

To: EFCC Executive Director and Board

From: ServeBeyond Managers and Regional Coordinators, delivered on our behalf by our ServeBeyond Director, Ike

Subject: Your decision that negatively affects all ServeBeyond personnel.

We had hoped to send this to you after receiving a letter from you detailing your decision. However, as of this writing we are still awaiting that letter. We do not feel we can wait any longer so base this letter on the zoom Bill led with us on Jan 13.

You have decided that by Apr. 30, 2025 all salaried overseas ServeBeyond personnel who maintain residency status in Canada will be laid off because of legal liability fears in case abuse accusations arise in their overseas projects. If that were to happen EFCC Board members would be personally liable under Canadian law. You tell us that lawyers are poised to pounce and that mission agencies across Canada are apparently facing this same issue. Yet this fear does not apply to those who don't receive a salary—those who are entrepreneurial, employed by overseas companies, lead projects as “agents,” partners, etc. Your solution is to lay off salaried Canadian missionaries, thus requiring them to find other mission agencies, resign, or retire.

We feel that your decision does not reflect the gospel-centered focus of initial and ongoing leaders of the EFCC international mission arm. Significant to that EFCC mission vision is sending EFCC people into mission and providing a means for them to raise funds for salary, housing and other overseas ministry expenses. Removing the ability and processes for doing that invalidates the very purpose ServeBeyond was launched 35-40 years ago, even if you still permit projects, agents, partners, etc. By contrast, you are now focused on the fear of possible legal reprisals that demand protection of Board members at the expense of ServeBeyond missionaries around the world, many of whom serve sacrificially and often at great cost to themselves. And you couple your focus on fear with an emphasis on urgency even though you have been discussing this issue for months. Through fear and urgency you seem to be exerting control. This seems abusive.

The instability you have created with the unexpected layoff of Canadian missionaries within 3 months is intolerable and causing dismay among ReachGlobal missionaries around the world. Managers and Regional Coordinators, as well as many office staff, are also being laid off. So while we still do exist as a ServeBeyond team, we request on behalf of ServeBeyond missionaries that you reconsider your decision in the following ways:

- Extend the Apr 30 deadline to Dec 31 because granting only 3 months minimizes the difficult emotional and logistical challenges of joining another mission agency even if the receiving agency is eager to accept transfers from ServeBeyond.
- Demonstrate your accountability to our EFCC constituency by taking this major decision to the May 8-9 Annual General Meeting for finalization, revision, or repeal.
- Provide our ServeBeyond Director and the IMC an opportunity to present and discuss with you several solutions that do not require layoffs. These could include solutions used by other mission agencies in Canada facing the same challenge.
- Offer severance pay for those being laid off, with the EFCC making up the amount needed if ministry accounts are depleted.
- Transfer in full the balances of Ministry Accounts and Ministry Expansion Funds with missionaries who transfer to another mission agency, without handling or office fees.

We make these requests in good faith, having learned that the best decisions are made in collaborative discussions. Such a process does not undermine your decision making authority. Rather, asking informed consultants, in this case the ServeBeyond Director and the IMC, to pull their chairs up to the table for discussion helps you make a wise decision. It also demonstrates your humility as leaders, instills value in those who have been asked to join the conversation, gives confidence to those who are being led, and helps everyone own the decision.

With that understanding of healthy decision making, we are disappointed that you, the EFCC Executive Director and the Board, made this major decision unilaterally. You informed but did not consult our ServeBeyond Director in making your decision. You knew he disagreed with you, yet you silenced his voice. Likewise you did not give the IMC an opportunity to provide input. You informed ServeBeyond Managers and Regional Coordinators, as well as other personnel, in 3 zooms on Jan 13 without

any prior discussion or opportunity for preparation. These zooms were not collaborative; they were only informational.

We do not agree with your decision making style. And we cannot agree with your decision. But we will try to cooperate with you as best as we can. You would make that more feasible for us if you were to reconsider your decision in view of our requests above.

Respectfully,

ServeBeyond team members:

Murray & Maureen Horton, Managers of Missionary Care

K&L, Europe Regional Coordinators

Greg & Shelli Neufeld, Latin America Regional Coordinators

James & Kathleen Ngenda, Africa Regional Coordinators

Dale & Ann Little, Asia Regional Coordinators