Dear Friends & Partners,

Rejoice with us in the power of God’s transformational love!

This year we are celebrating our 26th year of serving overlooked and vulnerable communities around the world through our professional gifts and talents.

In these two decades, more than **62,708** women, men, and children in **18** countries have been impacted by IDEAS’ agriculture, education, community development, business, and health & wellness programs. Currently, IDEAS has more than 33 active programs, led by over 50 international development experts and professionals (Associates).

We have seen the power of demonstrating love through our professions, and we are excited about the lives that will be changed in the next two decades!

The expansive impact of IDEAS is a testament to our commitment to demonstrating love and bringing contagious hope around the globe. God has blessed the opportunities for our Associates to be able to serve through their professional skills. This year’s Programs Book is a powerful illustration of our Associates’ passion for the people they serve, and dedication to bringing God’s transformational love.

We hope you will be inspired, and your heart invigorated by experiencing the ways we are impacting lives around the globe! Thank you for walking with IDEAS and helping empower our mission and vision of demonstrating love and transforming lives in communities of contagious hope.

For God’s glory,

Gabrielle Thompson
IDEAS President and CEO

Gabrielle Thompson, President and CEO, has worked as a development practitioner in South and Southeast Asia, the Middle East, and Latin America. Prior to joining IDEAS, she was the CEO of an international anti-human trafficking organization for eight years and an adjunct professor of International Affairs at Middle Tennessee State University. Gabrielle was appointed as President and CEO of IDEAS in May 2022.
# TABLE OF CONTENTS

**Our Impact - 26 Years** ............................................................................................................1  
IDEAS Vision, Mission, & Methodology .................................................................................3  
IDEAS Core Values ..................................................................................................................4  
IDEAS Professional Sectors ........................................................................................................5  
  Agriculture Sector ..................................................................................................................5  
  Business Sector .....................................................................................................................5  
  Community Development Sector ..........................................................................................6  
  Education Sector ....................................................................................................................7  
  Health & Wellness Sector ........................................................................................................8  

**CENTRAL & SOUTH ASIA** ..................................................................................................9  
  Faith Hospital - Bangladesh .................................................................................................11  
  Central Asia Harvest Project (CAHP) - Kazakhstan ............................................................13  
  Orchard Training & Consulting International (OTC) - Central Asia ....................................15  
  Light on a Hill - Central Asia ..............................................................................................17  
  Nur-Hayat Sports - Central Asia ..........................................................................................19  
  Community Development - Rural China .............................................................................21  
  University Chemistry Teaching - China .............................................................................23  
  Dignity Development Center - India ...................................................................................25  
  Chiang Mai University English Language Team (CELT) - Thailand .................................27  
  Earth Mission Asia - Thailand & Myanmar ..........................................................................29  

**LATIN AMERICA** ..............................................................................................................31  
  AT Catalyst - Guatemala ........................................................................................................33  

**NORTH AFRICA** .................................................................................................................35  
  El Khilass School - Mauritania .............................................................................................37  
  Support for Families with Special Needs Children - Morocco .............................................39  
  Coaching & Counseling Practice - North Africa .................................................................41  
  Women Helping Women Journey Life Together - North Africa ...........................................43  
  Association for Cooperation & Transformation (ACT) - North Africa ...............................45  

**SUB-SAHARAN AFRICA** ....................................................................................................47  
  Brother's Keeper - Malawi ......................................................................................................49  
  AT Catalyst - Kenya & Ethiopia ............................................................................................51  

**WEST ASIA & MIDDLE EAST** ............................................................................................53  
  Eye Care for Refugees - Jordan .............................................................................................55  
  American Academy Jordan (AAJ) - Jordan ..........................................................................57  
  International Music & Arts - Jordan .....................................................................................59  
  Vocational Training Program Center - Lebanon .................................................................61  
  Transformational Business Consulting - Middle East .........................................................63  
  Middle East Journalism - Lebanon .......................................................................................65  
  Olive Branch Refugee Center - West Asia .............................................................................67
21,710 adults and children in Asia with little or no access to healthcare were treated in local clinics.

7,500 bags of food were distributed to refugees in West Asia.

24,000 residents in rural China have clean, reliable water.

1,698 disadvantaged adults and youth in North Africa and the Middle East participated in vocation and life skills training.
Thousands of children received high-quality education in Africa, Asia, & the Middle East.

Thousands of refugees in West Asia & the Middle East received basic supplies and access to medical care.

5,300 in Bangladesh received nutrition education.

1,500+ farmers and their communities in Central Asia were impacted by agricultural training, resulting in increased quality of life.

1,000+ wheelchairs were distributed to people with disabilities in Africa and Latin America, providing a new way of life for them and their families.

Thousands of children received high-quality education in Africa, Asia, & the Middle East.
VISION, MISSION, & METHODOLOGY

IDEAS VISION

To see transformed lives in communities of contagious hope.

IDEAS MISSION

Demonstrating LOVE—serving forgotten and overlooked people by meeting social, intellectual, physical, and spiritual needs.

IDEAS METHODOLOGY

IDEAS methodology provides leadership to build and grow the capacity of our personnel in community (Community Life, p. 83), program functionality (Program Operations, p. 85), and our professional expertise (Professional Sectors, p. 87) to achieve contagious transformative development.
CORE VALUES

We affirm that God equips his body to intentionally engage every workplace and community to embody, inform, and offer his true and lasting hope. IDEAS professional programs and partnerships deliver tangible value in the marginalized communities they serve. As members of his body, we offer God’s hope through attitudes, relationships, and productivity.

WORK AS HOLY CALLING

God is at work and invites his people to join him with skill and productivity in the workplaces and service areas of every community. When God’s people practice this holy calling, they manifest God’s presence and purposes in that setting, demonstrating the character of God as they embody, inform, and offer God’s true and lasting hope.

HOLISTIC TRANSFORMATION

Holistic transformative impact realizes God’s creative design and purpose for his image-bearers. Social, intellectual, physical, and spiritual (SIPS) components together capture the scope of God’s relational design with him, others, and creation. These contribute meaningfully to each one’s journey toward the wholeness of God’s true and lasting hope. We pursue holistic transformation for those communities among whom we work and for our personnel, leadership, and stakeholders.

HEALTHY COMMUNITY

Healthy community reflects the redeeming character of God superseding the brokenness of humankind and provides powerful, sustainable settings for God’s holistic transformation. Our values are nurtured in community through trusted relationships, collaborative learning, and celebration. God’s purposes are more fully brought to life as we collaborate among ourselves, with project communities, and within the larger body of Christ.

PROFESSIONAL INTEGRITY

God’s character and hope are revealed as his people work with integrity and transparency for his glory. We offer our work as worship to God. Our work is an expression of our love for God and others, demonstrating God’s purposes to redeem and restore all of creation. Work done with authentic relationships, skills, and purposeful impact to bless others, engages people with God’s contagious hope and invites them into a journey of transformation.
IDEAS Agriculture Sector exists to see transformed agricultural communities using locally suitable and sustainable practices. The Agriculture Sector works to develop impactful agricultural experts, programs, and partnerships that work through effective agricultural extension programs that build up local capacity and bring about holistic transformation.

Over the past 25 years, IDEAS has engaged agricultural opportunities to increase productivity, conserve and maximize limited resources, and develop sustainable systems for marginalized farmers and communities. Programs in Central Asia, Jordan, and Tunisia address restoring fruit tree orchards, arid climate horticulture, and hydroponics.

IDEAS Business Sector exists to see thriving business leaders who are connected to relationships and partnerships that facilitate their work and businesses that are effectively serving their communities and moving towards local ownership and long-term sustainability. The Business Sector works to value the business model as holy work, build relationships that provide knowledge, learning, and other resources to maximize the impact of IDEAS business programs, and serves individual business leaders as they build and improve their businesses.

Business for the glory of God can be one of the strongest program structures for sustainable change and hope in community. Agriculture, education, and health & wellness resources deployed through business structures can also demonstrate the greatest longevity. IDEAS currently engages business opportunities in agriculture, education, and health & wellness programs, including opportunities for small business development in community.
IDEAS **Community Development Sector** exists to see communities of individuals with contagious hope, living in mutually supportive relationships, working together to solve their problems, and reflecting the justice of God’s kingdom. An attitude of transformational Community Development underpins all of IDEAS program work. Whether professional focus is on agriculture, business, education, or health, or in combination, IDEAS intends to see each program impact its host community with tangible transformation. Since our beginnings, IDEAS has also engaged multi-disciplinary community development projects in China, India, Latin America, the Middle East, and North Africa.

The **Community Development Sector** works to see thriving IDEAS teams of professionals serving communities transformationally through their professions by:

- Engaging and building a network for community development resources in knowledge, expertise, advisement, and funding.
- Growing robust impact through community development applications.
- Defining principles of transformative community development, best practice, and values for performance, productivity, and transformative outcomes.
- Engaging in community development research aligned with IDEAS values, programs, and priorities.
Educational programs offer our personnel opportunities to engage in meaningful and transformative ways with the communities we serve. IDEAS works in local and international PreK–12 schools, language centers, trade training, and higher education. These opportunities offer unique and compelling settings to demonstrate the dignity of each learner and the delight the Creator takes in their development. Since its inception, IDEAS has developed educational programs through partnerships across North Africa, the Middle East, and Asia.

The Education Sector works to develop thriving Christ-centered, culturally agile educators, educational leaders, programs, projects, and partnerships that promote holistic transformation by:

- Defining, applying, and training in best practices for Christ-centered, culturally-situated, life-changing education.
- Building professional networks and connecting practitioners to knowledge, expertise, resources, and funding.
- Targeting and assessing transformational outcomes to improve educational practice.
- Identifying new opportunities and strengthening existing programs.
- Engaging in educational research aligned with IDEAS values, programs, and priorities.
- Representing IDEAS’ voice and perspective in the field of education.
Providing access to high-quality healthcare services and health education is one of the historic hallmarks of demonstrating love in communities around the world. People with disabilities across Africa and Latin America, expatriates in North Africa, ethnic minority groups in SE Asia, refugees in the Middle East, impoverished communities in South Asia, rural families in Central Asia, and special needs communities in North Africa are recipients of IDEAS Health & Wellness program work.

IDEAS Health and Wellness Sector exists to develop and strengthen professionals who are up to date on the latest medical advancements and engaged in best practices within local contexts and communities in programs around the globe. IDEAS Health & Wellness Sector works to see thriving IDEAS health & wellness practitioners engaged in serving communities transformationally by:

- Providing direct care where needed.
- Connecting resources for the training of care providers.
- Building the capacity of communities to care for those with disabilities.
- Providing health education where most needed.
CENTRAL & SOUTH ASIA
For over 20 years, IDEAS has trained orchard farmers, helping them to produce higher quality fruit.

