

Tack to the Wind

The Mosaix National Conference
November 8-10, 2022 • Dallas, Texas



ORGANIZATIONAL SPONSORS



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WELCOME TO MOSAIX 2022



In celebration of my 40th birthday, my wife Linda, pulled off a loving surprise. After blindfolding me, she drove for more than an hour and in time led me down a pier. Drawing closer to its end, I heard music playing in the distance: "Come sail away, come sail away, come sail away with me," the singer sang.¹ When

I removed the blindfold, ten of our closest friends stood aboard a beautiful sailboat tied to the dock; and after greeting me with birthday wishes, together we set sail.

Prior to that day, I had never been on a sailboat as large as that one, with its tall masts and large white sails. It was all very exciting!

Soon after we left the dock, however, the boat stalled. The problem? No wind. That's right: We were dead in the water. Nevertheless, we made the most of the day and, more importantly, Linda was commended by all involved for going to such lengths in my honor.

Not surprisingly, sailing requires wind. As Mark Shrope writes, "...wind isn't normally in short supply on the open ocean—until you hit the doldrums. For centuries mariners have feared this equatorial region for its tendency toward sailor-stopping calms."²

In other words, even the biggest and best of sailboats can stall for lack of wind. Metaphorically speaking, churches stall too.

The fact is, cultural winds have shifted in our lifetime and for all intent and purposes, the collective witness of the American Church seems at the moment dead in the water. Where Americans once readily embraced the Bible, Christian values, pastors and local churches, etc., today a significant percentage of the country rejects our mission, message, and methods.

Why?

Because our sails remain fixed for past winds while we wait in hope for them again to blow favorably. But they won't: Those days are gone. Indeed, we are no longer sailing with the wind at our backs; rather, we are sailing against it.

If true, despite otherwise well-intended activity and intentions most pastors are only managing decline (see article pp.34-36).

It's no secret: Americans today remain stubbornly divided along the lines of color, class, and culture, religion, politics, and more. Christians, too, are often at odds with one another over these very same things. It's a far cry from the prayer and expectation of Jesus in John 17. Such division undermines the credibility of our witness and is literally tearing churches apart. More than that, ministry leaders are today tired of the voyage and, in the wake of complexities related to COVID-19, looking to abandon ship, if they haven't already.

Yet this is not the time to give into personal or professional discouragement; to lose faith in people or the church; to stop believing that together we can make a difference or to set aside the challenges of calling in pursuit of a more comfortable path.

Rather, we must tack to the wind.

Tacking is used by mariners to keep a ship moving when winds have shifted to blow toward the bow and the ship is heading upwind. "Tacking allows the boat to travel forward with a wind at right angles to the boat. The boat travels for a time at an angle toward its desired course, to the right for instance, then the captain swings the boom of the sail and tacks back across the desired course at an angle to the left in a zigzag fashion."³ In this way, tacking allows a ship to make forward progress in spite of prevailing frontal winds.

***"The people of Issachar understood the times and knew what Israel should do."
I Chronicles 12:32***

In order to advance the gospel, the church, the kingdom of God in these times, we too must swing the boom...We must tack our churches, denominations, networks, and other Christ-centered organizations to the wind... And that's what this year's conference is all about.

Welcome, then, to Mosaix' 5th National Conference! On behalf of our speakers, sponsors, and so many others who've met the challenges of planning and producing #Mosaix2022, thank you so much for taking the time, making the effort, and spending the money to be present together as one with us, in what some have labeled "an asterisk year."

Since you've made the time and spent the money, I encourage you to be present at every plenary session, to attend all the workshops, to avail yourself of networking opportunities, and to engage with sponsors, looking ahead to advancing your personal and organizational goals in 2023. Let me also encourage you not to miss this year's final plenary session, Thursday afternoon, to experience the prophetic voice and closing message of our beloved, Dr. John M. Perkins, while yet he remains among us.

One in Christ with you,

Dr. Mark DeYmaz

Co-founder & President, Mosaix Global Network

¹ Dennis DeYoung, "Come Sail Away" performed by Styx, ©1977 Almo Music Corporation and Stygian Songs, www.lyricsfreak.com/s/styx/come+sail+away_20132868.html

² Mark Shrope, "The Doldrums: Sailing's Dead Zone," National Geographic (2001)

³ Stephen Portz, "How Does a Sailboat Move Upwind?" Physlink (2016), www.physlink.com/education/askexperts/ae438.cfm.

FACILITY MAP



NORTH TARRANT PARKWAY

WELCOME TO

NORTHWOOD CHURCH



Welcome to Texas and to Northwood Church! I am really excited to once again host the 5th National Mosaix Conference and I hope you'll enjoy your time with us. Northwood is a multiethnic, multi-ability, and multi-generational church committed to living and loving like Jesus. Our steadfast and intentional commitment to

being a multiethnic family means that we welcome, celebrate, and make space for all ethnicities and cultures, so that we might build up the Body of Christ and experience the fullness of the image of God. Being sent outside the walls of Northwood, then, we desire to live and love like Jesus, as a multiethnic family, serving in cities and nations to display a credible witness of the Gospel. We are not perfect nor have we arrived... But over the past decade we have taken intentional steps to become a healthy multiethnic church and to empower a diverse staff team and elders,

extending ourselves together as one to our diverse community and world. Northwood church is now thirty-seven years old. I am only the second pastor, having been the lead pastor for a little over three years. That means I am building on the foundation laid by Northwood's founding pastor, Bob Roberts, Jr. The multiethnic vision he first led the church to embrace has today allowed our journey toward the Kingdom to flourish. May we all recognize the foundations laid by those who have gone before us and recognize the responsibility we have now, as leaders in our churches, to build upon these foundations for those coming behind us, so that God's multiethnic bride will grow bigger and stronger in the generations to come. I encourage you, then, to embrace God's plan for His bride and to courageously pursue the unity of diverse people in and through your own churches so that together we might reach this divided world for Jesus. Again, welcome to this year's Mosaix Conference and to Northwood Church. We are so excited to have you here! I look forward to learning with and from you over the next couple of days.

Scott Venable, *Lead Pastor*



SPECIAL THANKS TO OUR PRODUCTION TEAM!

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Grant Boan
In-house Production

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Livestream Producer

Karen Mitchell
Print Media

Mark Kimmell
Facilities Director

Sadie Rylander
Livestream Engineer

TUESDAY, NOVEMBER 8

- 1:00p – Pre-conference Intensives (Session I)
- 3:00p – Break
- 3:15p – Pre-conference Intensives (Session II)
- 5:15p – Break for Dinner
 - Food Trucks Available Onsite*
- 6:30p – Worship Begins
- 6:45p – Plenary Session I
- 8:25p – Day 1 Concludes

WEDNESDAY, NOVEMBER 9

- 7:30a – Morning Prayer in the Chapel
- 8:30a – Worship Begins
- 8:45a – Plenary Session II
- 10:25a – Break
- 10:45a – Tracks/Workshops A
- 11:50a – Break for Lunch
 - Food Trucks Available Onsite*
 - Networking Opportunities*
- 1:30p – Tracks/Workshops B
- 2:35p – Break
- 2:50p – Plenary Session III
- 4:25p – Break for Dinner
 - Food Trucks Available Onsite*
- 6:30p – Worship Begins
- 6:45p – Plenary Session IV
- 8:15p – Day 2 Concludes

THURSDAY, NOVEMBER 10

- 7:30a – Morning Prayer in the Chapel
- 8:30a – Worship Begins
- 8:45a – Plenary Session V
- 10:25a – Break
- 10:45a – Tracks/Workshops C
- 11:50a – Break for Lunch
 - Food Trucks Available Onsite*
 - Networking Opportunities*
- 1:30p – Tracks/Workshops D
- 2:35p – Break
- 2:50p – Plenary Session VI
- 4:25p – Conference Concludes



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my disciples, if you love one another.”^{NIV}

John 13:35

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Workshops Include 4 Sessions Grouped in Eighteen Tracks

Choose to attend sessions from any track or all 4 sessions in one track

See pages 26-31 for full descriptions

KEY

- A. 10:45a on Wednesday, November 9
B. 1:30p on Wednesday, November 9
C. 10:45a on Thursday, November 10
D. 1:30p on Thursday, November 10

TRACK 1 – THEOLOGICAL INSIGHTS

- A. Racial Justice & the Gospel • Derwin Gray
B. Biblical Basis for a Diverse Church • Brian Warth
C. Walking the Talk • Saehee Duran
D. A Path to Grace Relations • Charles Ware

TRACK 2 – SOCIOLOGICAL INSIGHTS

- A. The Costs of Multiethnic • Oneya Okuwobi
B. Diversity Efforts that Work • George Yancey
C. Your Unique Capacity to Lead • Korie Edwards
D. Multiethnic Churches Needed • Michael Emerson

TRACK 3 – CULTURAL INTELLIGENCE (CQ®)

- A. Leading Difficult Conversations • Dave Livermore
B. Team Alignment via CQ® • Graham McKeague
C. CQ® Nuts & Bolts • Harry Li
D. The 4 CQ® Capabilities • Carol Gray

TRACK 4 – EMPOWERING LEADERS

- A. Systems, Structures & Paradigms • Yucan Chiu
B. Building Round Tables • Deb Walkemeyer
C. Staffing for Inclusion • Jason Davila & Ray Chang
D. Catalyzing Vision via Your Team • Ryan Kwon

TRACK 5 – MULTIETHNIC CHURCH PLANTING

- A. Visible Family Impact • Corey & Robin Sanders
B. Breaking Free from Gravitational Pull • Nate Bush
C. Unified, Not Uninformed • Scott & Tami Free
D. Planting in an Age of Division • Dhati Lewis

TRACK 6 – HOMOGENEOUS CHURCH TRANSITION

- A. God in the Midst of Beauty & Pain • Hanibal Rodriguez
B. Hearing in Technicolor • Mark Hearn
C. Turning Dreams to Reality • Kyle Ray
D. Navigating 3 Tensions • Eric Ferris & Sonia McDonald

TRACK 7 – DISRUPTIVE INNOVATION

- A. Building Kingdom Ecosystems • Hugh Halter
B. Fixing What's Broken • Arlynn Ellis
C. Empowering Marketplace Leaders • Greg Wigfield
D. When Crap and Grace Collide • Rodrigo Cruz

TRACK 8 – CHURCH ECONOMICS

- A. Creative Accounting • Rafael Estrella
B. Entrepreneurial Church Planting • Jay Moon
C. Don't Sit on Your Assets! • Dan Davidson
D. Tuning-up Financial Integrity • Nicole Wallenfelsz

TRACK 9 – MISSIONAL & MULTIETHNIC

- A. For the Good of the City • Rowland Smith
B. The Immigration Landscape • Lisa Rodriguez-Watson
C. Good, Bad & Better • Damaris Taylor
D. Mission-Forward Church Culture • Terry Ishee

TRACK 10 – THE URBAN CONTEXT

- A. Calm Presence & Racial Wholeness • Rich Villodas
B. Restorative Leadership • Dennae Pierre
C. Why a Nonprofit • Lawrence Hicks & Paul Kroger
D. Creating Effective Systems • Tommy Kyllonen

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Choose to attend sessions from any track or all 4 sessions in one track

See pages 26-31 for full descriptions

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- D. 1:30p on Thursday, November 10

TRACK 11 – COMMON CHALLENGES

- A. Leading Diversity Toward Unity • Noe Garcia
- B. Healing Cross-Cultural Divides • Susie Gamez
- C. When Good is Bad • Naeem Fazal
- D. Getting Comfortable with Discomfort • Steve Ross

TRACK 12 – JESUS & JUSTICE

- A. Discipling Leaders for Community Engagement
• Noemi Chavez
- B. Living Undivided • Chuck Mingo & Troy Jackson
- C. The Local Church & Mental Health
• Alexandra Thompson & Celina Noble
- D. Beyond Seasonal Justice • Josh Buck

TRACK 13 – CONTENTIOUS ISSUES

- A. Heritage, Hate or Hinderance? • Chris Williamson
- B. Cheap Diversity or True Solidarity? • David Swanson
- C. De-colonizing the Gospel Among a Colonized People
• Coreen Esplin & Jason Koppen
- D. A Way Out of No Way • Christopher Harris

TRACK 14 – FEARS & TENSIONS

- A. Trauma-impacted Ministry • Joy Kirkland
- B. Bridging Political & Racial Divisions
• David Anderson & Dave Heiliger
- C. The Healing Power of Lament • Soong-Chan Rah
- D. Building Beloved Community
• Michael Traylor & Chip Freed

TRACK 15 – IMMIGRANT & MULTIETHNIC

- A. A Multiplying “Ethnosystem” • Alex Mandes
- B. Discipleship Pathways • Mekdes Haddis
- C. Equipping Immigrant Church Planters • Sam Chacko
- D. Mobilizing 2nd Gen Immigrants • Daniel Yang

TRACK 16 – KIDS, YOUTH & COLLEGIATES

- A. Establishing Kingdom Values • Lauren Carrión
- B. A Safe Place for Every Race • DJ Coleman
- C. Navigating Necessary Conversations
• Dorena Williamson
- D. Making Faith Matter More
• Raymond Chang, Lisa Henle & Jane Hong

TRACK 17 – WE GOT NEXT

- A. Engaging White Evangelicals on Race
• Josh Clemons & Dan Crain
- B. Is it Worth the Fight? • Kristin Mockler Young
- C. Partnering with Latino Churches • Angel Jordan
- D. The Forgotten Minority • Eli Bonilla Jr.

