

The background of the entire page is a photograph of a landscape. In the foreground, there are green plants with dark, round flower heads and orange-tipped petals. The middle ground shows a grassy field with some trees in the distance. The sky is filled with large, dark clouds, and bright sunlight is breaking through in the center, creating a strong lens flare and illuminating the scene.

Serge

Grace at the Fray

# Celebrating 40 YEARS

12-MONTH MINISTRY REPORT JUNE 2022 – MAY 2023

*Dear friend,*

**Thank you** for your heart for the gospel and for being a part of the Serge family.

Because of you, **Serge has entered its 40th year.**  
And more people have heard and believed in Jesus.

The dream of gospel-impassioned women and men incarnating Jesus around the world now has more than 325 missionaries in over 25 countries. Three groups contribute to this vision: missionaries who answer the call, the home office staff who support them, and you. **Your vital partnership** has sent them out to love the world in Jesus' name.

Serge at 40 means leadership transition and succession are in process. Robust leadership training initiatives are equipping replacements for aging directors around the world and producing impressive results. Senior Director of Mission Josiah Bancroft was celebrated for his amazing work, and Joel Hylton has now stepped into that role.

For many years my work at Serge was to stabilize crises. Crisis usually freezes growth, but stability brings freedom to dream, plan, and grow. The components of stability at Serge are mature leaders, financial health, a powerful board, amazing missionaries, and a clear vision, mission, and values. There is more stability than crisis now, and the future looks very good for Serge.

That future includes capturing the hearts and minds of the next generation in North America for the Kingdom of Jesus and His global mission. Mobilization is recruiting apprentices and interns for overseas experiences. Twenty percent get the vision of taking this gospel to the world, join the missionary ranks, and go. The rest return impassioned with the gospel to serve in churches, homes, and businesses.

**The following stories and stats will encourage you.**  
They're a small window into what God is doing through your generosity.



**Thank you** for your partnership in these stories.

For the world's good and God's glory,

A handwritten signature in black ink, appearing to read 'Bob', with a long horizontal flourish extending to the right.

Bob Osborne  
**EXECUTIVE DIRECTOR**

*Serge* Grace at the Fray

The future  
includes  
capturing  
the hearts and  
minds of the  
next generation  
in North America  
for the Kingdom  
of Jesus and His  
global mission.



# Celebrating 40 Years of Grace at the Fray, thanks to **YOU.**

Serge is here today because your generosity has sustained and strengthened this global mission.

**YOU MADE IT POSSIBLE** for missionaries to carry the hope of the gospel to a broken world in desperate need.

**WITH PARTNERS LIKE YOU,** missionaries and their families received extra care and support while growing gospel-centered communities, feeding the hungry, and healing the sick. **THANK YOU** for loving the poor, vulnerable, and unreached with the love of Jesus.



## This Year

*from June 2022 through May 2023*

**35** NEWLY DEPLOYED  
MISSIONARIES

to 10 countries

**24** NEW MISSIONARIES  
APPOINTED TO **15** TEAMS

including 12 appointed to 7 understaffed teams

**1** NEW TEAM LAUNCHED

in the Middle East

**4** NEW BOOKS PUBLISHED

*You Are Sent: Introduction to World Missions* curriculum and 3 new books published in *The Gospel-Centered Life in the Bible* series (Ezra/Nehemiah, Isaiah, and 1 Peter)

**1** NEW PODCAST LAUNCHED

*Grace at the Fray*

**212** PEOPLE MENTORED

through Sonship

**474** PEOPLE TRAINED

as Sonship mentors through Discipleship Lab over the last 10 years

**544** GO FORMS RECEIVED

—a 26% increase over last year—that's 544 people exploring missions opportunities.



