



ANNUAL REPORT

10 Years of Purpose at Work. Impact That Matters **Now.**

YOUR WORK MATTERS.

THE 2025 ANNUAL REPORT OF RESOURCE GLOBAL



RESOURCE
GLOBAL



Ten years after launching our first cohort, we are more convinced than ever:

**God is forming leaders for this moment
across cities, sectors, and nations.**



WHY THIS MOMENT MATTERS

Dear Friends,

After more than a decade of walking alongside young professionals around the world, we have learned something essential: when faith is deeply integrated into vocation, men and women are formed to lead with courage and humility where God has already placed them. They are activated as leaders, restoring their cities with the truth of the gospel. Cultures are reshaped. Integrity returns to systems.

Over these years, we have also learned that conviction alone is not enough. Faithful stewardship requires clarity, measurement, and accountability. That is why Resource Global has committed to building clear formation processes, health indicators for our cities and cohorts, and a disciplined practice of storytelling that shows, and does not just assume, transformation. We ask hard questions. How do we know leaders are being formed? How do we know Gospel Action Plans are taking root? How do we know our cities are becoming healthier and more sustainable? We measure what matters, tell honest stories of impact, and hold ourselves accountable to the calling we claim.

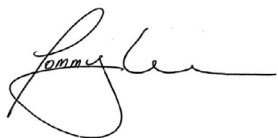
The urgency is real because the pressures shaping today's emerging leaders are accelerating. For emerging leaders success comes earlier. Responsibility comes faster. And the consequences of separating faith from work show up in burnout, compromise, and quiet apathy. At the same time, the opportunity has never been greater. God is positioning men and women across industries and cities with unprecedented access, influence, and reach. In this environment, the next generation of leaders will shape the future. Formation cannot wait until "later." Calling must be named and nurtured now.

This past year made that unmistakably clear. We saw cohort members more humble and hungry, alumni stepping into deeper commitment, local leadership strengthening across cities, and Gospel Action Plans not only launched, but maturing into lasting initiatives. This work compounds. When leaders are formed well, their influence multiplies far beyond any single program, city, or organization.

“The meetings we had with our group [cohort] highlighted even more the fact that we really do have a role to play...Thank you for trusting us and bringing this program here to be led and launched by us.” —Inaugural Cohort Member, Romania 2025

This is why Resource Global exists and why the work matters now more than ever.

As we look ahead, our conviction remains steady. The work you do matters to God. The city you are called to matters. And this moment is one we are called to steward with faith, courage, accountability, and hope.



Tommy Lee

Resource Global President





WORK AS CALLING. **NOT SOMEDAY. NOW.**



Through rigorous teaching, accountable community, and real-world application, participants discover a fuller vision of the gospel, and one that shapes character, informs systems-level change, and invites courageous obedience. As emerging leaders grow in faithfulness and clarity, their cohort becomes a place where God forms them and works through them, creating impact that is both deeply personal and powerfully transformational.

YOUR WORK MATTERS AND IT MATTERS NOW.

“

Beyond relationships, Resource Global provided teachings that clarified how I view calling and impact. I've learned that addressing poverty requires both systemic solutions and deep faith. Frameworks from mentors and peers highlighted the importance of scalable, sustainable models coupled with radical generosity and obedience. Through this process, my heart has shifted toward boldness in taking risks for the Kingdom, trusting God with the outcomes while committing to faithfulness in the steps.

— **JOHN** | U.S. VIRTUAL COHORT 2025

Product and GTM Strategist, focusing on building small business growth tools that reach billions worldwide



“

A key principle that has shaped me is that leaders need accountability. No leader can stand alone without someone holding them accountable, and I want this principle to be embedded both in how my future company operates and in the leaders we help develop. This conviction came from both my faith and teachings I encountered in Resource Global”

— **BELLA** | U.S. VIRTUAL COHORT 2025

Real Estate Consulting Analyst





The real irony is that God's assignments involve changing your life as a leader just as much as they involve changing the people you want to reach. God is constantly at work in building your character—making you more like Christ. He wants to build your faith as He works through you and as you encounter Him.”

