

SIM

ANNUAL REPORT 2025





Contents

President's Letter 5

One "Yes." 130 Years of Impact 6

How SIM Supports U.S. Churches in
Sending Missionaries 8

Connect with the Missions Community 10

Financials 12

From Generosity to Global Impact 14

SIM USA Executive Leadership
and Board of Directors 16

Fueling the Future of Mission 18



President's Letter

Dear friends and supporters,

As I reflect on the past year at SIM USA, I'm grateful to be part of a family that prays for, supports, and walks with us through both the joys and the challenges. In good times and difficult ones, we journey together.

By God's grace, He continues to guide our ministry in meaningful ways. This year, we surpassed our fundraising goal and helped churches send nearly 50 new workers to other nations!

Looking ahead, SIM USA is focusing on reaching places where traditional missionary roles are not permitted. Through Alternate Pathways, we are helping churches send workers to these communities as teachers, medical professionals, and entrepreneurs, bearing witness to Jesus in challenging contexts. While we continue serving in countries that welcome missionaries, we are developing new training pathways for those going to restricted-access countries.

I recently had the joy of visiting three workers in one of these least-reached nations. They are doing ordinary work that has an eternal impact for God's kingdom. Each brings unique skills and experiences—one in health and wellness, one in culinary work, and one in medical care. All are using their abilities to live as faithful witnesses for Jesus.

We believe doubling the number of workers sent will not happen by choosing either the traditional or the innovative, but by embracing both. Traditional avenues and Alternate Pathways are united by one purpose: to make Jesus known where He is least known.

Thank you for your prayers and support. God is doing amazing work throughout the world, and He graciously invites us to join Him.

Everything for His glory,

Randy Fairman, SIM USA

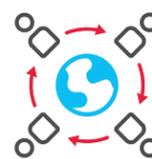
ONE "YES." 130 YEARS OF IMPACT.

SIM was founded in 1893 when Walter Gowans, Thomas Kent, and Rowland Bingham risked their lives to make Jesus known in the vast, unreached areas of sub-Saharan Africa. It was considered so dangerous that no existing mission agency would agree to send them, but they followed God's call regardless. Two of these men paid the ultimate price, but the third—though sickened and forced to leave—went on to mobilize many others. Today, this region is the global center of Christianity.

Because they said "yes," thousands of long-term cross-cultural workers have been mobilized into God's global work through SIM.



Today, through SIM USA, the American church now sends roughly 50 new workers each year to join multicultural teams serving around the world as they:



149

Workers in Proclaiming Focus Ministries

Proclaim the Gospel

Our workers make Jesus known through business ministry, education, sports ministry, church planting, evangelism, media, arts, and countless other ways. God reflects his goodness through their vocations and day-to-day lives in the community.



255

Workers in Equipping Focus Ministries

Equip the Church

We invest in local leaders and churches, equipping them through discipleship, ministries, theological, education, community, education, international schools, technical services, and church development ministries.

