

A Preliminary Analysis of the Central and Eastern Europe GCPN Region

This report is a preliminary analysis of Central and Eastern Europe, prepared for the Global Church Planting Network (GCPN) in conjunction with OC International. The purpose of GCPN is to connect people and resources to accelerate church planting among all the peoples, languages, nations, cities, and villages of the world, with the expectation of communities being transformed to the Glory of God. (More about GCPN can be found at www.GCPN.info.)

As we began to contemplate what the next steps toward this end might be, those that suit the present context of Central and Eastern Europe, it quickly became clear that a deeper understanding of the region was necessary. So first, we set out to analyze the existing information about the Harvest Force and Harvest Field. Hence this report, which draws heavily upon the information published by Operation World and the Joshua Project, strives to describe some of the religious, ethnic and linguistic realities found in Central and Eastern Europe that disciple making movements must grapple with. A two page executive summary follows as well as sixteen pages of supporting maps, tables and graphs.

Also we saw that it would be important to identify the key Christian leaders in the region, those coordinating prayer networks, church planting efforts, research and mission mobilization for each country in the region. This “snapshot,” it was hoped, would give us a better understanding of what was already happening. To gather this information, a survey was sent to approximately 160 leaders in Central and Eastern Europe in November 2012. The response was less than hoped for, but still over 60 influential individuals or organizations were identified. Likely other “point people” will be identified in the future. An unclassified summary of this survey is found on the last page of this report.

We are sharing this information with the hope that you will join the quest of seeking out God’s will for the region and how the Body of Christ should respond. We welcome any insights you wish to share!

Thus, as you read this report, we invite you to reflect on these questions:

- What does God want? What is His desire for this region?
- What is it going to take to do God’s will? What will need to happen to make disciples of all the peoples in the region?
- Who else should be a part of this discussion? Who might be two or three others that you could share this information with?
- What might be your part (or your organization’s part or your church’s part) in discipling this region? What are two or three actions you could take in the next three months?
- What additional information might be helpful in answering these questions?

Let us be encouraged that Jesus, the Good Shepherd, is with us (Matthew 28:20); He desires to speak to each one of us and to lead us in the way we should go (John 10:27). May we have “ears to hear” His voice.

Russ Mitchell 21 January, 2013
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AN EXECUTIVE SUMMARY

The Challenge of the Harvest Field

Eastern Europe is where East meets West, and this clash of cultures has shaped the region. Except for Greece all of these countries were a part of the Communist “Eastern Block.” Also this region is where the Orthodox, Catholic, and Muslim worlds intersect. As a result there are nearly 10 million Muslims in the region (7%), and the only Muslim majority countries in Europe are found here: Albania, Bosnia and Kosovo. Likewise the Protestant Reformation did not deeply penetrate this region. As a consequence Evangelical Christians are few. Eleven of the sixteen countries are less than 1% Evangelical. Eight of the countries – half the region -- are less than 0.5% Evangelical. Overall the region is 1.56% evangelical compared to 2.5% for Europe and 7.9% for the entire World. Europe’s least evangelized countries are found here: Kosovo, Bosnia, Albania, Macedonia, and Montenegro. Several of the most challenging unreached people groups in Europe are in this region. For example the Bosniak people group is perhaps the least evangelized in Europe – 2.2 million people spread over nine countries in the region.

God @ work

In spite of these challenges, God is at work in this region. The number of evangelical believers is growing in all but one country. In fact some of the most responsive peoples to the Gospel in Europe are found in this area. Montenegro, Albania, Moldova and Macedonia have growth rates above the world average and ten countries are better than the European average. Likewise there are significant movements developing in Romania. Throughout the region the Romani people (gypsy) are generally very responsive to the Gospel. Among established churches there is a growing vision for church planting and cross cultural work. These are some signs that God is at work in the region. Still there are significant challenges to making disciples of each people group in this region.

Harvest Field Considerations

1. This region has been shaped by a clash of Eastern and Western Cultures. Some examples are:
 - The Pope and the Patriarchs (Catholic Church vs the Orthodox Church - battles for control)
 - The Mongolian Empire spread by Ghengis Khan in the 12th century touched the eastern part of this region.
 - The Ottoman Empire (Islam) vs. the Christian West (13th century until early 20th century)
 - Some countries were impacted by the Protestant Reformation more than others: the Czech Republic, Hungary and Romania for example.
 - Democratic powers vs Totalitarian powers (Nazi German and Communism - Russia).
 - Every nation in the region was under the yoke of Communism except Greece.
 - Relations with the European Union now greatly influence the development of region.
2. There are 9.7 million **Muslims** in the region (7%). Three countries have a Muslim majority (Kosovo, Albania and Bosnia). Another four countries have significant Muslim populations ranging from 12% to 31%. There are twelve large Muslim people groups in the region (more than 10,000 individuals).

3. The “Christian” world is 50% Catholic, 45% Orthodox and 5% Protestant. Evangelicals are just 1.56%.
4. There are 4.7 times as many Muslims in this region (9,707,732 or 7%) as Evangelical Christians (2,076,634 or 1.56%).
5. There are more evangelicals in Romania (1,149,647) than all other countries combined (926,987).
6. According to the Joshua Project, there are 91 “least reached” peoples in the region (“least reached” referring to a rank 1.0 on the Joshua Project scale). Together they number nearly 5.5 million people.
7. There are 23 “least reached” people groups larger than 10,000 individuals are in this region.
8. 31 languages are spoken by more than 100,000 people in the region. An additional 12 Languages are spoken by over 40,000 people in the region.
9. There are 18 distinct language groups in this region without any Scripture. Ten are spoken languages. Eight are sign languages. The deaf seem to be generally neglected in the region.
10. 13 language groups have just portions of the scriptures (Wycliffe)
11. The number of Evangelicals is growing in all countries since 2005, except for Slovenia. For ten countries, the AAGR (Average Annual Growth Rate) for 2005-2010 is better than the European Average of 1.1%. Four countries are better than the world average of 3.0%.
12. All “Eastern Block” countries - except the Czech Republic - experienced better numerical church growth in the 1990s. It appears that the negative trend in the Czech Republic might be starting to turn. Greece (the only non-Eastern Block communist country) experienced better growth in the first decade of the new Millennium. The decade of the 1990’s was overall a better decade of growth. Examining the AAGRs for the first decade of the new millennium shows a slight trend toward greater growth in the second half of the decade as opposed to the first.

