

## Personnel Director's Report

Murray Schmidt



### The Imposter Syndrome:

*: a concept describing individuals who are marked by an inability to internalize their accomplishments and a persistent fear of being exposed as a "fraud"*

Two in five successful people, and 70% of all people have it at one time or another. In short, The Imposter Syndrome asks the question: "What would people think if they knew who I really am? I am not qualified, prepared, gifted, adequate ... for the ministry that I am doing. What will happen when people find out?"

The amazing thing is that God takes willing people and asks them to do things which are beyond them and fills them with the Holy Spirit to accomplish ministry which will, in the end, transform the human heart. Paul himself said, "I came to you in weakness with great fear and trembling. My message and my preaching were not with wise and persuasive words, but with a demonstration of the Spirit's power, so that your faith might not rest on human wisdom, but on God's power." (1 Cor. 2:3-5) Paul was clear on the fact that it wasn't about his qualifications, skills, or great preaching that people would be brought from darkness to light. It was God's power, not his, which would bring transformation. We continue to see God sending imperfect people to be His ambassadors to Africa.

I am excited to report that during the Fall and Winter we have received a number of new applications. During our Provincial Mobilizers Forum in August we agreed to pray for 12 new Full Term applications (Sept. 2017 – Aug. 2018); 20 new Short Term applications; and more ethnic diversity in our new applicants. At the time of writing we have seen 9 new Full Term applications and 12 new Short Term applications come in.

As an example of a specific answer to prayer, God brought a Mandarin speaking Chinese pastor couple to serve on a unique Chinese TIMO Team in North Africa.

God has provided in miraculous ways so that several Full Term personnel were able to depart for Africa:

Jeremy and Angie Pickel (Tanzania) – an additional \$600/month raised during their 2 month Home Assignment.

Tom and Shelley Burry (Tanzania) needed \$2600/month to return and it was raised in 2.5 months.

A.S. (North Africa) had 100% of his Outgoing budget but only 50% of his monthly support when his Financial Clearance deadline came at the end of July. God provided in a profound way after the deadline ... and he departed August 25th!

Amanda Spruit (Chad) had 100% of her Outgoing (one time) budget and 100% of her Monthly support but didn't have the required amount for a vehicle, which was vital for her ministry. We wondered what to do as the time was running short ... but God provided and Amanda departed on time.

God continues His work in Africa – through imperfect people who often feel like imposters. He still calls, equips, and sends Canadians on the most important rescue mission of all time.

#### Statistically Speaking in 2017...

- Canadians serving Long Term in Africa – 44
- Children in Africa - 36
- Study Leave/Between Assignments - 3
- Adults departing for Long Term service - 4
- Appointees preparing for departure - 11
- Canadians serving Long Term in Canada - 24
- Short Term personnel sent in 2017 – 18
- Official Retirees – 43

### Ride for Refuge 2017

AIM AIR operates in inhospitable terrain, areas which are often difficult to get to by vehicle. The airline operates 6 aircrafts from 3 strategic bases in Kenya and Uganda, serving more than 50 Christian organizations and hundreds of missionaries in 5 African countries. The training costs for Canadian pilots who desire to serve with AIM AIR in Aviation Missions is a daunting one. This is as a result of the need for flight hours in particular aircraft and 3 months of specialized training in the United States. WW„W

The AIM Canada team raised \$14,000 for Colin Gilmore in support of his efforts to serve as a missionary pilot/mechanic thorough Ride for Refuge 2017. He is expected to depart with his wife Shelby and their two children for Kenya in January 2019.



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# AFRICA INLAND MISSION Canada 2017 Annual Report

### Canadian Director

Dan Baetz

Barakah was an unassuming middle-aged carpenter working away in his busy market shop the afternoon I met him. As a young man, he had become a believer in Jesus, rocking the social convention of his day and in a place hostile to the gospel. As the oldest son, he had inherited the family estate. A younger family member of his, using a legal system loophole designed to keep family money in the traditional religion, sued to take the money away from him – and won.



Like a modern day Prodigal Son story, the family member over a period of time squandered the estate funds in similar fashion and had nowhere to go. The shame that came upon that family as a result was significant. Barakah, seeing the destitute condition of his family member, and against all societal norms, invited the person in to live with him. They continue to live in the same house – unconditional love in action!

