Dear Friends,

We are delighted to share with you DAI’s 2017 annual report. Because of your prayers and support, DAI served more than 33,000 leaders in 82 countries. This represents 17% growth over 2016. Our most significant growth was in the Middle East and French-speaking Africa.

However, growth in quantity is only meaningful if the quality is excellent. Because of this, we are also excited to share the findings from an external Impact Study in 2017 which revealed, “there is extensive evidence to conclude that within DAI’s Non-Formal program the [Servant Leadership] course has had extraordinary impact in the lives and communities of those who have taken the course.” Inside you’ll learn more about the life-transforming changes leaders reported and discover the new countries where DAI is now serving.

As we reflect on 2017, we celebrate all that God has done through DAI and look forward with anticipation to all He has planned for 2018.

Thank you for your support and prayers. Together we’ve enabled thousands of leaders to lead more like Jesus.

Grace and peace,

Jane Overstreet
President/CEO

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2017 YEAR IN REVIEW

Because of you, DAI had the most impactful year ever, serving 17% more leaders than in 2016.

- **33,065** Leaders Served
- **27,464** Workshops
- **1,130** Mentoring
- **978** MAOL
- **748** Consulting & Connecting
- **2,745** Online Training
- **103** Graduated with Master’s in Organizational Leadership (MAOL)
- **250** Participated in Non-Formal Impact Study
- **8** New Countries
  - Australia, Cambodia, Ethiopia, Laos, Malaysia, Tanzania and two countries in the Middle East
- **5** New Ministry Centers
  - Burkina Faso, Canada, Ecuador, Philippines and Senegal
- **3** New Workshop Curriculum
  - Strategic Management; Culture, Ethnicity & Diversity; Learning to Lead: Servant Leadership for Youth
- **3** Revised
  - Ministry of Mentoring; Growing Marriage; Servant Leadership
In 2017, DAI partnered with Concentric Development, Inc. to evaluate the effectiveness of DAI's Non-Formal Program. Researchers compiled information from 250 Servant Leadership workshop participants from Togo, Uganda and India, using interviews, focus groups, story collection and online surveys. Participants from India took the course more than five years ago while participants from Uganda and Togo took the course within the last five years.

“I was changed from within when I understood that leadership is about serving others without necessarily expecting a reward.”

Servant Leadership Course Helps Teacher Discover Student’s Potential

Agnes, from Uganda, shared this story with researchers during the 2017 Impact Study.

“While teaching at a primary school, there was a dull, quiet, withdrawn and disinterested pupil. One outgoing teacher told me not to bother with this pupil because all his efforts to help him were in vain. Many had concluded that nothing good could come out of this boy. Before studying servant leadership, I would have believed them and ignored him.

“In the course, I learned to serve others, believe in them and give them an opportunity. I decided to find out why this boy was unique. I soon found out he had just lost his mother, his polygamous dad (who had three wives) had abandoned him, leaving him under the care of his equally needy grandmother. He walked for long distances to come to school, sometimes on an empty stomach. He suffered the effects of rejection. It took about two weeks for him to tell me all this. I started packing meals for him daily and told him stories. I visited his grandmother and took some food along for the visit. We stayed for some time after school and did his homework together.

“Soon the boy started calling me Aunt. His class work improved and he started playing with the other boys and all his potential started coming forth. By the end of the term, he was the third in the class. All teachers were left amazed.

“I was changed from within when I understood that leadership is about serving others without necessarily expecting a reward.”

Third-Party Study Shows that Workshops Work

The Study:

In 2017, DAI partnered with Concentric Development, Inc. to evaluate the effectiveness of DAI’s Non-Formal Program. Researchers compiled information from 250 Servant Leadership workshop participants from Togo, Uganda and India, using interviews, focus groups, story collection and online surveys. Participants from India took the course more than five years ago while participants from Uganda and Togo took the course within the last five years.

The Result:

“From Servant Leadership course participants, as well as those who have observed their lives, there is extensive evidence to conclude that within DAI’s Non-Formal program, the course has had extraordinary impact in the lives and communities of those who have taken the course.”

Excerpt from Concentric Development, Inc. final report

6 Key Areas of Impact

1. Leadership
   Increased self-awareness of the participant’s leadership style and the styles of others; adopted servant-like qualities

2. Culture Change
   Changed participant’s cultural definitions of leadership in ministry, work and home

3. Relationships
   Improved spousal and family relationships

4. Effective Learning
   Enabled learning that led to transformation, as a result of DAI’s multiple methodologies of interaction, participation, case studies, games, etc.