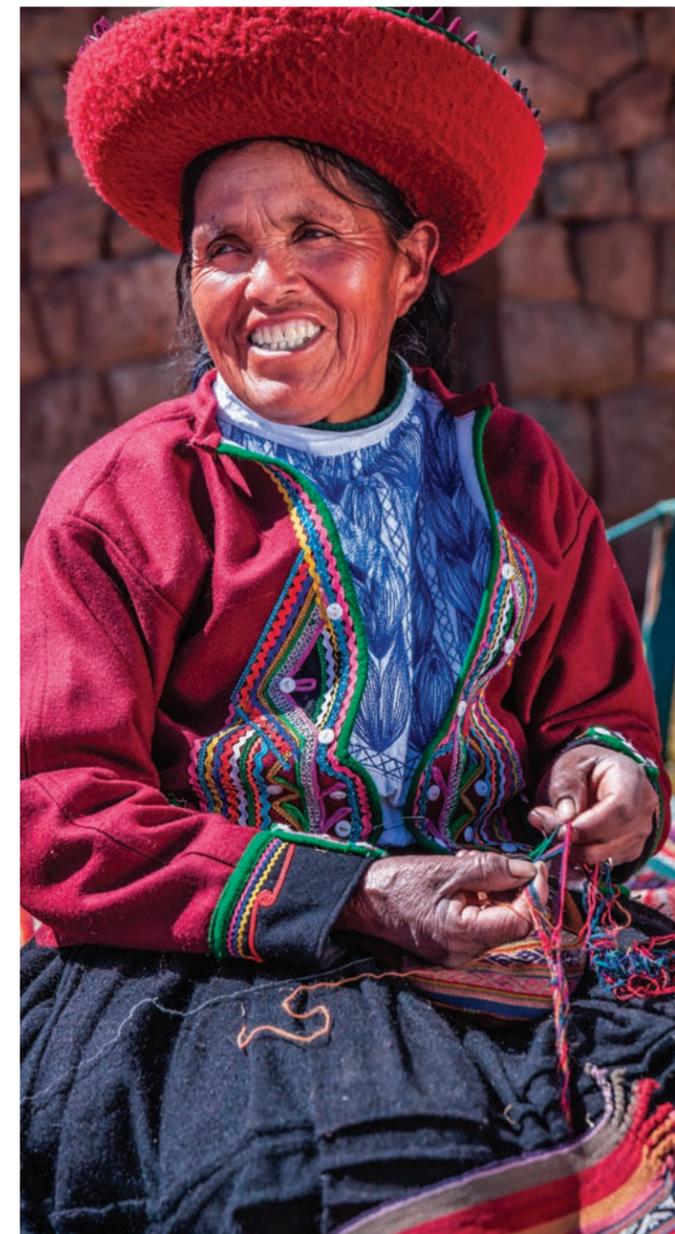


215

Workers in Responding Focus Ministries

Respond to Need

Our workers also respond to real needs through locally lead initiatives in medical and health ministry, community development, ministry to children, providing relief in drought, natural disasters, and many more.