Sustainable rural community development programs have provided education, clean water, and more!

Healthcare training for the Karen people to set up clinics in the jungles of Myanmar is part of IDEAS Health & Wellness programs.

IDEAS works in community development to provide resources for rural and impoverished families.

Thousands of patients are seen each year at our partner hospital.

IDEAS programs serve the following communities: Uyghur, Tajik, Usbek, Kirghiz, Nosu, Han, Hui, Manuchu, Dalit, Shudra, Karen, Thai, Lao, Bengali, Bihari, Khasi, Santhal, Garo, Oraon, Munda, and Rohingya populations.

10,585 people were impacted by IDEAS programs in Central & South Asia in 2022!
HEALTH & WELLNESS SECTOR

FAITH HOSPITAL - BANGLADESH

Improving the quality of life for rural communities through access to healthcare and health education.

PURPOSE

Faith Hospital improves quality of life through providing access to healthcare and health education, improving water and sanitation conditions, and training health professionals. We do this through medical diagnosis and treatment, weekly mobile clinics to villages in the surrounding area, and tube wells and latrines for impoverished families in need of clean water.

SETTING

Location: Chittagong, Bangladesh (and surrounding area)
Context: Hospital provides healthcare for an extensive area with patients traveling up to 3 hours one-way to obtain consultations. Medical team runs weekly mobile clinics in several poor coastal villages.
Beginnings: 2013
Ownership: International partner

1-YEAR IMPACT

- 7,903 disadvantaged people received diagnostic evaluation and treatment for healthcare.
- 90 families have access to safe water as a result of deep tube wells installed where shallow wells are dry in winter.
- 12 students from low-income families received scholarships to study in health professions in order to prepare for sustainable jobs and to help with hospital staffing.
- 11 latrines were installed, resulting in improved sanitation, nutrition status, and child development.

"My lungs have been sick for several years. Most days I have difficulty breathing; some days I can barely walk. Not able to continue my work as a cleaner for coconut trees, I became a beggar. Treatment for my lungs was too expensive. But I heard about this hospital where they treat and help even poor patients..."

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Board-certified **Family Practice Doctor** (MD) grew up in a small town in Illinois. His wife is a French-speaking Swiss from Lausanne and was trained as a medical assistant in Switzerland and previously worked in a private medical practice doing lab, X-ray, and medical records. She is involved with health education and hospital administration and works as a pharmacy assistant.

Board-certified **Internal Medicine and Pediatrician** (MD) graduated from University of Cincinnati College of Medicine. He and his wife (MA, Professional Writing; BS, Journalism), along with their 4 young children, moved to Bangladesh in 2018.

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"... The doctor told me that my lung sickness is a chronic disease so I will need to use inhalers and medicine regularly. I visited almost every month in 2022 because my lungs become very easily infected. When I have difficulty breathing, I go to the Faith Hospital. Each time, the medical staff give me nebulizer treatments and often oxygen. I felt so much relief, I fell asleep. Although I have just a little money to pay, they take care of me until I am well enough to leave."

- Faith Hospital Patient
AGRICULTURE & BUSINESS SECTORS

CENTRAL ASIA HARVEST PROJECT (CAHP) - KAZAKHSTAN

Improving quality of life for rural fruit-farming families of Central Asia through training in modern fruit-growing technology.

PURPOSE

Central Asia Harvest Project works to increase orchard quality and yields, offering life-giving hope and improving quality of life for farmers and their families. This is accomplished through an interactive agricultural training program that has now evolved into an extensive network of fruit farmers and trained local consultants.

SETTING

Location: Kazakhstan
Context: Small- and medium-scale orchard farmers of post-Soviet Union lacking up-to-date knowledge, principles, and practice of orchard management.
Beginnings: 1998
Ownership: IDEAS, Kazakhstan-compliant community organization

1-YEAR IMPACT

200 fruit farmers trained in orchard management, including pruning and pest disease management.

IDEAS ASSOCIATE

Training Program Manager and Orchard Consultant has 2 advanced degrees in Agriculture from California Polytechnic State University and the University of California Davis. With IDEAS, he has worked in fruit orchard renovation and development in Central Asia for over 20 years.

“It’s hard for me keep up with all of the farmers that ask me for advice on how to plant new orchards and/or improve their current trees. My goal is to train new workers every year to keep up with the growing demand for orchard crews.”

- Raidin, Trainer
“Our village has been greatly impacted. Over 100 farmers have learned how to prune because we have taught them what we learned through the program. Now we are making good income all winter pruning regional orchards.”
- Umut, Trainer

“I was able to transform a former trash dump site into a productive stone fruit orchard of about 120 trees. My neighbors didn’t think it was possible!”
- Turgan, Fruit Farmer
**PURPOSE**

Orchard Training & Consulting International (OTC) works to improve nursery tree quality and increased yields of fruit trees, helping orchard businesses succeed by selling their fruit in both local and export markets. This program serves medium-scale orchard businesses which often employ local farmers trained through OTC as field managers.

**SETTING**

Location: Kazakhstan and Uzbekistan  
Context: Medium-scale orchard farmers of post-Soviet Union needing technical expertise in semi-intensive and intensive orchard management. Training of local crews is key, as the biggest limiting factor is the lack of a skilled labor force.  
Beginnings: 2012  
Ownership: IDEAS, Kazakhstan-compliant community organization

**1-YEAR IMPACT**

30 adults trained in vocational skills, specifically orchard and nursery management skills, who can subcontract with OTC as orchard consultants and train local crews.

**IDEAS ASSOCIATE**

Training Program Manager and Orchard Consultant has 2 advanced degrees in Agriculture from California Polytechnic State University and the University of California Davis. With IDEAS, he has worked in fruit orchard renovation and development in Central Asia for over 20 years.

"The things I have learned from this program have helped me improve my fruit quality dramatically, and I have been able to provide consulting to an association of farmers in my region. I cannot wait for the Certification Program to start so I can gain more knowledge about how to improve yield and quality even more."

- Rusten, Trainee
“Due to the consulting we have received from OTC, we have been able to control devastating pests in our nursery. Their advice on how to fertilize and irrigate has been key in our being able to produce quality trees for the growing demand.”
- Parxat, Trainee
PURPOSE

Light on a Hill seeks to improve the skills of English-speaking teachers, which in turn improves the language abilities of their students, preparing them for jobs in the future. We do this through English practice online with locals through a “virtual pen pal” relationship, English clubs and camps, English practice with local students, advising, mentoring, coaching, and teaching owners of local English teaching businesses.

SETTING

Location: Online and in Kazakhstan.  
Context: Local English teachers have a low level of English, needing more practical teacher training and language skill improvement through interaction with native speakers of English.  
Beginnings: 2012  
Ownership: IDEAS consultancy

1-YEAR IMPACT

- 25 teachers were taught English-speaking skills and life skills.  
- 5 women were given specialized education for teaching.

IDEAS ASSOCIATE

English Teacher Trainer/Teaching Coach (Diploma in Youth & Development from the Commonwealth Youth Program and TEFL) is passionate about implementing her skills to coach women and youth who are struggling to find meaning and purpose in their lives. She has homeschooled her 3 children.

“It is very hard to get good English training for teachers as we live in a rural community. But being involved in this program and having connections with a native speaker is a dream come true for me. Now I have wonderful help to improve my English. Thank you!”  
-Zulfiyam, student
"I am an English teacher in Kazakhstan. I work in a government school. At the University we learned just theory without practice. We faced huge problems after University because we couldn't express our ideas and opinions in English. With this program, it is helping me to boost my vocabulary and improve my English speaking skills. With Light on a Hill, my English, and that of my colleagues, has improved because we are practicing with native speakers. We need more programs like this. I'm grateful to the leaders of this program. Thanks for everything!"

- Raviyam, student
HEALTH & WELLNESS SECTOR

NUR-HAYAT SPORTS - KAZAKHSTAN

Improving the health and wellness of Central Asians by modeling and training in recreational and sports activities.

PURPOSE

Nur-Hayat Sports exists to improve health and wellness for rural farming families of Central Asia. We do this through sports camps, running events, a weight-lifting gym, annual bike tours, and educational sports videos.

SETTING

Location: Kazakhstan
Context: Youth & adults in rural communities lacking access to health and fitness education and opportunities to participate in recreation and sports.
Beginnings: 2002
Ownership: IDEAS, Kazakhstan-compliant community organization

1-YEAR IMPACT

- 24 adults trained in sports activities and camping.
- 30 adults and children participating in principles for healthy living.

IDEAS ASSOCIATES

Men’s Sports Program Manager is certified as a sports trainer with the American College of Sports Medicine. His main sports interests are power-lifting and cycling.

Women’s Sports Program Manager is an avid sports enthusiast with many years of experience in cardio and weight training. They have worked in Kazakhstan for over 20 years.

“The bike tours have helped me see the benefit exercise can bring, plus it is a great way to connect with other people and enjoy God’s creation. I’ve made a resolution this year to train for four months before the bike tour.”

- Raidin
“The sports gym is a great place to train. I’ve learned about setting goals and making plans for the future.”

-K-man

“Through the bike tours we have been able to see beautiful natural sites we never knew existed in our own country!”

-Gulinur (who joined our bike tour with her sons)
PURPOSE

The Community Development initiative works to see village residents and those from villages thriving economically, socially, spiritually, and physically in communities of contagious hope. We increase well-being through sustainable participatory projects that meet needs as identified by community residents and in cooperation with key stakeholders, including local and regional government offices.

SETTING

Location: People's Republic of China, Sichuan Province
Context: Most village residents live on less than $2.00 per day due to land scarcity, low commodity prices, lack of education due to the cost of education, and malnutrition. While the government has done much in recent years to reduce poverty, the problem is not easy to solve and our presence is still needed.
Beginnings: In 2005 the first medical/dental team provided medical and dental care. As living conditions and various needs became evident, development work began focusing on one village. That work has spread to a dozen villages and nearly 100 completed projects impacting thousands of people.
Ownership: IDEAS officially registered NGO in China

"Wu's parents died when he was a small child. Since then his uncle has cared for him, but the cost of education and adding a child to the family made it difficult for Wu to attend school. Thankfully, IDEAS was able to help. Through the student sponsorship program, Wu graduated high school this past year and was accepted to an undergraduate program in teaching at Xihua Normal University. Wu hopes that his degree will allow him to change his future and allow him to do something meaningful with his life." - Program Director

1-YEAR IMPACT

- 500 elementary students and their teachers have access to clean water.
- 500 elementary students and 50 adult village women received hygiene training.
- 44 high school students and 16 college students have received student sponsorships.
- School supplies provided to 35 preschoolers.
Program Director and Water Engineer (MA, Communication; BS, Engineering) has been working with rural communities in China since 2002. He uses his engineering background to demonstrate God’s love through community transformation projects. His work involves helping rural Chinese communities rise out of poverty, helping them solve some of the many problems they face. Programs include student sponsorship, a bookmobile, school construction, health and sanitation training, and clean water projects.