5. Reproduction of the Training
   Successfully facilitated the training of other leaders

6. Spiritual Formation
   Increased commitment to Bible-centeredness

Thrid-Party Study Shows that Workshops Work
GREATER HUMILITY AND SELF-CONTROL

“When he started supervising me he was so arrogant. After the course there was clear evidence of humility.”
Ismael - speaking of supervisor, Uganda

“Since he took the course he is no longer imposing. He has become a listener and is no longer authoritative.”
Florent - speaking of manager, Togo

BETTER ABLE TO DELEGATE AND WORK WITH A TEAM

“I learned how to delegate and give an opportunity to other people to be able to serve according to the strength they have.”
Bella, Uganda

“One thing I learned, and want to implement immediately, is to delegate responsibility to my teachers and make them feel trusted.”
Tracy, India

RESPECT & PASSION FOR OTHERS

“I have never appreciated my wife as I do now.”
Sem, India

“The course opened our eyes to be more inclusive of others and now our doors are open to the community.”
Sylvia, Uganda

GREATER UNDERSTANDING OF SELF

“Understanding my own personality and temperament has allowed me to work better with others.”
Andrew, Uganda

“Knowing my personality, the flaws that come with it and adjusting accordingly has been the most significant change in my life.”
Miria, Uganda

BETTER CONFLICT RESOLUTION/RECONCILIATION

“I took courage after the course and I stood with boldness; called all my siblings and parents to a meeting to bring reconciliation where we all reached consensus and now we are together as one loving family and they love and value me as a good leader.”
Chris, Uganda

“A Leader’s Self-Awareness Brings Change that Impacts 320 Students

Our church had launched the creation of a private school, but then abruptly our funding ended after the first year of primary school. That was 2012.

“In my heart, I thought I should leave. I left the church and the school was closed.

“When I received the DAI course, I returned to the church. I thought, I’m a designer leader, I can lift these challenges.

“I invested what I had borrowed to build my home for the construction of the school. At the time there were 12 students and 2 teachers, whom I paid a small salary.

“Today, the school is evolving and there are 320 students. It is now through the school that we pay the pastor and other church expenses.”

Sarah, Uganda/USA

Tengue M., School Director, Primary School, Togo

SIGNIFICANT CHANGES PARTICIPANTS EXPERIENCED

IMPACT STUDY RESULTS
WHERE WE WORK

Mission
Enhance the integrity and effectiveness of Christian leaders worldwide so that the Church can fulfill its role in extending the Kingdom of God.

Core Values
Committed to effectiveness, integrity, humility, partnering, mentoring, holism, biblical standards and to reaching those with the least access.

WORKING WITH LEADERS IN 82 COUNTRIES
New in 2017: Australia, Cambodia, Ethiopia, Laos, Malaysia, Tanzania and two countries in the Middle East

31 MINISTRY CENTERS
New in 2017: Burkina Faso, Canada, Ecuador, Philippines, Senegal

Mission
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Core Values
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2017 FINANCIAL HIGHLIGHTS

MAOL Available in Latin America
DAI will begin to offer the MAOL program in Spanish in Latin America and Cuba, through partnerships with UNELA and Baptist Theological Seminary of Eastern Cuba. This will provide opportunities to reach many more leaders with our biblical leadership training.

Servant Leadership Course for Teens 13-19
We piloted and revised our Servant Leadership curriculum for teens in 2017 and will begin delivering the course in 5-10 countries this year, which we hope will be the beginning of a generational change in the leadership of these nations.

Distribution of Spiritual Formation Course in Arabic
The Spiritual Formation course, filmed in Arabic in 2017, will be available to leaders throughout the Middle East. This course builds a spiritual foundation for leadership, which provides an opportunity to greatly impact the future of this region.

Training for Diaspora Leaders in North America
In light of the changing demographics of North America, training diaspora, minority-culture and First Nation Christian leaders living in Canada and the USA will be a key strategy for impacting the future leadership of both the North American and global church.

2017 BOARD OF DIRECTORS

David Wessner (Chairperson)
Executive Producer
Thinking Man Films & Media
St. Louis Park, Minnesota
Serving since 2012

Shaun Sipe (Vice Chairperson)
Director of Human Capital & Integration
Diversified Conveyors, Inc.
Memphis, Tennessee
Serving since 2014

James Couture
President (Retired)
Securities Evaluation Service, Inc.
Wheaton, Illinois
Serving since 2015

Dr. Jason Ferenczi
Program Officer
Cornerstone Trust
Grand Rapids, Michigan
Serving since 2013

Gretchen Hansen
Executive Director
Hansen Foundation
Sewickley, Pennsylvania
Serving since 2016

Jane Overstreet
President / CEO
DAI
Colorado Springs, Colorado

Meritt Sawyer
Managing Partner
SawyerSolutionsGroup
Menlo Park, California
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2018
WHAT’S AHEAD

Please pray for these initiatives and all that God has planned for DAI this year.

2017 USE OF FUNDS

<table>
<thead>
<tr>
<th>Category</th>
<th>2017 Source of Funds</th>
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<tbody>
<tr>
<td>Program Services</td>
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<tr>
<td>General / Administration</td>
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<tr>
<td>Fundraising</td>
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<td>Individuals</td>
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<tr>
<td>Foundations</td>
<td>$1,900,704</td>
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<tr>
<td>Businesses / Corporations</td>
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<tr>
<td>Churches / Ministries</td>
<td>$376,157</td>
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<td>Other Income</td>
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<td>Total</td>
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2017 SOURCE OF FUNDS

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<tr>
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<tr>
<td>Individuals</td>
<td>38%</td>
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<tr>
<td>Foundations</td>
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<td>Other Income</td>
<td>1.5%</td>
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“Only 12% of the charities we evaluate have received at least 4 consecutive 4-star evaluations. This exceptional designation from Charity Navigator sets DAI apart from its peers and demonstrates to the public its trustworthiness.”

Michael Thatcher  
President and CEO,  
Charity Navigator