— **CRAWFORD LORITTS**, SPEAKER,
AUTHOR, RESOURCE GLOBAL TEACHER



WHERE WE BEGAN:

Resource Global began out of a growing conviction that faith and work were never meant to be separated. A vision emerged to disciple young professionals not away from their careers, but within them, equipping them to live out their calling through the excellence, integrity, and influence of their everyday work. Beginning with our first cohort in Indonesia, what started as a question became a movement investing in leaders uniquely positioned to bring lasting gospel renewal to their cities and cultures.

OUR MISSION

Develop and activate emerging Christian marketplace leaders who transform their workplaces and cities.

OUR VISION

A transformative global network of Christian marketplace leaders who leverage their resources and influence to advance gospel impact and human flourishing across all sectors of society.

YEAR AT A GLANCE

12

GLOBAL
CITIES

615

GLOBAL
ALUMNI

13

COHORTS

114

COHORT
MEMBERS

2

NEW
COHORTS*

* LOS ANGELES
AND CLUJ

WHERE GOD IS LEADING RESOURCE GLOBAL



LOS
ANGELES



AUSTIN



U.S. VIRTUAL

Resource Global launches cohorts in cities where our criteria identify clear potential to shape people, workplaces, and industries through a thriving local faith-and-work ecosystem. We look for collaborative Christian networks already at work, a deep pool of high-caliber young professionals eager for formation, and local leaders who recognize the need to disciple emerging marketplace leaders. We partner with a local City Director who is mission-aligned, can build partnerships, recruit and lead a cohort, and help foster long-term sustainability.



SÃO PAULO
LAUNCHING IN 2026



CLUJ



NAIROBI

PRETORIA

CAPE TOWN



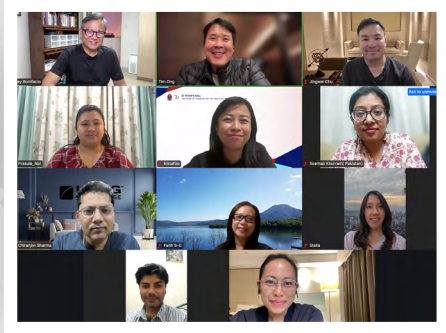
KUALA LUMPUR

PENANG

INDONESIA
VIRTUAL



ASIA PACIFIC-RIM VIRTUAL



JAKARTA



2025 COHORT INDUSTRIES REPRESENTED



2025 FINANCIAL OVERVIEW

Our model is intentionally designed to keep overhead lean and cohort fees low so that emerging leaders early in their careers can participate without financial barriers. The average cohort fee per participant per year typically covers only 10–12% of a cohort’s operating costs.

Across all cities, funding covers:

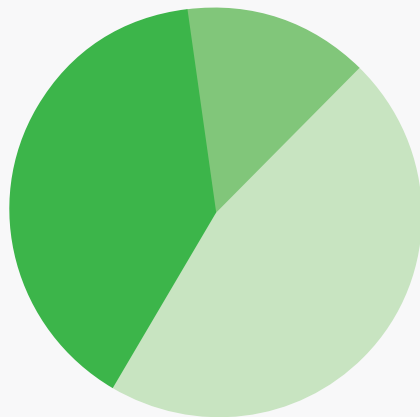
- Local staff leadership: recruiting participants, building mentor networks, developing contextualized curriculum, coordinating speakers, and shepherding cohorts over the year
- Program delivery costs: events, workshops, venue fees, light hospitality, and speaker-related expenses

FY2025 SOURCE OF FUNDS

REVENUE - \$1,574,824

FY2025 SOURCE OF FUNDS

EXPENSES - \$1,524,701



- **Cohort Program and City Team Expenses** (cohort and city budgets): \$602,643
- **Global Programs and Gatherings** (conferences and international teaching events): \$220,428
- **Operations** (general operating expenses and staff salaries): \$701,630

