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Dear Friends,

Warm greetings to you all and our sincere thanks for all your encouragement and prayer.

Well, Topsey turvey times....But God is still our Sovereign God, with His loving purposes and longing to see men and women make their peace with Him and to find hope and forgiveness in Jesus, and follow His ways.

Mozambique

Yesterday we had the privilege of being part of a group welcoming 3 of our Mozambican friends into WEC as members of the Mozambique Branch. There were 12 of us, from 7 different countries in 4 continents who attended. Tania, who served there for 3 years as a short term, is due back very shortly for the long term.



Chad

We were so pleased to be able to make a 4 week visit in September to Chad. Travel was still quite complicated, but all was safe, we kept well and we are very grateful to God. Interesting experiences with fairly strict Covid restrictions for arriving, waiting a week in N'Djamena because of a compulsory PCR test on our 7th day (only available there) and a document for entering another region of the country. We then spent 13 hours on a very crowded coach, with hardly any masks and windows tightly closed, (welcome 😊 air-conditioning)!



Being with colleagues face2face was so good. We enjoyed generous hospitality and appreciated the ever-expanding dining room table – on the verandah – of Tevita and Mia, the leaders. It is super that there are now lots of children in the team! We also enjoyed getting to know a Chadian colleague, Thomas and his family. He looks after the library at the Learning centre and is ready to give computer lessons. There were some good changes made at conference.

It was very humid at first and then hot, dry and dusty. We have much respect for our colleagues serving with love and commitment in the different ministries: mainly medical and teaching English. Each one there is trusting to be a channel for God's love and to see lives changed through coming to know Jesus. Very encouragingly there are several people in the pipeline preparing to join the team. We are praying them into the country!

Guinea-Bissau

On Nov 22 we are due to fly to Guinea-Bissau for the annual conference. We will be giving a day's teaching on Safe-guarding (which we are giving in Kiriol) and the morning devotions. Again, we really look forward to being with the team, in person, after 2 years. Conference will include leadership elections. At this stage, it looks straightforward, but of course we cannot make assumptions!



Area Director role and our future

Many of you know that WEC works in 3 -yearly stints of service. Each triennium leaders stand down and have to be re-elected or re-confirmed. We, and our colleagues, Hans and Elfi, have said that we would not stand again at the end of the triennium in 2022. We have been in this role since early 2012 and having prayed much, are sure younger blood is needed, with fresh vision. There was a couple almost ready to take over our roles, but we heard very recently that God is now leading them in a completely different direction. At first we felt rather winded, but in pausing and reflecting, we recognise that God is clearly directing this change and we know we can trust Him. He lovingly reminded us of **Ps 31v19**. Somewhere there must be someone, or maybe the way the Africa Area Director role works needs radical change- in this fast-changing world. In the meantime, we (and the Int. Office) do covet your prayers for God's clear direction and provision.

Family

Harvey and Sophia are both very happy at school and nursery respectively. Ruth continues to be very busy with the whole Covid responsibility for Betel, and Mark has also had a very full time with the responsibility for moving all the administration from the old site in Alvechurch to Anchor Point in Aston, Birmingham. Men will continue to live in Alvechurch. Esther recently enjoyed a very interesting holiday in the Rep of Ireland, hiring a car and following her carefully drawn up route. The weather was amazingly clement! We and Esther will spend Christmas with David's father and Elizabeth and will meet up with other family members in the following week.

WEC UK and Status change

WEC UK has had to go through some significant changes recently, in order to function legally, and according to our God-given calling and ethos, without compromising. The major impact for us is that WEC is no longer able to channel any gifts or funds to us. This will take effect from January 2022. We have included a statement (page 3) from our Director, giving a few more details.

We are so very grateful for all the loving support we receive. If you feel this is something you would like to continue doing, we are very happy to give you our Bank details; please do contact us.

A bit early, but we are praying for God's blessing for you at this Christmas time and in the coming New Year. May He bring you Hope and His peace and joy, in your different circumstances and lives.

With our love and prayers,

David and Margie



Praise for

- the recent acceptance of our 3 Mozambican friends: Momade, João Paolo & Elisabet
- God's enabling in Chad and for the team serving there
- Harvey's and Sophia's experiences at school and nursery

Prayer for

- the WEC members in Mozambique working as a team, and welcoming Tania
- the workers preparing to join the Chad Branch: language learning, protection from Covid, good prayer and financial support
- the visit to Guinea-Bissau: **Nov 22-Dec 8**. Our flight times have been changed twice already! Please pray we will be sensitive to God's Spirit so He can use us to bring encouragement and His Word to the Branch
- God's choosing of personnel for the Africa Area Director role – or/and discerning changes which need to be made
- Ruth and Mark with their responsibilities; Esther continuing to serve with Int Nepal Fellowship
- WEC UK leadership, and others, working through this minefield of the changing Status.

A short statement from WEC UK & Ireland about recent significant developments:

For many years, WEC members have been considered to be volunteers. As a result of some essential research recently, it has become clear that due to the way WEC operates, WEC members cannot be considered to be volunteers, from a legal perspective.

Having investigated numerous courses of action a decision has recently been taken by the trustees that all WEC UK & Ireland members will adopt an employment status called 'Voluntary Worker'. WEC UK & Ireland will become an employer of Voluntary Workers, taking on employer responsibilities but without paying salaries. The Voluntary Worker status was established in the National Minimum Wage Act 1998 to enable charities operating like WEC to continue to do so and to cover charity workers who choose not to take a salary.

This decision means that **WEC can no longer offer financial assistance to its members or channel financial support on behalf of individual members**. Other ways have been identified to enable WEC members to receive financial support from their supporters that will not have to pass through WEC. For those who would like to give to WEC members financially, each member will provide instructions for how these gifts can be given.

Thank you for your continued prayers for us as individuals and as an organisation, especially during this season of significant change. We very much value walking the journey together with you.