

Background

We ended 2023 in the middle of our annual theme “Convene New Communities” as we shifted from connecting individuals to each other to forming whole new communities who can leverage their work for the Gospel together. These were the five priorities we laid out at the beginning of 2023:

1. Finalize the **ecosystem platform** for metro diaspora coalitions.
2. Strengthen **overcomers in our network**, especially in missions, prison ministry, indigenous leadership, and people of color.
3. **Publish** more articles, blogs, webinars, or books to educate and inspire people about the Great Commission.
4. Expand conversations about creating US **metro diaspora coalitions**.
5. Pursue new approaches to expanding **training for the incarcerated**.

Some of our 2023 accomplishments include:

1. Published a prisoner re-entry simulation using 52 cards for the purpose of training the Church to understand the difficulty returning citizens face.
2. Transferred leadership for the Greater Houston Diaspora Coalition to Brad Hodges, who can accelerate evangelism, discipleship, and church planting as a local on-site leader, using the platforms we created.
3. Created a diaspora ministry ecosystem platform using Dallas-Fort Worth as a test case, which can be used as a template for other U.S. cities. Over 50 DFW ministries have shown interest as the website and other tools are being implemented, with local leadership emerging and more diaspora being reached with the gospel.
4. Began dialogue with a core team to form a Prison Church Developers Network that can expand nationally.
5. Drafted 10 video scripts with Epiphany Life Change to post YouTube clips to help churches welcome the formerly incarcerated into their communities.
6. Presented a workshop at Missio Nexus in Orlando regarding the diaspora ecosystem platform.
7. Continued quarterly meetings of *Reconciliation Fellowship*, creating opportunities for Black and White believers to pursue relationships and collaborations across ethnic lines, participating in presentations with co-leader Rickie Bradshaw at MissionConnexion in (Portland).
8. Assisted in a gathering of international prison ministry leaders at Atascadero Bible Church to discuss ways to help develop church leaders on the inside.
9. Developed an initial plan to help Houston-area campus ministries reach a broader base of international students with the gospel, connecting them with ideas being successfully implemented in Canada.
10. Published blogs on the Missio Nexus and NAAMC website on missions topics.

11. Presented a workshop at CMCA with Epiphany Life Change on Trauma Healing and Prevention.
12. Connected One Community Church with CMCA community, with a group of five representatives attending the annual conference.
13. Advocated to secure a place for Charles Anderson (Epiphany Life Change) on the CMCA advisory board.
14. Visited four prison classes in Houston including a Climbing Up class.
15. Presented missions perspective to over 100 Crossroads Prison Ministry mentors across the country via Zoom.
16. Received testimonies across America from people benefitting from Climbing Up and the Onesimus Workshop.

Purpose

1. The specific *purpose* of Completion Global, Inc. is to mobilize the whole Church of Jesus Christ to fulfill its Kingdom purpose through training, encouraging, and networking so that every member is involved (Ephesians 5.16), and every unengaged people group is included (Matthew 24.14), consistent with historic Christian tradition and its Statement of Faith.
2. The *mission* is to mobilize the whole Church to its Kingdom purpose by getting every member involved, so every people group will be included. (Eph. 4.16, Mt. 24.14).
3. The *vision* is: By 2025, reduce the number of unengaged-unreached people groups (uupgs) from 3206 to zero, by mobilizing every church member to respond in theology, worship, discipleship, and outreach.
4. Our *tagline* is: Innovation for the Great Commission.
5. Elevator speech: Completion Global is a Christian networking organization seeking to accelerate collaboration for the Great Commission. We have two consuming passions 1) to see all the nations included in Jesus' family; 2) to get everyone involved. We do this in three ways:
 - a. Help people see the opportunity of missions without leaving home
 - b. Empower the under-represented including the incarcerated and people of color
 - c. Create crowdsourcing tools to get everyone involved

Sinek's Golden Circle: Why, How, What, Who

1. WHY we do what we do: To see Jesus glorified by completing His task of the Great Commission.
2. HOW we live out our passion: By offering new innovations to world missions that will accelerate completion of "ta ethne" (every tribe, people, language, nation).
3. WHAT we offer those we serve: education, collaboration, networking, resources, and connection, especially for those who have been traditionally on the receiving end of world missions, e.g. America's urban poor, diaspora, former prisoners.
4. WHO we serve as the targeted base unit: **prisoner/former prisoner** who need: training, colleagues, support, and a place to serve (churches, parachurches, agencies, and networks who can mobilize large numbers of people). Our secondary customer is **unreached people**

groups in the US who can reach back to their homelands. Our tertiary customer is the **American lay person** looking for a Kingdom purpose in life.

