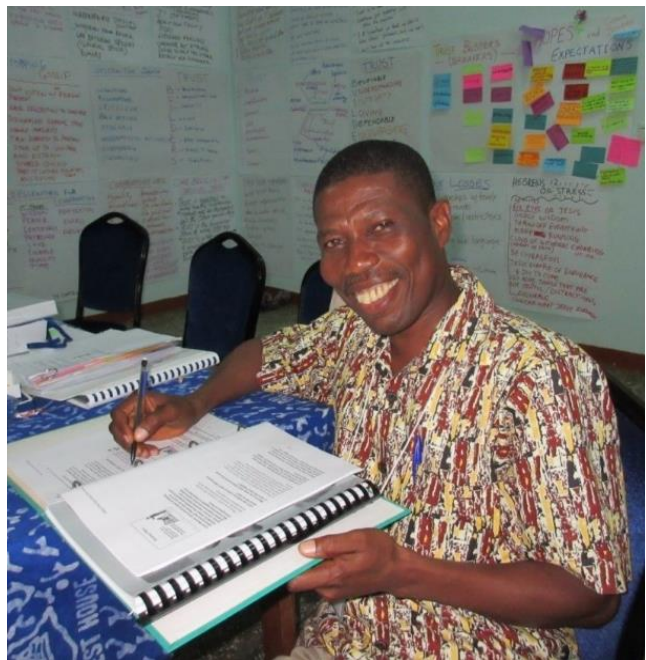




2015 ANNUAL REPORT



We envision resilient communities of cross cultural workers caring for each other, equipped to thrive in the midst of life's challenges and traumas.



2015 Annual Report

LETTER FROM BOARD CHAIR

Dear Faithful Friends and Supporters,

We are grateful for this opportunity to share with you about key events and developments for MMCT in 2015. Thanks to the prayers, time, and finances of many supporters, we were able to increase the resilience of communities of cross cultural workers - which is our joy, as expressed in our vision:

We envision resilient communities of cross cultural workers caring for each other, equipped to thrive in the midst of life's challenges and traumas.

We're thrilled to share with you how God has once again worked through our three Strategic Services:

- Developing Member Care Competencies
- Facilitating Community Relationships
- Enhancing Resilience and Health

We hope that you too will be blessed and encouraged as you read on and see the results. This report also provides information about MMCT's Resource Development, including our Financial Picture, aspects of Personnel and remarks on what's ahead in 2016 from our leadership team.

Thank you for your interest in our ministry!



Jackie Buhler

MMCT Governing Board Chair

Developing Member Care Competencies



SYIS WORKSHOP IN ACCRA, GHANA

Sharpening Your Interpersonal Skills (SYIS)

Our teams were responsible for six SYIS workshops this year in Africa. Many African Christian workers participated; it was their first opportunity to receive this life-changing training. See the International Training Partners [website](#) for more information on the SYIS workshop.

We received this encouraging note from a member care worker after the SYIS in Niger: **“Two of our Nigerien worker families were burned out of their homes in the violent protests last week. This has of course affected the whole team there. One of these families includes a woman who just attended the SYIS workshop. She said that it really helped to prepare her for this time. Thank you for the work that you do.”**

To better understand the context in which these workers serve, see [this BBC story](#).

The mix of cultures in our facilitation teams makes the workshops even richer in learning.



HAIMI, ETHIOPIA & JOSIAH, KENYA, FACILITATED IN SOUTH SUDAN WITH MIKE AND GAIL, USA

Crisis Response Training (CRT)

In our CRT workshops, we explore how God uses crises to bring growth in our resilience - as individuals and communities, as well as glory to Himself.



NIGERIA CRT STAFF: BILL, LORRAINE, JOHN AND JERRY JOINED VIVIAN, PATRICK AND SUE

In 2015 we trained 34 leaders and member care providers to improve their crisis response skills. Our teams - along with wonderfully able local Associate Staff - provided these workshops in Nigeria and Turkey.

Since 2009, we've collected data using a survey we administer both before and after our crisis workshops to evaluate the effectiveness of our training. Click [here](#) for a document summarizing the survey results.

After the CRT in Nigeria one of the men shared: **"The training has given us wings**

"From debriefing missionaries who have experienced major trauma and turmoil (myself included), to training people how to work better together as a multi-cultural team, MMCT has contributed in a significant way to missionary resilience. Had MMCT not been there for us, a number of our missionaries would have left their overseas service, and maybe permanently. We have benefitted enormously from the safety net of people MMCT has developed in West Africa." Mission Leader, West Africa

to fly. This will help me in my work with kids. I have acquired skills to go back and share with my workers. They will then sit with children and debrief them."

We continue to coach and resource the dozens of Peer Responders (PR's) we've trained over the years. This year PR's debriefed fellow colleagues impacted by crises in Nigeria, Burkina Faso, Mali, Niger, Senegal, South Sudan, Kenya, Uganda, Eastern DRC and Turkey.