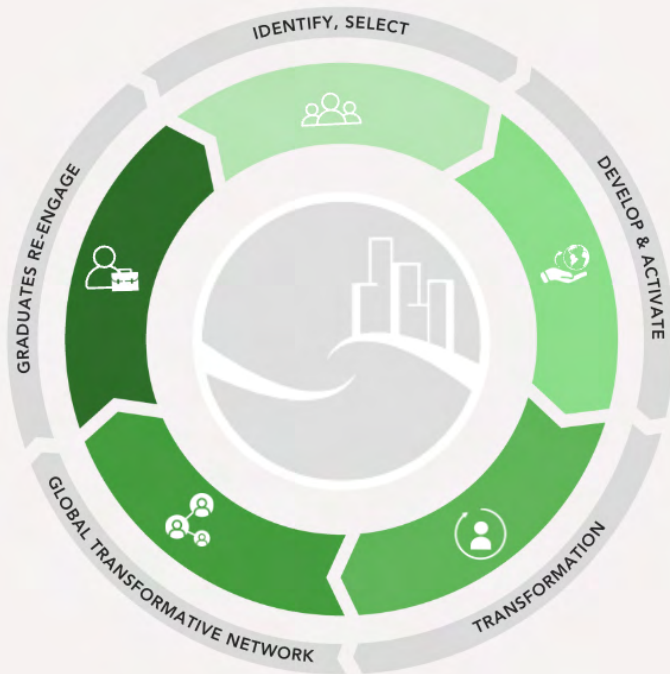
HOW **IMPACT**

ACTUALLY HAPPENS

Impact doesn't happen by accident. It is formed over time through intentional investment in people. Resource Global identifies emerging, faith-filled leaders and equips them at a critical stage of life and leadership.

Through our **Teach, Mentor, Connect, Activate** model, participants are shaped by gospel-centered teaching, guided through mentorship, and connected to a global community of peers, alumni, and business and ministry leaders. As they are activated, they begin to influence their workplaces and cities in meaningful ways.

Over time, this investment produces leaders who advance the gospel and help renew the systems and communities in which they live and serve.





"In this whole process, where you are empowered to discover the value you have in the place where you are and the gift you have as a tool in your hand, the cohort program put the dot on the "i." It challenged me to write on paper what had been taking shape in my heart—things I had only realized in fragments. The GAP templates helped me give voice to what was already birthed in me and thus brought the vision into being. It was like a puzzle piece that connected with the others and glued them together, showing the full picture... God changed my heart; I no longer look at "the world" with fear or hesitation. I no longer see a separation between me and them. On the contrary, I am excited to interact with them more and more in non-religious settings, to be present, to love, and to listen. The environment in which I feel called is one that is rarely seen as a field for evangelism..."

- EUNICE | CLUJ COHORT, 2025

THE POWER OF ONE

(MULTIPLIED)

FROM FORMATION TO TRANSFORMATION: HEALING COMMUNITIES THROUGH FAITH AND HEALTH IN ROMANIA



When Resource Global launched its first-ever cohort in Romania, we gathered a small group of emerging faith-filled leaders with a simple but bold conviction that their everyday work could become a vehicle for gospel renewal in their city.

One cohort member brought a burden shaped by daily realities in Romania's healthcare system. Clinics were overwhelmed. Doctors were treating symptoms rooted in loneliness, anxiety, and social isolation.

Through the cohort's formation, mentoring, and Gospel Action Plan process, a new vision began to take shape. That vision became a Faith and Health Collaborative—a neighborhood-based model that connects GP practices, social prescribing link workers, and local faith communities into an integrated network of care. Instead of medicine operating alone, healthcare providers can refer patients into relational, community-based spaces where physical, mental, and spiritual wellbeing are nurtured together.

This leader's Gospel Action Plan includes:

- A pilot partnership linking three GP practices with three faith communities
- Over 20 mapped faith-based community activities—from cafés and walking groups to listening spaces and warm-welcome hubs
- Training for faith leaders and social prescribing professionals to collaborate across systems
- A growing referral pathway designed to serve at least 100 individuals in its first year

Rooted in biblical convictions to love one's neighbor and seek the welfare of the city, this Gospel Action Plan demonstrates how faith can move beyond the walls of the church and into public life bringing dignity, connection, and hope to places where they are desperately needed.

FAITH AT WORK TAKING ROOT IN MALAYSIA

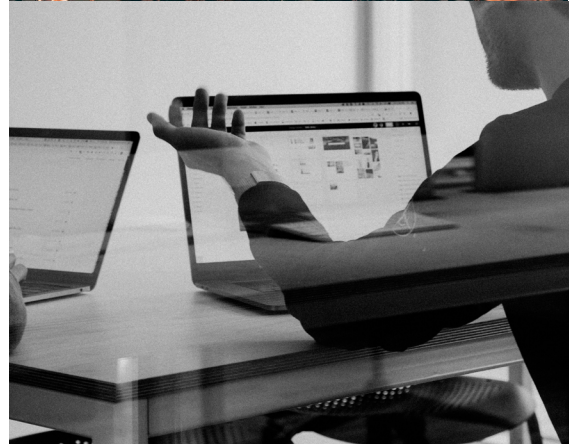


In May 2025, Resource Global gathered nearly 90 young professionals, entrepreneurs, and ministry leaders across Kuala Lumpur and Penang for a faith-at-work conference responding to a growing tension.

