Dear friends,

It is a joy to share with you this Annual Report because 2018 was a year of expansion through partnerships for DAI! We expanded the number of leaders served, both face-to-face and through digital means. We expanded geographically, adding four new offices where DAI has full-time local staff (Colombia, Cuba, Haiti and Kenya). And we formed a number of new partnerships allowing us to train more leaders than ever before!

In total, DAI has partnered with over 455 local and international organizations this year. They include non-governmental organizations, evangelistic ministries, denominations, government departments, educational institutions, and healthcare providers. We are highlighting three of these partners in this annual report.

Our partnerships with Compassion International, Lifewater International, and International Care Ministries mean DAI has contributed to the work “releasing children from poverty in Jesus’ name,” “ending the global water and sanitation crisis,” and “providing help, inspiring hope and creating change for families living in extreme poverty.” What an amazing privilege and great joy!

But organizations in the neediest parts of our world are not DAI’s only partners. So are you! Whether you are one of our generous business friends, a grant making foundation, church missions department, or one of hundreds of individual donors, without your partnership none of DAI’s ministry would reach the leaders we serve. Their ministries thrive in part because of your support to DAI.

Thank you for your prayers, financial support and volunteer service. As partners, we have served over 46,000 Christian leaders in the hardest places in 2018.

Grace and peace,

Jane Overstreet
President/CEO
Lifewater International works in East Africa and Asia "ending the global water and sanitation crisis, one village at a time."

In 2018, DAI provided 129 Lifewater staff in three countries with two weeks of small group training on servant leadership. In addition, six of their senior leaders enrolled in DAI’s three-year Master’s of Arts in Organizational Leadership (MAOL) program.

Justin Narducci, Lifewater President/CEO, sums it up well, “The Christian leaders of tomorrow are already in the countries where they live, work, and worship. DAI unlocks the potential of national Lifewater staff in ways that we’d never be able to do on our own.”

Compassion International
Compassion International (CI), is dedicated to “releasing children from poverty in Jesus’ name.” DAI partnered with CI staff to create a custom-tailored course that blends our Servant Leadership and Spiritual Formation workshops together. CI staff from around the world worked through the curriculum in cohorts and followed up their time together with an in-person retreat.

In 2018, 171 individuals (30% of their targeted staff) completed the DAI portion of the Equipping Leaders training. By 2020, CI expects all people managers to have participated in this training. As these leaders across the organization grow and better steward their people, the impact will be seen in even more children set free from poverty in Jesus’ name.

These three examples represent DAI’s 455+ formal and informal partnerships in 2018:

Working with other Christian organizations is one of DAI’s core practices. Building healthier leaders and healthier ministries is central to our mission. It’s always about helping others succeed!

DAI often responds to the requests of churches, mission agencies, NGOs, schools, government offices or hospitals. Our leadership assistance is frequently provided through partnerships with local universities, seminaries and Bible colleges. And it always requires the gifts and prayers of donors and friends. DAI cannot function without partnerships at multiple levels.

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Compassion staff reported significant changes in those who participated:

“It is no exaggeration to say that in my 23 years at Compassion this has by far been the most meaningful leadership experience of my career. The retreat was also unequivocally the most profound spiritual experience I’ve had in the past decade.” (Rwanda)

“The most meaningful part for me was having the space and time to address my spiritual identity and how this shapes the way that I lead... I also appreciated working through negative past professional experiences which may unknowingly shape the way we lead or work.” (Thailand)

Lifewater
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Lifewater staff reported significant changes in those who participated:

“One manager has really improved her attitude and is engaging more with co-workers; she now is humbling herself and giving more instructions and helping them to improve in their work.”

“One of our frontline workers has developed a great desire to read and study the Bible more regularly and has developed a passion for the people he is serving.”
International Care Ministries (ICM) works in the Philippines “providing help, inspiring hope and creating change for families living in extreme poverty.” In 2016, they began a 36-month training program for thousands of community pastors. ICM invited DAI to provide training for low-literate pastors in the province of Palawan. These pastors serve in ultra-poor communities where households make less than 50 cents a day.