After being accused of associating and even eating with sinners, Jesus tells the story of the lost sheep, the lost coin, and the lost son (Luke 15). All three stories follow a similar scheme: Something lost, something found and the exhortation for celebration! This Annual Report, in effect, tells the story of AIM Canada personnel in Africa and the Diaspora being proactive to 'seek to save those who are lost' - how they were found, and then rejoicing with the angels in their new found abundant life (Luke 15, John 10:10).

Behind the scenes to facilitate this is our outstanding Canadian staff – both in Canada and in Africa. A metaphor for what we do is likened to an 'iceberg' - ninety percent unseen infrastructure below the surface which supports the ten percent which is visible. Without that vital support, the sowing and watering of the gospel 'seed' and the eventual harvest would not occur. A recent thank you note from some African based personnel recently aptly states "thank you for what you do. If you did not do what you do, we could not do what we do".

Strengthening our General Fund and Infrastructure is one element of the four pillars in our strategic plan for the next three years. The other three are: Developing Church Connections and Partnerships, Ministering to Africans in Canada, and focusing on creative access methods to closed countries. We are prayerfully trusting that through these initiatives many more lost sons and daughters will be found!

We are asking our Members and friends to join with us in increasing measures. We need your participation - especially in giving and prayer. This report demonstrates the exciting year we have had! Celebrate with us!

#### 2017 Highlights

- April 8 - AIM Canada's Annual General Meeting
- June - Personnel and Development team traveled to Peachtree City to take part in the U.S. Connect Week
- July - Visit to AIM Canada by Gustavo – IT Strategist for AIM International
- July 2017 - Home Based Orientation, support provided by Patti Phillips, Associate Personnel Director, AIM International.
- August 28 – Sept 2, Provincial Mobilizer's Forum, record attendance 24 participants.
- Presentation by Karen Lewis, Personnel Director AIM International
- Participation by Lauralin at the PM Forum by Lauralin Innis, Personnel Office, Northern Region, AIM International
- November 25 – AIM Christmas Banquet

#### 2018 Calendar of Events

- April 28 - Lifetime Service Award Gala honouring Peter and Mary McCallum - Launch of AIM Legacy Fund
- May 29 MAC Gala
- August 25-26 Board Meeting
- August 27-31 Provincial Mobilizer's Forum
- August 24-30 AIM's International Director visits Canada
- September 29 – Ride for Refuge
- October - Lifetime Service Award Gala, Toronto
- October - Vision Trip to a Creative Access Country
- December 1 AIM Canada's Christmas Banquet



## Donor Development

Keith and Christine Tennant



# Growing Funds for Ministry



Do the names Moses, David, Hezekiah, Nehemiah, Ezra and Paul come to mind when you think of people fundraising for the support of God's work? They are all biblical characters who asked people for help to fund their projects and ministries.

Some pastors are reluctant to teach or talk about money, preferring that someone else do it. However, we at AIM are more than happy to do just that. There is joy to be gained from properly funding missions and missionaries since we believe that the same joy will flow to those who receive the funds, knowing that God has provided. It also flows to each individual who is given the opportunity to use their spiritual gift - the gift of giving.

2017 was a year of learning, increased cooperation and growth for the AIM Development team. This involved some risks and much planting as we prepared for future harvests.

Some of these endeavours include:

- Ministry to Africans in Canada (MAC) Camp Gala - This event was a cooperative effort between Ministry to Africans in Canada and the Development division. In a mere 6-weeks the required funds were raised to support all of our 2017 summer camps.
- Vancouver Island seed planting trip with the goal of introducing several churches to new methods presently being used to support AIM. These include:
  - The donation of Stocks and Bonds and Life Insurance policies,
  - Charity Gift Annuities
  - Regular Monthly Donations
- One on one meetings with donors wanting to explore how to leave a legacy gift to AIM.
- Partial fund secured for the three specific projects identified for fund raising in 2017 - Scholarships, Aircraft, and MAC Camps.

We acknowledge and give thanks to everyone who welcomed us and listened to our request for prayer and financial support. There's no greater joy than seeing someone invest in something they deeply care about. The LORD cares about this ministry and loves to give gifts to his children when they ask.