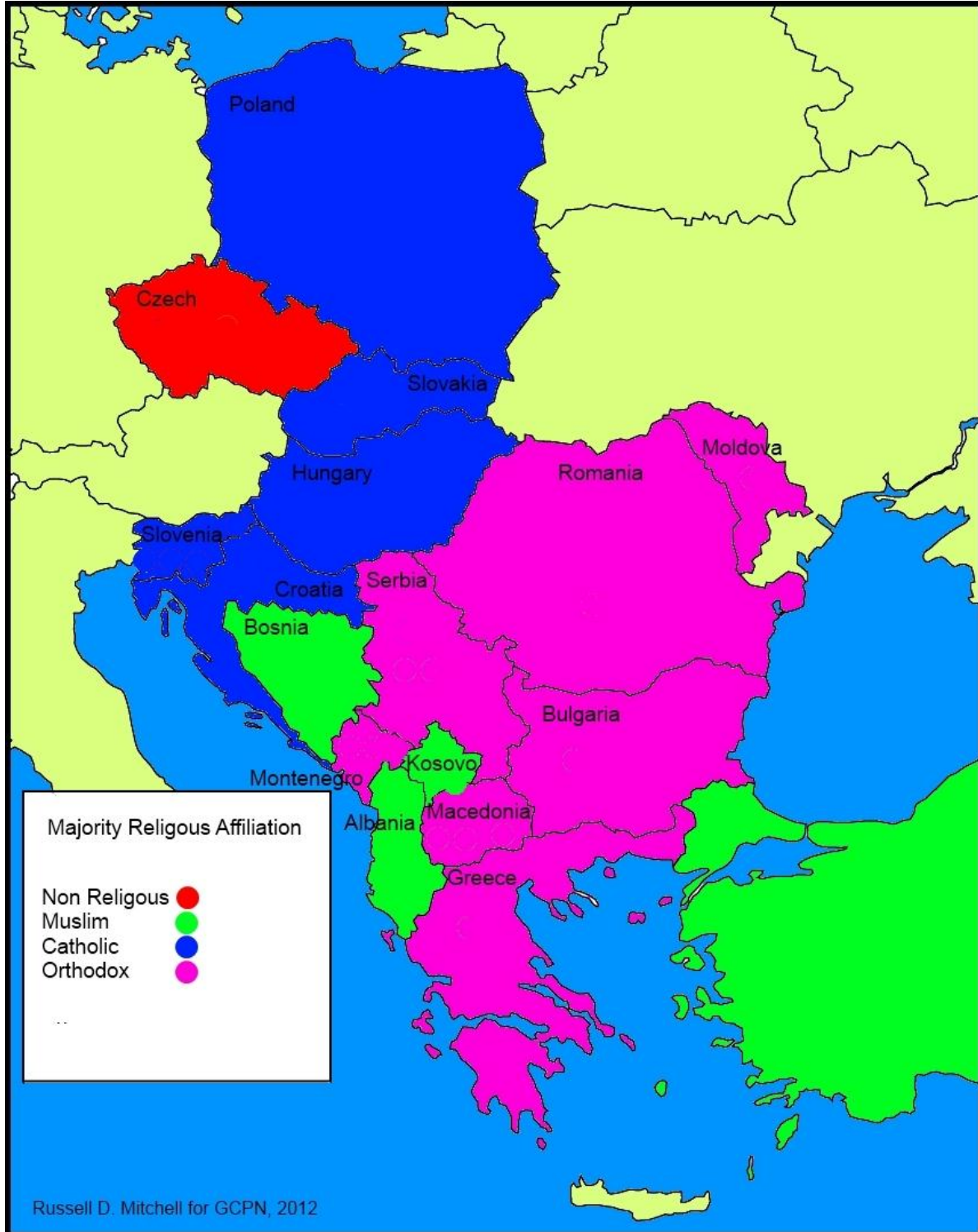
Disciple Making Priorities

1. The church is to evangelize everyone.
 - Of the nearly 135 million people in the zone, 80% claim to be Christian but there are just two million evangelicals (1.56%).
 - Bosnia, Albania, Macedonia, Montenegro and Bulgaria (and probably Kosovo) are the least evangelized countries in the region (all more than 5% unevangelized according to OW).
2. Those without Christian churches in their midst are to be given high priority.
 - High Priority countries (largest percent unreached) are Kosovo, Bosnia, Macedonia, Bulgaria and Montenegro.
 - The 12 large Muslim people groups represent a priority
 - The Bosniak people group is perhaps the least evangelized in Europe – 2.2 million people spread over nine countries in the region.
3. Those relatively responsive to Christ should receive high priority.
 - Montenegro, Albania, Macedonia and Moldova are hotter spots, all having a higher AAGR for evangelicals than the global AAGR since 2005.
 - The Romani (gypsy) people in the region seem very responsive.

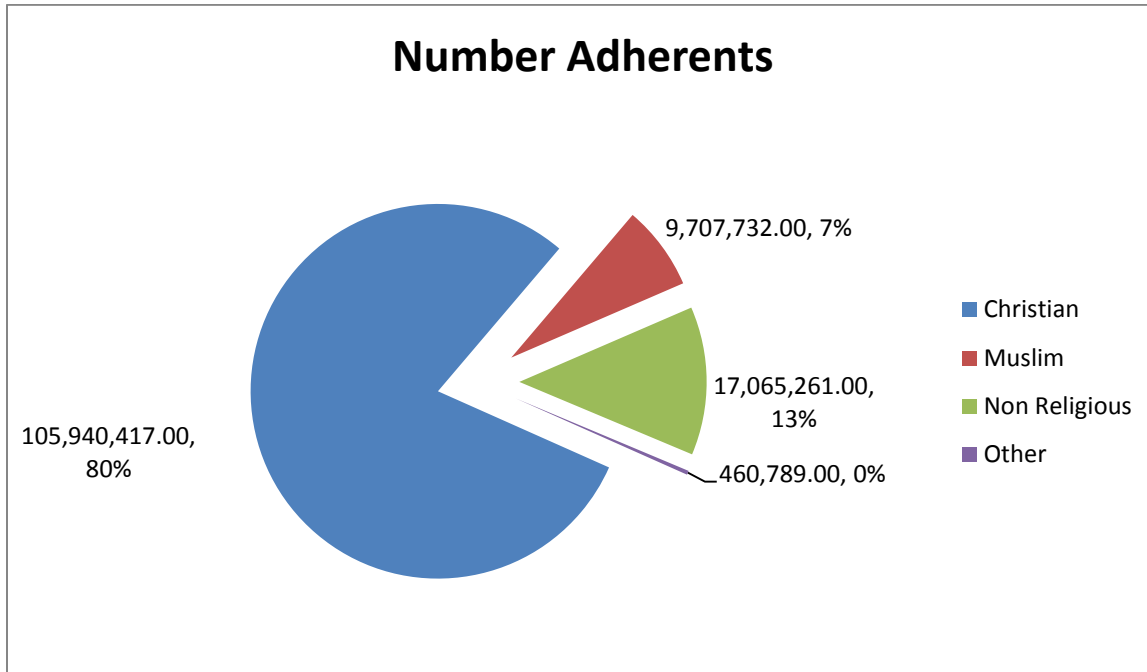
SUPPORTING DOCUMENTATION

I. The Religious Perspective

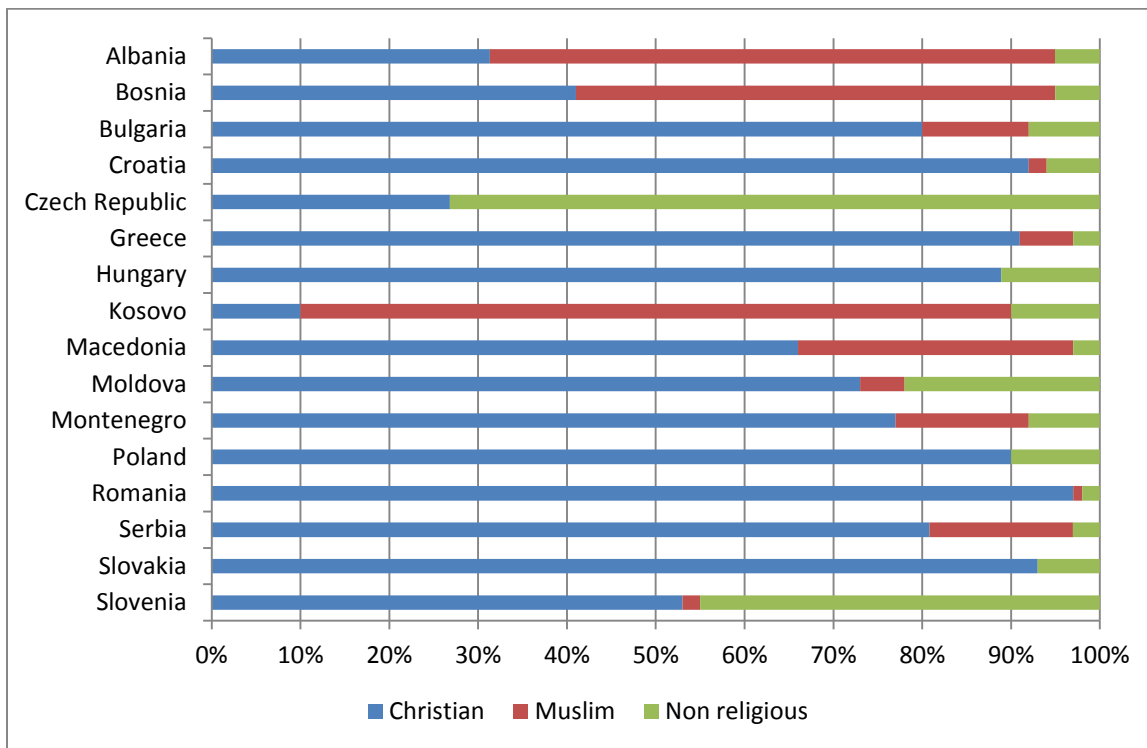
The Majority Religious Affiliation in the Central and Eastern Europe GCPN Region



The Proportion of Religious Adherents in the Central and Eastern Europe GCPN Region (OW)



Percent Religious Affiliation by Country in the Central and Eastern Europe GCPN Region (OW)



Comment: The religious situation of this region is diverse.

