



2016 ANNUAL REPORT



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

2016 Annual Report

Dear Faithful Friends and Supporters,

We are grateful for this opportunity to share with you about key events and developments for MMCT in 2016. 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 hope that you too will be blessed and encouraged as you see the results. This report also presents MMCT's Resource Development, including our Financial Picture, aspects of Personnel and remarks on what's ahead in 2017 from our leadership team.

Please note, however, that despite the best efforts of the international team, there will be a significant staff shortage as of December 2017 which will make it very difficult for MMCT to continue in its current form. For a couple years the Board has been tracking this, as well as holding frank conversations regarding the feasibility and future of MMCT.

In November the Board heard from Karen and Darlene of their intent to end their service as the international leadership of MMCT as of the end of 2017. They reached this decision following a time of discernment during which they realized that they both desire to be released from the administrative burden of maintaining an organization. Both feel called to put their energy into more direct delivery of member care services.

In light of these staffing challenges, and with acknowledgment of God's calling on the International Team members to provide more direct Member Care, the Board came to the difficult conclusion to cease the operations of MMCT as of December 31, 2017. Please [read this letter](#) to understand more about the reasons for this decision.

However, you will see that there is a full slate of activities planned for 2017. The Team will be busy ensuring that their impact continues after closure. Note that the updated website will continue to provide helpful resources even beyond the life of MMCT.

We would highly value your continued support through this busy period. Thank you so much for your investment in this key ministry!

Sincerely,



Jackie Buhler

MMCT Governing Board Chair

Counseling and Debriefings

Crisis Debriefings

Peer Responders trained by MMCT spread the reach of our team by doing crisis debriefings in the following countries: Burkina Faso, Ghana, Guinea, Ivory Coast, Liberia, Senegal, Togo, Nigeria, Kenya, South Sudan, Uganda and Turkey.

Mobile Counseling Clinics

The West Africa team provided mobile counseling clinics in **Niger, Senegal and Nigeria** in 2016.



PATRICK, KATHY & DEB

MOBILE COUNSELING IN NIGERIA

MMCT member, Patrick, led a team of three counselors to Jos, Nigeria for a week to provide counseling to 21 adults and five children from one school and six mission organizations. They interacted with many others, offering consultations, coaching and debriefings.

They also facilitated five training events: Resolving Conflict, Spiritual Warfare,

Soul-Care, Caring for Others with Depression and Anxiety, and Marriage Enrichments.

In addition, Patrick was privileged to encourage 14 MMCT-trained Peer Crisis debriefers whose ministry brings healing to trauma victims in Nigeria.

A mission leader summed up their impact in this thank you note:

"What a packed week this has been. Packed with activity and ministry, and packed with investment by MMCT into the lives of people involved in ministry. As I think over those who participated in the various sessions and took advantage of the counseling opportunity, I think of the rippling impact into the lives all over. 'Thank you' is inadequate but please hear our hearts as we try to express deep appreciation for MMCT's investment."

Quotes from missionaries who received counseling or debriefings in 2016:

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.

I deeply appreciated the chance to tell my story of the traumatic event that happened; it helped me begin processing so I can start to move forward. Thank you for the support and care you provide!

Facilitating MC Networks

Why Member Care Networks?

Part of the Biblical basis for Member Care is found in this statement:

As our community relationships reflect the Great Commandment to love our neighbor as ourselves, we will confirm the truth of the Great Commission message we share.

Catalyzing and facilitating member care networks is one way MMCT contributes to demonstrating the love of God to a lost world.

Accra Missions MC Group

Meanwhile in **Ghana**, the Accra Missions Member Care Group continues to meet twice a year with rotating leadership. They share resources and do in-service training for one another when they meet.



Kenyan Member Care Network

Seeing a community of member care practitioners come together in **Kenya** was a thrill for Mike and Gail of the East Africa team in 2016. After many attempts to catalyze such a network and much prayer, over a dozen Kenyan missionaries involved in member care have now formed the “MC (Member Care) Network”.



They gather every two months for a couple hours to update one another on resources, events and prayer concerns. Their frequent interactions via their WhatsApp group serve to encourage and resource them in new ways, helping them move forward in their MC roles with more competence and confidence.

Our experience of catalyzing these networks of member care workers is like drawing together pearls. It's a privilege to be the string God uses.

It takes a string to gather pearls together.
- African Proverb

Member Care Skills Training



Crisis Response Training

In our CRT workshops, we focus on how God can work through us as we come alongside our colleagues as leaders or peer responders. Participants grow in their understanding of how God uses crises to bring growth in spiritual and relational resilience. They also develop skills that make them more effective in providing practical help and debriefings.



In 2016 we trained 59 leaders and member care providers to improve their crisis response skills. Our teams, along with wonderfully able Associate Staff, provided these workshops in Turkey, Kenya and Ghana.