“Adu is the youngest of three girls in her family. Their parents worked the family farm, but when Adu was six years old her father passed away. Her mother tried maintaining the farm by herself but couldn't manage on her own. Adu's oldest sister quit school to open a small business, but that too wasn't enough to support the family. The oldest sister married and used the dowry to pay off family debt. The second sister also quit school to minimize debt. But, understanding the value of education, the family pushed Adu to continue her education. In 2016, IDEAS began helping Adu, and she is now in her third year of college! Adu expresses her gratitude for the help and encouragement IDEAS provided and hopes to share the love she received with others.” - Program Director
UNIVERSITY CHEMISTRY TEACHING - CHINA

Developing and training future chemists and engineers.

PURPOSE

University Chemistry Teaching provides quality instruction to undergraduate chemistry students, resulting in improved technical and English skills. Each university-assigned course is taught in English, with additional weekly opportunities for students to practice their English outside of class.

SETTING

Location: China, coastal city of 14 million people
Context: Teaching chemistry to university undergraduates at a top-20 science and technology university in China.
Beginnings: 2002
Ownership: Employment of IDEAS Associate by government university

1-YEAR IMPACT

- 214 students participated in chemistry courses, receiving quality instruction for improving technical and English skills.
- 16 adults and students improved their conversational English skills through transformational conversations.

IDEAS ASSOCIATE

Chemistry Professor received her PhD in chemistry from Iowa State University and has been teaching university-level chemistry in China for 20 years.

"I want to share good news with you. I was admitted to the chemistry PhD program of a prestigious university without exam. It's the knowledge you taught me that helps me a lot, making me more confident when taking the interview. Thanks for your teaching and your patience."

-Former Student
"The experience of the English meetings definitely gave me confidence to continue my studies abroad."

– Former Student

"Through the activity, my analysis method has made great progress and logic has also been greatly improved. I also realized the importance of teamwork and improved my oral communication ability. Teamwork is a great way to solve problems."

– Student
DIGNITY DEVELOPMENT CENTER - INDIA

Improving the quality of life for underprivileged and underserved people in India, and providing a more promising future as a result of education and life skills.

PURPOSE

Dignity Development Center works to improve the quality of life for Tamil-speaking Dalits who’ve been working in tea plantations for five generations with few opportunities to improve their life situation due to casteism, oppression, and lack of services. Improving quality of life is accomplished through English teaching, academic tutoring, music classes, addiction recovery, and life skills training so young people can graduate and find fulfilling jobs that will contribute to the welfare of their family and earn them respect in society. This program counsels and guides families towards physical, emotional, and spiritual changes that will holistically transform their community.

SETTING

Location: Munnar, Idukki, Kerala, India
Context: Government services in this area are minimal, including education. Expensive private schools provide inadequate teaching, especially to Dalit students. Workers in the tea industry receive low wages. Living quarters are unhealthy in the town and on the plantations. Families have conflict and duress due to their plight and their lack of hope.
Beginnings: 2021
Ownership: IDEAS - Directed by a team within the local community

1-YEAR IMPACT

- 81 adults educated in social skills, such as conflict resolution and working in groups, drug rehabilitation, and biblical teaching.
- 11 adults trained in life, leadership, and job skills.

“Working for the Dignity Center has given me new life. I’m learning how to be mature, work well on a team, and be a leader for my people who need many things in life.” – Ajay
"Jeri didn’t study during COVID and was behind in his studies. He became angry and refused to obey me. When the Dignity Development Center came to our colony, the local director invited Jeri to join. He began spending time with the staff because they were so kind to him. Since then, he has changed. He attends tutoring and the worship services and is a new person."

- Jeri's Mother

**IDEAS ASSOCIATE**

**International Education Consultant** (BS, Behavioral Sociology; MA, Educational Curriculum Design) has been an English and Art teacher for 30+ years and a teacher trainer in the U.S., Kazakhstan, and India. She is a former San Diego County mentor teacher who trained teachers in critical thinking.

She and her husband worked together globally for 45 years before his death in 2016. She has been partnering with IDEAS Associates as well as other leaders in global projects.
HEALTH & WELLNESS SECTOR

CHIANG MAI UNIVERSITY ENGLISH LANGUAGE TEAM (CELT) - THAILAND

Equipping healthcare workers and students with professional and medical English language skills.

PURPOSE

CELT equips the Faculty of Medicine at Chiang Mai University with professional and medical English language skills. This is accomplished by assisting doctors, residents, nurses, and medical students with their English skills for case conferences, journal clubs, and research presentations.

SETTING

Location: Faculty of Medicine, Chiang Mai University (CMU), Thailand.
Context: Native English speakers with a background in English teaching or a medical background work with employees and students at the CMU Faculty of Medicine as consultants in order to help improve confidence and ability in professional English.
Beginnings: The CMU English Language Team (CELT) was established in January 2011 at the invitation of the CMU Faculty of Medicine.
Ownership: CELT; IDEAS Associate is employed by CMU as an English consultant and serves on the CELT team.

1-YEAR IMPACT

- 150+ medical students participated in English workshops.
- 70 members of the Faculty of Medicine continue improving professional and medical English through mentoring.

“
A doctor with the Faculty of Medicine at CMU working in the pediatric ENT department worked for over a year to get into a fellowship in Australia. I had the privilege of helping her prepare for interviews and English tests. She got in, and we built a relationship that blessed us both.”
- Program Director
"I've passed the viva exam already! I'm over the moon right now and can't tell you how much I'm grateful for your time that you've dedicated to me. You are my number one English teacher, and without your help I wouldn't have come this far. The examination went well and they understood what I said."
- CELT Student

IDEAS ASSOCIATE

English Consultant (Bachelor of Science in Nursing) is an emergency room nurse and IDEAS third-culture kid from Central Asia. With her background and experience in nursing and her love of people and diverse cultures, she has invested her skills as a manager and teacher, sharing her experience and passing on her knowledge to students who are eager to learn. She and her family have lived in southeast Asia since 2015.
HEALTH & WELLNESS SECTOR

EARTH MISSION ASIA (EMA) - THAILAND & MYANMAR

Empowering the Karen people to provide high-quality healthcare in the jungles of Myanmar.

PURPOSE

EMA is a 5-year Physician Assistant training program and a 3-year Engineering Technology program to empower the Karen people for better healthcare. This is accomplished through hands-on clinical training and engineering technology training in a village environment, offered by experienced teachers and medical and engineering technology specialists.

SETTING

Location: Thailand & Myanmar
Context: The Karen people have been impacted by civil war, isolation, and poverty for over 60 years with little to no access to healthcare services.
Beginnings: In 2015, the Karen Department of Health and Welfare (KDHW) approached the leaders of this program and asked for assistance implementing a sustainable long-term development program focused on the healthcare for their remote villages.
Ownership: Joint venture between the KDHW and EMA

"EMA empowers the local Karen youth to provide high-quality healthcare in the remote hilly regions. The local people serving the local community is the best way of community mobilization and empowerment to achieve sustainable development. EMA gave birth to local clinics, which allows the Karen people in remote areas to access healthcare services regardless of socioeconomic status, religion, and geographic location."
- Dr. Nant Htet

2-YEAR IMPACT

- 1,000+ patients served per month.
- 55 local medical staff supported to increase the number of qualified practitioners in the Karen State.
- 50 local Karen students empowered to save lives through medical and engineering education.
Science Teacher (Master of Public Health) is the son of Colombian immigrants to America and enjoys playing with the laws of science and creating fun lab experiments. He and his family have lived in southeast Asia since 2015.

“Many years ago, it was impossible for a young guy in the jungle to become a surgeon. But a little boy wanted to be one, even though he knew it was impossible, and he never gave up on his dream. That young guy was me. Being with EMA is getting me closer to my dream. I am learning surgical procedures from the surgeons handling cases at our clinic. I want to be a surgeon so I can help people in the jungle who need surgical assistance to live. Many people have died in the jungle because they do not have access to healthcare, including surgery. That is why I want to be a surgeon: I want to help people have a better chance of survival because they have access to surgical performance and high-quality healthcare.” – Sai Sai Poe, EMA Physician
LATIN AMERICA
IDEAS has been working in Guatemala since 2022, focusing on children with disabilities and their families.

In 2022, IDEAS began partnering with a community development center in central Argentina.

IDEAS programs serve the following communities: Mayan, Incan, Mestizo, Guarani, Comechingon, Quechua, and Wichi people groups.

640 people were impacted by IDEAS programs in Latin America in 2022!
HEALTH & WELLNESS SECTOR

AT CATALYST - GUATEMALA

Connecting faith-based health providers with resources and training to enable appropriate assistive technology (AT) provision.

PURPOSE

AT Catalyst facilitates proper provisioning of assistive technologies and physical, social, and spiritual long-term care for individuals and communities impacted by disabilities who are isolated and not reaching their social, intellectual, physical, and spiritual potential due to lack of resources and training.

SETTING

Location: Guatemala, Kenya, and Ethiopia
Context: The World Health Organization has listed “disability” as the fastest growing global health need. Globally an estimated 80 million people need wheelchairs, and that number continues to increase. Resources are available which have yet to be connected to all faith-based providers.
Beginnings: 2017
Ownership: This program works in conjunction with public and private organizations providing wheelchair and assistive technology resources.

"Jose Hernandez is 15 years old and lives in Tejar Chimaltenango, Guatemala. He was born with cerebral palsy. He had a hospital wheelchair, but it was not adequate for his needs as it lacked postural supports. A wheelchair was tailored to fit Jose, changing his health and his life. He can now eat, paint, and play with his dog. It is much easier for his family to move him around the house, and his brothers can bring him to the park to play."
- Program Director

1-YEAR IMPACT

- 165 children and 60 adults were equipped with technologies to assist with their disabilities.
- 63 children and 49 adults received training on how to care for and utilize their wheelchairs. This was taught through one-on-one instruction or a wheelchair training camp.
- Over 112 youth and adults received spiritual care education around a proper biblical view of disability.
"Dariana Valentina is 6 years old and lives with her family in Izabal, Guatemala. She was born with microcephaly and cerebral palsy. Before her wheelchair, her parents carried her all day. When it became difficult to carry her, she spent her time at home in a regular chair with belts and pillows for support. She received her first wheelchair, changing life for her and her family. This new mobility and freedom allows her mother, Lourdes, to take Valentina to visit her family and friends. From being able to do therapy at the table to being able to celebrate birthdays with her friends, this chair has been a big change to Valentina's life. It has improved her health and helped her family." - Program Director

**IDEAS ASSOCIATES**

**Program Director** (MS, Biology) has been leading a research project conducting field studies on wheelchair function in Kenya, which has linked her to organizations providing wheelchairs and training for wheelchair providers. Initiated through this program, her work is now through IDEAS. She was a speaker at the World Health Organization Conference in 2019 and a Biology professor at LeTourneau University for 15 years.