The Percentage Non-Religious People in the Central and Eastern Europe GCPN Region (0W)

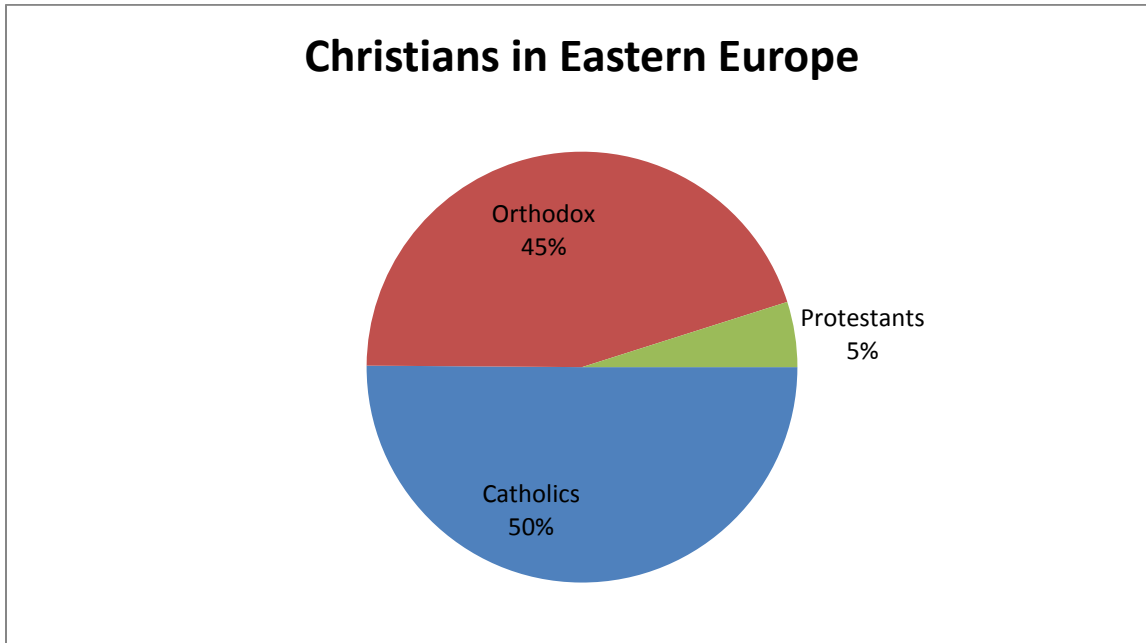


The Largest Islamic Majority People Groups in the Central and Eastern Europe GCPN Region (JP)

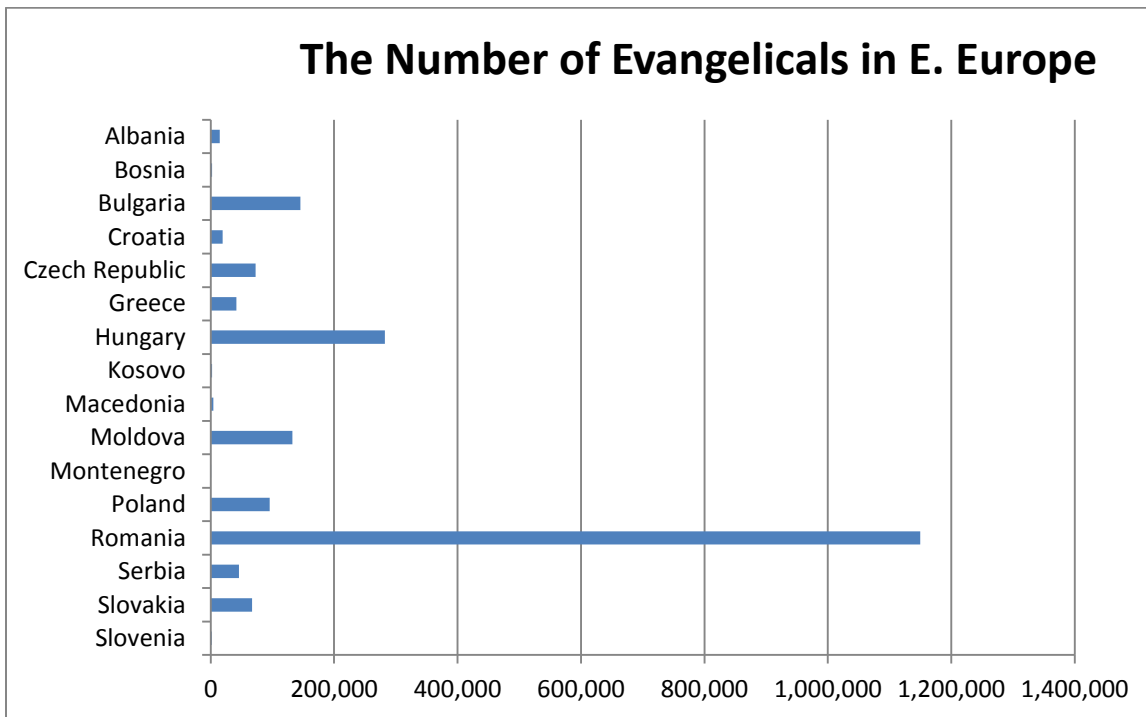
People Group	Population	Countries in which the group is found
Albanian, Gheg	2,979,360	(7) Bosnia-Herzegovina, Croatia, Czech Republic, Hungary, Kosovo, Macedonia, Montenegro, Serbia, Slovenia
Albanian, Tosk	2,264,000	2 Albania, Greece
Bosniak	2,207,730	9 Croatia, Czech Republic, Hungary, Kosovo, Macedonia, Montenegro, Serbia, Slovenia
Golani	40,200	3 Albania, Kosovo, Macedonia
Millet	93,700	Bulgaria
Nogai	10,500	Romania
Pomak	109,410	4 Bulgaria, Greece, Macedonia, Romania
Romani, Balkan	105,700	3 Bosnia-Herzegovina, Macedonia, Romania
Romani, Vlax	86,600	Romania
Tatar, Crimean	28,910	3 Romania, Moldova, Bulgaria
Turk	693,300	15- all but Albania. Most in Bulgaria
Urdu	40,800	Greece

Comment: Operation World comments that the Bosniak people group is the least evangelized in Europe.

The Proportion of Christian “Traditions” in Central and Eastern Europe GCPN Region (OW)

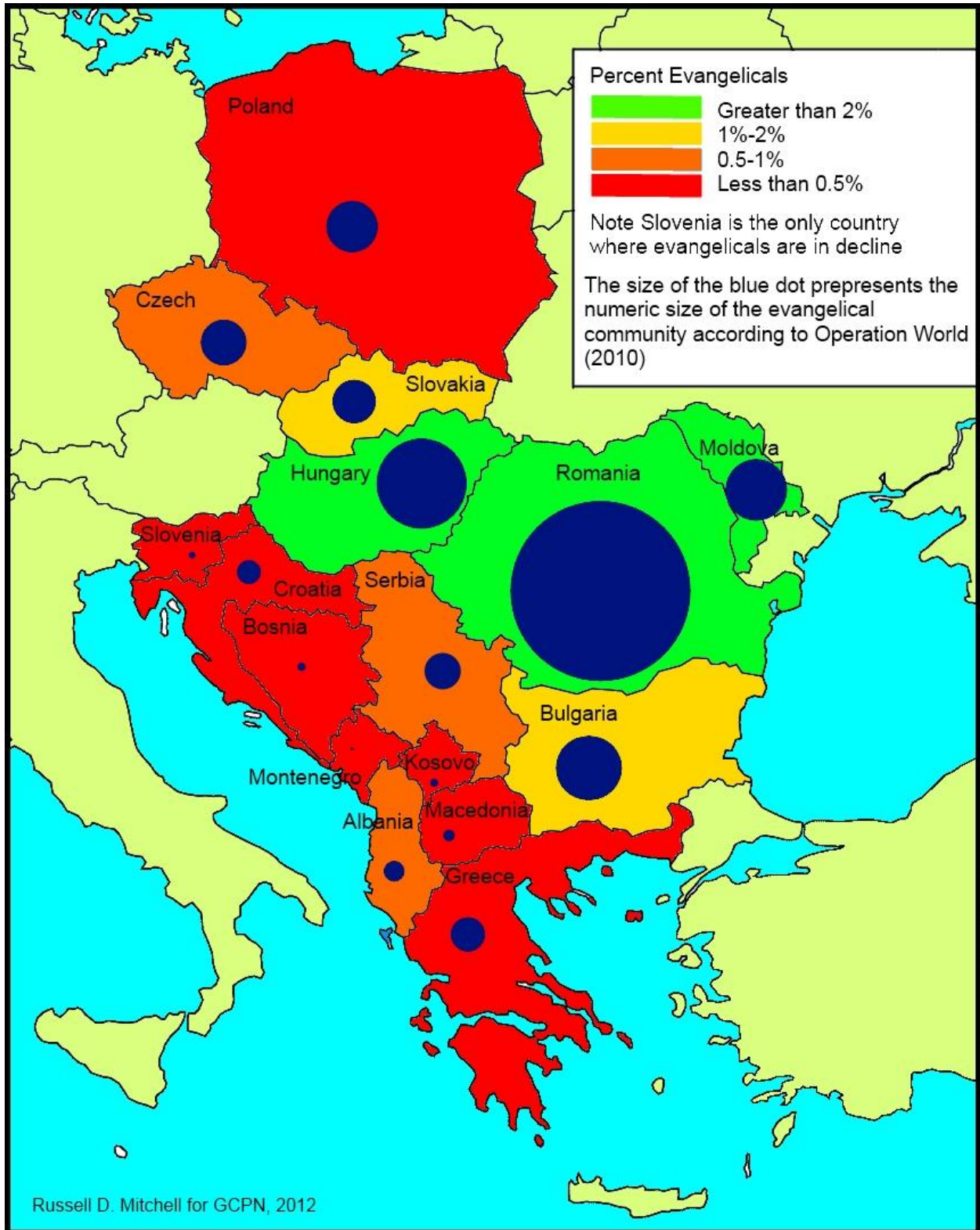


Evangelical Christians per county in the Central and Eastern Europe GCPN Region (OW)



Comment: For Romania this researcher estimates that the number of Evangelicals is half of what OW specifies. Another OC researcher in the region has a similar opinion regarding two other countries. If this generalization carries to other countries, the situation in this region is much graver than described.

