Dear friends,

Last year, DAI provided leadership development to 57,528 Christian leaders in 82 countries through online learning, individual mentoring, workshops, seminars and a fully accredited master’s degree program. In this annual report we want to highlight a new and growing aspect of our ministry – our work in North America.

When DAI started 24 years ago, we never imagined a need for our leadership training in North America. But today DAI is active all across Canada and the United States, responding to requests from immigrant and refugee communities who are seeking the same DAI training that they benefited from in their home countries. We call this our diaspora ministry.

It is hard to imagine people living in North America as among the “least resourced” of the world, but this has proven to be true among immigrants and refugees. Language and cultural barriers account for much of this. Moreover, pastors and business leaders among the diaspora population often find their academic credentials are not recognized here, making their further education difficult. So, while plenty of resources exist, few of them are truly accessible to these diaspora leaders.

In this annual report we are excited to share stories of how God is using DAI in Canada and the United States. Also, be sure to watch this short video on our diaspora ministry (https://vimeo.com/daintl) which shows how valuable and effective this work has been.

Thank you for your prayers and support to the ministry of DAI. We find that wherever God is moving, He first raises up leaders for the work. We are humbled by the privilege to help equip those leaders for effective service.

Grace and peace,

Jane Overstreet
President/CEO
Because of you, more Christian leaders throughout the world are better equipped to fulfill their calling.

### Year In Review 2019

- **Leaders Served**: 57,528
- **Direct Impact**: 32,861
- **Digital Reach**: 24,667

### Direct Impact — face-to-face personal investment

- **836** Master’s in Organizational Leadership (MAOL) students
- **1,046** Mentoring relationships
- **30,407** Workshop attendees
- **572** Consulting & Connecting

### Digital Reach — connecting with on-line users and those in less open locations

- **7,348** ‘Path to Greatness’ devotional readers on YouVersion
- **12,000+** Readers of our Russian Christian leadership digital magazine
- **5,319** Active users of the DAI Institute
di•as•por•a (noun) – any group that has been dispersed outside its traditional homeland.

There is a hidden diaspora church in North America. A church of immigrants and refugees, it meets in plain sight yet is mostly unseen by its Christian brothers and sisters. This vibrant body of believers from over 100 nations is eager to serve, yet under-resourced and lacking access to the training they need.

Through our diaspora ministry, DAI equips church leaders with both managerial skills and heart transformation – becoming a true servant of those they lead. Across North America, DAI staff and volunteers provide workshops to indigenous and immigrant church leaders.

In 2019 we served over 425 diaspora leaders through 27 workshops and events, working in partnership with ten other institutions and ministries who provide critical local support in these leaders’ lives. The impact of this work is significant not only in North America, but back in leaders’ home countries as well.
Emeline Nde

Hunger, hurt and abandonment. That is what childhood was like for Emeline Nde in Cameroon. Raised out of poverty by a school scholarship, Emeline joined the DAI staff in Nigeria in 2006. A few years later, she completed DAI’s master’s degree program in organizational leadership and returned to Cameroon as DAI’s national ministry center director.

Her valuable work was cut short when national violence caused her to move to the United States in 2018. However, Emeline has since become a facilitator for DAI workshops in America, where she equips leaders far beyond the boundaries of West Africa.

How has the training you received from DAI been used by the Lord in your life?

The different courses have trained me to lead an organization from recruiting, educating and empowering staff to financial management, accountability, etc. I also learned from DAI that being a servant leader was the key to empowering and unleashing the church to fulfill its kingdom mandate.

I am now an associate pastor at Omega Gospel Missions, an immigrant church in Maryland. In October, we had a women’s leadership conference with a total of 73 women. The majority were from the Cameroonian community, but we also had people from Cote D’Ivore, the Bahamas, Nigeria, Jamaica and America in attendance.
Karl Mueller

The son of German refugees in Canada, Karl Mueller grew up in an immigrant community and didn’t learn English until elementary school. As a result, he has a unique understanding and heart for the difficulties minority culture churches face in a Western church culture that unintentionally marginalizes and ignores them.