TRACK 18 – LEADING WORSHIP

- A. Turning the Kaleidoscope • Clarissa McNeill
- B. Building the Culture via Discipleship • Justin Spann
- C. Preaching to a Multicultural Audience • Ikki Soma
- D. Making Room at the Table • Jason Best & Emily Flack



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The Mosaix Partnership is offering a 15% discount on tuition. If they are able to gather 15 students to form a cohort, the discount will be 25%. (Tuition is paid per semester.)

For more info or questions, stop by the Wheaton College booth or email Suzanne.MacDonald@wheaton.edu.

LEARN MORE - SCAN QR CODE FOR DETAILS



NETWORKING OPPORTUNITIES

As part of your conference experience take advantage of these additional opportunities to network with others of like-mind, whatever your interest or need

All meet-ups are in The Plex unless otherwise indicated

Meet & Greet Authors (various times)

Many authors will be available throughout the conference to briefly visit and/or sign a copy of a book for you. The best time to catch them is immediately following the plenary sessions in which they speak (near the front of the stage) or in a specific room just after they teach a workshop. We suggest you purchase their books ahead of time.

Connect with Sponsors (various times)

This year, more sponsors than ever before are here and with us in support of the collective cause! Post-conference, they'd love nothing more than to help you advance personal and/or organizational mission, vision, and goals. Please take some time to visit every booth, meet those who've come to connect with you, and discuss potential opportunities for partnership with them in 2023 and beyond.

Morning Prayer in the Chapel (7:30a – 8:15a)

Start your day with God and others. Join Harry Li for an intimate time of worship-based prayer.

WEDNESDAY MEET-UPS (12:00p – 1:15p)

Bring your lunch to connect with others of similar interest

1. Church Planters Gathering Hosted by Stadia

Do you feel called to plant a multiethnic church or desire to explore possibilities? Are you the pastor of a multiethnic church that's recently launched? Join with others for an informal time of relational connection, mutual encouragement, and peer learning facilitated by our friends from Stadia.

2. Educators & Researchers

University, college, and seminary professors and/or those interested in sociological research are invited to attend this conversation. Join with colleagues of like mind for an informal timetime of relational connection, mutual encouragement, and dialogue facilitated by Oneya Okuwobi.

3. Get Your M.A. in Leadership from Wheaton College

Join Dr. Graham McKeague, together with Andy Cook and Suzanne MacDonald from Wheaton College, to learn about its new academic partnership with Mosaix. This 36-hour degree is designed to establish credentialed credibility, fit busy schedules, and go easy on tight budgets. Our first cohort (15 students) is launching in 2023 and we want you with us! Come learn how you will receive an automatic 15% to 25% discount on tuition by enrolling now to begin next year.

4. MosaixSearch (Churches Looking for Candidates)

Is your church looking to diversify its staff team? MosaixSearch helps pastors and churches connect to viable candidates of color via affordable, low risk, and professional search services. Come meet Jason Davila, director of MosaixSearch, to learn how we can help your church or organization discover its next hire!

5. ODB Presents: Juneteenth: Faith & Freedom

Our Daily Bread invites you to a mini screening and discussion of the new documentary, "Juneteenth: Faith and Freedom." What does Juneteenth reveal about the nature of the struggle for freedom? And how did the Bible, one used to justify slavery, become an inspiration for liberation? The documentary takes viewers on a riveting journey that presents first-hand accounts from descendants of those emancipated during this significant time in our nation's history. **First 40 in the room receive a free lunch!**

6. Stop Guessing at What to Do... Start with CQ®

Since August 2020, Mosaix has administered more than 2,500 assessments and provided training to some 65 organizations including churches and faith-based non-profits as well as Christian colleges and universities. As the preferred partner of the Cultural Intelligence Center, there's no organization today better equipped than Mosaix to help your team understand where it sits in terms of culture intelligence or to help your organization make measurable progress. Come meet members of Mosaix' CQ® team to learn more about the process and consider training for your own team in 2023.

NETWORKING OPPORTUNITIES

As part of your conference experience take advantage of these additional opportunities to network with others of like-mind, whatever your interest or need

All meet-ups are in The Plex unless otherwise indicated

WEDNESDAY MEET-UPS (12:00p – 1:15p)

Continued...

7. EFCA Denominational Meet-up

Are you on staff or otherwise a member of an EFCA church? Join others from the denomination for lunch and discussion with our very special guest, Dr. John M. Perkins. He'll share words of encouragement and challenge us, too, as we consider promising practices and missional approaches to accelerate multethnic church planting, growth, and multiplication in an increasingly diverse society.

THURSDAY MEET-UPS (12:00p – 1:15p)

Bring your lunch to connect with others of similar interest

1. MosaixSearch (Candidates Looking for Churches)

Are you interested in joining the staff of a healthy multiethnic church or a church otherwise moving in that direction? MosaixSearch helps candidates connect to churches via affordable, low risk, and professional search services. Come meet Jason Davila, director of MosaixSearch, and become part of our growing candidate pool.

2. Women in Leadership

Whether you're the wife of a multiethnic church pastor, a woman serving as its pastor or in another area of pastoral leadership, ours is a significant calling with unique challenges both to meet and overcome. Join Noemi Chavez & Linda DeYmaz for a time of relational connection and mutual encouragement.

3. Get Your M.Div. or D.Min. at United Theological Seminary

Join Chip Freed and Jimmy Mallory from United Theological Seminary to learn how easy it is to earn graduate degrees in a way that fits your schedule. United's new academic partnership with Mosaix provides M.Div. students an automatic 50% reduction in tuition; and those pursuing a D.Min. a 30% reduction in tuition. Come learn more and let's discuss possibilities!

4. What's Not Being Discussed in the Missional Conversation

Wondering how to plant missional or pivot an existing church in that direction? What possibilities exist at the intersection of missional, multiethnic, and micro to advance the kingdom in your city post-pandemic? Come meet the Forge America team, enjoy free pizza, and dream together about participating together with God in His mission.

5. Stadia's Multiethnic Journey

Join Greg Nettle, President of Stadia, and others from his team to learn how the organization has recently transitioned its systems and processes to be more inclusive, validating, and beneficial for church planters and pastors of diverse ethnic or cultural background. Come consider why and how this traditionally homogenous network is leaning into a multiethnic future, learn transferrable truths, and discuss the challenges and rewards of structural shift.

6. Wesleyan Church Denominational Meet-up

Join Wesleyan leaders from all over our movement to hear next steps, process what you've learned so far during the conference and be a part of our monthly Multiethnic Multiplier Huddle. Bring your own lunch or order ahead of time during our pre-conference event.

7. Asian American Christian Collaborative Gathering

AACC is inviting Asian American Christians and friends of our community to follow Christ holistically—through statements, prayer rallies, and amplifying our voices on a multimedia platform. Bring your lunch and join us for fellowship, connection, encouragement, and to learn about AACC's new mental health initiative.

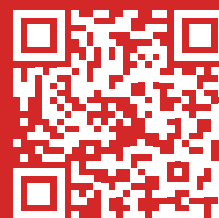
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JOSHUA & NOEMI CHAVEZ

REVIVE CHURCH, CALIFORNIA

“Partnering with **Stadia** has impacted our church because of all of the **resources** that we have become aware of that help planters be **fully equipped** for starting **multiplying churches.**”

WWW.STADIACHURCHPLANTING.ORG

PLENARY SPEAKERS



Arlynn Ellis is the founder and president of Acts of Hope, a 501(c)(3) nonprofit organization. Together with her husband of more than twenty years, she is the parent of two sons, a passionate church planter, and licensed pastor of the Wesleyan Church. Arlynn has more than eighteen years of work experience in nonprofit management, and for more than ten years served as the Director of Family Wellness & Facilities Operations for Methodist Healthcare Ministries. Prior to that, she was the VP of Operations for San Antonio (SA) Youth.



Brooke Hempell is SVP of Research for Pinkston, a strategic communications firm. She is active in racial justice and reconciliation work through several local organizations in Atlanta, GA, as well as with others nationally. In addition, she co-hosts the podcast *Race and Redemption*. Brooke was formerly SVP of Research at Barna Group. While there she led the *Beyond Diversity* study, the largest study of race and of the Church, with Dr. Michael Emerson and Dr. Glenn Bracey.



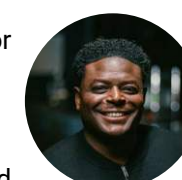
Chuck Mingo is a teaching pastor at Crossroads Church (Cincinnati, OH) and the founder of Courageous Love (UNDIVIDED, Inc.), an organization built to unite and ignite people for racial justice through programming that takes participants through life-changing moments of racial healing. In addition to leading Courageous Love, Chuck teaches and consults for churches and organizations around the country on a variety of topics related to race relations and racial justice. Prior to being a pastor, Chuck spent nine years in the corporate world at Procter & Gamble.



Dave Livermore is a social scientist devoted to the topics of cultural intelligence (CQ) and global leadership. He is a founder of the Cultural Intelligence Center in East Lansing, Michigan, and a visiting research fellow at Nanyang Technological University in Singapore. David is the author of several award-winning books including *Leading with Cultural Intelligence*. His forthcoming book, *Digital, Diverse & Divided*, addresses how to overcome polarization in our personal and professional relationships. David regularly consults with global organizations such as Harvard Business School, Google, Coca-Cola, BMW, Qatar Airways, and the United Nations.



Dennaë Pierre serves as a co-director for the Crete Collective and leads the Surge Network in Arizona. She also serves as one of the co-directors for City to City North America. Dennaë has an MA from Covenant Theological Seminary and a DMin from Western Theological Seminary (Holland, MI). Her first book, *Healing Prayers to Resist a Violent World*, was published in 2020. Dennaë's husband, Vernon, is the lead pastor at Roosevelt Community Church, a multiethnic church in downtown Phoenix, AZ.



Derwin Gray is the founding and lead pastor of Transformation Church, a multiethnic, multigenerational church near Charlotte, NC. Transformation Church has been recognized as one of the fastest growing churches in the United States. Prior to that, Derwin played in the NFL for six years with the Indianapolis Colts and the Carolina Panthers. He is the author of several books including *Limitless Life*, *The Good Life*, and *How to Heal Our Racial Divide*. He and his wife, Vicki, have been married for thirty years.

PLENARY SPEAKERS



Dhati Lewis is the lead pastor of Blueprint Church in Atlanta, GA, and founder of www.myblvd.co. He is the former president of Send Network (North American Mission Board). Born and raised in California, he later moved to Texas. He holds a master's degree from Dallas Theological Seminary and a DMin from Southeastern Baptist Theological Seminary. Dhati is the author of **Among Wolves: Disciple Making in the City** and **Advocates: The Narrow Path to Racial Reconciliation**.



Duke L. Kwon is the lead pastor at Grace Meridian Hill, a neighborhood congregation in the Grace DC Network committed to building cross-cultural community in Washington, DC. He is active in public conversations around race, equity, and racial repair in the American church. Duke frequently lectures on these topics around the country and his work has appeared in the *Washington Post*, *Christianity Today*, and *The Witness*. He is the co-author of **Reparations: A Christian all for Repentance and Repair**.