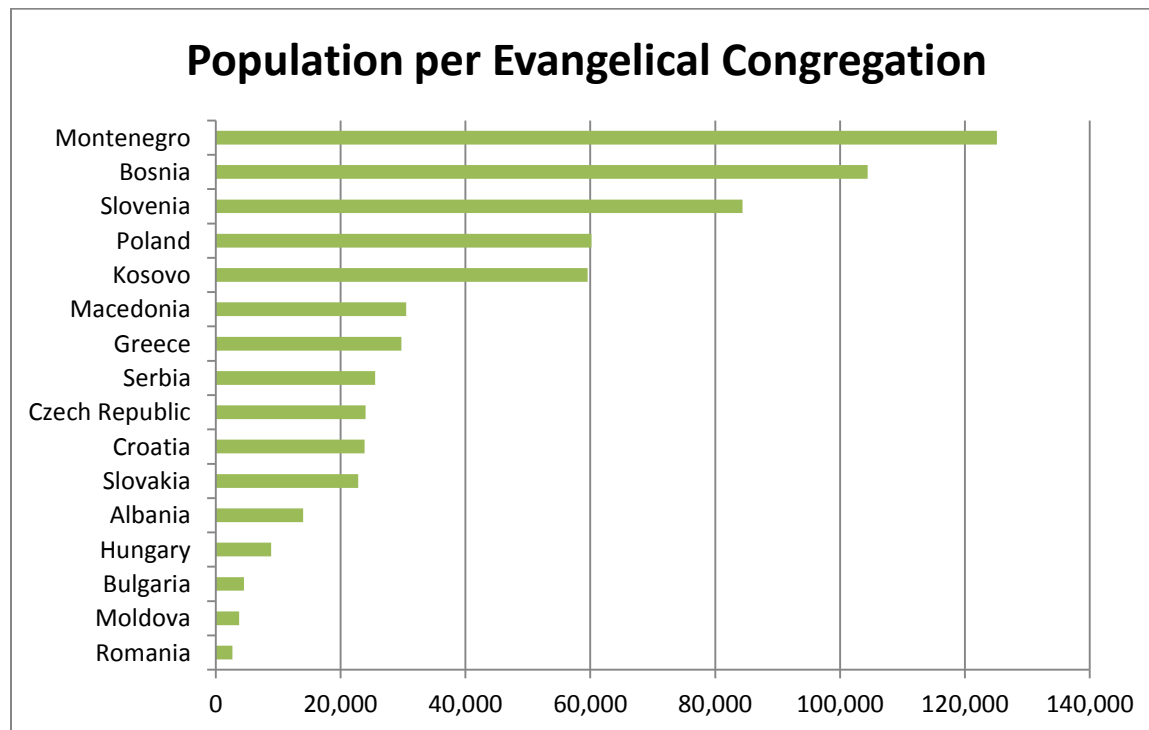
The Percentage and Number of Evangelicals in the Central and Eastern Europe GCPN Region (OW)



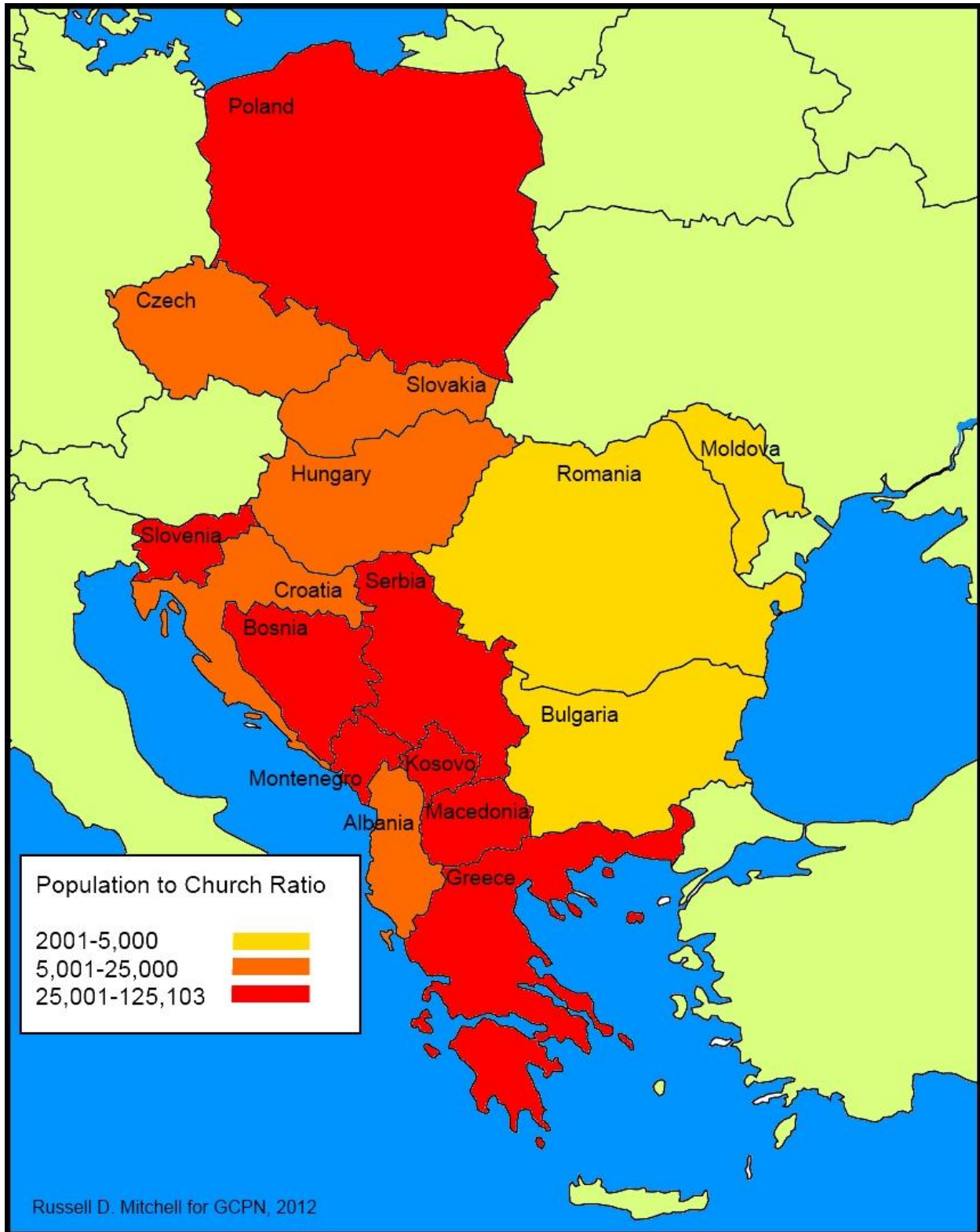
Evangelical Congregations and Evangelicals per Country Evaluated from an SCP Perspective (OW)

