



# DISCIPLING MARKETPLACE LEADERS

Church-based Business as Mission



## ANNUAL REPORT 2021



### GREETINGS TO YOU FROM OUR BOARD CHAIR, DR. PHIL WALKER

I would like to thank you for your support and prayers over 2021. Under the able leadership of Dr. Renita Reed-Thomson, DML has moved out of Kenya, across Africa and now to Central America and beyond. 2021 has been a rich time of seeing more and more denominations and ministries launch their own DML market-place ministries. It has also been a time of seeing DML move from a church project, to a ministry, towards a movement. It has been a challenging year, but a rewarding year as this annual report outlines. But what is in store for 2022? Let me outline what we believe God is planning.

The Book of Acts provides a picture of the young Church, sharing Jesus with everyone (Acts 8:4). In 1 Peter, Peter describes a movement empowered by the Holy Spirit, spreading through every believer-priest throughout the Roman world. A movement is not reliant on one person or one organization; it spreads as small flames and fanned into life that speaks to the nations. **Thanks to supporters like you, DML is part of a movement that is rediscovering the power of the pew to be light and leaven in the marketplace.**

We believe that it is time to rediscover Peter's words that the Church is being built up into a spiritual dwelling that brings light to the nations. Together, through your support, we want to unleash the church from a building to the marketplace. We have seen this begin in Africa and we believe it will expand in other parts of the world.

**Deep and Broad:** In 2022, DML will be starting an indepth discipleship program with pastors who are implementing a workplace ministry in their church, just as Pastor Anthony and Leticiah have done in their church in Tanzania. We are also expanding into India and South America. Doors are opening wide as leaders' hunger and thirst for a model that is not built

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Pastor Anthony and Leticiah Kayombo



### HAPPY BIRTHDAY TO DML!

On January 1, 2022, DML turned nine years old! It is amazing what God has done in these nine years, from a humble beginning in Western Kenya, to having partners in Africa, Asia, Central and South America. Everywhere we go, we find people whom God has already called to join this movement of Work as Worship.

What an amazing God we serve! Join us in giving thanks to God for what He is doing in His Church worldwide!

## THINGS TO CELEBRATE

### DML IMPACT

DML believes very strongly in doing ongoing research to understand the impact that this ministry is having on churches, businesses, and communities.

In October of 2021, we randomly surveyed 85 pastors engaged in DML from ten different countries, and 496 businesses who have gone through the DML training in their church to learn what they have to say.

#### Churches reported these two exciting facts:

- 58% of pastors surveyed said they are now visiting their members in the workplace.
- 46% are now doing an annual “Business Month” in their church.
- 76% reported an increase in attendance, participation, and giving as a result of DML.

#### Communities have benefitted from the following:

- More honest business practices.
- Increased care of environment by business owners.
- Business owners seeking the flourishing of their customers and employees.

Some surprise impacts are the number of stories we are hearing of the impact that the DML training is having on families and personal faith, as people strive to do all things as “unto the Lord.”

#### Businesses who go through the DML training report three exciting facts:

- 64% increase in profit.
- 36% of businesses will create one new job in the following twelve months.
- 68% of businesses report greater success in gaining new customers, better financial management, and being a better steward of their time, treasure, and talent.

“All other training concerning work and faith will be welcome in our church. We are very happy with the transformation that is happening in our community thanks to these trainings. (Pastor, Tanzania)”



### NAHUM IN TANZANIA

Nahum is a children’s ministry pastor and has great passion for photography, yet he has struggled to incorporate his faith into his photography business. *“I desired to express my faith and the love of God to His people in all that I do, but I was not certain on how I can translate my faith practically into my photography business.”*

Thankfully, after attending a DML training, he learned about work as worship and that transformed his perspective towards work and challenged the use of his talents! *“Jesus used stories because people remember and can connect to a story easily. I find the same to be true with photography. Photographs attract people of all ages. I can show my customers their God-given life through their own photos... to see how uniquely God created them in His image and His divine purpose in their lives.”* Nahum’s business has grown, and he has hired one employee.

“Through DML, I have learned to use godly principles in my pricing, marketing, and customer service. God is the owner of my business!”

## THREE NEW INITIATIVES IN 2022

### QUOTES FROM MARKETPLACE MINISTERS AND PASTORS FROM OUR RECENT IMPACT SURVEY

"We ignored all of these useful things about faith and work. And a lot of Christians are the same way we were. We need to reach out further with this message!"

*(Business owner, Ghana)*

"Thank you so much! More training is needed though, not only for people in the church, but outside as well!"

*(Business owner, Tanzania)*

"DML should not give up on us. They should continue to encourage and remind us about the many things they have taught us. God bless DML."

*(Pastor, Uganda)*

"The DML content is rich and simple to understand & implement. Team delivery is real and practical. You did a great job changing my mind set on many issues and helped me even mentor other church members. Thank you!" and remind us about the many things they have taught us. God bless DML. *(Pastor, Uganda)*



#### DML FLOURISHING SERIES

Our five book series will be completed in the first quarter of 2022, and translation of the following books is already taking place in multiple languages.