Ed Stetzer is a professor and dean at Wheaton College where he also serves as executive director of the Wheaton College Billy Graham Center. He is the regional director for Lausanne North America and editor-in-chief of Outreach Magazine. Ed has written dozens of books, hundreds of articles, and frequently cited by USA Today and CNN. His national radio show, "Ed Stetzer Live" airs Saturdays on Moody Radio. Ed is also the interim teaching pastor of Calvary Church in NYC and a teaching pastor at Highpoint Church (Chicago, IL).



Eli Bonilla Jr. is the Next Gen Regional Co-Chair for North America with Empowered21, and he also fills the position of National Millennial Director for the National Hispanic Christian Leadership Conference (NHCLC). His full-time responsibilities are Bethany Church as the Global Youth and Young Adults Pastor.



George Yancey is a professor at the Institute for Studies of Religion and Sociology, Baylor University in Waco, TX. He has published several research articles on the topics of institutional racial diversity, racial identity, atheists, cultural progressives, academic bias, and anti-Christian hostility. George's books include **Beyond Racial Gridlock** and, with Michael Emerson, **Transcending Racial Barriers**. His most recent book, **Beyond Racial Division** examines the use of collaborative conversations to reduce racial tensions.



Irwyn Ince began his professional career as an engineer in the Washington-Baltimore Metropolitan area. Later, he helped plant City of Hope Presbyterian Church in Columbia, MD. In 2016, Irwyn earned a DMin from Covenant Theological Seminary, writing his dissertation on *Identity Formation in Diverse Churches*. He continues to share this vision through his role as Executive Director of the Institute for Cross-Cultural Mission (ICCM). In 2021, the Permanent Committee of Mission to North America unanimously elected Dr. Ince to be Mission to North America (MNA) Coordinator.



Dr. John M. Perkins is one of the leading evangelical voices to come out of the American civil rights movement, an internationally known author, speaker, and teacher on issues of racial reconciliation and Christian community development. In 1989, he co-founded the Christian Community Development Association (CCDA), a network of evangelical congregations and organizations working in urban settings. Together with his wife, Vera Mae, Dr. Perkins founded the John and Vera Mae Perkins Foundation, in Jackson, MS, where he lives, and through which he continues to serve Christ and community.

PLENARY SPEAKERS



Korie Little Edwards is Professor of Sociology at The Ohio State University and Editor in Chief for the *Journal for the Scientific Study of Religion*. She is a leading scholar of race and religion and has written several books and articles on multiracial religious organizations, including **The Elusive Dream: The Power of Race in Interracial Churches**. Her forthcoming book, **Estranged Pioneers: Race, Faith, and Leadership in a Diverse World**, draws upon the most in-depth, comprehensive project ever conducted on pastors of multiracial congregations. Korie is also a co-host of *The Elusive Dream Podcast*.



Kristin Mocker Young is a founding member and today a teaching pastor at Mosaic Church in Charlotte, NC, where she pastors alongside Naem Fazal. She has a heart for inclusion and reaching misfits who feel overlooked. As the host of the *Becoming Church Podcast*, she interviews leaders and engages conversations about what it really means to become the church Jesus called us to. Kristin also writes at *Turning the Gem* where she encourages people to find Jesus outside of any boxes into which they may inadvertently or intentionally put Him.



Lisa Rodriguez-Watson is the national director of Missio Alliance, an intercultural network of Christian leaders committed to cultivating a holistic theology and practice in order to reshape the Church's witness in the world. In addition, she serves as associate pastor of discipleship and equipping at Christ City Church in Washington, DC, alongside her husband, Matthew. Lisa's passion to see all people reconciled to God and to each other continues to fuel her engagement in urban church planting, international missions, community development, immigration advocacy, collegiate ministry, and seminary teaching.



Mark DeYmaz, together with his wife, Linda, planted the Mosaic Church of Central Arkansas (Little Rock) in 2001, where he continues to serve as directional leader. In 2004, he co-founded the Mosaix Global Network and today serves as its president. Mark has written eight books including **Building a Healthy Multi-Ethnic Church**; **Disruption: Repurposing the Church to Redeem the Community**; and **The Coming Revolution in Church Economics**. He is a contributing editor for *Outreach* magazine, and an adjunct professor facilitating graduate programs tailored by Mosaix at Wheaton College and United Theological Seminary.



Michael O. Emerson is Professor and Department Head of Sociology at the University of Illinois Chicago. He has authored several award-winning books and articles on Christianity and race. Since 2019 he has been engaged with Glenn Bracey, Chad Brennan, and 300-person strong Collaboration Team to study the current state of faith, the church, and racial issues in the United States. Michael has also been a proponent of Mosaix since its early days and has seen its positive impact in North America.



Michelle T. Sanchez serves as executive minister of Make and Deepen Disciples for the Evangelical Covenant Church. Michelle is the author of **Color-Courageous Discipleship, Color-Courageous Discipleship Student Edition**, and the picture book, **God's Beloved Community**. After studying international business at NYU, Michelle worked as an investment banker with Goldman Sachs and ministered to international students via Cru. She has served in various capacities with the Institute for Bible Reading and the Lausanne Movement for world evangelization. In addition, Michelle is a regular columnist for *Outreach* magazine.

PLENARY SPEAKERS



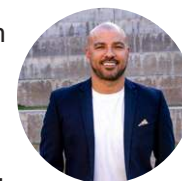
Miles McPherson is the founding and lead pastor of the Rock Church in San Diego, CA. The author of numerous books, his latest, **The Third Option**, speaks to the pervasive racial divisions in today's culture. From the book, Miles created *The Third Option Similarity Training* course to help individuals and organizations focus on people's similarities rather than their differences. Miles attended the University of New Haven and was the university's first player to be drafted into the NFL. He played four seasons of professional football with the San Diego Chargers.



Naeem Fazal is the founding pastor of Mosaic Church in Charlotte, NC. He is a Pakistani, born and raised as a Muslim in Kuwait. Naeem came to the United States in 1992, having escaped from Kuwait after Iraq's invasion of the country which led to America's first Gulf War. Later that year, Naeem had a supernatural encounter with Jesus Christ that changed the course of his life. After graduating from the College of Charleston (1998), he joined the pastoral staff of Seacoast Church. He is the author of the book **Ex-Muslim**.



Nirup Alphonse is the lead and teaching Pastor of LIFE GATE Church in Denver, Colorado, one of the fastest growing churches in the city. From its inception, LIFE GATE has purposed in prayer and intentionally determined to be an inter-ethnic and intergenerational community of Christ-centered faith. Born in Singapore and raised in India, Nirup moved to Chicago where he finished both high school and college. With his international and multi-cultural background, Nirup is passionate to see the local church embody the diversity of our cities and reflect the vision of the Kingdom.



Noe Garcia received his M.Div. from Golden Gate Seminary. Later, he served on staff at Second Baptist Church (Houston, TX), First Baptist Church (Nashville, TN), and as the college pastor at Cross Church in Fayetteville, AR. Since 2016, Noe has been the senior pastor at North Phoenix Baptist Church in Phoenix, AZ. More recently, he received his M.Div. in Executive Leadership from Southern Baptist Theological Seminary. Noe is a passionate preacher who loves challenging and encouraging people with God's Word.



Noemi Chavez planted Revive Church together with her husband, Joshua. Revive is a multiethnic, multi-site church serving throughout greater Los Angeles, CA. In addition, she is the co-founder of Brave Global, an organization which focuses on bridging a relationship with girls that are on probation and in the foster care system and the local church. Noemi also serves as chair of the board for Exponential Español, and with Biola Church Relations Advisory Board. She is committed to raising leaders and bridging generations to serve the future of the Church and their communities.



Oneya Fennell Okuwobi is an Assistant Professor of Sociology at the University of Cincinnati. Her research interrogates how diverse organizations impact racial inequality. Together with her husband, Dele, she planted 21st Century Church in Cincinnati where she also serves as a teaching pastor. Oneya is the co-author of **Multiethnic Conversations: An Eight-Week Journey toward Unity in Your Church**, an 8-week daily devotional and small group study on multiethnic life and church designed for people in the pews; and the co-author as well of the new release, **Multiethnic Conversations for Kids**.

PLENARY SPEAKERS



Rich Villodas is the Brooklyn-born lead pastor of New Life Fellowship, a multiracial church with more than seventy-five countries represented, in Elmhurst, Queens. He is also a key speaker for Emotionally Healthy Discipleship—a movement that has touched hundreds of thousands of people. Rich received his B.A. in pastoral ministry and theology from Nyack College. He went on to complete his MDiv from Alliance Theological Seminary. His award-winning book, **The Deeply Formed Life**, was released in September 2020. His second book, **Good and Beautiful and Kind** was released in July 2022.



Ryan Kwon is the founding and lead pastor of Resonate Church in Fremont, CA. Originally from Los Angeles, CA, Ryan was called to plant a multi-cultural church in hard soil, which ultimately led him to the San Francisco Bay Area where Resonate's two campuses (in Fremont and Hayward) are located today. He is passionate about gospel centered preaching, making disciples, and has a vision to see many churches planted in his city. He currently serves on the board of Acts 29. Ryan enjoys planting succulents and the torture of cheering for UCLA football.



Saehee Duran is a pastor, professor, police chaplain, and podcaster. In 2015, together with her husband, Damon, she planted an intentionally diverse church in the monocultural city of Springfield, MO. Over the next seven years, the church was noted for building bridges between Christ, community, and cultures. Recognized in 2020 by the city of Springfield as one of its most influential women, she continues to serve diverse people and equip minority leaders both locally and nationally. Today, Saehee is the director of graduate programs at Trinity Bible College in Ellendale, ND.



Soong-Chan Rah joined Fuller's faculty in 2021 as the Robert Boyd Munger Professor of Evangelism. He holds a number of degrees including a Th.D. from Duke Divinity School and a Th.M. from Harvard University. Soong-Chan has authored numerous award-winning books including **The Next Evangelicalism; Many Colors: Cultural Intelligence for a Changing Church**, and **Prophetic Lament: A Call for Justice in Troubled Times**. He is an ordained pastor in the Evangelical Covenant Church, and a member of the Academy for Evangelism in Theological Education, American Academy of Religion, and American Society of Missiology.



Susie Gamez is Canadian by birth, Korean by heritage, Mexican by marriage, and American by immigration. She is passionate about matters surrounding reconciliation, racial justice, and the Gospel. Susie and her husband, Marcos, met at Fuller Theological Seminary while getting their M.A. degrees in Intercultural Studies. After serving as a youth pastor and church planter in South Central Los Angeles for fourteen years, she spent several years speaking locally and nationally at various churches and conferences. Susie is a Tearfund USA advocate, and currently serves as teaching pastor at Midtown Church in Sacramento, CA.



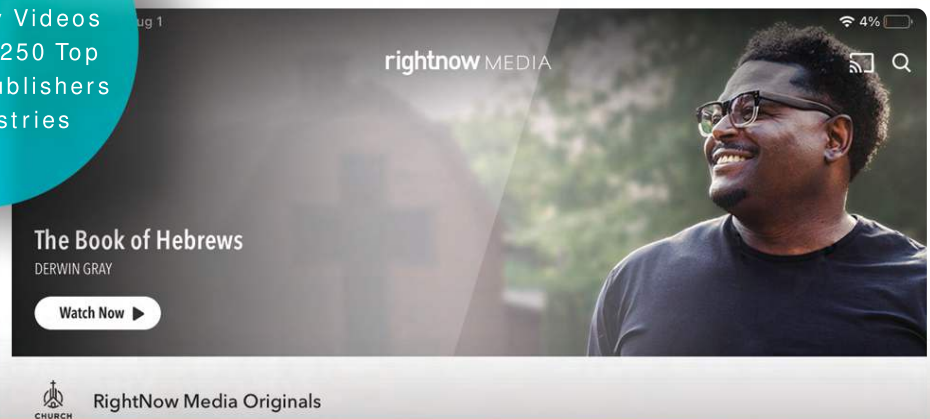
Terry Crist, together with his wife, Judith, serves as the lead pastor of City of Grace (formerly Hillsong Phoenix) with four campuses across Arizona and in Las Vegas, NV. As fifth generation pastor, he has traveled to more than sixty-five nations speaking in churches, conferences and on university campuses. In 2015, Terry was honored by the U.S. Congress with the "Angels in Adoption" award, and presently serves as a member of Arizona Governor Doug Ducey's "Council for Child Safety and Family Empowerment." He is the host of **Café Theology** on Hillsong Channel and TBN Inspire.