Country	Population	Nr Ev. Congs	Pop/ev. Cong.	Total congs needed for saturation	Nr. new congs. needed	Nr. Evangelicals	Evangelicals per new church
Albania	3,169,087	226	14,023	3169	2,943	14,466	4.92
Bosnia	3,759,633	36	104,434	3759	3,724	2,207	0.59
Bulgaria	7,497,282	1652	4,538	7497	5,845	145,536	24.90
Croatia	4,409,659	185	23,836	4409	4,225	19,359	4.58
Czech Rep.	10,410,786	434	23,988	10410	9,977	72,854	7.30
Greece	11,183,393	376	29,743	11183	10,807	41,376	3.83
Hungary	9,973,141	1124	8,873	9973	8,849	282,181	31.89
Kosovo	2,084,224	35	59,549	2084	2,049	2,000	0.98
Macedonia	2,043,360	67	30,498	2043	1,976	4,270	2.16
Moldova	3,575,574	957	3,736	3575	2,619	132,471	50.59
Montenegro	625,516	5	125,103	625	621	286	0.46
Poland	38,038,094	632	60,187	38038	37,406	95,416	2.55
Romania	21,190,154	7942	2,668	21190	13,248	1,149,647	86.78
Serbia	7,771,633	304	25,565	7771	7,468	45,580	6.10
Slovakia	5,411,640	237	22,834	5411	5,175	67,163	12.98
Slovenia	2,024,912	24	84,371	2024	2,001	1,822	0.91
Total	133,168,088	14,236	9.354	133,161	118,933	2,076,634	17.5

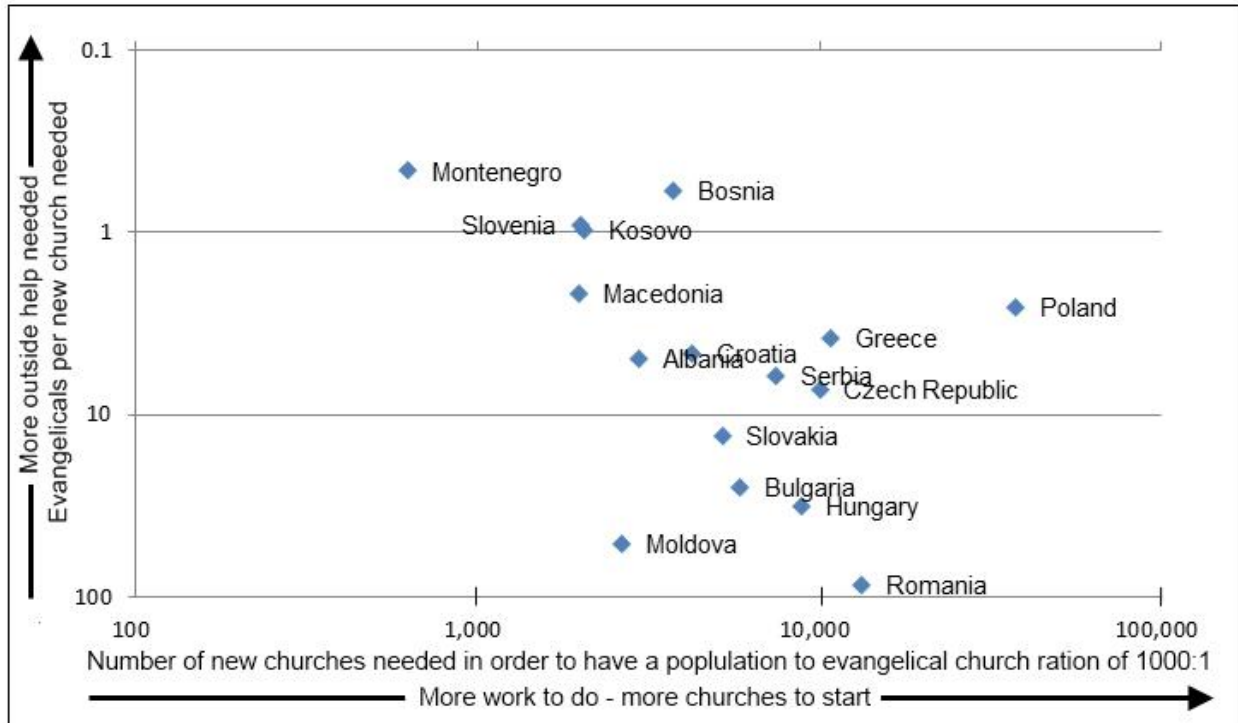
The Population to Evangelical Church Ratio (Sorted to show least to most favorable - OW)



The Population to Evangelical Church Ratio in the Central and Eastern Europe GCPN Region



The number of new evangelical churches needed compared with evangelicals per church needed.



Russell D. Mitchell for GCPN 2013, based on the work of Chris Maynard

Data table for the chart above ordered from least to greatest church planting potential

Country	Churches Needed	Evangelicals per church needed	Comment: Montenegro, Bosnia, Slovenia and Kosovo (4 countries or 25% of the 16 countries in the region) have less than one person to start every needed church. Obviously significant outside assistance will be needed in these countries. At the other end of the spectrum, Bulgaria, Hungary Moldova and Romania (4 countries or 25%) should be able to start necessary churches without outside assistance (At least as far as human resources. There probably will be an appeal for funding). The middle eight (50%) countries will also need some outside help, but less than the first four countries.
Montenegro	621	0.46	
Bosnia	3,724	0.59	
Slovenia	2,001	0.91	
Kosovo	2,049	0.98	
Macedonia	1,976	2.16	
Poland	37,406	2.55	
Greece	10,807	3.83	
Croatia	4,225	4.58	
Albania	2,943	4.92	
Serbia	7,468	6.10	
Czech Republic	9,977	7.30	
Slovakia	5,175	12.98	
Bulgaria	5,845	24.90	
Hungary	8,849	31.89	
Moldova	2,619	50.59	
Romania	13,248	86.78	

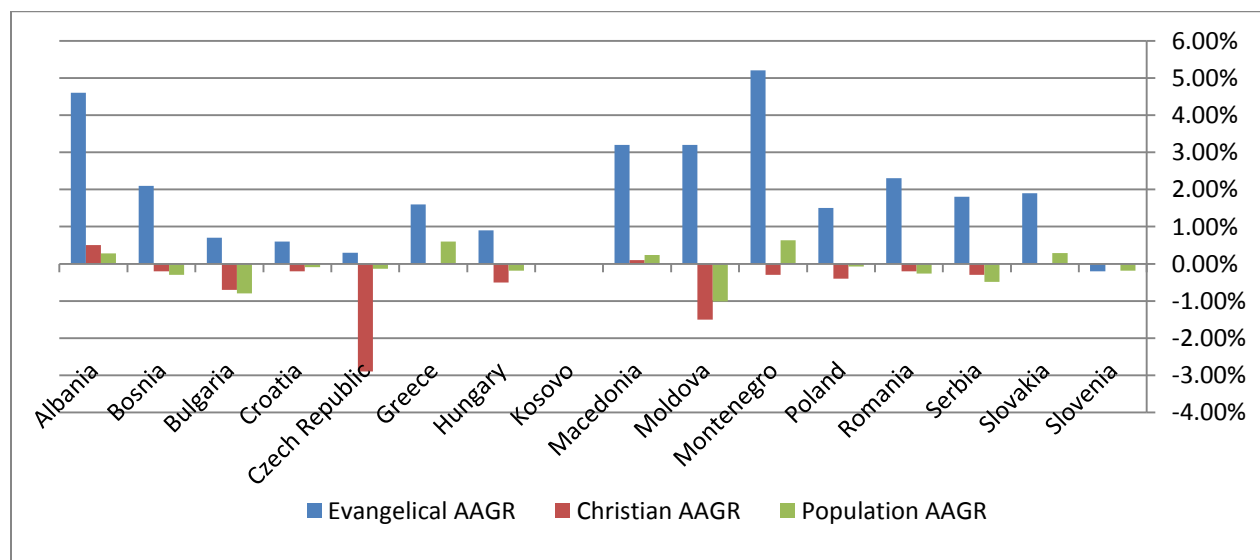
The Growth Rates of Evangelical Christians in the Central and Eastern Europe GCPN Region (OW)

Country	DGR 1991-2000	DGR 2001-2010	AAGR 2001-2010	AAGR 2005-2010
Albania	548%	86%	6.40%	4.62%
Bosnia	81%	19%	1.73%	2.07%
Bulgaria	52%	3%	0.30%	0.65%
Croatia	37%	4%	0.39%	0.55%
Czech Republic	-8.87%	-0.61%	-0.10%	0.34%
Greece	11%	21%	1.92%	1.61%
Hungary	26%	16%	1.5%	0.85%
Kosovo	No	Data	available	-
Macedonia	91%	38%	3.27%	3.20%
Moldova	44%	35%	3.04%	3.24%
Montenegro	113%	63%	5%	5.2%
Poland	20%	15%	1.41%	1.47%
Romania	38%	18%	1.67%	1.51%
Serbia	29%	25%	2.25%	1.82%
Slovakia	59%	22%	2.01%	1.89%
Slovenia	21%	-19%	-1.73%	-0.18%

Comment: The number of Evangelicals is growing in all countries since 2005, except for Slovenia. For ten countries, the AAGR for 2005-2010 is better than the European Average of 1.1%. Four countries are better than the world average of 3.0%. All “Eastern Block” countries except the Czech Republic had better growth in the 1990s. Greece (the only non-Communist country) had better growth in the first decade of the new Millennium. Overall the 1990s was a better decade for growth. The AAGRs for the first decade of the new millennium shows a slight trend toward greater growth in the second half of the decade. Montenegro, Albania, Macedonia and Moldova are hotter spots, all above the global AAGR.