HOW SIM SUPPORTS U.S. CHURCHES IN SENDING MISSIONARIES

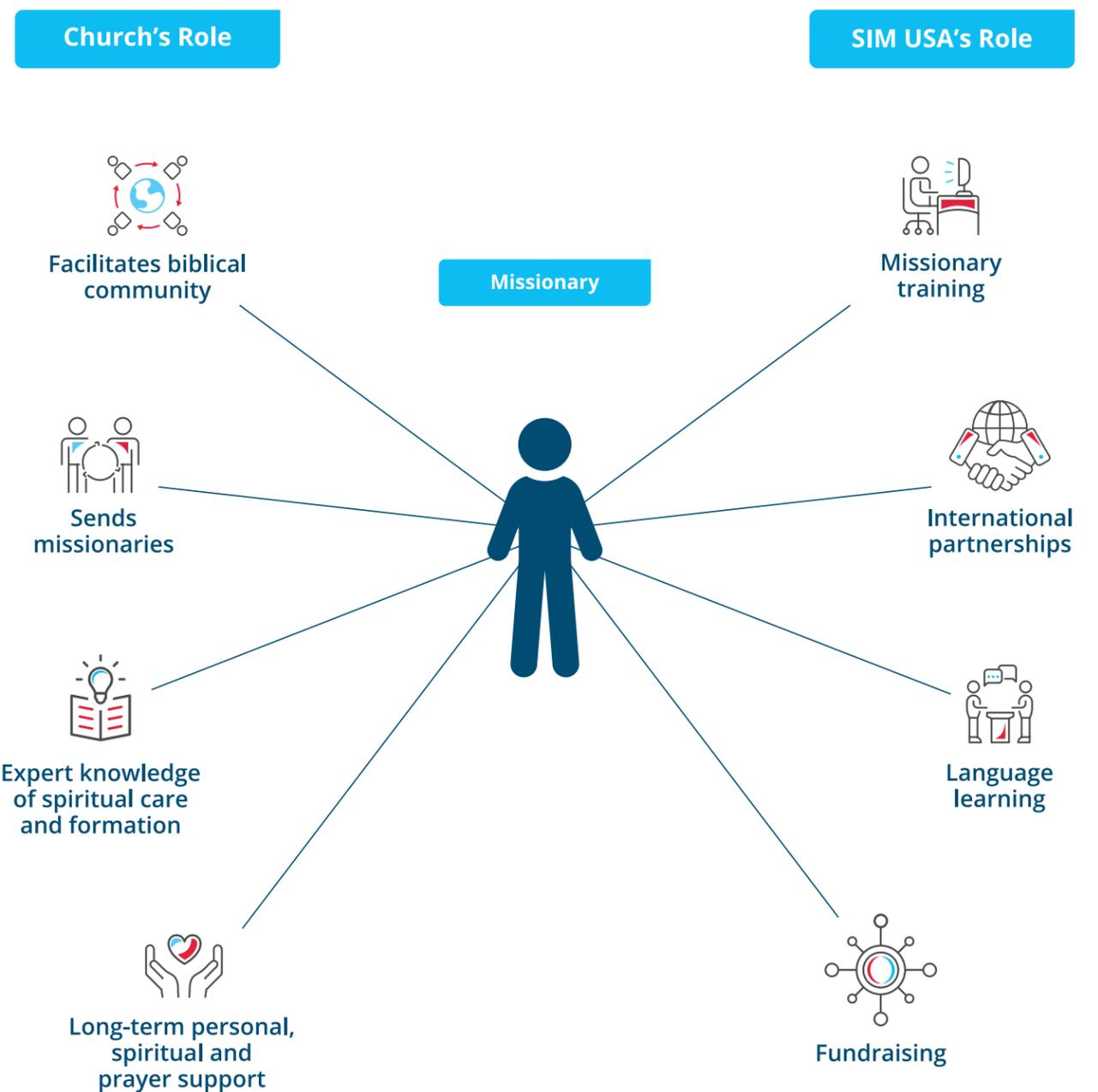


The Church's Role

Churches make and nurture disciples, helping people come to know Jesus and follow Him closely. They facilitate biblical community and spread the kingdom of God. These responsibilities include sending cross-cultural workers, but there are many areas of ministry churches must maintain.

SIM USA's Role

Because our work is focused specifically on cross-cultural ministry—and has been for more than 130 years—SIM USA has a unique level of expertise in areas like missionary training, international partnerships, language learning, fundraising, international life and more. We come alongside churches with this expertise and practical resources to help equip their missionaries to successfully sustain their ministry long term and make an impact with the gospel.



CONNECT WITH THE MISSIONS COMMUNITY!

SIM USA's on-site event, Connect, offers potential workers as well as Pastors, leaders, and mission mobilizers the opportunity to prayerfully seek the Lord in community with others.

Through out the three-day event, attendees worship and study the Word with the SIM USA family. Through sessions, they get a close-up look at the state of modern mission, learn more about ways to go and what the journey might look like.

Plus, over meals and through structured times of reflection, attendees spend time with past and present workers with wisdom and encouragement to share.



WHAT PARTICIPANTS SAY . . .

"[SIM] did a wonderful job explaining what business as missions looked like, how it fits in with missions and opens up new opportunities for spreading the gospel that otherwise may not be available . . ."

"I loved the talk about doubt not being a disqualification and the encouragement overall. The sessions have been so fueled by prayer and love."

"I thoroughly enjoyed the entire program. I loved the emphasis on prayer and worship. Those interludes really blessed me. I met wonderful people and heard stories that have challenged me to look at missions very differently."

"One of the best takeaways was that discernment is a team sport and it's taught me to have my community more involved with this journey."

"The explanation (which happened in several sessions) of the process of joining SIM and preparing to be sent was very helpful.

- 1 We don't have to know or understand God's final plan for us in order to take the next step, and God will reveal his will as we go.
- 2 Having the whole broken down into steps makes it seem less daunting and much more manageable."

"I very much appreciated so many of the SIM staff being available to share and answer questions not only in the sessions but also outside of the sessions. It allowed me to experience, not just be told, that most there had a heart for prayer and for sharing the gospel."



2025 FINANCIALS

STATEMENT OF INCOME AND EXPENSE

For Fiscal Years Ending on September 30

INCOME	2023	2024	2025
Contributions	49,854,767	51,885,871	53,395,295
Rental, Sales, Other	232,687	1,161,981	700,454
Investment Income	2,907,788	6,121,980	3,489,024
Total Income	52,995,242	59,169,832	57,584,773
EXPENSE			
Program Expenses	46,608,719	46,223,644	49,295,330
Management and general	4,662,628	5,498,549	3,995,584
Fundraising	1,492,280	1,275,207	1,448,431
Total Expenses	52,763,627	52,997,400	54,739,345
Change in Net Assets	231,615	6,172,432	2,845,428

These are unaudited numbers. Audited statements will be posted on simusa.org after our audit firm, Capin Crouse completes their audit.