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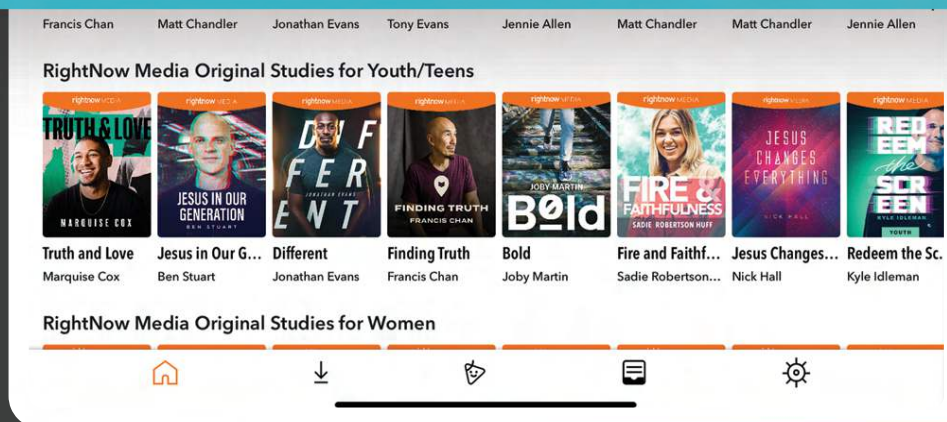
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THE MOVEMENT AT A GLANCE

Articulating Mission and Vision to Others



Definition of a Healthy Multiethnic Church¹

A healthy multiethnic church is one in which people of diverse ethnic and economic backgrounds will themselves to:

- a) walk, work, and worship God together as one to advance a credible witness of God's love for all people (the Gospel)
- b) recognize, renew, reconcile, and redeem broken relationships, both interpersonal and collective
- c) establish equitable systems of responsible authority, leadership, governance, and accountability within the congregation
- d) advocate and advance justice, mercy, and compassionate work in the community
- e) embrace the tension of sound theological reflection and applicational relevance in an increasingly complex and intersectional society

Theological Underpinnings²

1. Envisioned by Christ (John 17:20-23)
2. Described by Luke (Acts 11:19-26ff., 13:1)
3. Prescribed by Paul (Ephesians 2:10-4:6ff.)

Seven Core Commitments of a Healthy Multiethnic Church³

1. Embrace Dependence
2. Take Intentional Steps
3. Empower Diverse Leaders
4. Develop Cross-cultural Relationships
5. Pursue Cross-cultural Competence
6. Promote a Spirit of Inclusion
7. Mobilize for Impact

Historical Progression⁴

Each period of time is half the length of the previous one, accelerated by the Holy Spirit, technological advance, and demographic shifts as well as the prayer, patience, and persistent efforts of dedicated leaders like you.

1. Forerunner Stage (1960 – 2000)

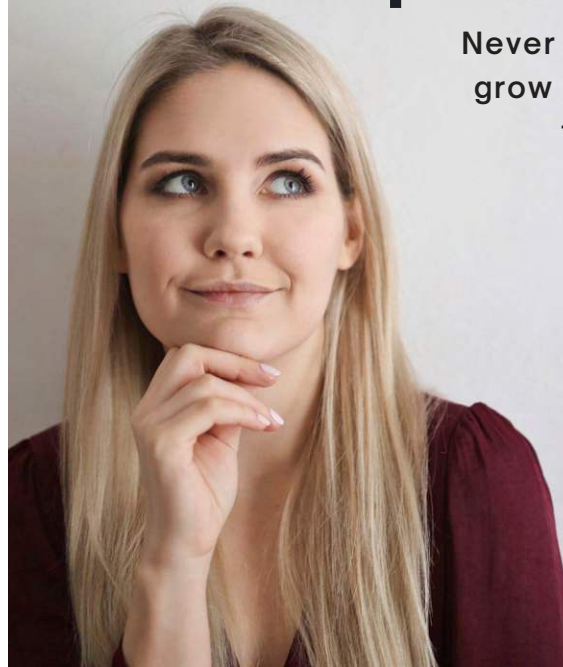
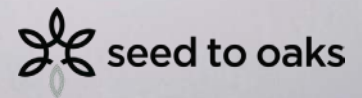
- Individual points of light; outliers pursuing the dream.
- See **Full Circle: The Creative Church for Today's Society** (David R. Mains, 1976)
- See **Models for Developing a Multiethnic Church**



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- (Manuel Ortiz, 1996)
 - See **Racial Equality in the Church** (Bruce Fong, 1996)
- 2. Pioneer Stage (2000 – 2020)**
- Pioneers aren't the first to discover but the first to codify things for the masses.
 - See **Divided by Faith** (Michael O. Emerson & Christian Smith, 2000)
 - See **One Body, One Spirit** (George Yancey, 2003)
 - See **Building a Healthy Multi-ethnic Church** (Mark DeYmaz, 2007)
- 3. Early Adopter Stage (2020 – 2030)**
- 20% of churches in the US achieve 20%+ diversity in attending membership.
 - Social Justice & Church Economics become essential to credibility and sustainability.
- 4. Mainstream Stage (2030 – 2035)**
- Healthy multiethnic churches become the normative standard throughout the U.S.
 - The American Church is repositioned to influence a Majority-Minority nation (2042).

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² **Building a Healthy Multi-ethnic Church: Mandate and Commitments of a Diverse Congregation** by Mark DeYmaz (Jossey-Bass/Leadership Network, 2007).

³ Ibid.

⁴ **Leading a Healthy Multi-ethnic Church: Mandate and Commitments of a Diverse Congregation** by Mark DeYmaz (Zondervan/Leadership Network, 2010, 2013)

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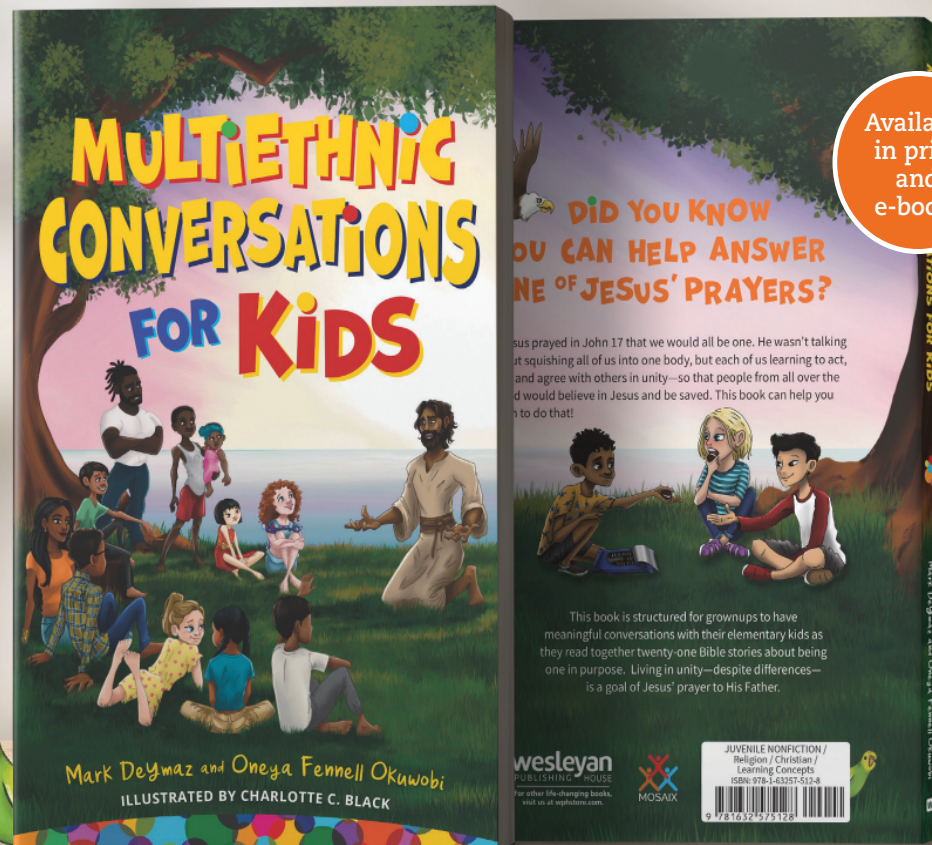
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THE YOUNGER THE CHURCH PLANTER, THE MORE LIKELY THE CHURCH IS MULTIRACIAL

By Warren Bird, Ph.D.

If you're looking for a church where diverse people are modeling the "every nation, tribe, people, and language" worship gathering depicted in Revelation 7:9, just visit a new church.

Yes, today's church planters are changing the demographics and expectations of local churches.

Literally.

In fact, the younger the planter the more likely it is that his or her church will have at least 20% diversity in its attending membership (a measure often used by sociologists to quantitatively define a multiracial church).

For example, among new congregations where the church pastors and/or planters are:

- under age 35, 44% are multiracial (72% are growing)
- between the ages of 35-39, 39% are multiracial (75% are growing)
- between the ages of 50-64, 34% are multiracial (57% are growing)
- over age 65, 27% are multiracial (and 49% are growing)

These and other similar findings come from the nation's largest ever cross-denominational survey of church planters, which drew almost 3,000 participants. Sponsored by ECFA (the Evangelical Council for Financial Accountability) and publicized by the Mosaix Global Network together with more than 50 other denominations and networks, the survey's findings reveal many insights into how new churches are funded, who they're reaching, and how they're growing.

And on all of these issues, race makes a difference.

Full details are available in a series of releases, all free at www.ecfa.org/surveys. Three of the graphics are featured here with permission.

1. Multiracial Churches Are Reflective of the Nation's Changing Racial Makeup

The graphic, "America's Rapidly Changing Racial Profile," reviews 100 years of change in the U.S. population from 1950 to a projected 2050, all based on U.S. Census data. For example, the country's population will change from 88% white in 1950 to 44% white in 2050. Currently, whites make up 77% of Protestant churchgoers. If projections hold true, various percentages of

America's Rapidly Changing Racial Profile

Year	White	Hispanic	Black	Asian	Native*	Two or more races
GENERAL POPULATION						
1950	88%	2%	10%	<1%	<1%	**
2000	69%	13%	12%	4%	1%	1%
2050 (projected)	44%	27%	14%	8%	1%	6%
PROTESTANT CHURCHGOERS						
2020	77%	5%	10%	2%	2%	4%

*American Indian, Native Alaskan, and Native Hawaiian.

**This category was not used in 1950.

The 1950, 2000 and 2050 percentages come primarily from U.S. Census data.

The 2020 church data comes from the Faith Communities Today study, www.faithcommunitiestoday.org.

93% of Multiracial Churches Want to Reproduce Themselves, and 76% Are Growing

Type of church	Percent desire to reproduce or multiply in next 5 years	Percent with growth since launch*
Multiracial	93%	76%
Predominantly Asian	85%	50%
Predominantly Black	91%	46%
Predominantly Hispanic	92%	65%
Predominantly White	92%	79%

Table 8

N=1537

*Calculated as annual growth rate of 5% or more pre-pandemic (launch through 2019), and as holding even or better during the pandemic (2022-2022).

Question: Dream: How many total churches or campuses/sites/locations (including "daughters," "granddaughters," and "great-granddaughters") do you believe God will start through your church across its next 5 years of life?