Annual Average Growth Rate (AARG) of Christians, Evangelicals, and the General Population

(Sources: Operation World and The CIA Factbook)



Comment: The AAGR shows the responsiveness of a people in a country as well as church “health”.

II. The People Group Perspective

The Joshua Project Scale

The following information uses the Joshua Project scale to describe how “reached” a group is.

Stage	Level	Level Description
Unreached / Least-Reached Less than 2% Evangelicals and Less than 5% Christian Adherents	1.1	Very few, if any, known Evangelicals. Professing Christians less than or equal to 5%.
	1.2	Evangelicals greater than 0.01%, but less than or equal to 2%. Professing Christians less than or equal to 5%.
Formative / Nominal Church Less than 2% Evangelical and Greater than 5% Christian Adherents	2.1	Very few, if any, known Evangelicals. Professing Christians greater than 5%.
	2.2	Evangelicals greater than 0.01%, but less than or equal to 2% Professing Christians greater than 5%.
Significant / Established Church Greater than 2% Evangelical	3.1	Evangelicals greater than 2%, but less than or equal to 5%.
	3.2	Evangelicals greater than 5%.

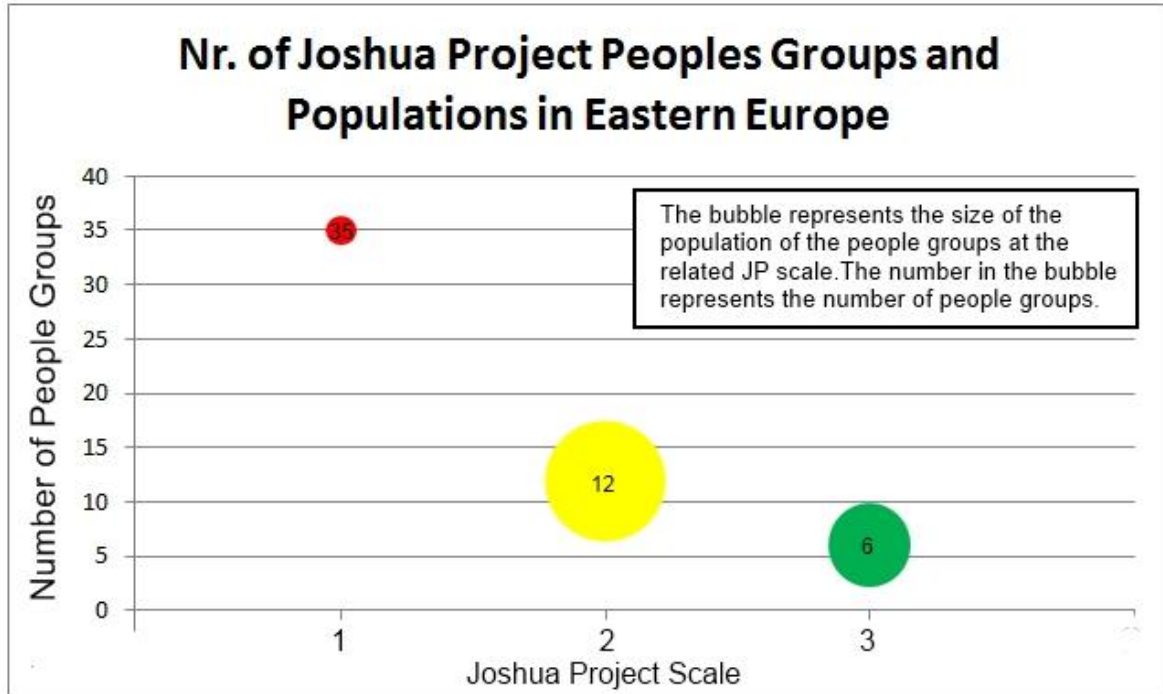
The Least Evangelized People Groups in the Central and Eastern Europe GNCP Region (Joshua Project)

The following chart lists the least evangelized peoples in this area having a population of more than 10,000 persons. The lines shaded green are 1.0 JP scale people groups, the white ones are 2.0 J P Scale people groups. The engagement of these groups would be a high priority in the region.

Country	People Name	Primary Language Name	Population	Primary Religion
Albania	Gorani	Serbian	13,000	Islam
Albania	Albanian, Gheg	Albanian, Gheg	612,000	Islam
Albania	Albanian, Tosk	Albanian, Tosk	1,967,000	Islam
Albania	Romani, Vlax, Southern	Romani, Vlax	86,600	Islam
Bosnia- Herzegovina	Bosniak	Bosnian	1,808,000	Islam
Bosnia- Herzegovina	Romani, Balkan	Romani, Balkan	28,800	Islam
Bulgaria	Turk	Turkish	588,000	Islam
Bulgaria	Pomak	Bulgarian	70,300	Islam
Bulgaria	Millet	Turkish	93,700	Islam
Croatia	Bosniak	Bosnian	20,600	Islam
Croatia	Czech	Czech	10,400	Non-Religious

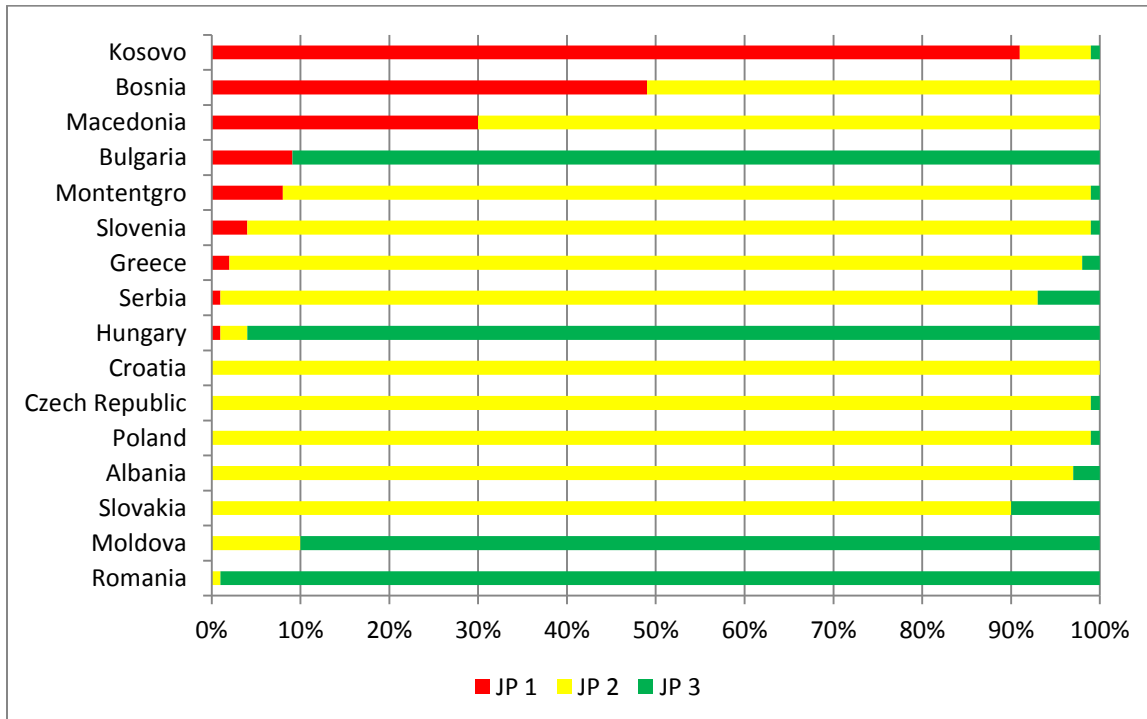
Czech Republic	Vietnamese	Vietnamese	37,900	Buddhism
Czech Republic	Gypsy, Slovak	Slovak	65,000	Non-Religious
Czech Republic	Romani, Carpathian	Romani, Carpathian	300,000	Non-Religious
Czech Republic	Czech, Bohemian	Czech	9,870,000	Non-Religious
Greece	Urdu	Urdu	40,800	Islam
Greece	Turk	Turkish	53,600	Islam
Greece	Indo-Pakistani	Hindi	19,800	Hinduism
Greece	Pomak	Bulgarian	34,900	Islam
Greece	Punjabi	Panjabi, Eastern	11,600	Other / Small
Greece	Albanian, Tosk	Albanian, Tosk	297,000	Islam
Hungary	Bosniak	Bosnian	19,900	Islam
Hungary	Jew, Hungarian	Hungarian	48,500	Ethnic Religions
Hungary	Chinese, generic	Chinese, Mandarin	30,200	Non-Religious
Kosovo	Gorani	Serbian	25,200	Islam
Kosovo	Bosniak	Bosnian	32,800	Islam
Kosovo	Albanian, Kosovars	Albanian, Gheg	1,581,000	Islam
Macedonia	Bosniak	Bosnian	17,400	Islam
Macedonia	Albanian, Gheg	Albanian, Gheg	590,000	Islam
Macedonia	Romani, Balkan	Romani, Balkan	55,100	Islam
Montenegro	Bosniak	Bosnian	48,000	Islam
Montenegro	Albanian, Gheg	Albanian, Gheg	48,700	Islam
Romania	Nogai, Nogay	Nogai	10,500	Islam
Romania	Tatar, Crimean	Crimean Tatar	21,800	Islam
Romania	Turk	Turkish	23,600	Islam
Romania	Romani, Balkan	Romani, Balkan	21,800	Islam
Romania	Chinese, generic	Chinese, Mandarin	11,500	Ethnic Religions
Serbia	Bosniak	Bosnian	173,000	Islam
Serbia	Arab, Lebanese	Arabic, North Levantine Spoken	23,200	Islam
Serbia	Albanian, Gheg	Albanian, Gheg	141,000	Islam
Serbia	Czech	Czech	50,500	Non-Religious
Slovakia	Czech	Czech	45,500	Non-Religious
Slovenia	Bosniak	Bosnian	86,500	Islam