Participants—69% of whom were ages 20–39 and representing over 30 churches—engaged in teaching and discussion on identity in Christ, godly decision-making, servant leadership, and vocational faithfulness. Nearly 70% reported a strong integration of faith and work, while others named burnout, leadership challenges, and workplace pressure as real barriers they are navigating.

Attendees left with greater confidence to live missionally in their workplaces and a clear desire for ongoing formation through cohorts, mentorship, and accountability.

This gathering helped catalyze the next phase of Resource Global Malaysia's work by strengthening relationships, surfacing future cohort leaders, and laying the groundwork for deeper, long-term impact across cities and sectors.



COMMISSIONED TO RENEW WORK AND CITY: **NAIROBI'S 2025 COHORT**



In Nairobi, a city shaped by rapid growth, creative energy, and systemic challenges, Resource Global's 2025 cohort gathered emerging leaders from music, healthcare, technology, finance, education, and entrepreneurship, each carrying influence within their workplaces and communities.

Many of these leaders entered the program longing to integrate faith with daily work in environments marked by burnout, broken systems, and misaligned values. The question was not whether faith mattered, but how it could tangibly shape leadership, culture, and systems.

After eight months of formation and mentoring, 13 cohort members graduated and were commissioned to launch Gospel Action Plans addressing real needs from restoring dignity in childcare and combating fraud, to building grief-aware workplaces, ethical AI tools, employee wellness programs, and redemptive creative work. Each GAP translated theology into practice within the leader's own sphere of influence.

These initiatives now extend beyond the cohort impacting families, companies, industries, and communities across Nairobi. As alumni step forward as mentors, builders, and culture-shapers, their work signals a multiplying impact of leaders renewed, systems reimaged, and workplaces transformed for the good of the city and the glory of God.



BECAUSE SOMEONE **INVESTED**

Because someone chose to invest, a leader is building something that gives far beyond herself.

When Kaliyah Martin joined the 2025 Resource Global Austin cohort, she was a young founder carrying a clear calling but searching for faith-driven community and wise guidance after college. As the founder of The Kingdom Press (TKP), she was already shaping a publishing company rooted in generosity, committing 10% of profits to local causes, hosting annual give-back initiatives, and providing scholarships and laptops for underserved students, especially those connected to child welfare and special needs communities. What she desired was formation, mentorship, and peers who could help her steward that vision with faith and excellence.

That investment came through Resource Global and through her mentor, Yonilda Varner.

Yonilda has served and supported Resource Global Austin for years, bringing decades of experience from leadership roles at AT&T and IBM to nonprofit work focused on restorative justice. Her mentorship became a steady presence offering wisdom shaped by experience and faith.

Because Yonilda invested her time, story, and trust, Kaliyah is leading with greater confidence and clarity.

And because of mentors all over the world who have made space for that relationship to exist, the impact now extends outward into young leaders equipped with resources, communities strengthened through generosity. This is legacy in motion: one investment, one relationship, and a ripple of impact still unfolding.



“Resource Global had to go through a number of iterations in the first few years, and what Resource Global has now become is something we could not have fully envisioned at the beginning. It began with touching base with young marketplace professionals, recognizing an opportunity to mentor them, provide tools and discipleship, and support them as they returned to their cities, both to live for God and to **pursue excellence in their professional, vocational, and family callings.**

“The opportunity for Resource Global right now is to not only think about the 13 cities where we can **establish, reestablish,** and **continue** to grow our emerging marketplace leaders, but also to take the lessons from those cohorts to establish and create the same beachheads in new regions around the world. **The opportunity is there.** The growth that we’ve seen from being an infant organization back in 2016... And God willing, we’re going to do this under His spirit of influence with the Holy Spirit driving us.”