Question: What is your church's in-person weekly worship attendance today and the year the church publicly launched? (adults and children, all services, not counting anyone twice)

Multiracial Churches Are Led by All Races, with Black Pastors Leading the Way

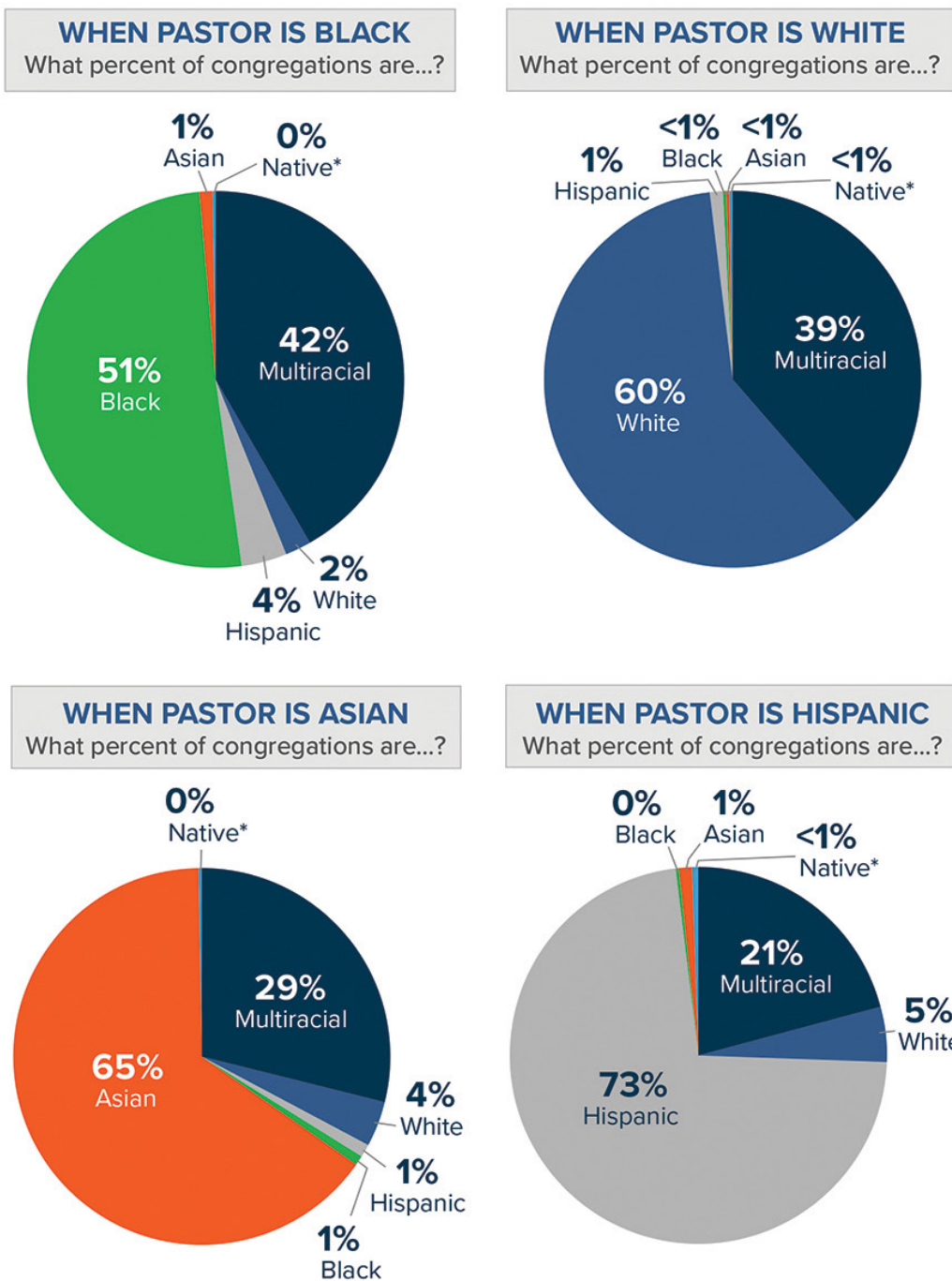


Table 4

N=1644

* Includes American Indian, Native Alaskan, and Native Hawaiian

Question: What is the primary ethnicity of the lead pastor?

Question: What percentages from the following categories would you estimate for the ethnicity of your congregation?

racial groups today making up the country will continue to change in the coming years. While some churches will remain monolithic it's likely an increasing number of congregations will become multiracial during this national demographic transition, based on more than 20 years of research and reflection.

2. Multiracial Churches Are Led by People of Varying Racial Makeup

Findings show that anyone can lead a multiracial church! The graphic titled "Multiracial Churches Are Led by All Races, with Black Pastors Leading the Way" shows that among Black-led churches, a high percentage are multiracial (contrary to generalized assumptions). In terms of percentages, next comes white-led, Asian-led, and then Hispanic-led multiracial congregations.

3. Multiracial Church Leaders View their Churches as Working Well

When a church is multiracial, do leaders have such a good experience that they'd like to see more churches like theirs take root? According to the findings, the answer is a strong "Yes!" as

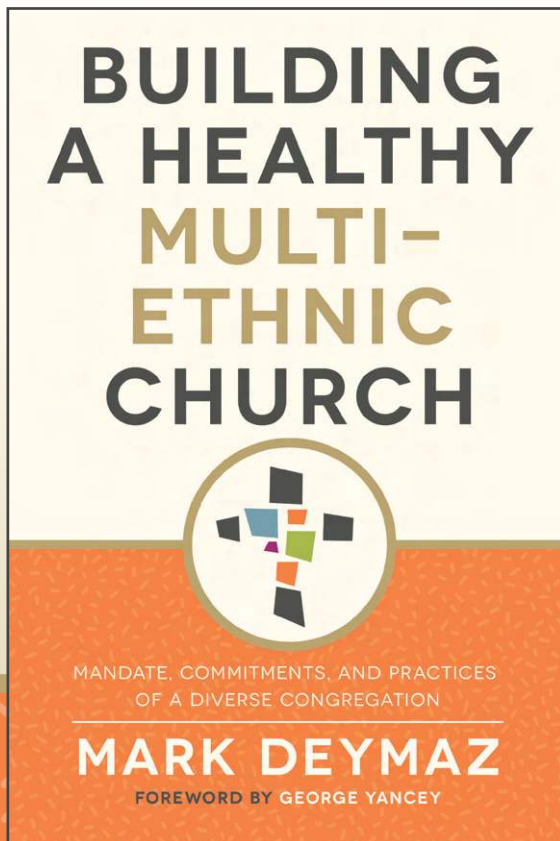
depicted in the graphic, "93% of Multiracial Churches Want to Reproduce Themselves, and 76% Are Growing." While every type of church has its challenges, multiracial churches certainly hold their own on desire to reproduce and experiences of growth, as the graphic details in looking at churches led by pastors of various races.

More Good News

The best news in ECFA's research? It strongly indicates that multiracial churches can be led by (a) a person of any race, (b) leading any size of congregation, and (c) in virtually any neighborhood. These findings point to the idea that any church can become more multiracial.

The research also points to intentionality as the starting point for becoming multiracial, and particularly as intentionality relates to empowering a diverse leadership team. While some churches "stumble" upon their increasing diversity they will not be able to maintain it apart from intentionality.

May these new multiracial churches set the cadence for the many others soon to follow. Indeed, may pastors and planters alike continue to change the dynamics and witness of local churches so to advance a credible Gospel in a rapidly changing, demographically shifting society.



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SPECIAL THANKS TO OUR CONFERENCE STAFF!

CONFERENCE DIRECTOR



Alison Clinton is a V.P. at Mosaix Global Network, the Executive Assistant to Mark DeYmaz, and Director of the triennial National Conference. Together with her husband, Sloan, she helped plant the Mosaic Church of Central Arkansas in 2001 where she continues to serve on staff and with Sloan as part of the Elder team. Alison grew up in Southern California and moved to Little Rock, AR, in 1993. That fall, she met Mark at Fellowship Bible Church where he was serving as the Student Ministries pastor, and joined his staff team. She and Sloan have four daughters ranging from middle school to college.

WORSHIP TEAM LEADER



Joshua Chavez is the lead pastor of Revive Church, a multiethnic, multi-generational, and multi-site church serving greater Los Angeles, CA. He has also led worship for national organizations such as Promise Keepers, Billy Graham Evangelistic Association, Urban Youth Workers Institute, Maranatha Music, and, every three years, at the Mosaix Conference. Joshua has a passion for the local church, church planting, and missions. He serves as the Discovery Manager with Stadia Church Planting where he helps pastors discover their aptitudes and readiness for church planting.

VIRTUAL CONFERENCE HOSTS



Antwuan Malone is the Director of Community & Communications at Threaded where he also co-hosts the organization's podcast, Colored Commentary. A thought-provoking speaker and leader, he is also the Executive Director of ELEVATE YA, an organization focused on creating and supporting discipleship environments for young adults where he pastors the congregational community known as Union. Antwuan is passionate about fortifying, uniting, and leveraging the local church to bring gospel influence and social change to our communities.

Markus Lloyd is a writer, performer, husband, and father, committed to using his passion, creativity, and cultural passports to weave the Body of Christ into unity so that the word would run to Jesus. He is the founder/CEO of Threaded where he also co-hosts the popular podcast, Colored Commentary. Threaded is a biblically-based ministry committed to racial reconciliation that moves people and churches from formative relationships to collaborative community transformation. Markus can be seen in commercials and theater stages. He lends his voice to popular video games, and anime cartoons such as Dragon-ball Super, Borderlands 2, The Walking Dead, and Smite.



BOARD REPRESENTATIVE

Mont Mitchell planted Westbrook Christian Church in 1996 in Bolingbrook, IL, where he continues to serve as lead pastor. Westbrook is a multicultural church committed to reaching all people of all ethnicities in their region as well as planting additional churches to plant churches. With 30+ nationalities represented in the congregation, Westbrook has planted two Latino churches locally and three globally in the Dominican Republic, Panama, and Mexico, respectively. Mont has a vision to plant a church in every country represented at Westbrook. In 2021, Crossroads Christian Church (Joliet, IL) merged with Westbrook adding to its family of multiethnic congregations.



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YOUR METRICS: 20TH OR 21ST CENTURY?

By Mark DeYmaz

By definition, an operating system (OS) is the software that supports a computer's basic functions, such as scheduling tasks, executing applications, and controlling peripherals.¹ Similarly, churches too have an OS that if not regularly upgraded will become a limiting factor that constrains capacity, slows or even stops growth and development.

Apart from an upgraded OS, many if not most pastors in America today are only managing decline. Why? Because they are still chasing and measuring success by 20th century metrics more than twenty years into the 21st century. To upgrade the OS, they'll need to change the metrics.

Consider the following comparisons and ask yourself: Is the OS of my church outdated... Are we chasing 20th or 21st century metrics?

1. Explanation v. Demonstration

In the 20th century, the way people were drawn to the church, and ultimately to Christ, was through a clear explanation of the Gospel. Yet in the 21st century, people are not so much drawn to Christ by explanation but by demonstration: Not so much to what Christians say but to what we do and how we live both individually and collectively via the local church. Think about it. In Matthew 5:16, Jesus did not say let people hear your good words. Rather, He said "Your light must shine before people in such a way that they may see your good works and glorify your Father who is in heaven." To reach the Nones, Dones, and others far away from Jesus, we should recognize this is a Matthew 5:16 century.

2. Homogeneity v. Multiethnicity

In the 20th century, pastors were taught that New Testament churches were segregated along racial and cultural lines, and to plant, grow, and develop churches focused on a specific people group (demographic). However, in 1978, Dr. Martin E. Marty challenged this notion by asking, "Is

the Homogeneous Unit Principle Christian?" In response the progenitor of the principle, Donald McGavran, wrote to Marty, "Do I beg of you, think of primarily as a missionary and evangelistic principle,"² going on to add, "There is danger, of course, that congregations (misapplying the Homogeneous Unit Principle) become exclusive, arrogant, and racist. That danger must be resolutely combated."³

3. Size v. Influence

In the 20th century, the success of a church was measured by a) numbers (i.e., Sunday morning attendance along with recorded salvations and baptisms), b) dollars (annual revenue and budget), and c) buildings (facilities developed and acreage owned). In the 21st century, however, it's not so much size but breadth of influence that churches should pursue and measure: For the greater a church's demographic diversity (presuming structural health) the greater its influence in an increasingly diverse community. While numbers say something, they don't say everything. Throughout the country, healthy multiethnic churches typically have an effective impact in the community of churches ten times their size.

4. Buy Land/Build New v. Repurpose Existing Property

In the 20th century, church leaders purchased large tracks of land and led multi-million dollar campaigns to develop it, building new facilities to meet the wants and needs of their members. Yet in the minds of many non-believers and more specifically municipal governments, such development is seen as self-serving. Repurposing existing abandoned or underutilized property in the city can be done at a fraction of the cost of otherwise buying or building new and therefore is a much smarter play in the 21st century. In fact, "the latter garners far more interest and appreciation among nonbelievers and can then be leveraged to redeem a community."⁴

5. Senior Pastor v. Team-based Management

In the 20th century, responsible authority for the church

rested in the hands of a single person; namely, a senior pastor to whom all vocational staff reported with governing boards following what was, in most cases, the man's lead. In the secular world, this is often described as an authoritarian or visionary management style. Yet collaboration, empowerment, and diversity are valued traits of the 21st century and critical for leadership in a complex, intersectional society. Today churches are better served by a team of people charged collectively with responsibility for the organization and together that function in the strength of their gifting.