Comparison of the Number of Joshua Project People Groups and Their Respective Populations

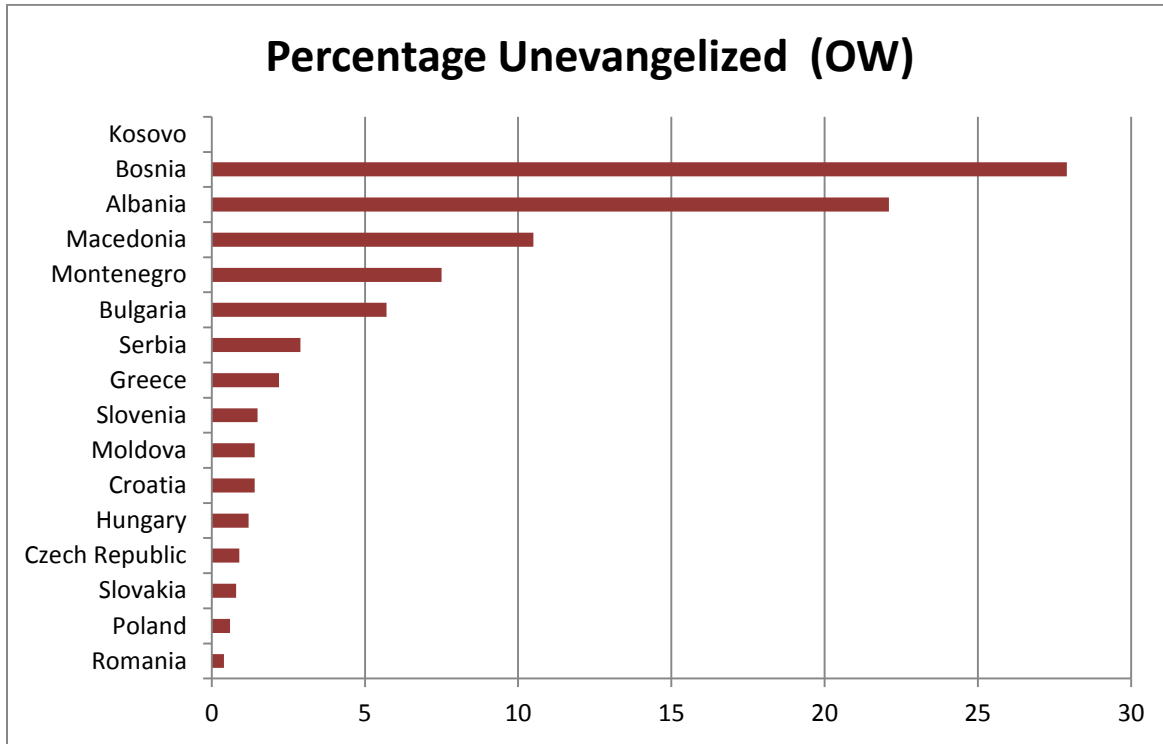


Comment: The X Axis denotes the Joshua Project scale, the Y Axis how many people groups are in each category. The largest number of people groups falls on the 1.0 JP Scale. The largest number of individuals falls at the 2.0 JP Scale (87 million)

Percentage of People Groups by Joshua Project Scale in the Central and Eastern Europe GCPN Region

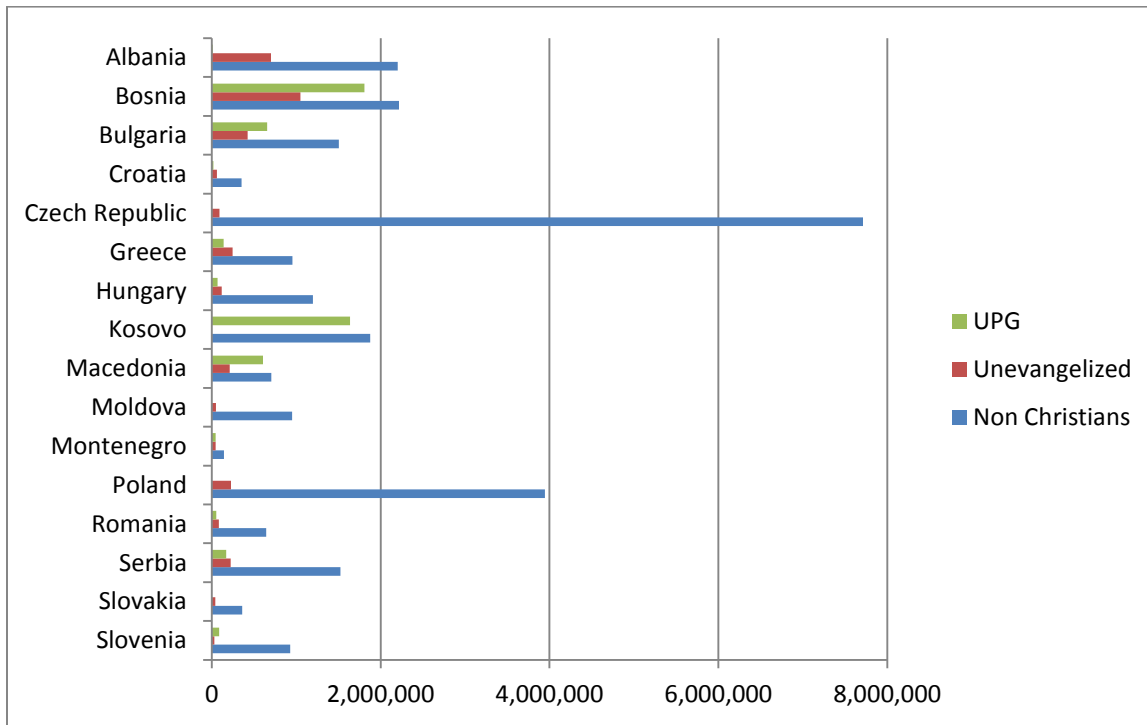


Percent of Population Unevangelized – Least Evangelized to Most Evangelized (OW)

