

## 2024 Report

### **Priorities (out at the beginning of 2024)**

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.

### **Accomplishments**

1. Helped form the Portland Diaspora Coalition so mobilization could take place to reach immigrants for Christ.
2. Connected One Community Church with training to evangelize Hindu neighbors in Dallas.
3. Visited prisoners in two Houston prisons, including the celebration of a TUMI graduation, and created a Dallas re-entry connection with Texas TUMI programs in prisons.
4. Visited four Kansas prison classes, two halfway houses, and three church plants associated with Firm Foundations ministries, followed up by a Thanksgiving dinner with the men in Lansing prison.
5. Published a second edition of Think Again, for use in trauma prevention inside and outside of prisons and a helpful sequel to Fight the Good Fight of Faith.
6. Published an article on forming diaspora coalitions in Evangelical Missions Quarterly.
7. Presented at a select gathering of Missio Nexus partners on how to mobilize diverse communities in missions.
8. Created initial infrastructure for The Empowerment Network, a national coalition of prison ministers dedicated to shifting the paradigm of prison ministry from “doing” to “coaching indigenous leaders.”
9. Celebrated the translation of The Onesimus Workshop in Kinyarwanda.
10. Consulted with Prison Fellowship and God Behind Bars to strengthen their re-entry and leadership training programs.
11. Placed our three books on the Pando platform for prisoner tablets (Climbing Up, Think Again, The Heroic Venture).

### **Theme**

We ended 2024 halfway through our annual theme “Fewer Events, Longer Immersions.” Over the years, we have had the blessing of attending many events and meeting lots of people from around the world. But now we are circling back to a few of those places to spend a longer time investing in relationships that have been built, while staying open to new opportunities.

## What is New

### **Summary**

From the inception of Completion Global, our dream has been to expand the fruit of TUMI's leadership program in prisons to go outside the walls and around the world. While our purpose, mission, vision, tagline, and the WHY and HOW remains unchanged from years past (and are listed at the end of this document), we are now consolidating the notion of primary, secondary, and tertiary customers (prisoners, diaspora, and American lay-people) into a single apparatus that integrates our purpose and customers together. We are channeling our energy into the development and nurture of a coalition of people with a shared commitment to "empowering disciple-makers affected by incarceration," called "The Empowerment Network" (TEN). This single mechanism maximizes our networking strengths, frees us from oversight responsibilities of several networks, but allows for the development of ad hoc cohorts that support The Empowerment Network. Specifically, Don can focus on designing and building the Network, while Cathy uses her relational networking abilities to nurture the Network. In other words, Don plants, Cathy waters, but God makes it grow.

### **New Sinek's Golden Circle: WHO and WHAT (the WHY and HOW is unchanged)**

1. *Who we serve (the targeted base unit):* proven disciple-makers affected by incarceration, primarily prisoners who have been trained for church leadership through TUMI's Capstone Curriculum or other formal leadership programs. This is not just anyone coming from prison, but those who have demonstrated ability to reproduce their walk with Christ in others in the prison context.
2. *What we offer to those we serve:* education, collaboration, networking, resources, and connection, for those who have been affected by incarceration. This includes prisoners, former prisoners, and family/friends of the current and formerly incarcerated.

### **New Elevator speech**

We are a national ministry that empowers disciple-makers who have been affected by incarceration. We equip people who train prisoners to make disciples; we train churches to welcome people coming out of prison; and we encourage ministries to imagine the value they have in reaching the world for Christ.

### **New Strategies**

1. Encourage ministries that train prisoners to lead the church inside prison. Through TEN, we can help ministries start Capstone programs or other formal leadership training programs like Prison Seminaries Foundation so that there is a growing number of effective disciple-makers for the Church in the prison context. We can also visit these programs to provide encouragement or produce curriculum as needed.
2. Equip churches to welcome disciple-makers coming out of prison. We can share our Onesimus Workshop videos to help with the re-entry process, and also provide consultation or new curriculum for churches.

3. Inspire missions organizations to recruit the formerly incarcerated to join the missions force via the three existing dimensions (inside, diaspora, and deportation). We can make missions organizations aware of what is happening inside prisons and help connect them with potential recruits both inside and outside prison. This can be done through presentations at conferences, writing articles, and initiating consultations through our existing networks such as MissioNexus, NAAMC, and diaspora coalitions.

### **2025 Goals**

1. Build The Empowerment Network through expanded multi-state participation and gatherings.
2. Get more Capstone programs and Prison Seminaries Foundation locations in states where they don't exist yet.
3. Visit existing prison programs to encourage indigenous disciple-makers and their coaches.
4. Work with pastors and church leaders to distribute the Onesimus Workshop videos and also develop new discipleship materials resulting in widespread re-integration for disciple-makers affected by incarceration.
5. Speak, write, and network to inspire the world missions community to recruit those affected by incarceration to join the mission force, especially among the U.S. diaspora.

### **2025 Objectives (the measurable activities to support the goals)**

1. Build TEN
  - A. Invite 15 people to join TEN from states where we don't have members
  - B. Host three gatherings, two on Zoom and one at CMCA in May
2. Get more in-prison leadership programs
  - A. At the CMCA gathering, emphasize the importance of Capstone
  - B. Meet with Prison Seminaries Foundation to encourage a joint effort with TEN
3. Visit prisons
  - A. Visit a Colorado TUMI class
  - B. Visit Prisoners for Christ in Washington
4. Expand re-integration in churches
  - A. Work with Kwesi Kamau on a strategy to share Onesimus with other churches
  - B. Begin a book on discipleship that can be used in churches welcoming returning citizens, based on the factors that are contributing to fruitful disciple-making in prison.  
Form a focus group of outside pastors to provide input.
5. Inspire the world missions community
  - A. Write an article for EMQ
  - B. Present a workshop (or submit a future proposal) for MissioNexus
  - C. Meet with Ted Esler about TEN and its relevance to MissioNexus members
  - D. Contact three city leaders about starting a diaspora coalition that includes formerly incarcerated

### **Metrics – through 2026**

In the past, we listed metrics that were beyond our ability to achieve. So we are now creating separate categories to provide more accurate reporting of progress. The “metrics” measure our activity that may lead to our “aspirational goals” (which are beyond our ability to achieve). We are also re-setting the timeline from 2025 to 2026, giving us a two-year window within to work. Also, we are referencing the number of unengaged people groups as a separate line item, since it is an aspiration we share with the Church worldwide to fulfill The Great Commission.

#### *Completion Global Metrics*

1. Invitations to join TEN from 36 states (currently 6)
2. 7 Network gatherings hosted (first planned for March 2025)
3. 25 emails sent to share the Onesimus videos for re-entry (currently 3)
4. 7 presentations to missions leaders about the incarcerated (consults, papers, workshops)
5. 7 offers to consult in the formation of a diaspora coalition

#### *Completion Global Aspirational Goals*

1. Fifty-state membership in The Empowerment Network (currently 6)
2. Fifty-state leadership training through Capstone (currently 13)
3. Fifty-state accredited seminaries through Prison Seminaries Foundation (currently 21)
4. Fifty largest U.S. cities with a diaspora city coalition (currently 7)

*Church worldwide:* Unengaged people groups remaining: 1586

### What is Unchanged

#### **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.

### **Purpose mission, vision, tagline**

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.

### **Sinek's Golden Circle: WHY and HOW (WHO and WHAT was explained in What is New)**

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).