6. Sustaining v. Disruptive Innovation

In the second half of the 20th century disruptive innovation became a hallmark of the American Church.⁵ Churches like Willow Creek flipped the script by determining to evangelize on Sunday mornings and disciple Christians on Wednesday nights; youth ministry became a vocational profession; and Christian music moved out of the pews into pop culture. While innovation persists into the 21st century, it's more sustaining than it is disruptive. Sustaining innovation seeks to maintain satisfaction and customer loyalty through incremental improvement, while disruptive innovation is fueled by a different set of values than those currently affirmed by conventional wisdom.⁶ Not only to survive but thrive, post-pandemic churches will need to embrace disruptive innovation.

7. T&O v. Multiple Streams of Income

Most households today have two or more income streams. As households go, so goes the local church. Tithes and offerings alone, then—as if one paycheck in the collective church

Continued on next page

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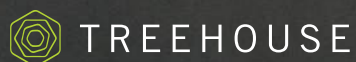
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household—are no longer enough to fully fund, grow, or sustain effective ministry in an increasing number of congregations.⁷ Among other reasons, generational shifts in attitudes and approaches to giving, coupled with income inequality and wealth gaps within the changing demographics of American society, means that churches going forward will need to leverage their assets to create multiple streams of income beyond tithes and offerings.

As it has in the past and again in our time, the world is rapidly changing. To get beyond survival or otherwise mere management of decline, pastoral leaders today and the churches they lead will need to change with it. The OS must be upgraded and metrics pitched to the 21st century.



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¹ This article adapted from the book, *Red Skies: 10 Essential Conversations Exploring Our Future as the Church*, by Rowland Smith (100 Movements Publishing, 2022)

² Gary L. McIntosh, “The Life and Times of Donald A. McGavran,” Church Growth Network, <https://www.churchgrowthnetwork.com/freebies2/2015/3/13/the-life-and-ministry-of-donald-a-mcgavran>

³ Ibid.

⁴ Mark DeYmaz, *Disruption: Repurposing the Church to Redeem the Community*, (Thomas Nelson, 2017), p. 44

⁵ Ibid, p. 3

⁶ Ibid, pp. 7, 8

⁷ Mark DeYmaz and Harry Li, *The Coming Revolution in Church Economics* (Baker Books, 2019), p. 100

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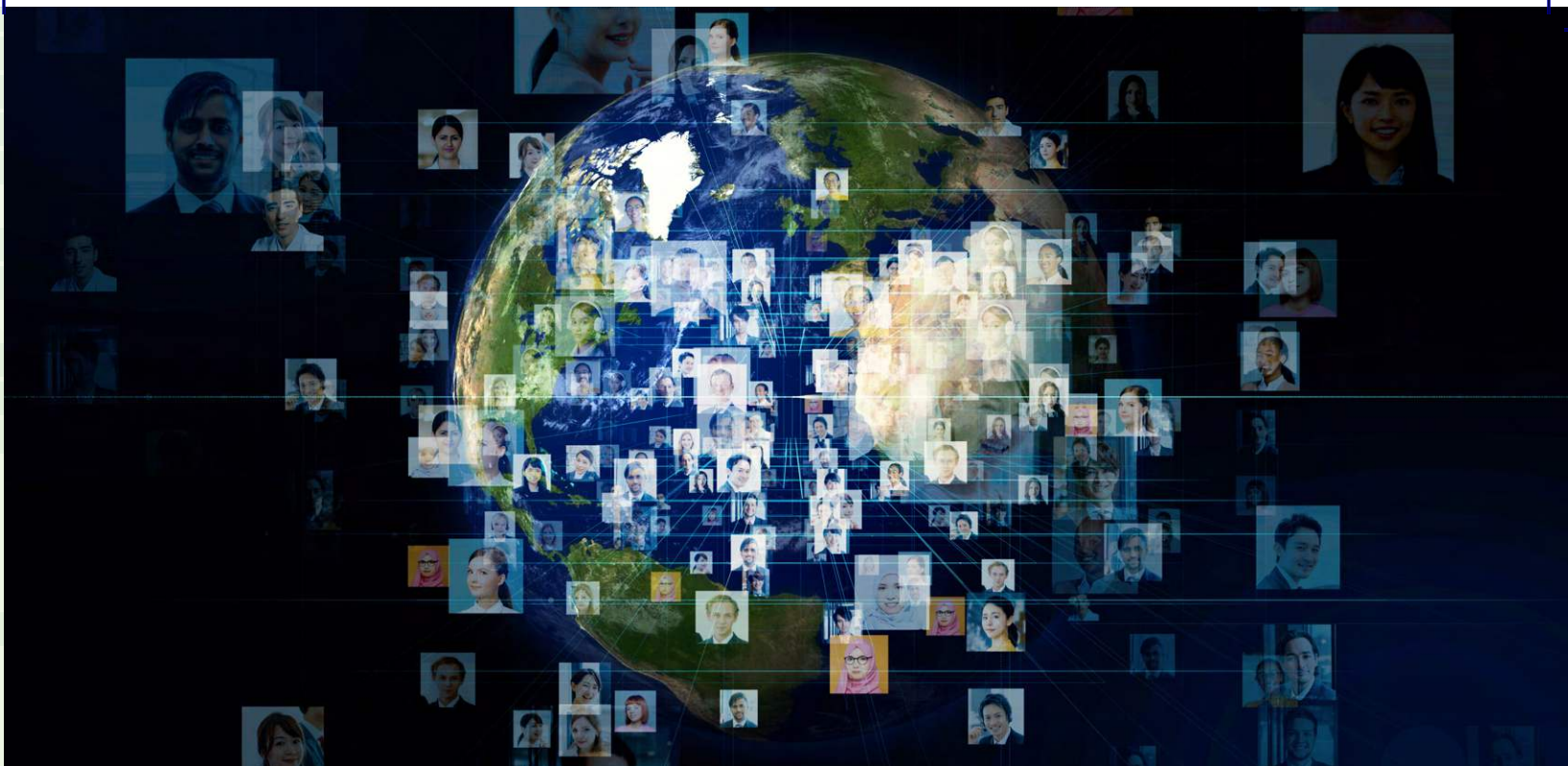
Catalyzing the Multiethnic Church Movement (2001 – present)

To Date...

- 2001 – Publication of the book, *Divided By Faith*, marks the end of the Forerunner Stage and the beginning of the pioneer stage of the Multiethnic Church Movement. At this time, 75 percent of churches across the country have at least 20 percent diversity in their attending membership.
- 2003 – George Yancey and Mark DeYmaz meet in Indianapolis, IN. They agree to form a relational network to surface and connect pastors, church planters, and ministry leaders interested in multiethnic local church ministry. Oxford University Press publishes *United By Faith: The Multi-cultural Church as an Answer to the Problem of Race* of which George Yancey is a co-author. George's book, *One Body One Spirit: Principles of Successful Multiracial Churches*, is also published that year by IVP.
- 2004 – Under the name Mosaix, George and Mark host the first local multiethnic church conference in Dallas, TX. Approximately thirty people attend including the church secretary, sound tech, and pizza deliveryman.
- 2005 – In April, George and Mark speak at the Ethnic America Conference in Dallas, TX, and are featured in the April issue of *Christianity Today*, the cover of which reads, *All Churches Should Be Multiracial*. In November, Mosaix hosts a second local conference in Dallas, TX; this time, 100 people attend.
- 2006–2008 – Jim Spoons raises financial support to become Mosaix' first executive director. Under Jim's leadership Mosaix hosts several retreats and local conferences throughout the country, and becomes a 501(c)(3) non-profit. An initial mission, vision, and developmental strategy for the network takes shape. Among other things, Mosaix promotes a 2020 Vision, the goal of seeing 20 percent of churches 20 percent diverse by the year 2020. In 2007, Jossey-Bass and Leadership Network publish *Building a Healthy Multi-ethnic Church: Mandate, Commitments, and Practices of a Diverse Congregation* by Mark DeYmaz.
- 2009 – In the aftermath of the recession, Jim's financial support dwindles and he resigns. Mark is asked to become Mosaix' next executive director. After consulting nearly thirty leaders from around the country, and with support from his own church in Little Rock, he agrees and goes to work on a national conference.
- 2010 – In April, Zondervan and Leadership Network publish *Ethnic Blends: Mixing Diversity Into Your Local Church* by Mark DeYmaz and Harry Li. Mark's column promoting the multiethnic vision, "Ethnic Blends," begins a three-year run in *Outreach* magazine. In November, Mosaix hosts the 1st National Multiethnic Church Conference in San Diego, CA. 400 people from thirty-one states and three foreign countries attend. Main sessions are live-streamed over the Internet and viewed by nearly 500 people over two days in fourteen countries. The conference theme was *On Earth As It Is In Heaven*. It marks the midway point of the pioneer stage of the Movement.
- 2011–2012 – Mosaix returns to grassroots organizing by creating web-based resources and publishing its first eBook, *Should Pastors Accept or Reject the Homogeneous Unit Principle*, by Mark DeYmaz; hosting two national retreats in the United States; and a national conference in Sydney, Australia. In partnership with Mosaix, Leadership Network launches a two-year learning community focused on the multiethnic church involving twelve churches and thirty leaders. Individuals and local churches across the country begin to financially support the efforts of Mosaix.
- 2013 – Mosaix convenes its 2nd National Conference in Long Beach, CA, under the theme,

For the Sake of the Gospel. This time, more than 1,000 people from thirty-one states and three foreign countries attend, including a delegation from Uganda. Some sixty speakers lead five plenary sessions, fifteen tracks, and sixty workshops. The conference is broadcast live attracting more than 1,000 unique viewers from twenty nations over the course of the two-day event. Thirty-five organizations and nineteen churches sign on as sponsors. In time for the conference, Zondervan re-releases *Ethnic Blends* under a new title, *Leading a Healthy Multiethnic Church: Seven Core Commitments and How to Overcome Them*. It is the first book to carry the Mosaix imprint.

- 2014 – Mosaix begins to provide effective and affordable coaching to pastors and church planters seeking to establish multiethnic churches. Individual and group coaching continues to this day and includes clients from Stadia, the United Methodist Church, the Southern Baptist Convention, the Lutheran Church Missouri Synod, the Anglican Church in North America, non-denominational churches, and more. In addition, Mosaix continues its nearly ten-year relationship with Exponential hosting pre-conferences at both their east and west coast annual events. Mosaix launches its first city network in Cincinnati, OH, (MosaixCincy) with some thirty pastors meeting consistently each month for relational connection, mutual encouragement, and peer learning.
- 2015 – In January, Mosaix enters a formal partnership with Gordon-Conwell Theological Seminary in Charlotte, NC, and its Center for the Development of Evangelical Leadership, through which a three-year D.Min. cohort is launched. Over the next three years, ten students will earn a doctorate in Redemptive Leadership & Organizational Development in the Multiethnic Context. Mosaix also hosts a Multiethnic Church Leaders Summit at GCTS Charlotte in March, a strategic gathering of catalytic church planting leaders representing 22 denominations, networks, and seminaries (for summary, see <http://www.christianpost.com/news/mosaix-leaders-summits-ambitious-goal-of-planting-1000-multiethnic-churches-in-10-years-1359780>). In partnership with Exponential, a one-year Learning Community is launched focusing on multiethnic church development; some 25 leaders from twelve churches participate. Local church pastors in Breckenridge, CO and Cleveland, OH host Mosaix Regional Conferences drawing 40 and 250 attendees, respectively. The conference in Cleveland gives birth to a second city network for pastors (MosaixCLE), and a third is launched in Jackson, MS (MosaixJAN). Capping off the year, Mosaix receives a \$400,000 grant to help establish a national office and staff team to accelerate multiethnic church planting, growth, and development over the next five years. MosaixCincy hosts a Mosaix Regional Conference at the National Underground Railroad Freedom Center in Cincinnati attracting 250 people to the event.
- 2016 – The year is spent organizing the 3rd National Multiethnic Church Conference in Dallas (Keller), TX; 1,200 ministry leaders attend the November 1-3 event. In May, Mark DeYmaz names Harry Li senior pastor of Mosaic Church, freeing more of his time for involvement with Mosaix. In June, Mosaix releases a second book inclusive of its imprint: *re:MIX – Transitioning Your Church to Living Color* by Mark DeYmaz and Bob Whitesell (Abingdon Press). In this year too Wesleyan Publishing



House releases *Multi-ethnic Conversations: An Eight-week Journey toward Unity in Your Church* by Mark DeYmaz and Oneya Fennell Okuwobi (October). An updated website (www.mosaix.info) is launched at the conference, featuring new products and services as the felt need among pastors to develop healthy multiethnic churches steadily increases. Over the past three years, Mosaix has coached 24 church pastors and planters.