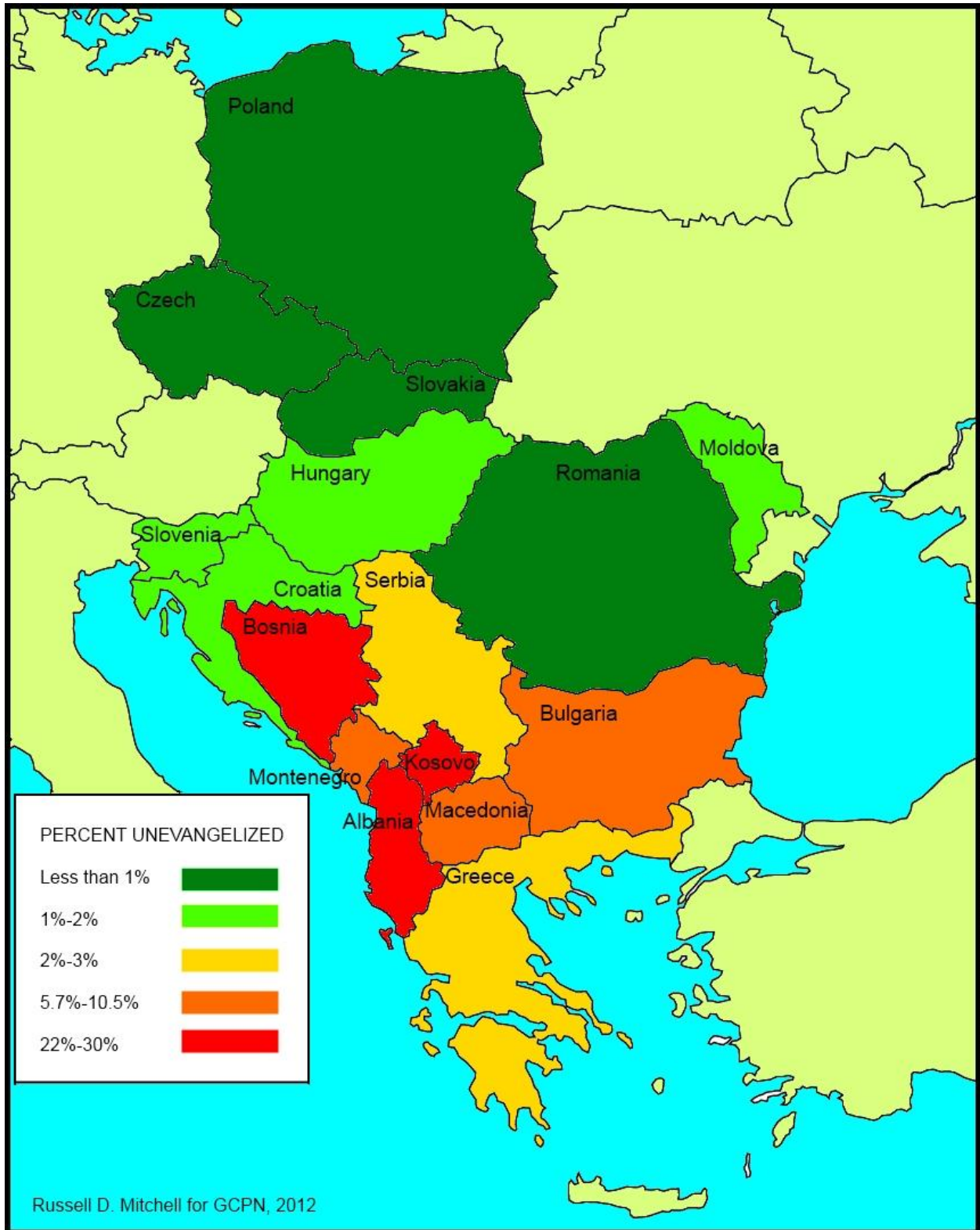


Comment: The less evangelized countries should have priority. No data is available for Kosovo.

The Number non-Christians, People Unevangelized and UPG Populations by Country (JP, OW)



The Percentage of Unevangelized People in the Central and Eastern Europe GCPN Region (OW)



III. The Linguistic Perspective

Languages spoken by more than 100,000 in Eastern Europe

There are 31 Languages spoken by more than 100,000 people in Eastern Europe. (Wikipedia has good information about each language group)

Language	Number of Speakers	Official EU Language	Language Family
Albanian, Arvanitika	159,000		Indo-European
Albanian, Gheg	2,979,630		Indo-European
Albanian, Tosk	2,279,060		Indo-European
Armenian	157,800		Indo-European
Aromanian	630,520		Indo-European Romance
Belrusian	224,790		Slavic, East
Bosnian	2,207,730		Slavic, South
Bulgarian,	6,664,890	Yes	Slavic, South
Croatian	4,494,250		Slavic, South
Czech,	9,982,940	Yes	Slavic, West
Gagauz	120,400		Turkic
German,	1,212,470	Yes	Indo-European
Greek,	9,751,070	Yes	Indo-European
Hungarian,	11,935,050	Yes	Uralic
Kashubian	99,600		Slavic, West
Macedonian	1,751,650		Slavic, South
Polish,	36,430,010	Yes	Slavic, West
Pontic Greek	212,000	Yes	Indo-European
Romani, Balkan	418,090		Indo-European
Romani, Carpathian	414,000		Indo-European
Romani, Vlax	1,086,190		Indo-European
Romanian,	21,726,880	Yes	Indo-European, Romance
Romani-Serbian	172,000		Slavic, South
Russian	322,310	Yes	Slavic, East
Rusyn	115,530		Slavic, East
Serbian	10,117,020		Slavic, South
Slovak,	4,931,860	Yes	Slavic, West
Slovene,	1,810,440	Yes	Slavic, South
Turkish	787,000		Turkic
Ukrainian	619,070		Slavic, East

Language Groups with no Scripture (Wycliffe)

Country	Language	Users
Albania	Albanian Sign Language	205,000
Bulgaria	Balkan Gagauz Turkish	331,000 (global)
Macedonia	Balkan Gagauz Turkish	4,000 Macedonia
Greece	Balkan Gagauz Turkish	?
Bulgaria	Bulgarian Sign Language	?
Czech	Czech Sign Language	?
Greece	Greek Sign Language	
Hungary	Hungarian Sign Language	?
Moldova	Moldovan Sign Language	?
Poland	Polish Sign Language	
Greece	Pontic	1,178,000
Romania	Romanian Sign Language	?
Macedonia	Romanian Megleno	5,000
Greece	Romanian, Megleno	5,000
Greece	Romano-Greek	30
Bulgaria	Russian Sign Language	121,000
Czech	Rusyn	1,100 CZ
Hungary	Rusyn	1,100 Hungary
Poland	Silesian	60,000 Poland
Czech	Silesian, Lower	22,900 (10,900 CZ)
Poland	Silesian, Lower	12,000 Poland
Greece	Tsakonian	200
Greece	Urum	192,700 (global - most in Georgia)

Comment: There are 18 distinct language groups in this region without scripture. Ten are spoken languages. Eight are sign language, showing the neglect of the deaf.

Language Groups with Portions of Scripture (Wycliffe)

Country	Language Group	Population
Croatia	Croatian Sign Language	?
Croatia	Istroit	1,000
Croatia	Romanian, Istro	560
Croatia	Rusyn	2,300
Serbia	Romano Serbian	172,000
Serbia	Rusyn	30,000 Serbia
Serbia	Yugoslav Sign Language	?
Slovakia	Rusyn	24,200 Slovakia
Slovakia	Slovakian Sign Language	?
Slovenia	Yugoslav Sign Language	?

Comment: Again the neglect of the deaf is seen.

SUMMARY OF KEY CHRISTIAN LEADERS IN CENTRAL AND EASTERN EUROPE

The following chart shows the results from a survey sent out in November 2012 to approximately 160 leaders in Central and Eastern Europe. The survey was initiated by the Global Church Planting Network, in conjunction with OC International. The aim of the survey was to identify “point people” related to Prayer, Church Planting, Research and Mission Mobilization for the 16 countries in the Central and Eastern Europe. This information provides a “snap shot” of the state of prayer, church planting and mission mobilization in the region. No “point people” were identified for six of the 16 countries. Only Romania and Slovakia have a “point person” identified in each category. Likely there are other “point people” who have yet to be identified. For the sake of confidentiality, no names are given here.

Country	Prayer Coordinator	Church Planting	Research	Mission Mobilization
Albania				
Bosnia				
Bulgaria	One Person	One Person	One Person	
Croatia				
Czech Republic	Four Individuals	Four Individuals		Two People identified
Greece				
Hungary	Five Individuals	Four individuals identified		Two People identified
Kosovo	One person	One Person	Three people identified	
Macedonia			One person with contacts identified	
Moldova	Probably Exist	One person		One Organization
Montenegro				
Poland			One person	
Romania	Three persons identified	Four+ Persons and Three+ Organizations	One person	Eight+ Organizations and four+ persons identified
Serbia				
Slovakia	One Person	One Person	One Person	One Organization
Slovenia	One Person	One Person		
Regional Contacts	One Person	One Person ¹	Four Individuals	Two Organizations

Might you be able to fill in any of the “gaps” in this chart?

Research Notes: Over 160 surveys were sent out. About half of those were from the 2012 Eurochurch Report; the other half were personal contacts or referrals. The Evangelical Alliances in three countries were also contacted (no responses received). From these I received 12 completed surveys (one of these reported on the UK and was not useful). Nine surveys were from expatriate workers; just three surveys were received from local leaders. The information for Romania was drawn from this researcher’s persona knowledge.