Because of the amount of training required, DAI focused on training a cadre of trainers who would then work with the local pastors. This enabled the training to be contextualized and presented in the local language. It also built a team of equipped trainers for ongoing local work after the initial training was completed.

DAI’s training content was designed in response to the local pastors’ requests. We offered three of our workshops: Servant Leadership the first year, Mentoring the second and Strategic Management in the third year (2018). ICM recently completed a very positive study of the training’s impact.

New Partnerships for 2019

New partnerships are emerging in 2019. Some of these include a business incubation and investment group working in developing world countries, a mission sending agency in East Asia, a Bible college in Haiti, a healthcare clinic in North Africa, and an evangelistic group serving Arabic speaking refugees in Europe.

Our list of partnership opportunities literally goes on and on, but there are two attributes all of our partners share: they bring the hope of the Gospel to a community in desperate need and they want to grow in their leadership so they can better fulfill God’s call. Being a partner with groups like these is a wonderful privilege for DAI!

Although she had never taught the course in a school context, Bethany thought maybe the course could be adapted to help teachers like Tin.

As Educational Consultants with DAI, Jake and Marcie collaborated with Bethany to develop a three-part workshop for the staff of the School of Promise. After the first session, teachers bubbled with excitement as they shared how incredibly relevant and timely the training was. Tin said, “I felt like a huge sack on my back was taken away.” Another teacher told us how these workshops have transformed his thinking as a teacher more than any other educational course or workshop.

There is so much to celebrate in this story. We are excited for the teachers’ renewed energy because we know their students will now receive a better education. We are also humbled to watch the Lord bring three organizations together in partnership to meet the needs of these dedicated teacher leaders. And finally, we rejoice in seeing Tin thrive in the calling God has given her.

Jacob and Marcie Cantleberry work with DAI and are based in Southeast Asia. They partner with the School of Promise in northern Thailand where they assist in faculty development.

One Leader Changed Means Many Lives Changed

We’ve all been there as leaders: feelings of hopelessness, discouragement and frustration. Tempted to give up. These are the feelings Tin expressed through tears at our women’s prayer group. Tin is a teacher at the School of Promise, a small Christian school in Northern Thailand that serves children vulnerable to human trafficking, child labor, substance abuse and other forms of trauma.

Tin moved from the Philippines to Thailand two years ago to teach at the school. But today she was feeling overwhelmed with the on-going trauma in the lives of her learners. “Why is the world so cruel for them?” she shared. “I felt so helpless because I can’t do anything more. I wish I could do more.”

God heard Tin’s cry. That same morning, a new friend had joined the prayer meeting. After Tin shared, Bethany explained that she works with SIL International and facilitates a course on healing wounds from emotional trauma.

Although she had never taught the course in a school context, Bethany thought maybe the course could be adapted to help teachers like Tin.

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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 2018:
Chile, Germany, Haiti, Uruguay

34 Local Offices
New in 2018:
Colombia, Cuba, Haiti, Kenya

Where we work
Local offices

LATIN AMERICA AND CARIBBEAN
Argentina*
Brazil
Chile
Colombia*
Costa Rica*
Cuba*
Dominican Republic
Ecuador*
Grenada
Guatemala
Honduras
Mexico*
Panama
Peru*
Uruguay

FRANCOPHONE WEST AFRICA
Benin
Burkina Faso*
Burundi
Cameroon*
CAR
Chad
Congo
Côte d’Ivoire*
DRC*
Gabon
Guinea
Haiti*
Mali
Niger
Senegal*
Togo*

NORTH AMERICA
Canada*
USA*

ANGLOPHONE WEST AFRICA
Ghana
Nigeria*

EAST AFRICA
Ethiopia
Kenya*
Malawi
Rwanda
South Sudan*
South Africa*
Tanzania
Uganda*
Zambia