Since 2009, we've administered a pre and post survey at CRT workshops to evaluate the effectiveness of our training. We've been encouraged by the feedback indicating learning and growth. Click [here](#) to view the summary of the survey results.

Coaching Peer Responders

We continue to coach and resource the dozens of Peer Responders (PR's) we've trained over the years. Improving internet connections around the world now make email and Skype much better options for this kind of support.

Shorter Trainings

This year we also facilitated some shorter trainings on these topics:

- Peer Response Refreshers
- Teambuilding
- Stress Management
- Resolving Conflict
- Spiritual Warfare
- Soul-Care
- Caring for Others with Depression and Anxiety
- Marriage Enrichment
- Theology of Suffering
- Theology of Risk
- Suffering and Grace

We enjoy developing these trainings for retreats, Member Care Networks and at member care conferences.

It was special for Vivian Ochoa, our Guatemalan teammate, to serve a group of Latino missionaries in Senegal with member care training in Spanish. She hopes to provide training to other Latinos in West Africa. Vivian also shared at a retreat in Spain for Latina women serving in North Africa and the Middle East.



Sharpening Your Interpersonal Skills (SYIS)

Our teams were responsible for three SYIS workshops this year in Africa: Tanzania, Senegal and Guinea-Conakry.

Sue has helped with logistics for some French SYIS (ANCRE) workshops; we are thrilled to help make this training available to Francophone missionaries.

Korean Crisis Workshop



What a joy for Karen and Darlene to be with leaders from the growing Member Care community in Korea. They were eager to learn from materials translated into Korean including the book *Trauma and Resilience* which was translated “Suffering and Grace.” We are now discussing how to bring the CRT to the Korean MC community.

Theology of Suffering and Risk

Karen and Darlene, along with John and Kathryn Wile of Barnabas International did a 2-day pre-conference workshop on Theology of Suffering and Risk at the Pastors to Missionaries conference. We were blessed to see encouraging [survey results](#) from participants. We look forward to sharing these materials with others in the future.

Resource Development

Personnel

God blessed MMCT with wonderful staff on our three teams this past year.

Late 2015 Ali Federwitz joined the West Africa team as a trainer and debriefer. Since she homeschools her three children and her husband needs to travel often, her time is limited, but we are glad to have her and her enthusiasm on the team!



WEST AFRICA: PATRICK, SUE, ALI & VIVIAN



EAST AFRICA: GAIL & MIKE KOSKI

In East Africa, Mike and Gail Koski did trainings, member care consultations and pastoral care. Several times they traveled to South Sudan to provide pastoral care for missionaries and their families under significant stress. After three good years of service on the team, Koskis closed the office in Uganda. Now, after 45 years in Africa, they will serve in the member care department of their mission home office and are closer to elderly parents for their care.

Heather Tobey began in June with the International Team as Administrative Assistant and has brought youth and enthusiasm with her!

Her contribution has meant much relief for Karen in Finances! She has also helped Darlene realize several public relations projects such as videos and revising our MMCT website. We invite you to view it here:

www.mmct.org!



INT'L TEAM: DARLENE, HEATHER & KAREN

Training Materials

We have developed some tools for member care workers to use to help develop their networks and placed them in the [MC Networks](#) section of our website Resources.

We also have expanded the **Theology of Suffering and Risk** materials from our Crisis Response Training workshop and soon will have them posted on the website.

Website

God's gift to us of Heather as our administrative assistant made the renovation of the MMCT website possible and we are excited to offer this site to the member care community. We trust you will find it much easier to find what you are looking for! In particular, we have expanded the Resource section and have plans to continue adding training materials for others in the MC community to use. Stay tuned!

After some years without enough staff to produce the [Communiqué](#), we hope to revive it this year. We also plan to change some of the outdated links in the older editions.

Publications

Karen wrote a book chapter on **Trauma Care for Missionaries** for a textbook to be used in training Christian counselors. It should be published soon by Inter-Varsity Press and we trust it will be used widely and help to sensitize Christian counselors to the unique ways that missionaries are impacted by trauma and how counselors can best help them experience the healing and growth that God has for them.

The West Africa team has distributed a **quarterly Newsletter** to over 400 readers interested in Member Care. As well as announcing upcoming events, they shared helpful links and articles they've written about self-care and mutual care to enhance the health and resilience of their readers.

Fundraising

We received special grants from a Christian Foundation to fund a Crisis Response Training in Turkey in January 2016 (\$6000) and a Member Care while Managing Crises Workshop in Kenya in May 2016 (\$4000).

A sister mission organization gave \$10,000 in June 2016 to be used wherever needed. This was especially helpful as we hired an administrative assistant in June to help with many financial and office related tasks at the international level.