# You Are Building GOSPEL COMMUNITIES



## ...through Business for Transformation

- Another new secure field opened this year in the Middle East. A recent Serge visitor reported going for a walk that took several hours to complete. At each shop they were invited to sit down and have a coffee and a long conversation with the shop owners. This is the beautiful incarnational work of **building gospel communities** displaying the nature of the Kingdom of God.
- Women trapped in human trafficking find new life and purpose. This year South Asia **Freedom Bakeries** celebrated their eighth anniversary. The three-day celebration included a trip to the ocean for employees. It was filled with fun and celebration. Some had never seen the ocean. A fourth bakery opened in a collaborative partnership. And more B4T initiatives connected to the bakeries are being pursued.



- Missionaries in Thailand are empowering large church planting networks. They're providing pastors and elders ways to support their families while serving the church.
- Counseling has become a powerful way to reach people in many places around the world. Europe is one of those places where this is happening with people from different countries and cultures. **Your support is opening doors for the gospel.** People are hurting, and they're reaching out for help even in cultures where counseling is a foreign concept.

## ...through Medical Missions

- A new work started in Rwanda **because of you.** This regional eye care hospital trains ophthalmologists to serve in rural areas. Eye Love Africa has a big vision to save lives by helping fund start-up clinics in places where there is no eye care.
- The lack of dependable water has hurt Kibuye Hope Hospital in Burundi. **But a generous donor** enabled the team to increase both the quantity and quality of water. New ferro-cement water tanks were constructed. And new pipelines, new controls, and a new disinfection system have decreased their water woes!
- 319 Burundi students have graduated from Hope Africa University medical school since the Serge team arrived. Over 90% of these doctors have stayed in Africa and provide care in places where there are significant shortages of healthcare workers. The team frequently receives messages from these former medical students thanking them for their education. And they provide updates on their residency programs, marriages, and babies.
- Because of armed conflict in the Democratic Republic of Congo, women fled their homes and now live in displacement camps. **Missionaries provide loving medical care,** nursing, and much-needed medicines. They also provide prenatal care and malnutrition care. And they deliver more than 30 babies every month.
- The first Pan-African Academy of Christian Surgeons (PAACS) anesthesiology residency program started in Kenya. This four-year residency will prepare anesthesiologists to be leaders in peri-operative medicine and critical care in a region where these services are often neglected.
- **Your investment in medical missionaries meant** 121 children with eye cancer were cared for in the retinoblastoma program. Before the program, these little ones had a nearly 100% mortality rate. Today 75% of the patients are still alive.



Stephen Rigby trains soccer coaches in Kenya. He sees coaches as mentors with powerful influence among orphans and disadvantaged youth. Each coach training course contains exciting Kingdom outcomes. **Here are the stories of three young women.**

**Emilie was a Serge apprentice** working with Stephen's wife, Karis. She arrived in Kenya nervous, somewhat burned out from college ministry in the States, and struggling with cynicism. And because she was not a great soccer player, Emilie did not feel competent to train future soccer coaches. "What am I doing here, God?"

During Emilie's first week, she met **a young Kenyan athlete named Mary** who came to the training deep in controlling sin. Mary was alienated from her family, bitter, and rebellious. But Mary **heard the gospel** during the week, and the Spirit revealed her brokenness. Emilie sat and talked with Mary as she faced her broken life and helped Mary give her heart to Jesus. There was much to put back together in Mary's life, but this was a good start.

Mary's faith grew, and her repentance grew into a changed life. Eventually, Mary began working with Stephen to train soccer coaches.

This past spring, **Faith attended the training.** She was from a soccer team in the slums of Nairobi. During the gospel presentation, Faith began to pull her hoodie further and further down over her face. Embarrassed by her tears, she got up and walked out.

Mary followed Faith and talked with her. Faith said, "This has been the best week of my life. But you have no idea what is happening in my life." Faith had been a follower of Christ but was far away from Him and trapped in sin. Mary told her story to Faith, **and the sweet music of the gospel brought repentance and joy again to Faith.**

New life is the work we see around the world. You send weak people to tell the powerful good news, and the story is told again and again and again. You help make this happen. **Thank you for partnering with us to love the world.**



# Your Global IMPACT

God is growing His Kingdom around the world through missionaries and donors like you — *laying down our lives together* to share the gospel with others.