**Program Assistant** (Bachelor of Theology) has 15+ years of assistive technology experience and training, as well as 9 years of experience as a pastor. He has been an Assistive Technology Provider (ATP) and received his Bachelor of Theology degree from Portland Bible College in 1996. He joined IDEAS to serve on the AT Catalyst team to use his wheelchair seating skills and spiritual care training to serve low-resource communities of individuals with disabilities.
NORTH AFRICA
IDEAS partners in education and community development to improve quality of life.

MOROCCO
IDEAS works in equipping women and families with new skills and building community.

TUNISIA
IDEAS partners with a community development program that works with the marginalized, impoverished, and those with disabilities.

MAURITANIA
IDEAS partners in education and community development to improve quality of life.

1,590 people were impacted by IDEAS programs in North Africa in 2022!

IDEAS programs serve the following communities: Berber, Amazigh, Tunisian Arab, Daydhan, Bidhan, and Haratin populations.
PURPOSE

El Khilass School Program trains and equips teachers so they can have a transformational impact on their students. We do this by partnering with the local owner/director of the school to provide the staff with teacher training, offering the teachers the basic principles of how to teach effectively in the specific context. We encourage teachers to create an environment that leads to eager learning as well as the personal growth and development of each student.

SETTING

Location: Dar EL Beida, Mauritania
Context: Local public schools lack the resources, expertise, and commitment to teach the students effectively.
Beginnings: The director of the local school had a vision to begin a school and obtain help from international workers.
Ownership: IDEAS collaboration with school director

1-YEAR IMPACT

- 25 teachers, who have never received teacher training, received education in communication skills, relational skills, management skills, and discipline techniques. This new instruction will now impact over 700 children.

“A director of a nearby school attended our teacher training program. She not only invited us to visit her school but specifically asked that we would pray over her school, that they could embody the principles we have come to teach them.”
- Program Director
"A teacher recently shared that he had used what we taught him and was applying some of these methods to his son at home. He related how pleased he was to see that it impacted his relationship with his son for good. As opposed to badgering his son when he made mistakes in his lessons, he began asking what he might need to change. The teacher showed gentleness to his son, encouraging him to grow by way of his own effort and so improving himself."

- Program Director

IDEAS ASSOCIATES

Program Director (MDiv; BA, Bible and Sociology), along with his wife, who has a BA in Education with varied experiences in teaching overseas, currently live in Tunisia, served in Mauritania for over 10 years, and have lived in North Africa for 30 years.

International Education Consultant (MA, Educational Curriculum Design; BS, Behavioral Sociology) has been an English and Art teacher for 30+ years and a teacher trainer in the U.S., Kazakhstan, and India. She is a former San Diego County mentor teacher who trained teachers in critical thinking.
**SUPPORT FOR FAMILIES WITH SPECIAL-NEEDS CHILDREN - MOROCCO**

Supporting impoverished families that have a child with a disability, to find hope and be encouraged.

**PURPOSE**

Support for Families with Special-Needs Children supports special-needs centers and families through training, follow-up, regular visits, and networking. Additional holistic support (self-esteem, health, social) is provided for families with special-needs children. We also partner with various local associations dedicated to the special-needs population of their locality, as well as networking with educational professionals to provide a collaborative knowledge base and mutual support.

**SETTING**

**Location:** Coastal city in Morocco, with approximately 900,000 people  
**Context:** Two impoverished neighborhoods lacking care and support for special-needs families.  
**Beginnings:** 2020  
**Ownership:** Non-profit American Moroccan partnership

**1-YEAR IMPACT**

- 15 children and their families received training in life skills, self-esteem development, and parenting kids with disabilities.  
- 5 children with social, intellectual, and physical disabilities received care and support.

"Children are rarely involved in baking in Morocco, so in the mothers' group, I talked about why it is important to include them. In the next moms' and kids' group, I put this into practice by transforming breads into funny bread faces. The children loved it! In the evening, the sister of Ilias (a 5-year-old with disabilities) was hungry at home. So she stood up with confidence and said, 'I learned how to cook in our lesson; now I am going to cook something for my sister!'"

- Program Director
"I recently made a house visit and gave Ziad a pencil case. While I chatted with his mother for a long time, Ziad was drawing with his new colored pencils. I noticed that Ziad was very talented at drawing. This was so precious for the mother to hear because usually she hears negative comments, as Ziad is very fidgety. On my next visit, there were many drawings by Ziad hanging in the living room - something that is very unusual here."

– Program Director

IDEAS ASSOCIATE

Educator Professional works with families of children with disabilities. She is from Switzerland and has degrees in Early Childhood Education and Social Management with 10 years of experience working in Morocco.
HEALTH & WELLNESS SECTOR

COACHING & COUNSELING PRACTICE - NORTH AFRICA

Helping English-speaking expats in North Africa and the Sahel to "Do Better, Stay Longer."

PURPOSE

The Coaching and Counseling Practice seeks to improve personal longevity and develop thriving communities of mutual support for the achievement of personal and organizational goals. Through counseling, coaching, consulting, debriefing, facilitating, and training, we come alongside individuals, couples, and organizations to help them thrive in cross-cultural environments throughout North Africa and the Sahel.

SETTING

Location: North Africa
Context: Serving English-speaking expatriates in North Africa so they do better and stay longer.
Beginnings: 2013
Ownership: IDEAS Associate

“This workshop is one of the most valuable two hours I can think of to empower me for success in my work relationships and responsibilities. Huge benefit!”
- Training Attendee

1-YEAR IMPACT

- 700+ adults were trained, counseled, coached, or debriefed by coaching and counseling staff.

IDEAS ASSOCIATES

CEO (MS, Psychology with dual specializations in Organizational Leader Development and Leadership Coaching Psychology through Capella) is a Professional Certified Coach, ICF, Trainer and Facilitator.

Licensed Professional Counselor and Marriage Coach (MA, Professional Counseling) provides a safe, confidential, caring environment to develop emotional, intellectual, physical, social, and spiritual resources for bringing about change, healing, and restoration. His 17+ years of overseas work give him firsthand understanding of both the stresses and struggles of cross-cultural life and the potential toll on individuals, couples, and families.
“I was concerned that this training might be shallow. However, I experienced quite the opposite. I got to analyze my own heart based on the type of feedback I’d gathered in the pre-work. The demonstrations, examples, and practice helped me internalize what I learned and to envision how I can apply this in the future in a more natural way.”

- Training Attendant
HEALTH & WELLNESS SECTOR

WOMEN HELPING WOMEN JOURNEY LIFE TOGETHER - NORTH AFRICA

Assisting women with their needs and personal growth.

PURPOSE
Women Helping Women Journey Life Together exists to strengthen the lives and work of both local and expatriate women living and serving in North Africa, increasing their longevity and transformational impact in their local communities. One-on-one consultation occurs to assess needs, and next steps are planned to deepen the relationship and accomplish specific goals.

SETTING
Location: North Africa
Context: In the region of North Africa, women can feel isolated and in need of encouragement and support. This program is designed to help them feel cared for and purposeful.
Beginnings: 2023
Ownership: IDEAS Associate

1-YEAR IMPACT
- 22 women have received one-on-one and group mentoring.

IDEAS ASSOCIATE
Program Director (BA, Education) has varied experiences in teaching overseas. She currently lives in Tunisia, served in Mauritania for over 10 years, and has lived in North Africa for 30 years.

“I recently met with Mary, a national friend who has been isolated at home caring for her aging parents. I asked if we could go out for lunch together. Sharing with her the need that caregivers have to care for themselves as well, she agreed to go out. As we returned she said, 'I needed to do that. Thank you for caring about me. Let's do it again soon.'”

- Program Director
"Dorcas is a single mom raising three young adult children. She loves to sew and is very creative. She said, 'If I had a strong sewing machine I would be able to make the money needed to provide for my family.' She was thrilled to receive a machine. She calls her machine her 'new friend.' Another seamstress friend from Cameroon has joined in with us in the training and guidance to Dorcas. Together these women share a precious love and faith."

- Training Attendant
COMUNITY DEVELOPMENT SECTOR

ASSOCIATION FOR COOPERATION & TRANSFORMATION (ACT) - TUNISIA

Helping vulnerable, marginalized, and disadvantaged people and communities realize greater justice, dignity, and hope.

PURPOSE

ACT seeks greater justice, dignity, and hope for vulnerable, marginalized, and disadvantaged people and communities in North Africa. This is accomplished through community capacity building, such as trainings and resource support for community cooperatives and small locally led associations. ACT also provides mentoring through relationships, sharing their vision and values of affirmation, partnership, service, and integrity through projects and relationships.

SETTING

Location: Tunisia, possibly Mauritania and beyond
Context: Fear, shame, and blame are strong motivators in society and workplace. Many still carry the attitudes brought by their colonizers that things of value only come from Europe or the West. Therefore, many look outside for saviors and solutions rather than seeking self-improvement. As a result, a majority of youth are looking to leave the country, with or without legal documentation.
Beginnings: 1982 in Tunisia
Ownership: International nonprofit

"We partner with a resource center for children with disabilities. It has become a place where the whole community wants to play and connect people with disabilities alongside those without. Recently, a visiting expert told us to keep doing what we are doing to foster dignity and inclusion for people with disabilities. 'The impact of your work on the hearts of your partners is absolutely evident.'"
- ACT Staff Member

1-YEAR IMPACT

- 650 adults given instruction and support in civil society development, violence prevention, youth empowerment, poverty alleviation, and sustainable agriculture.
- 198 adults trained in job skills, small business management, nonprofit management, financial management skills, and life management.
"For the first 20 years of my life I almost never left my home. I was so ashamed of my cerebral palsy. I never talked. Never. Now, you can’t get me to stop talking! I now see it as my mission in life to make sure that no other children lose so many years of their life to shame."
- Khadija

"Through the confidence and training Khadija gained by participating in our projects she has become a small-business owner, running a convenience store out of an annex built on to her family’s home. She recently pitched me on services she hopes to provide as a consultant to some of our other projects. I smiled as I realized that Khadija has become a force to be reckoned with!"
- Director of Projects

**IDEAS ASSOCIATES**

**International Finance Director** (MA, International Accounting and Finance; BS, Business Science and Accounting) manages project finances according to Swedish and Tunisian accounting laws and delivers financial reporting to donors.

**Director of Projects** (MPA, Master of Public Administration) oversees community needs assessments, project development and implementation, local partner relationships, and impact measurement.

