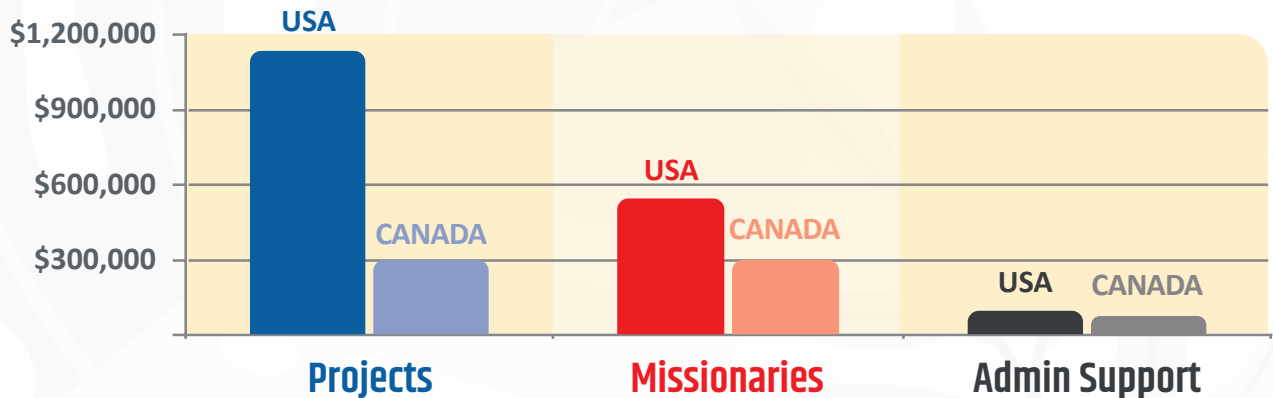
Succession Planning & Leadership Development

Raising up and preparing future leaders in North America and the field so the mission continues to grow and remain strong.



What Is Being Supported?

(giving in 2025)



2025

Financial Report*

Funding Sources	
Mission & Project Support	\$1,136,678.66
Missionary & Staff Support	\$547,900.85
Admin & Member Fees	\$96,377.28
Other (Rental/Lease Income)	\$122,299.81
FIA USA Income Total	\$1,903,256.60
FIA CANADA Income Total	\$682,493.54

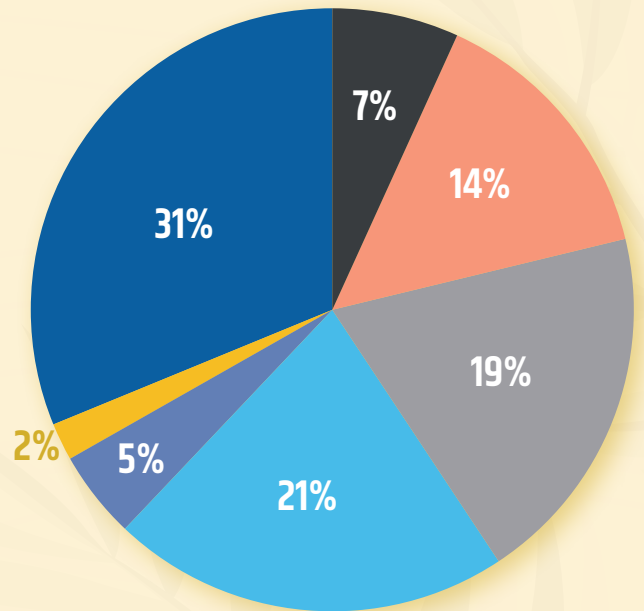
(based on end-of-year financials)

Expenses	
Program Expenses	\$1,520,248
Management & Admin Expenses	\$170,916
Fund & Partnership Development	\$102,197
FIA USA Expense Total	\$1,793,360.00
FIA CANADA Expense Total	\$691,359.89

Program Support

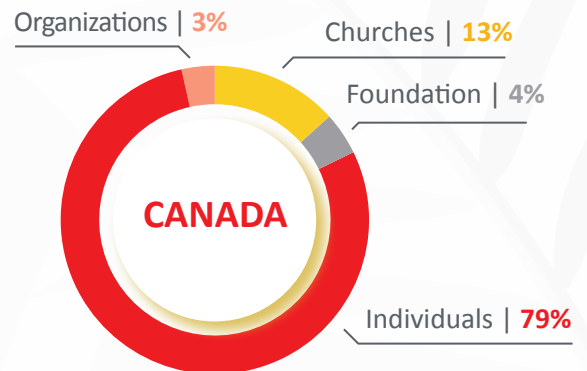
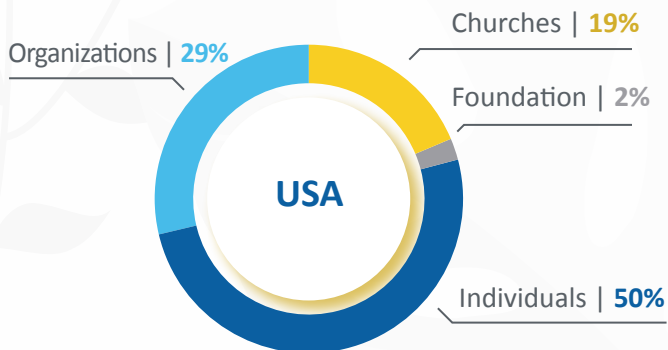
(% giving in 2025)

-  Where Needed Most | 31%
-  Water Supply Projects | 21%
-  International Worker Support | 19%
-  Construction & Community Development | 14%
-  Missionary & Project Support Services | 7%
-  Outreach & Relief Work | 5%
-  Education & LifeSkills | 2%



Who Is Supporting The Work of FIA, Intl.?

(% of total giving in 2025)



*Disclaimer: 2025 financial estimates prior to audit were used. Complete and audited financial statements are available at FIAintl.org/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 MORE & GIVE ►



Certifying Organizations



Canadian Centre for Christian Charities

FIA is an affiliate member of the Canadian Centre for Christian Charities.



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.



Partner with Friends In Action, Intl.

Every story we've shared in this report is possible because of faithful partnership. At Friends In Action, Intl., volunteers and supporters give their time, skills, and resources so the gospel can reach people in some of the most remote places on earth.

Your generosity strengthens those serving on the front lines who are building infrastructure, meeting practical needs, and opening doors for lasting gospel impact. Because of you, communities gain not only physical help, but also the hope of Jesus Christ.

As we step into a new season of ministry, we cannot do it alone. The opportunities before us are significant, and the needs are great. Would you prayerfully consider an additional gift this year to help us follow where God is leading and serve wherever He opens the next door?

Get Involved



PRAY | Receive Our Latest Updates

Follow us on social media and subscribe to our magazine.
[FIAintl.org/stay-connected/magazine](https://fiaintl.org/stay-connected/magazine)



GIVE | Invest in The Great Commission

Help FIA speed the gospel to those who have never heard.
[FIAintl.org/give](https://fiaintl.org/give)



GO | Join Us on a Trip

Travel with us, volunteer, or promote our efforts from home.
[FIAintl.org/go](https://fiaintl.org/go)



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