—ELMER HUH

CHAIR, RESOURCE GLOBAL, 2023-2025



THIS IS JUST THE BEGINNING

Ten years ago, Resource Global began with a small cohort in Jakarta and a simple conviction: the Gospel shapes calling and work, and faith and work must mean more than placing a Bible on your desk. What we could not yet see was how widely God would carry that conviction across cities, cultures, and industries.

Over the last decade, three lessons have shaped us.



“The narrow view of the gospel affects how we live out the gospel in our life and work.”

— **MWANGI MUTHUI**, COUNTRY DIRECTOR, NAIROBI



THREE LESSONS FROM **THE FIRST DECADE**

01

Transformation is local before it is global.

Lasting change does not begin with imported solutions or centralized control. It begins when local leaders are formed, empowered, and trusted to address real needs within their own cities and systems. From Austin to Nairobi, from Romania to Malaysia, we have seen that humility, presence, and local ownership are essential. Cities flourish when leadership is rooted in place and shaped by love for people, culture, and community.

02

Formation matters as much as action.

Gospel Action Plans are powerful because they flow from deep inner formation identity rooted in Christ, community shaped by trust, and teaching and mentorship grounded in both lived and biblical wisdom. Skills alone don't transform cities; formed leaders do.

03

Multiplication happens through relationships.

The most enduring fruit has come not simply from cohorts who gather and then disperse after eight months, but from alumni who, in turn, mentor others; accomplished leaders who have been in the trenches and steward influence and wisdom; and GAPs launched as new initiatives through local community support. We have found that legacy moves at the speed of relationship.



LOOKING AHEAD

As we enter our second decade, we are responding to what we believe God is calling us to and to the realities of a more complex, divided world. We are sharpening our focus and strengthening our infrastructure so that faithfulness is matched with effectiveness.



Jakarta 2025 Cohort Graduation

WE ARE:

- Deepening our investment in cities we believe God is calling us to and expanding thoughtfully into strategic global hubs such as Cairo and Tokyo
- Strengthening alumni pathways so formation continues well beyond the cohort year
- Building healthier, locally led, and increasingly sustainable city models
- Measuring impact with greater clarity because of our commitment to accountability and effectiveness

WE WILL CONTINUE TO:

- Form young professionals through community, mentorship, and embodied practice
- Start local, trusting God to multiply the impact globally
- Lead with humility, empower local young leaders, and serve rather than control



**“As a founding board we discerned how God might bring
four convictions together:**

The Gospel must reach and the Kingdom of God should renew every community and corner of creation; marketplace leaders steward enormous (and largely untapped) potential to be kingdom agents; global partnerships must be marked by mutuality, genuine relationship, and servant-heartedness; and sustainable, long-term impact requires empowering emerging leaders in and for their specific contexts.

We then received an invitation to invest in young marketplace leaders in Jakarta, Indonesia. We met leaders wrestling with how they could leverage the opportunities they had been given to advance the gospel in word and deed. We leveraged our relationships with mission-minded global business leaders to gather and to mentor. And then we empowered that group to take the lead as more and more people asked to be equipped and invested in – both in Jakarta and, eventually, around the world.

That is how Resource Global began and we celebrate the 10th anniversary of the global cohorts this year.”



GREG JAO

—

FOUNDING RESOURCE GLOBAL
CHAIRMAN, 2012-2019

“We are convinced the story God is writing through Resource Global is only beginning. The next decade will not be shaped by ambition but by faithful, humble leaders saying yes right where God has placed them.

God has a vision for the city; it is the final destination of His grand vision. So for us to be doing the work of redeeming, reclaiming, renewing, restoring, and empowering in the city is heavenly work. It is eternally significant work. God has ordained it. God has blessed it.”