People will go to hard places and do hard things for a really long time when they know that someone has their back. **Thank you for having these missionaries' backs.**

Each of these dots represents a snapshot of the incredible gospel impact you have had in the lives of countless individuals, families, and communities.\*

## Netherlands

The team trains and mentors in evangelism, the arts, and leadership among Dutch church planters and global missionaries. They continue to serve as coach-practitioners, guiding teams, raising up a new generation of leaders serving in faith and love, and baptizing new believers.

## UK

Teams cross multiethnic divides, developing friendships and studying the Bible with various immigrant communities. Two South Asian women were recently baptized. A church plant was relaunched. Many field apprentices are serving the artist community while reaching second-generation immigrants. Churches are expanding through outreach. Many hear the Word of God preached unapologetically, experiencing worship and fellowship with believers.

## Ireland and Northern Ireland

Serge missionaries all across Ireland are partnering with churches and church plants. Mentoring, coaching, and encouraging pastors and their spouses have proven effective in gospel renewal. The teams have significant involvement in at least nine church plants and/or with their leaders. The summer internship program had five students participate.

## Spain

The work in Spain grows as new team members are being added. Many are coming to faith and baptized through the Alpha Course, and marriage events and retreats continue to draw people. A new church building is already at capacity as people come to hear the gospel.

## Dominican Republic

The team works alongside local pastors, church leaders, and community advocates, addressing the spiritual and material needs of those living in underserved areas. Six short-term US teams shared the love of Jesus. And doors are opening for a bakery project, occupational training, and English classes.

Despite the deep political crisis, social unrest, and violent protests in Peru, teams continue to proclaim the gospel in the region. This year, mobile clinics provided free medical, dental, and eye care to 1,000 patients. The Life & Work program teaches and mentors young people to find jobs and housing and has recently established a home church near a community of a Life & Work student.

## Chile

Teams in Chile are working among historically marginalized indigenous people. They disciple believers and are a voice of spiritual renewal to the leaders of local churches.

## USA

The new *Grace at the Fray* podcast launched in March. Discipleship Lab expanded global learning offerings. Four new titles were published including *You Are Sent*. Hosted a second Kinship Conference. And the Carolinas Hub promoted gospel renewal among churches, recruiting missionaries, and connecting donors with what God is doing in the world.

## Guatemala

The teams saw over 1,000 patients who struggled with chronic illness. And they counseled over 100 patients with acute mental health issues. Fatherless families are cared for by providing vocational training for mothers, educational help for their children, and basic healthcare for the family. A farming project has enabled moms and teens to provide food for their families and sell crops for income.

## Peru

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## Chile

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## Central Europe

Serge teams lead a cultural center for the arts that draws many who do not yet know Jesus into the church.

## Czech Republic

Teams in Prague are multiplying as God moves among culturally-diverse families in the region. Counseling, mentoring, and ministry to Ukrainian refugees are just a few ways that lives are being touched.

## Austria

Pastors and church leaders are being coached and disciplined personally. Church planters gather together to foster greater cooperation and coordination of gospel work. And professional development is conducted for pastors to facilitate ministry resilience and longevity.

## Romania

The team helped plant Cluj Christian Fellowship in December 2020. And in spite of ongoing pandemic challenges, there are several dozen regular attendees.

## Middle East

Business for Transformation teams in the Middle East successfully launched their second product. And the teams are experiencing growth.

## South Asia

Despite growing hostility to Christian work, Serge teams have almost doubled in size last year with the growth of medical outreach to the region. As they reach remote communities with the gospel, national pastors and evangelists are supported. And the bakery business celebrated its eighth anniversary.

## Uganda

This marked the first year that Uganda's Christ School was uninterrupted by Covid. Teams witnessed the largest enrollment in the school's 22-year history.