PROGRAM EXPENSES

For Fiscal Years Ending on September 30

EXPENSES 2025	
Program Services	
Field and project service	26,024,024
Evangelism and discipleship	8,765,856
Recruit, train, send, care	5,564,519
Education	3,131,888
Healthcare ministry	3,348,437
Retirement care	1,708,698
Community development	751,908
Total Program Expenses	49,295,330

NET ASSETS AS OF 09/30/2025

Net assets with donor restriction	26,371,607
Net assets without donor restriction	12,922,854
Total Net Assets	39,294,461

SIM USA has annual internal and external audits. We also have a reputable board of directors of whom the majority are not members of SIM. In addition, we are members of **Missio Nexus** and the Evangelical Council for Financial Accountability (ECFA). As a member of ECFA, we have a partner to keep us accountable in how we administer the resources with which God blesses us. View the **SIM USA ECFA** profile to learn more about our financial accountability.

MISSIO NEXUS®



FROM GENEROSITY TO GLOBAL IMPACT

Thank you!

God used your gifts in 2025 to help SIM USA partner with the American Church to send nearly 50 new workers to join multicultural teams reaching the least reached.

Your gifts make a difference by helping us recruit, prepare, and journey with Christians sent by churches:



SIM has operated by prayer since the beginning, depending on God to lead, provide, and open doors for the gospel. Your gifts have mobilized more people to pray for God's global work through SIM than ever before.



Your gifts ignite global outreach through dynamic events like Connect! In 2025, we welcomed 112 guests across five dynamic events, engaging even more potential workers. Plus, you equipped us to host and train 69 future workers at our two essential week-long training events.



Your gifts enabled us to walk alongside 30 Christians who discerned the Lord was leading them to go through SIM—assessing their training needs, connecting them with the team the Lord was leading them to, and preparing them to thrive once they arrived!



Your gifts provided personalized care and attention to workers, helping ensure their emotional wellness, prevent burnout, and promote longevity of service.

GENERAL FUND DONATIONS



SIM USA EXECUTIVE LEADERSHIP AND BOARD OF DIRECTORS

Executive Leadership



Randy Fairman
President



Robert Barnes
Chief Member
Care Officer



Mark Bosscher
Chief Personnel
Officer



Natalia Caggiano
Chief Financial
Officer



Amy Hay
Executive Assistant



Wayne Ihrig
Information Systems
& Technology Director



Tom Jessurun
Chief Recruitment
Officer



Antje Newby
Chief Advancement Officer



Charlie Thorsen
Director of Campus
Operations

Board of Directors



Ken Kregel
U.S. Board Chair
and Vice Chair
Foundation Executive



Teri Charles
Board Member
Attorney



Randy Fairman
SIM USA President



Lloyd Gestoso
Governance Committee
Chair
Christian Social Worker



Jay Medders
Audit Committee Chair
Financial Services
Business Executive



René Palacio
Board Member
Mission Leadership And
Governance Advisor



Marie Secrist
Board Member
Clinical Psychologist



Jenni Shaw
Direction Committee Chair
Nurse



Jaclyn Taylor
Board Member
Assurance Senior Manager

FUELING THE FUTURE OF MISSION

SIM USA Mission Statement

By prayer, we recruit, prepare, and journey with Christians sent by churches as we go and make disciples of Jesus Christ where needed most.



PRAY

Join Pray938 and receive a daily text message featuring a real individual who is on the journey toward global mission. Commit to praying just one minute each day for these future workers.



GIVE

More than ever, SIM USA needs financial partners who will help us find and recruit future workers. Those already abroad remain in service supported by their personal teams of senders. Still, it will take more staff, more church outreach, and more digital engagement to mobilize tomorrow's workers in our modern world.



GO

Explore how God can use you and what you have to offer for His glory in global mission. There are more than 2,000 opportunities to use diverse skills in diverse communities across the globe. Inquire about joining SIM USA for a Connect experience and get into community with others who are also on the journey of discernment.





SIM

14830 Choate Circle
Charlotte, NC 28273-9105
simusa.org