## AIM Canada Income & Expenses

*From donations for missionary support AIM Canada allocates 12.5% for mobilization and services.*

2016 total expenses \$3,532,574

2016 total income \$3,618,245

2017 Total Expenses \$3,840,850

2017 Total Income \$3,715,816



## Ministry to African-Canadians (MAC)

John P. Brown MAC Director



*We thank the Lord for how He worked in AIM's Ministry to Africans in Canada in 2017.*

### Our Team

Through 2017 the MAC Team was composed of five fulltime members—Jay & Laura Callaghan in Nova Scotia, and Amanda Spruit, and John & Jennifer Brown in Ontario. Though technically part-time, Sally Han and David Sztrimbely worked tirelessly in PR, fundraising, and as camp counselors. Lukas & Lindsay Lamrock, AIM applicants, also provided outstanding photographic help.

### AIM Camps

Our youth camps are held in July and August. Jay and Laura led Camp Soar for 30 African young people, six of whom came from Muslim families. Camp staff was recruited from churches in NS and ON—all eager to be involved in mission outreach.

Amanda, Sally, David and the Browns led Camp Rhino for 15 boys from Syria and Iraq, and Mount Zion Youth Camp for 25 girls and boys from Ethiopia/Eritrea. Through these ministries two young people trusted Christ as Saviour, including a Muslim boy.

### Bike Rally and Picnic

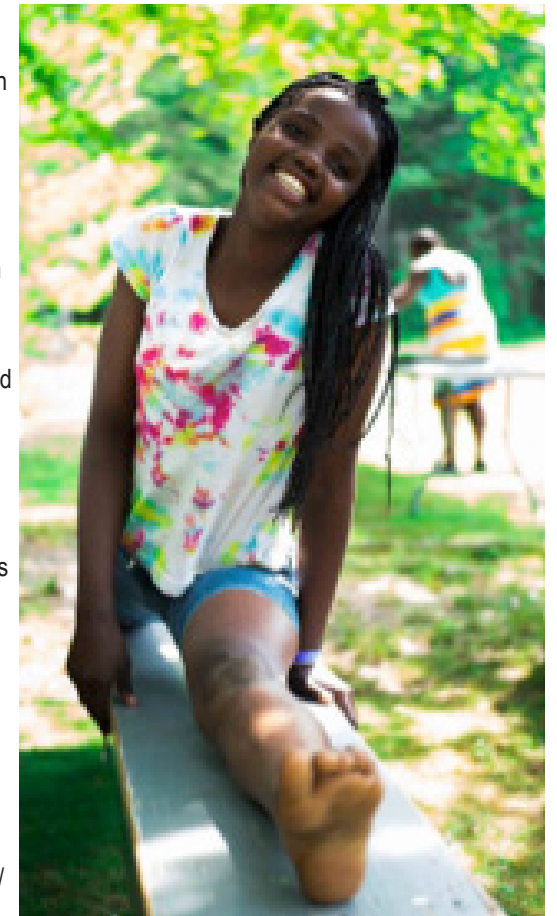
To provide follow-up to our Syrian and Iraqi camp boys, in September we held a bike rally and Halal hot dog roast that drew 80 of their parents, brothers and sisters. The Gospel was shared by a former refugee from communist Eastern Europe.

### International Students

The Callaghans host bimonthly outreaches in their home to the African Students Group at Acadia University. Eight to 25 students join in for food, family and fellowship. In each meeting Jay & Laura encourage connection to the local church.

### Youth at Risk

Rounding out our key ministries, Laura works with youth in the criminal justice system, some with mental health concerns. Many of these troubled young people are from African/African Nova Scotian heritage.



## New Staff Appointment

Gary and Kim Lidstone are the newest members of the AIM Canada Mobilizing team. They live in Windsor, Ontario and Gary serves as part-time interim pastor at Essex Baptist Church (Essex, ON) while they continue to raise monthly support to serve with AIM full time. The Lidstones have been active in vocational ministry throughout their lives. Gary planted two churches (Upper Stewiacke, Nova Scotia and Three Hills, Alberta), was the senior pastor in two churches (Cambridge, ON and Chatam, ON) and provided member care for missionaries serving with Fellowship International. In their member care role they had the opportunity to visit missionaries in several different countries. The Lidstones also gained cross-cultural experience through spending several months in Mexico over the course of a 4-year period during which they taught English, worked with a church, and ran a guest house.

Gary and Kim bring their wealth of ministry experience to AIM Canada and are a welcome addition to the Mobilizing team in Ontario. Their strong relational abilities and mentoring skills will be employed to help prepare new AIM Canada personnel for effective cross-cultural ministry. They are gifted communicators – both one-on-one and in front of groups



– and will represent AIM well at small and large gatherings.

The Lidstones have 3 adult children and 6 grandchildren who live in various parts of Canada and the United States.