## Kenya

Bible storying training is happening among tribal communities with over 120 pastors plus an additional 150 elders, Sunday school teachers, local missionaries and evangelists participating. The team is encouraged that this training will equip the local leaders to reach villages deep in the semi-arid regions where there is little Christian witness. Kijabe Hospital continues to grow in medical education by starting the first anesthesiology residency program. Other hospital expansions provide improved medical care for the sickest of babies as the team there also work to meet the spiritual needs of patients and hospital staff.

## Malawi

The team invests in training seminarians who will pastor parishes of thousands and new counselors who care for young girls impacted by abuse.

## Burundi

Serge medical mission teams received the highest score in the country when the East African Community (EAC) sent a joint, multi-national commission to inspect the medical schools.

## Japan

New professions of faith highlight the growth in Japan. One church celebrated its tenth anniversary. Teams are investing in a growing number of Japanese pastors and church planters in Nagoya and other regions of Japan. *The Gospel-Centered Life* series has been translated into Japanese and is now widely distributed and enthusiastically received nationwide. Grace Week Japan welcomed Serge's US Renewal Team to encourage and equip believers with practical tools to apply the gospel to their lives.

## Thailand

Business for Transformation missionaries are empowering large church planting networks, providing pastors and elders ways to support their families while serving the church. They provided grace-based training for 50 evangelists working to reach hundreds of unreached mountain villages. And they assisted national partners in providing relief and the gospel for war-refugees/orphans in nearby jungle areas.

## Southeast Asia

A fourth bakery has opened in a collaborative partnership. And more Business for Transformation initiatives connected to the bakeries are being pursued.

**MORE THAN  
325 MISSIONARIES  
SERVING IN  
25+ COUNTRIES**

\* Not all locations are listed due to missionaries serving in fields where great sensitivity is required.



# You Are Building GOSPEL COMMUNITIES



## ...through Church Planting and Pastoral Ministry

- Emerging out of the pandemic, some of our youngest **church plants are thriving**. In the United Kingdom, one church had its first adult baptism. Another began meeting weekly for the first time this past year. And a church in Spain was able to buy their building through generous congregational giving.
- Peru has been a hot spot this year. There was persistent unrest in the country and close calls with missionaries there. But the disruption was the catalyst for a new direction for the work. A hospitality training school has emerged for young people in need of work. And a hotel chain gave money and equipment to help train future workers. This was combined with a church movement that has seen 12 **house churches flourish**.
- Serge facilitative church planters are seeing amazing movement in transferring the church planting vision to the local leaders. **Your support means** Northern European church planters are trained and encouraged to plant churches in places

where there is no gospel witness. This year a conference was held for national church planters.

- As the US culture changes, short-term teams, apprenticeships, and internships expand. Long-term teams welcome interns as part of their community before and after their time on the field. Various US Campus Ministry interns serve short-term overseas to enhance their ministry experience. Long-term teams welcome Reformed University Fellowship students each Spring Break and summer. And a new category of intern called "vocational intern" sends those with work careers who want to continue using their skills for the Kingdom.
- Guatemala City has a slum and prison near the city garbage dump. **You helped missionaries lead** a medical clinic and a counseling center in this area. A street church provides this community with computer classes and job training for over 40 young people. In the city prison, ex-gang members lead Bible studies. And the church welcomes them when they are released from prison.

## ...through Renewal, Discipleship, and Missionary Care

- **You helped launch** the new weekly podcast, *Grace at the Fray*. It's designed to help people understand how to live out the gospel, largely through telling stories. Season one data indicate strong potential for the podcast to reach broader audiences, with almost 8,000 combined audio downloads and YouTube views in the first three months alone.

"I'm so obsessed with this podcast. **OBSESSED**. Because it finally translates all the head knowledge of Bible studies, sermons, retreats, conferences, books, etc., into daily ordinary living!"