— WILLIAM ADJEI, CHAIR,
RESOURCE GLOBAL 2020-2022





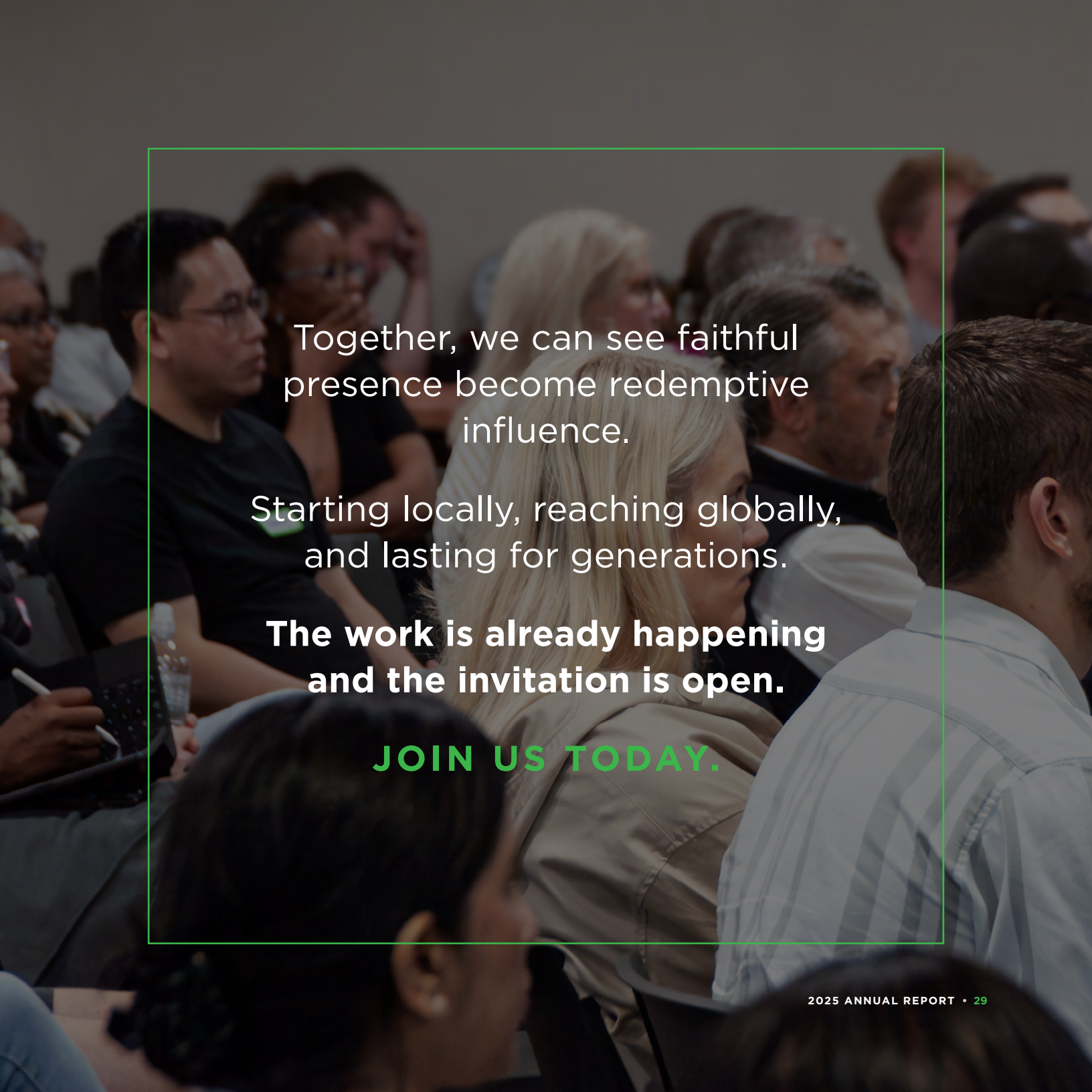
Whether you are a young professional seeking purpose in your work, a mentor or teacher investing in the next generation, a donor or partner stewarding resources for lasting impact, or a leader exploring how the gospel can renew culture from the inside out—there is a place for you in this story.

YOUR WORK MATTERS. THIS MOMENT MATTERS. NOW.



Resource Global exists to form faith-filled leaders who are bringing renewal to workplaces, industries, and cities around the world. [JOIN THE MOVEMENT TODAY.](#)

- APPLY TO BE PART OF A COHORT
- STEP IN AS A MENTOR OR TEACHER
- GIVE TO MULTIPLY LEADERS AND CITIES
- PRAY WITH US FOR GOSPEL RENEWAL ACROSS THE GLOBE



Together, we can see faithful
presence become redemptive
influence.

Starting locally, reaching globally,
and lasting for generations.

**The work is already happening
and the invitation is open.**

JOIN US TODAY.



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