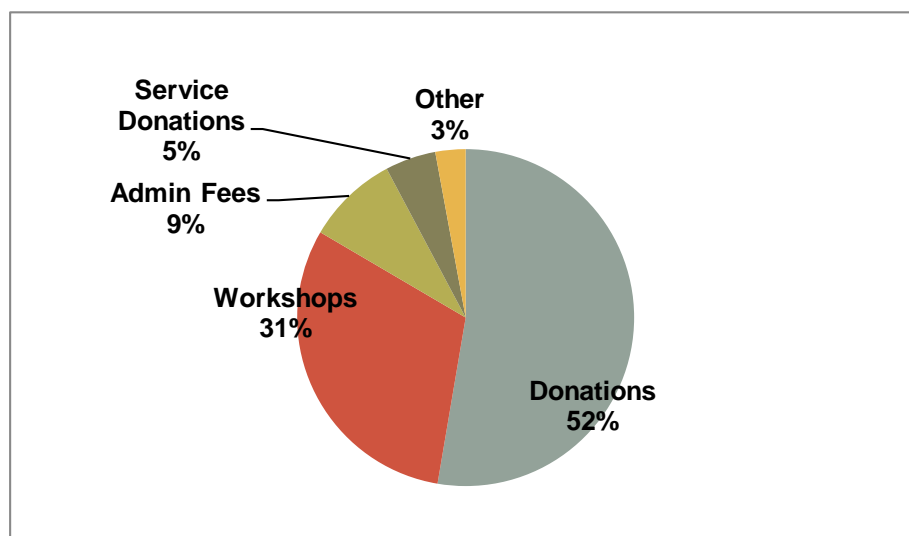
Over the year we received a total of \$25,127 in donations from 32 individuals and \$27,985 in donations from 9 organizations (churches, missions, and foundations).

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

Financial Picture

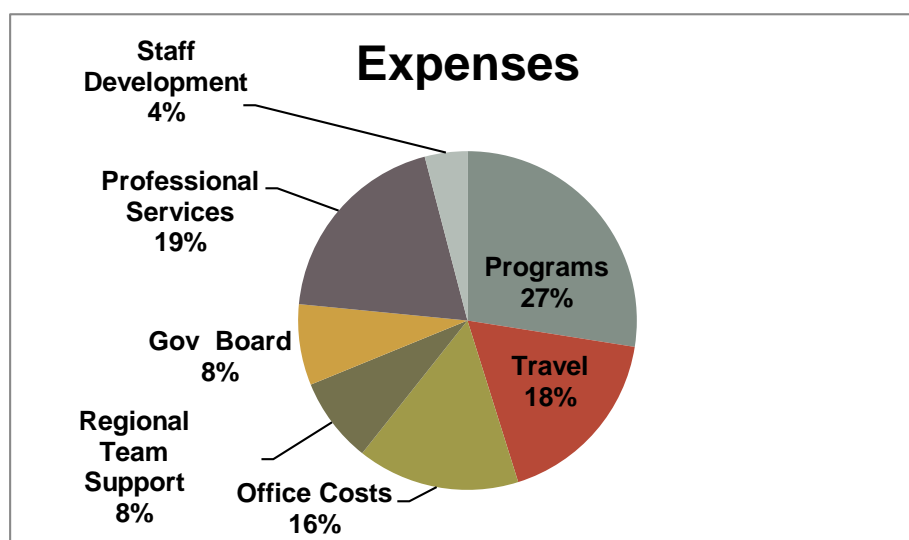
We thank God for His faithful provision through Friends of MMCT in 2016. We invite you to join our Support Team or to share about the ministry of the MMCT with others who might be interested in supporting MMCT. [Contact us directly](#) or learn how to donate at [this page](#).

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



Please [contact us](#) if you have any questions about our financial picture from 2016.

Looking into 2017

Thanks for your prayers for what looks like a full program this year of 2017:

1. Offering the **Sharpening Your Interpersonal Skills workshop** in Burkina Faso in English and in French in Guinea in West Africa.
2. Training leaders in a **Crisis Response Training for Leaders workshop in Nigeria**, a country with a lot of trauma these days.
3. Developing a **Consultation for Member Care for Leaders and Member Care Providers** in West Africa and offering this in August.
4. Facilitating Community Relationships by **resourcing and encouraging inter-agency member care networks**. Catalyzing the development of more member care networks, especially those that can serve emerging local missions.
5. **Mobile Counseling Clinics in Niger, Burkina Faso and Nigeria**.
6. **Counseling** in Accra, Ghana and virtually via Skype.
7. Serving at a **women's retreat in Spain for Latina workers** in North Africa and Middle East.
8. **Helping at a retreat for missionaries and their families in Switzerland**, offering counseling and staffing the children's program.
9. **Writing articles integrating psychology and practical theology**, with a focus on the needs of missionaries. **Resuming the publication of the Communiqué**.
10. **Transition and Closure activities for MMCT**. [Contact us](#) for further details.

Thank you for your support and prayers as we continue to serve mission communities and look to our God who was so faithful to us this past year. We know He will be with us each step of the way during 2017!

Serving our faithful God together,



Darlene Jerome Karen Carr
MMCT International Team