**Practitioner of Agronomy and Sustainable Development** (BA, Biblical Studies and History; ECHO International Certificate in Tropical Agriculture and Development) is part of the rural development and capacity building sectors. She helps support small-holder farmers in environmentally sustainable farming practices, encourage graduating agronomy engineers in finding practical, hands-on experience, connecting the research and farming realms, and increasing forward-thinking awareness among multiple demographics regarding environmental assets to be used and protected.
SUB-SAHARAN AFRICA
IDEAS programs serve the following communities: Somali, Maasai, Chewa, Lomwe, Chichewa, and Sub-Saharan African people groups.

KENYA & ETHIOPIA
Working with children with disabilities.

MALAWI
Providing homeless male youth with job skills.

334 people were impacted by IDEAS programs in Sub-Saharan Africa in 2022!
COMMUNITY DEVELOPMENT SECTOR

BROTHER’S KEEPER - MALAWI

Developing a residential center to support, educate, and mentor homeless youth.

PURPOSE

Brother’s Keeper seeks to provide catch-up education, vocational training, and life mentoring for teenage boys living on the streets of Blantyre, Malawi. This program focuses on teenage boys from ages 15-20 who are orphaned, abandoned, or have left home because of abuse or neglect and, as a result, are living on the streets of Blantyre. We give youth an opportunity to experience love, acceptance, and life-skills training from a team of adults committed to their care and holistic transformation.

SETTING

Location: Malawi, East Africa
Context: Malawi has a population of 19.1 million with the median age being 18 years old. 17.7% of the population live on less than $1.90 per day. There are few jobs, leading to underemployment and hopelessness. 2,000+ youth are homeless in Blantyre. Government and civic leaders are increasingly concerned with finding partners to help address the needs of homeless youth.
Beginnings: 2018
Ownership: Local Malawian registered non-profit

1-YEAR IMPACT

- 66 adults joined a residential training and support program, giving them job and life management skills for an improved quality of life.
- 51 adults and 18 youth were provided training in sustainable agriculture, compost making, basic music skills, and home gadget repair.
- 8 children with disabilities were provided care and support.

“Simeon grew up with his grandparents who were beggars. He lived on the streets for seven years. During that time he followed the crowd that smoked marijuana and was involved in other unhealthy activities. Through his time with Brother’s Keeper he has learned to make positive life choices and is growing in his relationship with God. He is now a paid staff member who cooks and manages the farm. He uses a portion of his stipend to help his relatives pay rent and buy food.”

- Program Consultant
Program Consultant (MDiv, Theology; BS, History) has 40 years of experience living and working in East Asia and pursued doctoral studies in Adult Education and Leadership. He consults with and advises program leaders and links the Malawi team with U.S. financial resources, helping the program increase capacity and build the longterm impact center outside of Blantyre.

“Isaac grew up on the streets. His parents died when he was very young. His grandfather attempted to provide care, but he was lame and what little he had came from begging. Isaac came to the center in 2022, participating in catch-up classes. He enjoyed the basic music training and showed significant skill. He did especially well learning to play drums. A local church welcomed him into their praise team. He now receives a stipend for managing the church’s music equipment. He uses a portion of that to support his grandfather so that he no longer begs on the streets.”

- Program Consultant
HEALTH & WELLNESS SECTOR

AT CATALYST - KENYA & ETHIOPIA

Connecting faith-based health providers with resources and training to enable appropriate assistive technology (AT) provision.

PURPOSE

AT Catalyst facilitates proper provisioning of assistive technologies and physical, social, and spiritual long-term care for individuals and communities impacted by disabilities who are isolated and not reaching their social, intellectual, physical, and spiritual potential due to lack of resources and training.

SETTING

Location: Kenya, Ethiopia, & Guatemala
Context: The World Health Organization has listed “disability” as the fastest growing global health need. Globally an estimated 80 million people need wheelchairs, and that number continues to increase. Resources are available which have yet to be connected to all faith-based providers.
Beginnings: 2017
Ownership: This program works in conjunction with public and private organizations providing wheelchair and assistive technology resources.

1-YEAR IMPACT

- 70 children and 25 adults were equipped with technologies to assist with their disabilities.
- 27 children and 21 adults received training on how to care for and utilize their wheelchairs. This was taught through one-on-one instruction or a wheelchair training camp.
- Over 48 youth and adults received spiritual care education around a proper biblical view of disability.

“Daniel has spina bifida and, until he met us, he got around on a skateboard. He's seven years old and ready to go to school, but he can't go to school on a skateboard. He was rescued after being abandoned on the side of the road. Our team provided a custom-fit wheelchair, and now he is able to go to school.”
- Program Director
Program Director (MS, Biology) has been leading a research project conducting field studies on wheelchair function in Kenya, which has linked her to organizations providing wheelchairs and training for wheelchair providers. Initiated through this program, her work is now through IDEAS. She was a speaker at the World Health Organization Conference in 2019 and a Biology professor at LeTourneau University for 15 years.

Program Assistant (Bachelor of Theology) has 15+ years of assistive technology experience and training, as well as 9 years of experience as a pastor. He has been an Assistive Technology Provider (ATP) and received his Bachelor of Theology degree from Portland Bible College in 1996. He joined IDEAS to serve on the AT Catalyst team to use his wheelchair seating skills and spiritual care training to serve low-resource communities of individuals with disabilities.

"Before Kelvin got a wheelchair, he couldn't get up off the floor unless someone carried him. He couldn't move around outside his house, and he couldn't go to school. Now that he has a wheelchair, he has hope. He goes to school, plays with his friends, and is making plans for his future. A wheelchair changed Kelvin's life!" - Program Director

"Before they received wheelchairs, Ruth and Joy had very little interaction with people. They rarely left their homes, could not attend school, and had no friends. Now they attend school and have many friends. The two of them are best friends." - Program Director
IDEAS works in community development to provide resources for refugee women and their families.

Education, classical music training, library development, and eye care are some of the ways IDEAS supports Jordan.

LEBANON
IDEAS has ongoing programs in community development and education.

IDEAS programs serve the following communities: Iraqi, Kurdish, Afghani, Syrian, Sudanese, Yemeni, and Ukrainian refugees and Palestinian populations.

1,643 people were impacted by IDEAS programs in West Asia & Middle East in 2022!
PURPOSE

Eye Care for Refugees provides accessible primary care optometry services, including prescription eyeglasses, basic ocular treatments, and consultation regarding ocular conditions. Eye clinics and "eye-care days" are held at several churches and community centers in Jordan, which have often been established to help meet the needs of Syrian, Iraqi, Sudanese, and Yemeni refugees and some local Jordanians.

SETTING

Location: Jordan
Context: The needs of many refugees flowing into the country of Jordan, due to regional conflicts, presented an opportunity to serve and assist by providing optometric services.
Beginnings: Several local churches were having "Medical Day" events and simple health clinics for refugees, which led to the establishment of two small church-based eye clinics in 2016. These two clinics serve primarily the Syrian and Iraqi refugee communities on a weekly basis. Since that time, other locations, including churches and community centers, have desired and welcomed optometry care at their facilities for the refugees they are assisting.
Ownership: IDEAS consultancy

1-YEAR IMPACT

- 175 patients are seen each month, receiving eye exams, glasses fittings, and eye health education.
- Multiple in-home visits are conducted to follow up on patients and to develop transformational friendships.

"You are a blessing to us. Your heart is very clean because you come to help us who have no money. Any many refugees know you and they wait to be examined by you because there is no place else that examines us like you do."

-Refugee Patient
"The doctor is always giving an exam so he doesn't hear what I hear. He doesn't always see the result of his work, but I do. And what he is doing here is very important."

- Assistant to Program Director/Eye Doctor

IDEAS ASSOCIATE

Doctor of Optometry and Consultant (OD; MA, Theological Studies) has years of experience providing eye-care and optical training in several African countries, including Kenya, Eritrea, and Djibouti. He and his family have lived in Jordan for 6 years.
AMERICAN ACADEMY JORDAN (AAJ)

Providing quality education in a private educational institute.

PURPOSE

AAJ seeks to educate and raise the next generation of leaders for Jordan. Located in the northeastern city of Zarqa (90% Sunni Muslims; 99% Palestinians), AAJ offers high-quality education in a character-building environment.

SETTING

Location: Zarqa, Jordan
Context: Zarqa is one of the largest cities in Jordan with a population of approximately 2 million. Often looked down upon and considered by many as a city of trash and violence, this city’s low-income families are eager for high-quality education for their children.
Beginnings: In 2011, the founder and director of the school, a local Jordanian, realized the only solution for bringing reformation and hope to the city is through a solid education for the next generation.
Ownership: AAJ

1-YEAR IMPACT

50 students received first-class education.

IDEAS ASSOCIATES

IDEAS Program Operations Leader (BS, Fire Protection Engineering) has been teaching math to various grades. He is a licensed professional engineer with 10 years of working experience and speaks Korean, English, and Arabic.

Music Teacher (MM, Violin at Juilliard School in New York) teaches various grades. See page 60 for complete biography.

Library Advisor (MA, Educational Technology/School Library Media; MA, Library Science; BA, Elementary Education) has been working closely with AAJ library, which she established 9 years ago. The library is fully functional and operated by a trained resident Jordanian librarian.

“Thank you for helping me in math and always pushing us to our limits. Even though it’s a lot, I still always feel like I accomplished something new. Thank you for your great effort.” - Student
“She is the best teacher ever!”
- 8th Grade Student
EDUCATION SECTOR

INTERNATIONAL MUSIC AND ARTS - JORDAN

Providing music education and performances that demonstrate God’s love and see lives holistically transformed among children/youth in the Middle East.

PURPOSE

International Music and Arts develops future music teachers and creates youth development opportunities in Zarqa, Jordan. We do this through teaching general music classes, offering musical instrument classes during and after school, and conducting classical concerts, with attendees coming from all over Jordan.

SETTING

Location: Zarqa, Jordan
Context: Opportunity to change a traditional, negative view of music in Middle East communities and promote children’s music education through regular music classes, private/group violin classes, ensemble classes, and high-quality classical music concerts.
Beginnings: 2015
Ownership: Program purpose and execution by IDEAS Associates in the context of a local school in Jordan.

1-YEAR IMPACT

- 600+ students experienced classical music instruction and music appreciation.
- One child with autism was introduced to music education.

“Spending lesson time with you always has been like gold. I am grateful that we can discuss anything about questions or worries in life.”
- 12th Grade Violin Student
Music Director (MM, Violin at the Juilliard School in New York) is responsible for all music education at American Academy Jordan, including planning and developing music programs, teaching in music and violin classes, and organizing special music events, such as music camp and concerts. She is an outstanding performer, educator, singer, composer, and pianist and has produced several music albums. This teacher has served as a concertmistress at the Juilliard School.