- 2017 - A second Mosaix Leadership Cohort is formed with ten pastors in the Western Pennsylvania Conference UMC. Santes Beatty, the Director of Multiethnic Ministries for The Wesleyan Church, begins online groups for pastors and ministry leaders using *Multi-ethnic Conversations* as a curriculum. By 2019, some 600 of these complete the study online in turn leading 400 others and 1,500 congregants through it in their cities. MosaixSearch is launched to provide effective and affordable staff search services to churches seeking diverse candidates for full-time ministry positions. Mosaix' 5th title of imprint, *Disruption: Repurposing the Church to Redeem the Community* by Mark DeYmaz, is published in March by Thomas Nelson and Leadership Network. Two regional conferences are held this year in connection with Mosaix: The EmBRACE Conference via MosaixJAN (June; 400 people), and for the second time, the One New Humanity Conference via MosaixCincy (September, 250 people).
- 2018 - Mosaix' Learning Labs (launched in 2017) are held in three cities: Cleveland, OH (Chip Freed, Garfield Memorial UMC); Tampa, FL (Tommy Kyllonen, Crossover Church), and Little Rock, AR (Harry Li, Mosaic Church). In February, another Mosaix regional event - the Technicolor Conference - is launched by Mark Hearn at First Baptist Church in Duluth, GA. The conference focuses on existing churches seeking to become multiethnic, and 200 attend. Leadership Cohorts begin to scale as Mosaix begins working with pastors in East Ohio, West Ohio, and North Georgia. Veteran multiethnic church planter Matt McGue moves to Atlanta and establishes Mosaix' fourth city network, MosaixATL. By 2019, three additional networks in Atlanta are meeting monthly throughout the city (eastside, westside, northside, and downtown); some 60 pastors are involved. In Portland, OR, a fifth city network is also formed (MosaixPDX).
- 2019 - The year is spent organizing the 4th National Multiethnic Church Conference held in November for a second time at NorthWood Church in Dallas (Keller), TX. In October, Baker Books publishes the groundbreaking work, *The Coming Revolution in Church Economics: Why Tithes and Offerings are No Longer Enough and What You Can Do About It* by Mark DeYmaz and Harry Li. New Leadership Cohorts are launched to work with pastors in Washington, DC, North Carolina, Georgia, and New York. Mosaix launches new 30- and 90-day coaching packages streamlined to more effectively assist pastors and church planters. Since 2017, some 200 pastors have attended one of seven Mosaix Learning Labs. Growing global interest leads to the establishment of Mosaix Europe (www.mosaix.info/mosaixeurope).
- 2020 - In January, the Cultural Intelligence Center (Grand Rapids, MI) licenses Mosaix as its preferred partner to deliver CQ assessment and training to faith-based organizations throughout North America. Fortress Press releases a paperback version of *Building a Healthy Multi-ethnic Church* (2007, Jossey-Bass, Leadership Network). Responding to the COVID-19 pandemic, Mosaix repurposes its in-person Church Economics and Entrepreneurship cohort as an online, hybrid learning experience. Over the next 12 months, 70+ leaders participate and 15 for-profit business ventures are launched.
- 2021 - Mosaix launches an academic partnership with United Theological Seminary (UTS): Five students form the initial DMin cohort focused on Disruptive Church Leadership, and the first MDiv students expected to enroll in 2023. MosaixSearch scales efforts to place candidates of color in healthy churches seeking to intentionally diversify their staff teams. The work of CQ assessment and training grows exponentially as delivery pivots from in person to online due to the pandemic.
- 2022 - The year is spent organizing Mosaix 5th National Conference, November 8-10, held for the third time at NorthWood Church in Dallas (Keller) TX; Mark DeYmaz introduces the concept of Fractional Leadership to the American Church via *Outreach* magazine; Wesleyan Publishing House publishes Mosaix' 7th title of imprint, *Multiethnic Conversations for Kids* by Mark DeYmaz and Oneya Okuwobi. The Mosaix Institute is launched at Wheaton College Billy Graham Center featuring a new 36-hour MA in Leadership infused with Mosaix' DNA. 9 students are part of Mosaix' DMin cohort at UTS (August). As of September, 2,500+ individuals have been assessed and CQ training provided to more than 60 faith-based organizations throughout North America.

NOW WHAT?

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CREDIBLE

With more than 100 years of combined experience in the space, our team will help you work smart, avoid mistakes, and make measurable progress.

PRACTICAL

We're not consultants: We're practitioners daily engaged in our own local church contexts from which we discover promising practices and transferrable truths.

RESULTS

Through the years, we've developed products, tools, and services that work, designed to get beyond rhetoric to results, fear to faith, and turn dreams to reality.



MOSAIX GLOBAL NETWORK

In addition to coaching, conferencing, and curriculum consider other ways Mosaix can help your church or organization make progress and gain credibility.

CQ[®] ASSESSMENT & TRAINING

As with the human body, the first step toward better organizational health begins with an empirical assessment of its current state. Stop guessing or relying on random remedies suggested by well-meaning people to improve your organization's cross-cultural intelligence. *CQ[®] Assessment and Training* will provide the data you need to determine what next steps to take and improve it.

MOSAIX SEARCH

Organizations today that fail to empower diverse leaders put the credibility of their message and mission at risk. Think of *MosaixSearch* as a boutique shop helping to place leaders of color in churches taking intentional steps to position for the future.

CHURCH ECONOMICS CONSULTING & COHORT LEARNING

Not only for churches to survive but thrive in the future, leaders must learn to leverage assets, bless the community, and create multiple streams of income. Think of *Church Economics Consulting* as a mini MBA for pastors and ministry leaders that includes asset-mapping, business model canvas development, and more to help your church generate sustainable income.

FRACTIONAL LEADERSHIP

We predict this concept will become a viable option for local churches struggling to fill vacancies due to financial limitations or a lack of available, interested or qualified candidates. Think of *Fractional Leadership* as gaining C-suite execution without the high cost of full-time employment.

ACADEMIC PROGRAMS

Local churches, denominations, and networks today need competent, informed, and experienced leadership capable of not only (re)building but (re)structuring their organizations for what lies ahead. Think of our *Academic Programs at Wheaton College & United Theological* as graduate degree tracks designed to establish your credentialed credibility, conform to your busy life, and go easy on tight budgets.

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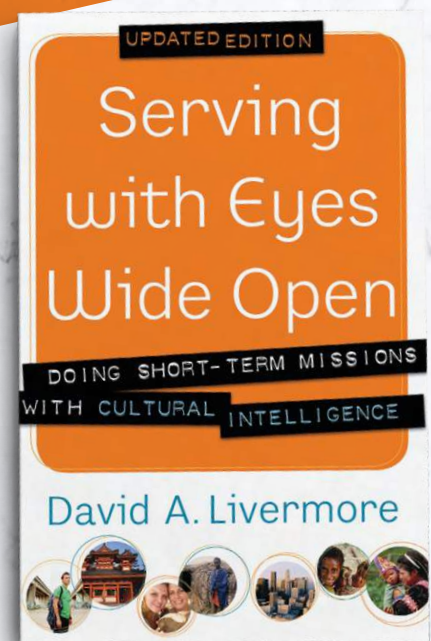
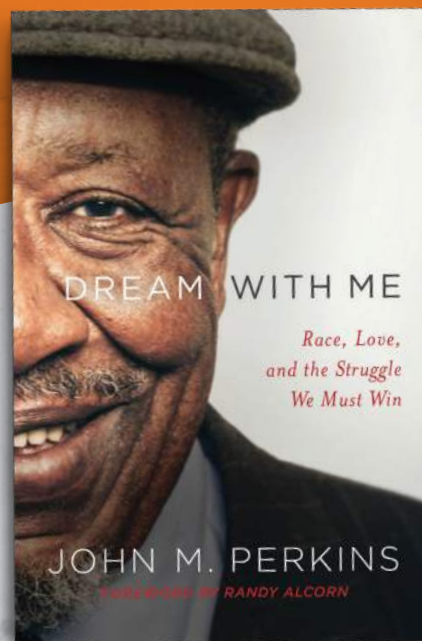
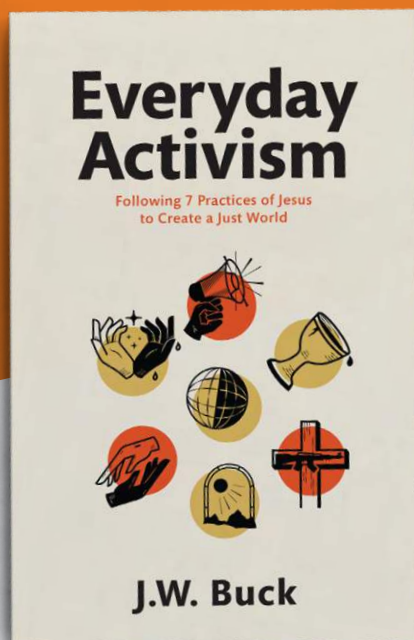
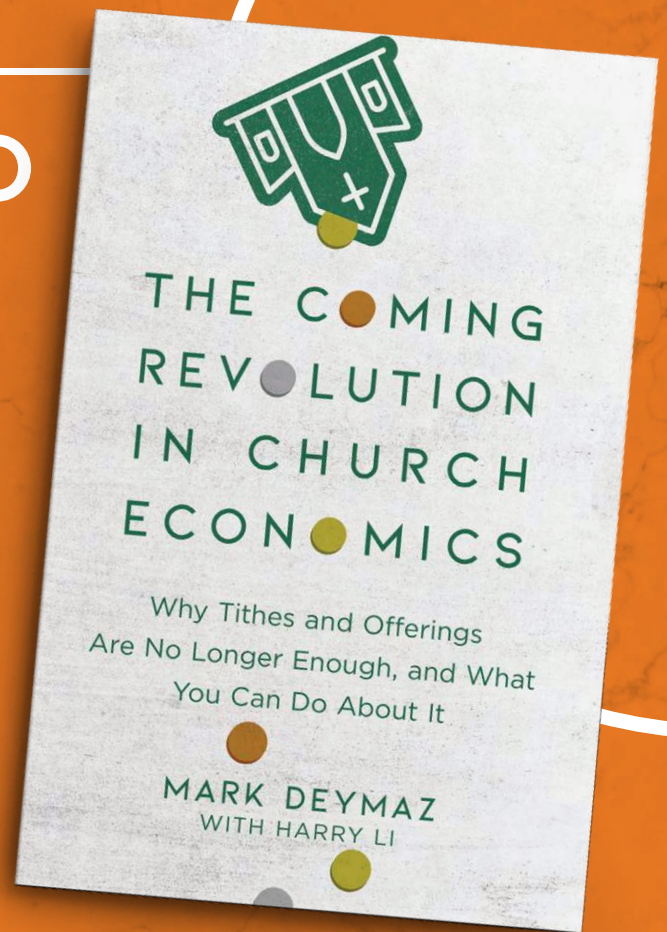


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WORKSHOP

SPEAKERS



Alejandro (Alex) Mandes is the Executive Director for the EFCA All People Initiative. As such, he is firmly committed to the GC3: the Great Commandment that sets up the Great Commission which must result in the Great Community. Alex has started numerous ministry initiatives that have fostered multiethnic immigrant church planting such as GATEWAY Theological, Spanish Bootcamp and Immigrant Hope. Under his leadership, many second language services have been launched. Alex is the author of *Embracing the New Samaria*, a 2022 finalist for the Evangelical Publishers award.