- Serge's ongoing partnership with African American church leaders continued this spring with a second Kinship conference. Kinship uses a "for us, by us" approach to address the unique challenges and contexts of minority leaders with gospel applications and methods. We hope to offer more conferences in the coming years and eventually produce written materials as a result of this partnership.

- Since September 2022, **you supported** five Discipleship Lab cohorts with people from around the world. These have included 12 Serge missionaries along with various pastors, church staff, and volunteers working in adult discipleship, youth, and children's ministries in local churches in the US.

"The most impactful part of Discipleship Lab for me was looking at the ordinary things of my life through the lens of the gospel. We struggle daily to believe that the Father loves and delights in us, Jesus' work is sufficient, and that the Holy Spirit is at work. I can recognize the unbelief in my heart and share it with those I disciple."

- **Your generosity enabled** additional translations of gospel-centered resources. *The Gospel-Centered Life* was translated into a locally spoken language in North Africa. And the *GCL* series was translated into Korean and Japanese.
- Longevity is key for impact around the world. And **missionary care is key to longevity**. Last year saw a strong movement to solidify missionary care work. And Lindsay Kimball joined the Executive Leadership Team as the Senior Director of People Development.
- New missionaries continue to sign up to share the love of Jesus with the hurting and lost. **You helped make sure they're sent and cared for**.

**T**hree years ago a national evangelist working with a Serge team was killed by a gang opposed to Christians. There was no justice or recourse, and local law enforcement ignored the crime.

Since then **the gospel has spread** in this area. The killing came after people were baptized in Jesus' name. Immediately 27 baptism candidates requested another evangelist to baptize them. "We may be next, and we do not want to die before we publicly identify our lives with Jesus Christ."

Many **more people have come to Christ**. There have been healings and house churches overwhelmed by growth.

**But there's been more opposition**. One of the house churches was infiltrated by a woman.

She reported the identities of the house church leaders. Their homes were attacked and ransacked by gangs. But when the police came, they arrested the church leaders! It was a setup, and now the leaders are in jail.

The authorities stripped and beat the church leaders. They said the beatings would stop if they identified the person who had "coerced them to believe in Jesus." One leader responded saying, "You've known me all my life. I have not been a good man. I have been an addict. I have stolen, robbed, and sold children into sex slavery. But you have never stopped me. Now that **Jesus has changed me into a new man**, you humiliate and beat me. I will not tell you his name. He is a good man."

The courageous church leaders are facing lengthy prison stays. **Pray for these men and their families**.

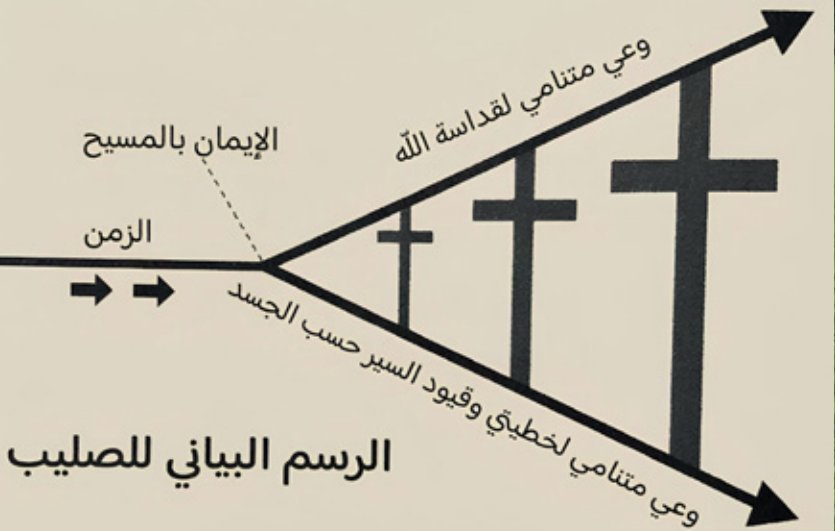


# THANK YOU!

You have made a difference. **You've ministered to the hurting and hopeless.**

You've helped build gospel communities around the world. Your generosity helped care for missionaries enabling them to reach souls, renew hearts, and restore communities. You've loved the poor, vulnerable, and unreached with the love of Jesus.