Shorter Trainings

This year we also facilitated some shorter trainings on topics such as:

- Stress Management
- Teambuilding
- Member Care
- Developing Supportive Community
- Conflict resolution
- Parenting
- Transitions
- Forgiveness and Trust.

It's our privilege to develop and offer these trainings at retreats, for Member Care Networks in hub locations and at member care conferences.

Facilitating Community Relationships

IF YOU WANT TO GO FAST, GO ALONE.

IF YOU WANT TO GO FAR, GO TOGETHER.

(AFRICAN PROVERB)



GHANA MEMBER CARE GROUP GATHERING

Facilitating the coming together of a community of member care practitioners in **Ghana** was a focus for the WA team in 2015. The response has been encouraging, especially as various ones take turns at giving leadership during their times together.

Two of our Associate Staff traveled to a **Central Asian country** to join in a nationwide inter-agency Partnership Gathering with over 100 leaders. They were invited to share about Member Care and the response was very positive. They plan to return this year to share more resources, facilitate inter-agency relationships and provide consultations for leaders who want very much to see their workers thrive in their challenging situations.

Team members Mike and Gail shared after a trip to Nairobi, Kenya: **We met with a dear Kenyan member care provider for a few hours. She has been at this ministry of for about 5 years now and had lots to share concerning her fellow Kenyan missionaries. She shared that there are somewhere between 500 and 600 cross-cultural Kenyan missionaries in Kenya sent by about 25 churches and national mission organizations. Understanding and providing member care is a huge challenge to the sending organizations.**



KENYA MEMBER CARE GROUP GATHERING

A priority for our East Africa team is to facilitate the development of the **Kenyan** member care community to support Kenyan missionaries. Pray with us for key leadership to emerge for this group in 2016.

Enhancing Resilience and Health

Crisis Debriefings and Counseling

The West Africa team traveled to **Niger** and **Nigeria** to provide mobile counseling clinics in 2015.

In Niger, some to whom they offered counseling serve as missionary hospital staff under harsh conditions (heat, isolation, stress, high patient death rate).



MOBILE COUNSELING CLINIC IN NIGER

Quotes from missionaries who received counseling and debriefings in East and West Africa in 2015:

We have experienced a breakthrough. For the past year we have established a new healthy normal. Our sending mission was doubtful that this turn around would last, but this breakthrough has lasted. We wanted you to know your work was not in vain.

The time spent with your staff and their follow-up were significant in the progress I have made and even in my

overall well-being. I am so thankful for discovering MMCT. The timing was a heaven send.

You helped me clarify the issues I was facing and the ways in which the stress in my life was having a negative impact. I was able to think, process and pray more lucidly. As a result, I have been able to hear God's voice more clearly.

It just was very helpful having unbiased and caring people listen to me. REALLY listen. Sounds so simple and yet that is what my heart really needed. Sharing without concern/fear of what I am sharing being shared. Thank you! My time with MMCT was a gift.

It was great to have a safe place where I could talk about things I was struggling with. You did a great job of speaking truth into my experience.

My visit with you has helped me see a light in this dark tunnel. I see how small changes can improve my situation. Keep doing what you are doing!

EVERYONE SHOULD BE QUICK TO LISTEN, SLOW
TO SPEAK. JAMES 1:19

Resource Development

Personnel

God has blessed MMCT with wonderful staff. We would welcome more team members with a vision and passion for member care!



ENJOYING OUR TEAM RETREAT IN GERMANY

Recruitment

Please join us in prayer for the godly men and women we need to strengthen our existing teams and build new ones. Learn more about **MMCT's personnel needs** [here](#).

Fundraising

What a blessing to receive a special gift that covered the flights for our team to gather in Germany with the Board for two days followed by a **Global Team Retreat** for several days.

God blessed us with **a significant grant to subsidize four Sharpening Your Interpersonal Skills workshops in West Africa**. Two in Niger - French and English and two in Ghana - north and south. 88 missionaries and pastors benefited from this training.