IDEAS Program Operations Leader and Math Teacher at American Academy Jordan (BS, Fire Protection Engineering) plays a supporting role for special music events, including hosting concert musicians and providing technical support, transportation, and bookkeeping.

“...study under Miss Joy. I don’t feel like I deserve this, but God gave me this opportunity."  
- Violin Student
COMMUNITY DEVELOPMENT SECTOR

VOCATIONAL TRAINING PROGRAM CENTER - LEBANON

Facilitating reconciliation of youth with each other and with God.

PURPOSE

The Vocational Training Program Center works to reduce poverty and inequality by moving vulnerable youth into livelihoods and toward economic stability; integrating personal and professional development with spiritual outreach and discipleship for holistic transformation. We focus on the implementation of livelihood and economic development programs that build the capacity of youth through skills training classes (carpentry, computer, sewing), language training classes (English), life coaching and mentoring, and spiritual outreach and discipleship activities.

SETTING

Location: Bourj Hammoud, Lebanon
Context: Bourj Hammoud is one of the most densely populated districts of Beirut. Overpopulation, poverty, violence, broken families, lack of education, discrimination, and unemployment are some of the challenges youths in this community face on a daily basis.
Beginnings: 2019
Ownership: YFC, Lebanon

1-YEAR IMPACT

- 153 youth trained in vocational skills, increasing livelihood opportunities.
- 140 youth received life coaching and professional development.

"Ahmad, 20, joined our carpentry classes in 2021. The carpentry trainer describes Ahmad as a responsible, sharp, and dedicated young man. As a Syrian refugee in Lebanon, Ahmad has faced discrimination and a lack of opportunities. Recently, Ahmad began helping in the carpentry shop. He and other students began preparing wood projects for profit. These financial resources are helping the youth and their families meet their economic needs. This is transformation."
- Program Director
“Samira is 19 years old and is excited and encouraged by the opportunities the computer training will open for her. She also participated in the life-coaching sessions offered at the center, which have boosted her self-esteem, communication, and leadership skills. Samira has started to give back and serve. She has a learner and team-player attitude, is confident and graceful with other younger teenagers, and enjoys supporting the center as she grows.”
- Center Staff

“The center gave me a new life. I've learned how to love others.”
- Taman, 19 years old

IDEAS ASSOCIATE

Youth Center Coordinator (BS, Biology) has been working in international development for over 15 years. His experience includes designing, implementing, and managing multi-year community development projects among at-risk communities. He speaks Spanish, English, and is learning Arabic. Initially working in rural communities in Latin America, he and his wife have been responding to the challenges within refugee and host communities in Lebanon for the past 8 years.
PURPOSE

Transformational Business Consulting works to equip marginalized entrepreneurs in Lebanon, Middle East, and North Africa by providing training through Biblical Entrepreneurship™, coaching, mentoring, and access to investors and collaborative business communities.

SETTING

Location: Lebanon
Context: Marginalized Lebanese, Syrian, and Palestinian entrepreneurs needing employment and business opportunities. The unemployment rate is rising. Since October 2019, commerce is interrupted by ongoing protests and demonstrations against the government, leading into a banking crisis followed by the COVID lockdown. Lebanon lacks affordable electric power and internet.
Beginnings: 2016
Ownership: IDEAS

1-YEAR IMPACT

- 35 adults trained and coached in entrepreneurial skills.

IDEAS ASSOCIATE

Business Consultant (MBA, Certified Professional Coach; BS, Computer Science) served as an IT Director in India for 11 years and as Industrial Engineer and Technology Support at UPS for 16 years. He has 15 years of experience in India and 4 years in Lebanon.

"I'm meeting with poor Lebanese families who were in darkness due to lack of electricity from the government and lack of local support in our community. Recently, the Salloum family, who received the first solar system, are very happy because they shifted from two years of darkness to the light of the solar system that the collaborative group helped provide. Thank you for this group. We are planning to train a group of young men in the skills for installing a solar system so that this work can continue."
- Wajih Business Owner/Importer, Solar Project
"Many things have changed with me, through the training and consulting. I am a maker of handmade accessories, and I have a team of girls that I teach. Through this training, I can lead the work and the group, depending on God first. I'm confident that God is the one who built this project and is able to develop the work. We now have 20 ladies we are training in jewelry making."

- Suzan, Business Owner
MIDDLE EAST JOURNALISM - LEBANON

Informing readers of the religious dynamics of the Middle East, while giving voice to the often neglected Christians of the region, primarily through Christianity Today.

PURPOSE

Middle East Journalism exists to improve religious reporting in the region through personal interviews, which give the opportunity to shape and be shaped by the need to communicate within an evangelical frame of reference. We report the reality of the political, social, and religious situation, providing unique and valuable perspectives.

SETTING

Location: Lebanon
Context: Mainstream media often lacks understanding of the religious nuances of the region, leaving gaps in our understanding of relations between the diverse communities.
Beginnings: 2009
Ownership: IDEAS

1-YEAR IMPACT

- 4.5 million people have been informed and influenced by the articles in Christianity Today.
- 100 interviews with Middle East religious leaders conducted.

IDEAS ASSOCIATE

Middle East Journalist (MA, Islamic Studies from Columbia International University; BS, Economics from George Washington University, minoring in Religion and Political Science) has received awards and nominations from the International Center for Journalists, the Religion Newswriters Association, and the Evangelical Press Association. He and his wife (MA, Music) have lived in the North Africa/Middle East region for 15 years with their 4 children.

“I do not know of any other resource that is seeking to understand the world and the gospel in the ways Christianity Today is.”
- Darrell Johnson
"It’s important to follow the religious freedom trends and events, and keep reporting on them, and this is something I believe Christianity Today does well. I can share articles with my Muslim friends and people who live in the Arab world.” - Shirin Taber
PURPOSE

Olive Branch Refugee Center supports displaced Syrian, Afghan, and Iraqi refugees by giving them social support, training in essential skills, and progress towards integration in their new home culture. This work is supported by offering trauma-informed and hospitable programs: teaching the language of the host country, facilitating support groups for both men and women, teaching young children preschool skills in order to prepare them for success at school, and providing them with material goods such as food and clothing.

SETTING

Location: West Asia
Context: This community center was created to address the overwhelming needs of refugees who have settled in West Asia, providing trauma-informed activities and spaces to help refugees settle well in their host country, as well as clothing and food in a warm and welcoming environment.
Beginnings: 2018
Ownership: International Protestant Church

1-YEAR IMPACT

- 285 adults attended host-country language classes.
- 65 adults participated in guided relationship and identity support groups (for young men) and trauma art groups for the purpose of creating a space to share struggles (for women).
- 25 preschool children received education support.
- 15 middle school students participated in after-school programs.

"My beloved teacher makes all the difference. She loves all people. She’s not like a schoolteacher who scolds you. She treats everyone like they’re on the same level, and she is patient and believes we can learn." - Ayaat, Refugee
"I have house responsibilities, but I would love to learn more. The biggest obstacle is the stresses of life. We want electricity, safety - the government can deport us at any time. This is a major stress. We don’t know if we’ll live here a long time. Europe is more secure. People will try anything to get there, for security. I want security and a future, to live and work in peace. We don’t want handouts - we don’t want to take from this country. Yet we’re tired. If I had $100 a week for my kids, it would change their lives."

- Shirin, Refugee
GLOBAL PROGRAMS
IDEAS has global based programs in health and wellness, community development, and education.

846 people were impacted by IDEAS global programs in 2022!

IDEAS programs serve the following communities: Sudanese, Iraqi, Sub-Saharan African, Syrian, Jordanian, and Pacific Islander populations.
RELENTLESS: HEALTHCARE INTERVENTION FOR TRAFFICKED VICTIMS - GLOBAL

Improving healthcare for trafficking survivors by working directly with healthcare professionals, assistance organizations, or their beneficiaries.

PURPOSE

Relentless seeks liberty through health so that any and all abused, exploited, or trafficked people receive quality healthcare and are empowered to thrive in health and wellness for the rest of their lives. We do this by building capacity of direct service organizations to develop more holistic and effective interventions.

SETTING

Location: U.S., global
Context: Many anti-trafficking organizations do not fully grasp the implementation of trauma-informed care or how to better address the impact of chronic trauma on the long-term recovery of trafficking survivors. Relentless serves to meet this need.
Beginnings: January 2011
Ownership: IDEAS consultancy

1-YEAR IMPACT

600+ adults received trainings, listened to the Relentless podcast, and attended workshops on how to provide healthcare for trafficked victims.

IDEAS ASSOCIATE

Founder and Director (MD, Pediatrics) of Relentless has worked since 2000 in Southeast Asia and recently in Europe serving trafficked and traumatized peoples. She has an Honorary Doctorate from the University of Indiana for leadership in this sector.
“I first learned of Relentless while researching Trafficking in Persons (TIP) and Counter TIP programs in South Africa. As a Close Protection Paramedic, the name and description of Relentless, ‘Serving at the intersection of Healthcare and Human Trafficking,’ piqued my interest. Relentless’ free online training course offered further learning. I found this to be a useful resource for someone like myself who has been largely ignorant of the realities of the TIP underworld, operating mainly on the peripheries, thinking it is happening somewhere out there - oblivious to what may be happening right in front of me.

Dr. Katherine’s Relentless passion inspired me to want to be involved on a deeper level. Her passion for Relentless is infectious.”

-Chris G-S
EDUCATION SECTOR

GLOBAL REACH LIBRARIES (GRL) - MIDDLE EAST, AFRICA, & ASIA

Providing training, mentoring, and professional expertise to librarians so that they can better serve their library users in underserved communities.

PURPOSE

GRL works to see library users in forgotten and overlooked communities grow in imagination and curiosity, expanding their intellectual horizons and finding hope. We do this by providing training, mentoring, and professional expertise to librarians so that they can maximize the impact of their libraries.

SETTING

Location: Primarily Jordan, as well as other countries in the Middle East, North Africa, and Asia
Context: Often the people asked to run libraries in schools and community programs in developing areas have no training and few resources. Professional consultancy adds value to the work they are doing in their communities and increases their impact.
Beginnings: 2013
Ownership: IDEAS

1-YEAR IMPACT

- 140 adults and children had access to literacy programs, story time, and research skills lessons.
- 14 librarians enhanced their job skills, serving a combined total of over 3,400 library patrons.

IDEAS ASSOCIATE

GRL Director and Consultant (MA, Educational Technology/School Library Media; MA, Library Science; BA, Elementary Education) has worked in libraries since she was 16. Before joining IDEAS in 2002, she worked 15+ years as a public librarian. With IDEAS, she has worked in Turkey and Morocco and now resides in Jordan, serving multiple locations.