**Thank you** for bringing God's grace to the frayed edges of our world.



## SERGE LEADERSHIP

### Prayer Requests for 2024

- Leadership transition and succession continues as Joel Hylton will join the Executive Leadership Team in June 2023 as Senior Director of Mission. **Pray** for him as he assumes one of the most significant roles in the mission.
- How do you winsomely and prophetically call young people into God's global mission? **Pray** for wisdom in recruiting the next generation of missionaries (Gen Z).
- Leadership Lab will launch online. **Pray** that this leadership development tool will be used in the lives of pastors and ministry leaders to be Christ-centered, gospel-saturated, and missionally-focused.
- Business for Transformation is a big part of Serge's future work. But you don't typically find these kind of missionaries at seminaries. Usually they're starting businesses. **Pray** for new ways to recruit entrepreneurial missionaries.

#### EXECUTIVE LEADERSHIP TEAM

Bob Osborne  
EXECUTIVE DIRECTOR

Josiah Bancroft  
SENIOR DIRECTOR OF MISSION

Matt Allison  
SENIOR DIRECTOR OF OPERATIONS

Lindsay Kimball  
SENIOR DIRECTOR OF PEOPLE DEVELOPMENT

#### BOARD OF DIRECTORS

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Attorney  
Charlottesville, VA

Jim Dickenson  
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Mechanical Engineer - retired  
Jacksonville, FL

Jim Dickenson  
VICE CHAIRMAN - OUTGOING  
Mechanical Engineer - retired  
Jacksonville, FL

Craig Wood  
VICE CHAIRMAN - INCOMING  
Attorney  
Charlottesville, VA

Ivan Jones  
SECRETARY/TREASURER  
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Business Executive - retired  
Fernandina Beach, FL

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Oakton, VA

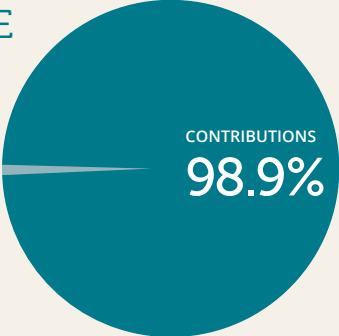


# FISCAL YEAR 2023 FINANCIALS

June 1, 2022 to May 31, 2023

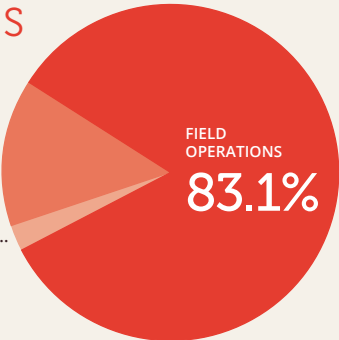
## REVENUE

DISCIPLING  
AND TUITION;  
OTHER INCOME .....  
**1.1%**



## EXPENSES

HOME OFFICE .....  
**14.2%**  
FUNDRAISING .....  
**2.7%**



## REVENUE, GAINS, AND OTHER SUPPORT

Contributions	\$ 26,203,999
Discipling and Tuition	130,473
Investment Return	-191,529
Other Income	168,525
<b>Total Income</b>	<b>\$ 26,311,468</b>

## EXPENSES

Field Operations	\$ 22,633,074
Home Office	3,861,906
Fundraising	728,776
<b>Total Expenses</b>	<b>\$ 27,223,756</b>

## ASSETS

Unrestricted	\$ 973,028
Board-Designated Missionary and Project Funds	10,902,671
Temporarily Restricted	253,051
<b>Total Net Assets</b>	<b>\$ 12,128,750</b>



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**Evangelical Council for Financial Accountability**  
Serge is a member of the ECFA, following its strict accounting standards.