CENTRAL ASIA AND EUROPE
Belgium
Central Asia (4)
Finland
Germany
Russia*
Sweden*
Ukraine
United Kingdom*

MIDDLE EAST
ME countries (8)*

SOUTH EAST ASIA
Cambodia
Laos
Malaysia
Philippines*
Thailand
Vietnam

SOUTH ASIA
Bangladesh
India***
Indonesia*
Myanmar*
Nepal*
Pakistan
Sri Lanka*

ASIA PACIFIC
Australia
China*
Japan
Mongolia*
Papua New Guinea
South Korea

WHERE WE WORK

Where we work
Local offices

164

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Ecuador*
Grenada
Guatemala
Honduras
Mexico*
Panama
Peru*
Uruguay

FRANCOPHONE WEST AFRICA
Benin
Burkina Faso*
Burundi
Cameroon*
CAR
Chad
Congo
Côte d’Ivoire*
DRC*
Gabon
Guinea
Haiti*
Mali
Niger
Senegal*
Togo*

NORTH AMERICA
Canada*
USA*

ANGLOPHONE WEST AFRICA
Ghana
Nigeria*

EAST AFRICA
Ethiopia
Kenya*
Malawi
Rwanda
South Sudan*
South Africa*
Tanzania
Uganda*
Zambia

CENTRAL ASIA AND EUROPE
Belgium
Central Asia (4)
Finland
Germany
Russia*
Sweden*
Ukraine
United Kingdom*

MIDDLE EAST
ME countries (8)*

SOUTH EAST ASIA
Cambodia
Laos
Malaysia
Philippines*
Thailand
Vietnam

SOUTH ASIA
Bangladesh
India***
Indonesia*
Myanmar*
Nepal*
Pakistan
Sri Lanka*

ASIA PACIFIC
Australia
China*
Japan
Mongolia*
Papua New Guinea
South Korea

WHERE WE WORK

Where we work
Local offices

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WHAT'S AHEAD FOR 2018

2018 FINANCIAL HIGHLIGHTS

Jane Overstreet
President / CEO
DAI
Colorado Springs, Colorado

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

2019 BOARD OF DIRECTORS

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

James Couture
President (Retired)
Securities Evaluation Service, Inc.
Wheaton, Illinois
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Jan Stump
Director of Development
The Colossian Forum
Colorado Springs, Colorado
Serving since 2015

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

Dr. Jason Ferenczi
Program Officer
Cornerstone Trust
Grand Rapids, Michigan
Serving since 2015

Gretchen Hansen (Secretary)
Executive Director
Hansen Foundation
Sewickley, Pennsylvania
Serving since 2016

INCOME 2018

45% Foundation $2,370,509
30% Individual $1,571,992
16% Business/Corporation $864,885
8% Church/Ministry $452,976
1% Other $55,568
TOTAL $5,315,930

EXPENSES 2018

86% Program Services $4,259,411
7% General & Administrative $344,151
7% Fundraising $361,886
TOTAL $4,965,448

2019 WHAT’S AHEAD

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

Spiritual Formation
Multiple courses are being created and introduced globally in response to the growing felt need to know and love Jesus more. This will boost each leader’s personal spiritual lives and then impact their ministries as they lead from that healthy core.

Growing Marriage Course
This class has been very well received. We will multiply its reach through training trainers in Asia, Africa and Latin America. This will be done in three languages to make the material as accessible as possible.

Regional Conferences and DAI staff exchange programs
What helps leaders in one place can often be adapted to work even better in another. Conferences and exchange programs will promote more learning between our staff members. This will benefit DAI worldwide and tap into the incredible wisdom of our Majority World staff members.

Servant Leadership for Teens
This course continues to expand in South Asia, East Asia and Africa in multiple languages. It has touched on a significant need, especially in countries where the median age is often under 28 years old.
Our Mission

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