“Global Reach Libraries was able to arrange for and help fund a field trip to a community library as an educational program for refugees and immigrants, primarily from Sudan. Many of the kids hadn’t been to a library. One middle-school aged boy became so engrossed in the Arabic version of *The Count of Monte Cristo* that he asked his teacher where he could find a used copy to buy - a sacrifice for a refugee with limited resources. He has caught the reading bug!”
- Librarian, Jordan
“Two new part-time librarians were hired for the Hopes for Women library. Neither had worked in libraries before. Under my guidance, they left a recent book fair with many donated books and other helpful resources. They are setting up programs and speakers, ranging from serious discussions about female health to author visits, to fun programs like movie screenings of films based on books and bookmark-making workshops. There are few, if any, places for women to gather safely in the Palestinian camp where they live. Because of their hard work, more and more of the women in the camp are reading and using the library as a place to gather and learn.” - Program Director

“Nancy is a new librarian. She tells me often, 'The library isn't just about English or Arabic - it's about all of life! My role is transforming, from trainer to mentor and cheerleader.' Nancy is developing networks with librarians at other schools, and in that role she is encouraging them in both their personal and professional lives.” - Program Director
HEALTH & WELLNESS SECTOR

GENEROUS INVITATIONS - GLOBAL

Supporting families who have children with disabilities to live in dignity, attachment, and hope in every area of their lives.

PURPOSE

Generous Invitations supports parents who have children with developmental disabilities to live with dignity, attachment, and hope in every area of their lives. This is accomplished by producing accessible, practical parenting resources based on relationship development principles, one-on-one encouragement, and mentoring communities of support.

SETTING

Location: U.S. online connections globally, local refugee communities
Context: Parents raising children with developmental disability face separation in every area of their lives. They are often isolated, rejected, and misunderstood by their community. There is an urgent need for these parents to receive practical, understandable training communicated in a way that relates to their cross-cultural childrearing context.
Beginnings: 2021
Ownership: IDEAS

1-YEAR IMPACT

- 10 refugee parents and 2 trainees attended 2 parenting workshops.
- 5 families with developmentally disabled children who are serving cross-culturally are able to thrive as families while remaining in their field of service.

“Thank you so much for our meaningful conversations and prayer times together! My time with you has crystallized for me what content I need to include in my parent training programs and has shown me how I can touch their hearts and transform their lives.”
- Training Participant
“You have changed the way I see and interact with my children, my husband, myself, and my clients. Before, I compartmentalized my life. I attended church and prayed. I was a wife. I was a mother. I worked as a psychologist to help parents. But now, I can see how every aspect of my life is integrated – my faith, my work, my family – all my relationships. I have so much more peace, and my relationships are much more effective. Best of all, my relationship with God impacts every interaction now, and I am helping parents from a place of offering spiritual hope to them.”

- Training Participant

IDEAS ASSOCIATE

Consultant (BS, Social Science) has been with IDEAS since 1999. She and her husband lived and worked in North Africa, serving parents of children with autism. Since her husband's death in 2019, Michelle has been living in Salem, Oregon, where she is pursuing additional professional certification, developing a program with a global impact of supporting parents of children with developmental disability and those working to support them.
Purpose

Community Health Empowerment enables people living in highly marginalized and disenfranchised situations to improve the health of their own community as a whole and as individuals. This program focuses on urban and rural school-age children in SE Asia and Africa, teen and young adult sex workers in South Sudan, and refugees and internally displaced families globally. The methods used to reach desired outcomes are assessing unique health situations within cultural contexts, mentoring local and international trainers in learner-centered methods, developing curriculum with the local trainers and community members, and training others how to care for and accept themselves and the most vulnerable in their communities.

Setting

Location: Global
Context: Various groups of people are marginalized within their own country and/or community due to ethnicity, education, or physical ability. This marginalization often causes emotional and physical trauma and neglect, which hinder people to improve their health and live a dignified existence.
Beginnings: 2013
Ownership: IDEAS consultancy in collaboration with local partners

1-Year Impact

- 47 children and adults were educated and supported in holistic health and wellness skills and techniques.
- 30 youth were trained in disease prevention and treatment and self-care skills.
IDEAS ASSOCIATE

Health Training Professional (MS, U.S. Public Health System, Political Science, Intercultural Studies) has a background spread across multiple continents. This experience created a passion for developing culturally relevant community health training methods and materials. The methodology is pragmatic and learner-centered, enabling communities to solve their own health challenges using local resources in ways relevant to them. Additional past clinical certifications/licenses include EMT-Paramedic with extensive instructor-level qualifications. Fluency in four languages simplifies communication and building bridges across groups. At IDEAS she develops community health training for refugees and other marginalized families. Previous training experience include both university and community-level instruction, resulting in over 30 years combined experience with learners in all age groups. "That's right, you don't 'rescue people,' you come alongside them. Then they can feel your love." -Partner Program Leader in South Sudan
OVERVIEW

IDEAS continually seeks to go where God is already at work. Programs in Development include new programs or collaboration with new partners, going to where we have been invited and where our skills and expertise can bring the most impact.

We also see programs transition from IDEAS' ownership to local ownership, creating a sustainable future for its workers and beneficiaries. This is our goal! We celebrate this transition, recognizing God's redemptive work among communities.

MANARA YOUTH CENTER - BEIRUT, LEBANON

Manara Youth Center facilitates reconciliation of youth from a variety of ethnic and religious backgrounds with each other and with God. This community center invests in the holistic development of youth through the implementation of groups focused on learning development, vocational skills training, psychosocial support, reconciliation, and spiritual outreach.

IDEAS Associates have transferred responsibilities to locals within the community to continue impacting the lives of youth and are now developing a new program within this community to increase the impact of the Manara Youth Center.

Setting: One of the most densely populated districts of Beirut is home to people from many backgrounds. Overpopulation, along with poverty, violence, broken families, lack of education, discrimination, and unemployment are some of the challenges that youth in this community face daily.

Beginnings: January 2018
Ownership: YFC, Lebanon

“The Syrian teens have been through a lot of trauma and displacement in their lives, and the uncertainty in their homes naturally impacts the children in various ways. Here they find refreshment and love. We want to give them the tools to be better humans and successfully deal with their situations.”
- Carmen, Staff Member
COMPLEJO GILGAL - CORDOBA, ARGENTINA

Complejo Gilgal is a community and retreat center where churches, organizations, and individuals can come to recharge, connect, and be equipped in order to partner together in serving marginalized communities locally and globally.

Two IDEAS Associates are completing their language and cultural training and will soon be joining the program full-time.

Setting: The nearby communities of Cordoba have many families who are living in poverty, often without running water, daily access to food, and quality education. Along with physical brokenness, there are great emotional, social, spiritual, and intellectual needs. Complejo Gilgal was created to leverage local and international churches and organizations, whose mission and vision is to assist these marginalized communities.

Beginnings: 2015
Ownership: Local churches in partnership with IDEAS

JOY IN THE JOURNEY CAMP - SHANXI PROVINCE, CHINA

Joy in the Journey Camp creatively designs strategies to build deep relationships with students and their families, providing resources necessary for developmental health. Students, volunteers, and families are strengthened by their community, shepherded into leadership, and activated to care for others. We seek to accomplish this through week-long English-teaching adventure camps in the summer and winter. Additionally, family camps and bi-weekly activities serve the community during the school year.

Two IDEAS Associates work with Joy in the Journey Camp but, due to COVID restrictions in China, their involvement has been limited. They are currently preparing to return.

Setting: Chinese youth often lack a place where, through safe relationships with mentors, they may share their inner struggles and anxieties. We aim to provide a safe place that provides counseling, training, and community.

Beginnings: 2009: IDEAS involvement in 2018
Ownership: Evergreen China
GLOBAL OPERATIONS is the backbone of IDEAS.

Through **Program Operations**, IDEAS leverages the skills of Christian professionals to meet tangible, life-giving needs.

Through **Community Life**, IDEAS seeks to equip thriving personnel who are active in their communities.

And through **Professional Sectors**, we hone our expertise, demonstrating work with excellence and wisdom.
GLOBAL OPERATIONS is supported through Finance, Communications, Recruiting, Crisis Management, and Administration.

Together, these gifts, skills, and knowledge go where God is at work, seeing transformed lives in communities of contagious hope.
Healthy community reflects the redeeming character of God superseding the brokenness of humankind and provides powerful, sustainable settings for God’s holistic transformation. Transformative values are nurtured in community through trusted relationships, collaborative learning, and celebration. God’s purposes are more fully brought to life as we collaborate among ourselves, with program communities, and within the larger body of Christ.

**OVERVIEW**

Community Life leaders work to see personnel holistically thriving, having clear understanding of IDEAS’ niche for the holy calling of Christian professionals found in the identity, character, and purposes of God; demonstrating Social, Intellectual, Physical, and Spiritual, (SIPS) health and growth; and growing transformational impact in community. Community Life leaders serve IDEAS personnel within their named geographic region of responsibility.

“IDEAS works very closely with the local partner to ensure we have what we need. They have frequent site visits as well as accountability and support. The Community Life Team cares for us and acts as a resource so that we’re never alone.”
- IDEAS Associate

**PURPOSE**

**What:** To see holistically thriving personnel having clear understanding and expression of identity, character, and purpose of the IDEAS community, holistic demonstration of SIPS health, and growing transformational professional impact.

**For Whom:** IDEAS long-term and short-term personnel.

**How:** Supporting and equipping IDEAS personnel by promoting SIPS health within the IDEAS community and facilitating a growing professional impact.
PERSONNEL

Barb Larson (BS, Biological Sciences), Director of Community Life, oversees Community Life for the Middle East, North Africa, Latin America, and our multi-region personnel. She has lived and worked in 3 overseas countries, speaks French, and is also an international conference and retreat speaker. Barb joined the IDEAS Community Life team in 2014. She and her husband have 4 children and 8 grandchildren.

Sue Rascher (BS, Special and Elementary Education), Jordan Community Life Director, and her family joined IDEAS in 2006 and have made a home on 4 continents. She speaks Arabic, Hungarian, and French. As a single person, she served in Eastern Europe. As a newly married couple and young family, served 7 years in The Horn of Africa, then 6 years in Jordan. In Jordan, she has been an ELL teacher at an international school, also involved in making home visits to Syrian and Iraqi refugees.

Mark Blair (ThM, Missiology; MA, Theology) and Dayna Blair (BA, Liberal Studies; BA, Christian Education) joined IDEAS in 2022 as Community Life Specialists. They have been engaged in pastoral ministry and leadership training in Uganda, Kazakhstan, China, and now Hawaii for the last 40 years. They have 3 adult sons and 3 grandchildren.
OVERVIEW

International Program Operations leaders work to see programs demonstrating excellence in practice, productivity, and transformational outcomes; community impact for tangible good; communities' growth towards true and lasting hope; and increasing local ownership that is sustainable in community. Program Operations leaders serve IDEAS programs and partner within their named geographic region of responsibility.