Key Metrics -2025

1. **Reduce the number of uupgs from 3206 to zero.** As of December 2023, the number of uupgs has been re-calibrated through the work of Mike Latsko at Vision 5:9, eliminating redundancies and inaccurate reporting. The number is down to 1573. However, the focus on uupgs has stalled within the missions community and it appears that indigenous leaders will need to take up the slack. We have made some effort to include Al Ewert and Bob Engel's networks in this effort, and hope to see more diaspora leaders take this up in years to come.
2. **Conduct 300 consultations (invitations to speak, present, or give advice).** As of 12/31/23: 277 (two years ahead of schedule).
3. **Leadership training for the incarcerated in all 50 states.** Despite our best efforts, little progress has been made in this area, so we are shifting our efforts to forming a Network of prison ministers with a passion to equip the Church on the inside. By establishing this Network, we believe we can recruit others into the vision and expand to all 50 states. In other words, instead of a focus on TUMI curriculum, we are enlarging the vision to training indigenous leaders in prison.
4. **1000 hits on the Philemon Series videos.** Measuring Onesimus Workshops has become impossible to track because access is now available through multiple media (not just DVD). However, we are working with Epiphany Life Change to post 10 similar videos on YouTube (aka Philemon Series) where we can track the number of hits. Even though Onesimus is gaining traction through World Impact, we are eager to have the information more accessible to the public.
5. **50 City Coalitions in initial formation.** As of 12/31/23: Houston, DFW have been launched using the ecosystem platform we developed. We discovered other like-minded coalitions in Phoenix, Philadelphia, and Austin and hope to facilitate others in the next two years. Now that we have the ecosystem technologies, we can add others rather quickly, making this feasible to reach 50 by 2025. We are considering the launch of a community of diaspora coalition leaders this year or next year.

Values

1. Every member involved: Paul said that when each person does their own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love (Eph. 4.16). Jesus desires that every single person in His family is busy making their contribution to the building of His Body. We are motivated to help every believer find their own special work in the Kingdom, not just a few elite workers.
2. Every tribe included: The promise to Abraham was that all people groups would be blessed through his lineage (Gen. 12.3), which we see fulfilled in Rev. 5.9, where all peoples, tribes, tongues, and nations are worshiping before the throne of God. Jesus said he would return only after the good news of the Kingdom was preached to all people groups. We are

motivated to see that every unengaged people group on earth has an opportunity to respond to the gospel.

3. The poor are rich in faith: James 2.5 says God has chosen those who are poor in the eyes of the world to be rich in faith and inherit the kingdom. God uses every member to accomplish His work, but he has especially chosen those who are overlooked by the world. Jesus uses the broken, despised, and obscure as vessels of His grace. We are motivated to especially help the poor to find their place as laborers for the harvest.
4. Church as agent of the Kingdom: Christians are not meant to live out their relationship with Christ outside of community. Jesus uses the local church as the agent of His kingdom work, not just the individual. We are motivated to help every believer and every ministry, but only as it helps build up the local church.
5. Indigenous leadership is key: While western missionaries have done a heroic job bringing the gospel to the unreached, we now have millions of called and gifted indigenous leaders who can take the baton of ministry and leverage the work around the world. Paul said to equip others who would then go on to equip others. We are motivated to hand over responsibility to those who are most culturally effective in their settings.

Strategies

1. **Raise awareness about the diaspora opportunity:** Many unengaged people groups live in countries closed to Western missionaries. Deploying a missionary can cost \$1M and take 10 years to plant a single church. But if churches in the USA will reach the diaspora people in their communities, those groups can use cell phone or video streaming technology to make disciples of their friends and family in their homeland--who can then reach the world's unengaged who live nearby. Completion Global will encourage churches, denominations, and agencies to think about world mission through this innovative lens.
2. **Empower the under-represented:** There is great potential to mobilize a new set of workers for the Great Commission. For example, there are hundreds of Biblically trained workers from America's prisons and inner cities who are ready to be engaged in ministry but prisons and inner cities have traditionally been places to send missionaries, rather than a source for missionary recruitment. Also, despite their historic commitment to world missions, the Black Church has under-involved in recent generations and could be a catalyst to ignite the Church in North America to cross-cultural ministry. Completion Global will seek ways to inform and inspire these groups for more involvement in reaching the nations.
3. **Create crowdsourcing tools:** Crowdsourcing is the practice of engaging a crowd to accomplish a goal, rather than by forming an organization. More can be accomplished in reaching the world when ministries collaborate, but most organizations lack the time to do so, or need help with tools that facilitate coordinated effort. Completion Global will create technologies, videos, articles, books, or consultations that lead to partnerships and networks that accelerate completion of the Great Commission.

2024 Goals

Our priorities are to:

1. Expand the vision of empowering **indigenous leaders in the prison context** as a viable form of the Church.
2. Strengthen the **DFW Diaspora Coalition** toward independence and broad ethnic participation.
3. Create new **materials for people affected by incarceration** so they can heal, grow, and serve effectively in the Kingdom.
4. Encourage the development of **more metro diaspora coalitions**.
5. **Equip Texas field ministers** to expand Capstone leadership training in prisons.

2024 Objectives

The measurable objectives to support the goals listed above include:

1. Indigenous leaders in the prison context
 - A. Create a Prison Church Developers Network with a Core Team in agreement with foundational documents
 - B. Host an initial meeting to invite 20 or more additional members
 - C. Begin implementation of a Network website
2. DFW Diaspora Coalition
 - A. Visit 5 African American or Hispanic pastors (or pastor networks) to join the coalition
 - B. Pass along leadership of the Coalition to local ministries
 - C. Assist in hosting two workshops for Coalition members
3. Materials for people affected by incarceration
 - A. Implement a plan to share the Philemon videos
 - B. Write a book on Trauma Prevention and discipleship
 - C. Implement a plan to distribute the re-entry simulation card deck
4. More metro diaspora coalitions
 - A. See the Portland conversation to conclusion
 - B. Invite five other cities to start a coalition
 - C. Discuss with John Yoder (Immigrant Connections) the formation of a community of diaspora coalition leaders worldwide.
5. Equip Texas Field Ministers
 - A. Visit five new prisons for training
 - B. Follow up quarterly with each
 - C. Find two people to be backup to Cathy