Convinced that the future of the North American church is multi-cultural and multi-ethnic, Karl has led DAI’s efforts to equip the diaspora church with the heart and skills needed for effective leadership.

Karl notes, “I have found our diaspora brothers and sisters to be courageous and devout. Helping them learn servant leadership has been enriching for me as I have discovered how much I can learn from them. This has been true whether I was teaching in Philadelphia, Salt Lake City or Iqaluit, Canada.”

“The servant leadership course has helped me to become an effective leader. Identifying my style of conflict resolution was a powerful step in my leadership growth.”

Peter Asiamah, Ghanian pastor
DAI partner through the Vine Institute

Learn more about Karl and the diaspora ministry by watching our video at https://vimeo.com/daintl
Ashok Ghimire

Vibrant and outgoing, Ashok Ghimire is a leading voice in the Nepali diaspora church. Born in Nepal to a Hindu family, Ashok became a Christian as a young man. Although an engineer by training, he and his wife have been active in full-time ministry for nearly 20 years across South and Southeast Asia.

After moving to the United States in 2011, Ashok began to concentrate his ministry on the Himalayan diaspora. While this includes facilitating diaspora workshops directly for DAI, much of his work involves spreading DAI’s materials through his own networks.

These include the Nepali Speaking Christian Students and Professionals Network (NSCSP, www.nscsp.org), of which he is president, and the Himalayan Diaspora Initiative (HDI), which he cofounded with two other Nepali pastors. Both networks exist to strengthen and equip Christian leaders in the Himalayan diaspora by providing leadership training, mentoring, and community.

The exciting result is that biblical servant leadership principles are being shared and practiced in ever-widening circles among people that DAI could not reach on its own.
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.
2019 FINANCIAL HIGHLIGHTS

INCOME 2019
- 53% Foundation .................................. $2,860,789
- 24% Individual .................................... $1,302,974
- 15% Business/Corporation ................... $835,805
- 7% Church/Ministry .............................. $376,686
- 1% Other ........................................ $45,382
TOTAL ........................................ $5,421,636

EXPENSES 2019
- 84% Program Services ........................... $4,322,394
- 6% General & Administrative .............. $312,696
- 10% Fundraising ................................. $520,606
TOTAL ........................................ $5,155,696

2020 BOARD OF DIRECTORS

Jan Stump (Chairperson)
Associate International Director
The Evangelical Alliance Mission (TEAM)
Colorado Springs, Colorado
Serving since 2014

Taylor Haltom
Project Development
Barnhart Crane & Rigging
Wheaton, Illinois
Serving since 2019

Dr. Frank Dana Hankins
Affiliate Assistant Professor
Fuller Seminary
Colorado Springs, Colorado
Serving since 2020

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

Jon Halverson
Founder; Managing Director
High Impact Market Advisors
Wayzata, Minnesota
Serving since 2019

Jane Overstreet
President / CEO
DAI
Colorado Springs, Colorado

James Couture
President (Retired)
Securities Evaluation Service, Inc.
Wheaton, Illinois
Serving since 2015
More in Christian Spiritual Formation

We are continuing to respond to leaders who want to live and lead from knowing God's love in greater measure. New in 2020 is a focus on helping DAI staff keep growing in their own spiritual formation so they can help other leaders keep growing.

More Growth for the MAOL Program

Several new countries are asking for DAI to provide them with the deeply transformative Master's Degree in Organizational Leadership. We are making new academic partnerships, using new languages and employing new delivery systems.

More Persecution and Chaos

There is growing persecution and chaos in many of the areas where DAI works, forcing us to modify our methods of reaching these leaders. In response, DAI staff are focusing on increased mentoring, emotional healing and spiritual companionship.

More Digital Delivery

DAI's offerings increasingly have a digital component. While part of the program is face-to-face, some of the pre-work and post-work may be online. This reinforces the learning, provides flexibility, and delivers leadership materials to difficult places.
Our Mission

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

Prince Newlove, from Sierra Leone