As his people work with integrity and transparency for his glory, God's character and hope are revealed. We offer our work as worship to God. Our work is an expression of our love for God and others, demonstrating God's purposes to redeem and restore all of creation. Work done with authentic relationships, skills, and purposeful impact to bless others engages people with God's contagious hope and invites them into a journey of transformation.

PURPOSE

What: To see exceptional programs and collaborative partnering that demonstrates professional excellence in practice, productivity, and transformational outcomes; measurable growth on the journey towards true and lasting hope; and developing local ownership that is sustainable in community.

For Whom: IDEAS programs and partnering leaders.

How: Managing existing and developing new programs and partners, expanding opportunity, deepening professional and holistic impact.

"IDEAS' methodology provides leadership to build and grow the capacity of our personnel in community, program functionality, and our professional expertise to achieve contagious transformative development.”

- IDEAS Associate
PERSONNEL

Tony Herrera (AS, Computer Technology and Communications), Director of International Programs, and his family joined IDEAS in 2008 and lived in Tunisia for ten years. He has worked with children and adults with intellectual disabilities and has experience in community development and, most recently, in international relationship-building. Originally from Mexico, he speaks Spanish, English, French, and some Tunisian Arabic. He is also the Middle East/North Africa Program Operations Director.

Jae Kim (BS, Fire Protection Engineering), Jordan Program Operations Director, worked as a licensed professional engineer (P.E.). He joined IDEAS in 2014 and currently teaches high-school math (IGCSE) in a marginalized city in Jordan. He speaks Korean, English, and Arabic.
OVERVIEW

IDEAS Professional Sectors department exists to see Associates grow in their profession, engaged in well-structured programs with connections to networks from which they can receive knowledge and financial resources to enhance their work.

Sector Directors address programs and opportunities in their professional sector found across all IDEAS geographic regions and work with Associates to pursue professional development and continual improvement in their professions.

God equips his body with skill, productivity, and relationship that reflect the character and purposes of God in every workplace and community. When God's people practice this holy calling, they manifest God's presence and purposes in that setting, demonstrating the character of God as they embody, inform, and offer God's true and lasting hope.

PURPOSE

What: To see high-quality professional practice and outcomes in programs and partnering, demonstrating appropriate and strategic engagement and sector-based, best practice contributing to transformative results in community.

For Whom: IDEAS practitioners in Agriculture, Business, Community Development, Education, and Health & Wellness.

How: Advising and facilitating for creative and practical realization of professional opportunities and growth through effective research and networking of resources, practitioners, knowledge and expertise, and application of best practice principles.

"Collaboration, consultation, and a wide array of resources supports the professional life of all IDEAS personnel. Holistic, transformational work in one profession frequently benefits from skills found in one of the other sectors."
- IDEAS Sector Director

"IDEAS Sector Directors offer us invaluable, personalized support in professional excellence."
- IDEAS Associate
SECTOR DIRECTORS

Agriculture Sector Director: Patrick Brady has two advanced degrees in Agriculture from California Polytechnic State University and the University of California Davis. He has worked in fruit orchard renovation and development in Central Asia for 21 years.

Business Sector Director: Mike Miller (BS, Electrical Engineering) has over 30 of years business experience, primarily IT-related, with experience in financial reporting and business process improvement. He served 9 years on IDEAS Board of Directors.

Community Development Sector Director: Chris Wiorek (MA, Communication; BS, Architectural Engineering) has been a Program Director working with rural communities in Asia for 20 years. Working in partnership with residents, leaders, and government offices, he applies his engineering experience and knowledge of community development processes to bring lasting change to rural farming communities.

Education Sector Director: Dr. Bill Merrifield served cross-culturally in Beirut, Lebanon for 17 years. He holds an EdD in Educational Leadership, an MA in Middle Eastern Studies, and an MA in Religion. His experience includes roles in educational leadership and teaching in higher education, secondary education, and in theological education. Dr. Merrifield's research is focused on the development of culturally situated critical thinking and special education.

Health & Wellness Sector Director: Sheldon Nest (MPH with a concentration in Global Health and Health Disparities) has served cross-culturally in Chiang Mai, Thailand for the past 8 years. His experience includes roles in community health, rural public health, anti-human trafficking, as well as teaching science. Sheldon’s research interests focus on rural public health, global health disparities, and family planning.
OVERVIEW

Holistic transformative impact realizes God’s creative design and purpose for his image-bearers. Social, Intellectual, Physical, and Spiritual (SIPS) components together capture the scope of God’s relational design with him, others, and creation. These contribute meaningfully to each one’s journey toward the wholeness of God’s true and lasting hope. We pursue holistic transformation for those communities among whom we work and for our personnel, leadership, and stakeholders.

PURPOSE

What: Life-giving hope multiplied in our communities and among those with whom we partner and serve.

For Whom: IDEAS donors, partners, and personnel, including their colleagues, clients, and beneficiaries with whom we work.

How: In partnership with the Board, the President/CEO is responsible for the success of IDEAS, assuring the accomplishment of its vision and mission and the accountability of IDEAS to its diverse constituents.

PERSONNEL

- Gabrielle Thompson, President and CEO (MA, International Affairs; BA, Global Studies and Anthropology), has a heart for investing in and serving vulnerable populations around the globe. She has worked as a development practitioner in South and Southeast Asia, the Middle East, and Latin America. Prior to joining IDEAS, Gabrielle was the CEO of an international anti-human trafficking organization for eight years and an adjunct professor of International Affairs at Middle Tennessee State University. Gabrielle's accolades include Nashville’s Top 30 under 30 Professionals in 2018, Nashville Business Journal’s Top 40 under 40 Professionals in 2020, and Middle Tennessee State Universities’ Alumni Achievement Award in 2021. She is an experienced speaker and has represented NGOs across the U.S., India, Nepal, Dominican Republic, Mexico, Peru, and Thailand. Gabrielle was appointed as President and CEO of IDEAS in May 2022.

- Bill Merrifield, Vice President of Engagement (EdD, Educational Leadership; MA, Middle Eastern Studies; MA, Religion; BA, Theological Studies), joined IDEAS in 2001. He worked for 17 years in Beirut, Lebanon in quality management, business entrepreneurship, research, and education. His experience includes leadership roles in higher education, secondary education, and theological education. He is adjunct faculty of International Education at Wheaton College. Bill moved into the position of IDEAS Director of Education in 2019 and was appointed Vice President of Engagement in March 2023.
• Ron Larson, **Vice President, Finance** (BS, Business Management and Accounting), has worked at IDEAS since 2001 and has 40+ years of experience in accounting and financial management. He and his wife have resided in three overseas countries and have 4 children and 8 grandchildren.

• Tony Herrera, **Director of International Programs** (AS, Computer Technology and Communications), see page 86.

• Barb Larson, **Director of Community Life** (BS, Biological Sciences), see page 84.

• Mike Miller, **Director of Professional Sectors** and **IT Manager** (BS, Electrical Engineering), see page 88.

• Deirdre Harlow, **Director of Growth and Development** (MA, Hebrew/Biblical Studies; BS, Business Management), began working at IDEAS in 2018. She is a personal and professional development coach, a Hebrew professor at Denver Seminary, and has 15+ years experience in the non-profit sector.

• Joey Magnotta, **Accounts Payable Assistant**, has worked at IDEAS for 7 years in the Finance Department. She has 25+ years of experience in administration and education. She and her husband have been married for 48 years and have 3 children and 7 grandchildren.

• Al Dobra, **Recruiting and Onboarding Mentor** (BS, Journalism; Graduate-level study in Islamic Studies; BS, Journalism; Biblical Studies Certificate), joined IDEAS in 2016. Married to Sharon (MAC) for 45 years, their life's passion and experience is focused on recruiting and mentoring global workers.
• **Gabrielle Thompson** – Gabrielle, **President and CEO**, has a heart for investing in and serving vulnerable populations around the globe. She has worked as a development practitioner in South and Southeast Asia, the Middle East, and Latin America. Prior to joining IDEAS, Gabrielle was the CEO of an international anti-human trafficking organization for eight years and an adjunct professor of International Affairs at Middle Tennessee State University. Gabrielle was appointed as President and CEO of IDEAS in May 2022.

• **John Chapin** – John has been on the IDEAS Board from 1999-2013 and, most recently, since January 2015. He serves on the IDEAS Finance Committee and is instrumental in overseeing the fiscal activities of IDEAS. John is a retired executive of Kaiser Aerospace & Electronics as well as a retired Captain in the Naval Reserves.

• **Vicki Oehring** – IDEAS has been a part of Vicki’s life for 15 years in several capacities. She was the Director of International Staffing from 2009-2013 and continued to support the mission and vision of the organization through Program and Associate support over the next five years. Currently, she owns a resume writing and coaching business, serving clients across the country.

• **David Shaw** – David serves as the Chairman of the IDEAS Board of Directors and has been a Board member since 2010. He also served as the interim president of IDEAS during the 2015 calendar year. David is from California and is the retired president of an aircraft services company.

• **Marissa Wood** – Marissa is a cybersecurity professional with over 30 years of experience in high-tech industries. She has just as many years of experience working with charitable organizations, which she loves just as much as her ‘real job.’ Marissa is currently an Executive Director for JPMorgan within the Digital Investment Bank. She has been on the IDEAS board for 9 years and is most interested in ensuring the sustainability of the organization, as well as working to keep organizational goals on track and achievable.
• **Scott Grandi** - Scott has been with IDEAS since 1999 and served in a variety of leadership roles throughout Asia before retiring at the end of 2021. He lived and worked in Taiwan for 25 years from 1981 through 2006 working with Taiwanese churches.

• **Larry Lawson** - Larry has been engaged with IDEAS for over 10 years and has served on the Board since 2021. He retired from a career in risk management and currently serves on two other non-profit boards and with his church in various capacities. Larry enjoys spending time with Deb, his wife of 40 years, and their 3 grown children and grandchildren.

• **Bill Wilson** - Bill currently serves as Vice President - Agribusiness Consulting for Farm Credit Council Services (FCCS). In his current role, he is responsible for developing and delivering business solutions to enhance the organizational effectiveness, business performance, and success for agricultural cooperatives. Collectively, Bill has 45 years of experience in the food, agribusiness, and cooperative industry, as well as governance, mergers and acquisitions, corporate finance, and strategic planning.

• **Harmony Brown** - Harmony is the Executive Director of Africa New Day and is an entrepreneur, executive coach, business consultant, and speaker. Harmony has degrees in holistic health and leadership and holds multiple accreditations and certifications including coaching, leadership, Enneagram, and Patterson Center LifePlan™. Harmony has taught across the globe for the last 20 years working with teams, individuals, non-profits and businesses.
WILL YOU JOIN US?

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