- The Mission of God
- Three Great Directives
- Living Out the Quadruple Bottom Line
- Avodah - Work as Worship
- Financial Freedom for Families

Contact us for a copy!

#### RE-IMAGINE CHURCH 2022 PILOT PROJECT

Over the years, we have seen that starting a workplace ministry in a church comes naturally to some pastors but is a struggle

for others. This year we will engage in a pilot project with twelve leaders from five countries, over the course of six months, guided by a consultant who has been engaged in whole-life discipleship.

#### NEW APP TO BETTER MEASURE AND IMPROVE OUR IMPACT

As we grow and release churches and market-place ministers, we desire to continue learning and monitoring how the ministry is unfolding in real time. To that end, it's time for us to have an app to help us track what is happening around the world relating to DML.

### WHERE DML IS CURRENTLY WORKING AND ANTICIPATED EXPANSION IN

**AFRICA (CURRENT):** Burkina Faso, Burundi, Cameroon, Cote d'Ivoire, Ethiopia, Ghana, Kenya, Liberia, Nigeria, Tanzania, Uganda

**AFRICA (ANTICIPATED):** Chad, Togo, Benin, Sierra Leone

**CENTRAL/SOUTH AMERICA:** Nicaragua

**CENTRAL/SOUTH AMERICA (ANTICIPATED):** Brazil

**ASIA (ANTICIPATED):** India



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on professional clergy but on every believer sharing Jesus naturally through the work and community. Until now DML has worked in hard to understand what this movement would look like, and we discovered it looks a lot like the early Church in the Book of Acts. We anticipate partnering with other ministries sharing what we have learned about the power the lies in the pew and the potential of every believer functioning as a priest in their vocations and labors. Africa will remain dear to our hearts and a place of continuous learning, but it is time to move into other nations and other continents, as the Holy Spirit leads.

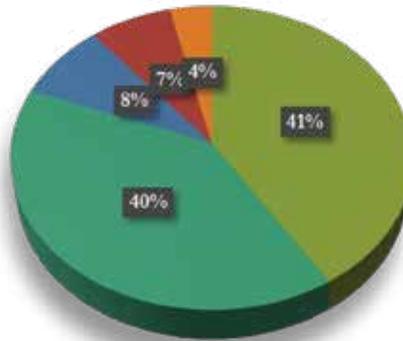
DML celebrated its 9th year in January. We celebrate the simple truth that the Holy Spirit is alive today, ready to guide every Christian to be light and leaven. Our dream and vision for the next 11 years is that the sacred/secular divide will be erased in every church, around the world.

2022 is the time we begin passing on to other ministries from what we have learned over the past nine years working with churches and denomination. We invite you to celebrate with us the goodness of the Lord for these past nine years and the vision of a movement in the next eleven years!

## 2021 FINANCIAL BREAKDOWN

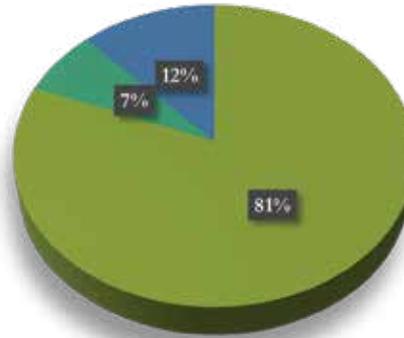
Total Revenue in 2021: \$415,000  
Total Operating Expenses: \$365,000  
Revenue Over Expense: \$50,000 – Thankful to start the year with strength!

### REVENUE



- Regular Contributions
- Major Donors
- Flourishing Partners
- Foundations
- Churches and Businesses

### EXPENSES



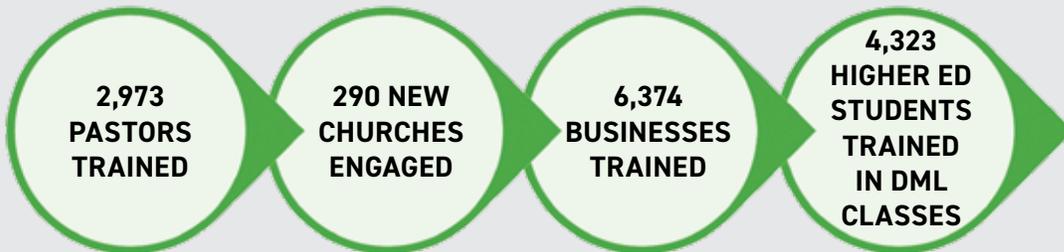
- Program
- Administration
- Fundraising

## US BOARD OF DIRECTORS

Phillip Walker, *Chair*  
Nate VanderStelt, *Vice Chair*  
Letta Jean Taylor, *Secretary/Treasurer*

Bernard Ayoola  
David Graf  
Lou Haveman  
Karen Helder

## ACTIVITIES FROM 2021



In addition, 818 loans were given out by our partners in Ghana and Burkina Faso through our loan fund, and 255 loans were given out through our Flourishing Partners program in Tanzania, Burundi, and Cameroon. This is more than 1,000 loans in one year, and we couldn't have done it without you!