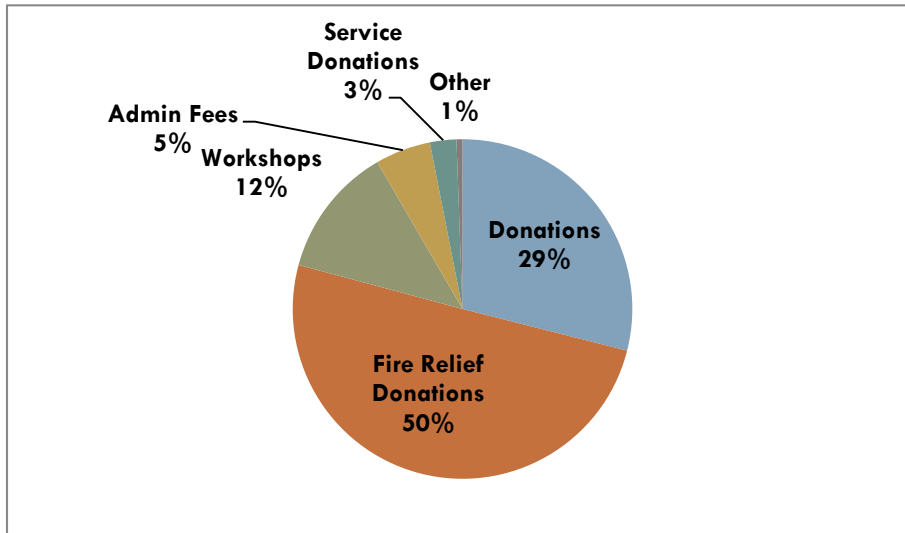
MMCT was significantly challenged this year by a **fire** originating in the MMCT generator which damaged the building housing our West Africa office. We needed to compensate the landlord and cover our own losses as well. We thank God for the generous support of friends of MMCT in raising all that we needed for this situation, above and beyond our budgeted needs.

See [here](#) for current funding projects - we welcome your participation!

Financial Picture

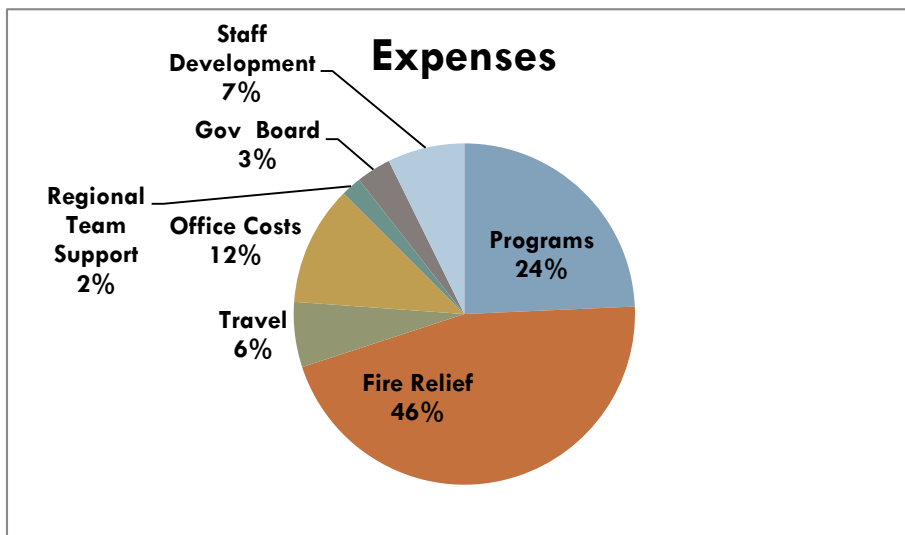
We thank God for His faithful provision through Friends of MMCT in 2015. We invite you to join our Support Team or to share about the ministry of the MMCT with others who might be interested. [Contact us directly](#) or learn how to donate at [this page](#) on our website.

INCOME



Note: MMCT staff are volunteers who are either salaried by, or raise their own funds through, their sending mission organizations. Team member personal incomes are not reflected in the MMCT income or expense figures.

EXPENSES



Note: Fire relief was an extraordinary one-time expense in 2015, not part of our ordinary budget.

Please [contact us](#) if you have any questions about our financial picture from 2015.

Looking into 2016

This year of 2016 we are prayerfully moving forward in several areas for which we've been laying foundations for some years now:

1. Training leaders in a **Crisis Response Training for Leaders workshop in Turkey** for leaders from surrounding areas where crisis care is so needed.
2. Offering the **Member Care while Managing Crises workshop in Kenya** for leaders from East Africa, especially leaders of African mission groups.
3. Training Leaders and Peer Responders at a **Crisis Response Training in Ghana**.
4. Facilitating a day of training on **Theology of Risk and Suffering** at the Pastors to Missionaries conference in the USA.
5. **Facilitating Community Relationships** by resourcing and encouraging inter-agency member care networks. Catalyzing the development of more member care networks, especially that can serve emerging local missions.
6. Offering the **Sharpening Your Interpersonal Skills workshop** in Senegal, Tanzania, and northern Uganda.
7. **Counseling via mobile counseling clinics in Niger, Senegal and Nigeria**.
8. Continuing to lay foundations to serve workers in the challenging **Mediterranean region**.
9. Strengthening current, and developing more, **Strategic Partnerships** with sending missions in North America, Europe and Africa who we serve and look to for personnel and funding.
10. **Coming alongside worker communities** in Central Asia, building trust and resourcing relationships with them, as they seek to develop member care within their communities.

Thank you for walking with us into 2016. We count on your support and prayers. Above all, we count on our God - the One who faithfully provided above and beyond what we needed in 2015 - to do even more than we can hope or dream in 2016!

Serving our faithful God together,



Darlene Jerome

Karen Carr

MMCT International Team

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