Alexandra Thompson has worked in the fields of international and domestic adoption, school counseling, psychiatric research, and private practice. She is an LCSW therapist, and the founder and executive director of Cumberland Counseling Centers in Smyrna, GA. Through Cumberland Counseling Centers, her team provides a unique model for local churches seeking a partnership whereby they can offer equitable and affordable clinical mental health counseling, care, and services, that are accessible to both members of their churches and people from the community in need of help, regardless of income.



Angel Eaglin serves as the Director of Discipleship at Vintage Church in Raleigh, NC, where she leads a team dedicated to transforming the church towards greater ethnic diversity. In addition to Vintage, she serves on the steering committee for the Center for Public Christianity, a movement of churches seeking the cultural, social, and spiritual renewal of Raleigh. Angel is a CQ® Certified Facilitator partnering with Mosaix to provide practical training to churches and faith-based organizations to help them improve their multi-cultural interactions and CQ® capacity.



Angel Jordan is the Director of Hispanic Initiatives at the Billy Graham Evangelistic Association and Samaritan's Purse. He has a great passion for the integral mission and the unity of the church, so that the world might know God's love and believe. Angel holds a B.A. in Marketing and Advertising, an M.A. in Digital Advertising, and an MA in Christian Studies. He is a CQ® and a Global Perspectives Certified Facilitator.



Brian Warth is the founder and lead pastor of Chapel of Change, a healthy multiethnic and growing church in Los Angeles, CA. Chapel of Change has been recognized by Mosaix as one of the fastest growing multiethnic church plants in the past twenty years. Brian's autobiography, *Young Man Arise!*, tells the story of his radical redemption from a prison life sentence to Christ-centered pastor, church planter, and ministry leader. Brian shares his miraculous story across the world and most recently was a guest on the "Dr. Phil Show."



Carol Mueller Gray is a master's level social worker who together with her husband, Amos, founded High Impact Movement, Inc., a nonprofit organization serving underserved youth in Hot Springs, AR. Carol is on the faculty of National Park College, where she teaches Sociology, Cultural Diversity, and Social Work. In addition, she co-chairs the Unity Coalition of Garland County. Carol is a CQ® Certified Facilitator serving organizations and schools around the country, providing insight and direction for change in a culturally diverse world.



Celina J. Noble is an LAPC therapist at Cumberland Counseling Centers in Smyrna, GA., where she works in the areas of community counseling, inpatient/outpatient hospital settings, and child protective services. She desires to educate pastors to assist with the mental health needs of those in their congregation and community, and to create a safe space for the unique needs of the African American community. Celina is a graduate of Richmond Graduate University, where she worked as the graduate assistant to the Dean of the Office of Institutional Effectiveness.



Charles Ware serves as Executive Director of Grace Relations and special assistant to the president at The College of Biblical Studies in Houston, TX. He has served as church planter, senior pastor, Bible College president, and remains an internationally recognized consultant on racial reconciliation and leadership. Dr. Ware's radio program, "Grace Relations," airs on The BOTT Radio Network. He has contributed to numerous articles and books including *One Race, One Blood*, co-authored with Ken Ham. Together with Ken Davis he created the online course, *Culture, Race, and the Church*.

WORKSHOP SPEAKERS



Chip Freed is the lead pastor at Garfield Memorial Church (UMC) in Cleveland, OH. Since becoming the church's pastor in 2004, Chip has led Garfield's transition from a 200-person homogeneous church to a 1,200 person healthy multiethnic/multi-site church worshipping in two locations throughout Cleveland and with a third campus in Liberia, Africa. Chip serves as Mosaix' Director of Cohorts and as director of the Mosaix House of Studies at United Theological Seminary in Dayton, OH. He is a CQ® Certified Facilitator with additional certification in Unconscious Bias.



Chris Williamson planted Strong Tower Bible Church (Nashville, TN) in 1995 where he continues to serve as lead pastor. He is the author of *One but Not the Same: God's Diverse Kingdom Come Through Race, Class, and Gender*. After the murder of George Floyd, Chris developed a video resource and written curriculum entitled *Loosing Lazarus: Seven Ways to Deconstruct Personal and Structural Racism from John 11*. He is an adjunct professor at Trevecca Nazarene University and co-founder of the *Fuller Story Initiative*, which works to offer solutions to Confederate iconography.



Christopher J. Harris is the Executive Pastor at Crossover Church in Tampa, FL. He's the founder and CEO of DiverseChurchJobs.com; a leader with Full Gospel Baptist Church Fellowship; host of *The Wise Idea Podcast*; author of numerous books; and an organizational consultant. As a lifelong learner, Christopher has a combination of degrees from five different institutions of higher education. His commitment to the Kingdom of God and to seeing hungry people transformed is evidenced on multiple platforms, at events where he speaks, and in various gatherings he hosts.



Clarissa McNeill has been leading worship in various churches and spaces since 2010. Growing up in a multiethnic home, she was exposed to bilingual worship at a young age and fell in love with corporate worship ministry. She went on to receive her B.A. in Worship Leadership from the University of Mobile in Mobile, AL, and has served in both small and large multi-campus churches across the South in various

denominations. She currently serves as a local worship leader in Little Rock, including the Mosaic Church of Central Arkansas.



Coreen Esplin is a Vice President, member of the President's cabinet, and Dean of Women at Indian Bible College in Flagstaff, AZ. From the Tonawanda Seneca tribe in New York, she is an influential voice helping Native women at IBC both discover and live out their true identity in Christ. Coreen and her husband, Daniel (Navajo), co-founded *Natives 2 France*, a ministry dedicated to spreading the gospel among the French people.



Corey Michael Sanders, together with his wife, Robin, planted *The Movement* (2015), a multi-ethnic church in the urban, underserved community of West Homestead, FL. Corey is a gifted communicator and former rapper who combines elements of song, story, music, dance, art, and more, as part of a holistic discipleship strategy moving individuals from isolation to become part of the family of God and of *The Movement*. Originally from Memphis, TN, he is currently enrolled in Mosaix' D.Min. program at United Theological Seminary in Dayton, OH.



David Anderson is the founder and President of *Gracism Global* and one of the world's leading authorities on bridging the deep divides of race, faith, culture, and wealth. Known as "the bridge-building voice in the Nation's Capital," he hosts "Real Talk with Dr. David Anderson" daily on WAVA 105.1 FM. David is also the founder and senior pastor of *Bridgeway Community Church*, a multicultural congregation with 10,000 weekly attendees, from more than 60 nations, in two locations (Columbia and Owings Mills, MD), and viewers online from 100 nations.



D.J. Coleman is an Assistant Professor of Practical Theology at Indiana Wesleyan University in Marion, IN. More recently he served as the student ministries pastor at *Northwood Church* in Keller, TX. D.J. earned a D.Min. in Church Leadership and Community Witness at *Candler School of Theology* in Atlanta, GA. There he developed an interactive, seminar-style training to educate and equip church leaders for effective multiethnic discipleship.

WORKSHOP SPEAKERS



Damaris Taylor is a church planter and pastor who is on the team with Renaissance, a micro-church network in Boston, MA. He also serves on the National Team for Forge America helping onboard missional practitioners and Forge Hubs around the country. Damaris was a freshman in high school when he first realized the value of racial and ethnic diversity. He's committed to seeing the kingdom reality of a multiethnic body of Christ flourish in the city of Boston and around the world.

Dave Heiliger is the director of Gracism Global, a diversity consulting firm committed to equipping transformational leaders for the sake of racial healing. He is also the pastor of multicultural bridge building at Bridgeway Community Church in Columbia, MD, where more than 52 different nations are represented in the congregation. David graduated from the Center for Justice and Peacebuilding at Eastern Mennonite University with a master's degree in Conflict Transformation.



Dan Crain is the Director of Groups and Mobilization for the OneRace Movement in Atlanta, GA. He earned an M.A. in Intercultural Ministries from Grand Rapids Theological Seminary (MI) and has spent eleven years in Atlanta equipping and connecting the church around reconciliation across race, culture, gender, and class. Dan has written a discipleship curriculum, *Loving Freely*, and is currently developing a teaching series entitled *Cultural Sanctification*. He's an evangelist who prays for unity in the body of Christ for the sake of the Gospel.

David Swanson is the founding pastor of New Community Covenant Church, a multiracial congregation on the South Side of Chicago (IL). He is also the CEO of New Community Outreach, a nonprofit organization which utilizes restorative practices to serve young people. Previously, David served as a Director of Church Planting for the Evangelical Covenant Church. He is the author of *Rediscipling the White Church: From Cheap Diversity to True Discipleship* (IVP, 2020).



Dan Davidson is an experienced church planter and social entrepreneur with a demonstrated history of working in churches, social enterprises, and civic engagement in the area of homelessness. For ten years he served as the senior pastor of Rose City Church in Pasadena, CA. As part of that work, he founded Coffee with a Cause, a barista training program for homeless and transitional-aged youth, where today he serves as Executive Director. In addition, he's part of the Mosaix team serving as its director of Church Economics.

Deb Walkemeyer serves as co-Strategic Catalyst for Multiplication and on the Executive Leadership Team of the Free Methodist USA. She also serves as Global Pastor of the nationally recognized, Light & Life Christian Fellowship—a missional, multi-ethnic, multiplying church which together with her husband, Larry, she led for thirty years. Deb has innovated and executed several missional strategies for the church community center, which includes the first community garden in Compton, CA. In addition, she is an author, Master Gardener, Marriage and Family therapist, and small business owner.



Daniel Yang is the Director of the Church Multiplication Institute leading and overseeing all of its initiatives. He has pastored and planted churches in Detroit, Dallas-Fort Worth, Toronto, and Chicago. Prior to vocational ministry, Daniel was an engineer for eight years. He is currently pursuing a Ph.D. in Intercultural Studies at Trinity Evangelical Divinity School. Daniel is co-author of the book, *Inalienable: How Marginalized Kingdom Voices Can Help Save the American Church*, published in 2022. He and his wife, Linda, live in Chicagoland where they help to mentor leaders from The Prodigal Network.

Dorena Williamson loves the power of a good story and writes children's books that adults need too. She is the author of numerous titles including *ColorFull*; *ThoughtFull*; *GraceFull*; *A Celebration Place*; *Crowned with Glory*; *The Story of Juneteenth*; and *Brown Baby Jesus*. Dorena's writing has been featured in Christianity Today, by the Barna Group, and by Crosswalk. In 1995, she and her husband, Dr. Chris Williamson, planted Strong Tower Bible Church in Nashville, TN, where today they continue to live and serve.



WORKSHOP SPEAKERS



Emily Flack is a staff member and worship leader at LIFE GATE Church, a rapidly growing intercultural and intergenerational community of faith, in Denver, CO. As a biracial woman, Emily has both experienced and influenced the diverse church culture at LIFE GATE. There, she seeks to engage in thoughtful conversations with leaders about the importance of facilitating an environment that not only welcomes the sojourner and the settled, but also creates a hospitable environment that embodies the kingdom of God.



Eric Ferris has served at several influential churches and currently serves as Executive Pastor at Christ Community Church in the Chicago suburbs. He is known for his love for the local church, bringing clarity in complexity, and a straightforward approach to life and ministry. Eric is currently leading through his second homogenous church transition. In addition, he is host of *The Bible Savvy Podcast* and author of *The Spirit Within: Getting to Know the Person and Purpose of the Holy Spirit* and *The Lent Experience*.



Fraser Venter is the Strategic Catalyst for Love-Driven Justice with the Free Methodist Church USA. From this position, he serves and encourages the FMCUSA Conferences, local churches and pastors, networks, and other denominational leaders, to both know and demonstrate God's heart for justice in their own ministry contexts. Prior to this, Fraser served for twenty-five years as the lead pastor of Cucamonga Christian Fellowship, a multi-site and multi-lingual congregation and also as a FMCUSA Superintendent.



Graham McKeague is originally from Northern Ireland and a CQ® Certified Facilitator with the Mosaix team, providing assessment and training for churches, Christian schools, and nonprofit organizations. In addition, he is an adjunct professor at Wheaton College developing cohorts of students interested in pursuing an M.A. in Leadership as part of the Mosaix Institute team at Wheaton College Billy Graham Center. Previously, Graham served as the Dean of Professional & Graduate Studies at Cornerstone University in Grand Rapids, MI, and taught intercultural ministry courses at Grand Rapids Theological Seminary.



Greg Nettle serves as President of Stadia, a church planting network and movement. He is a visionary and catalytic leader who has led Stadia from planting a handful of churches to helping to plant 456 churches around the globe in 2021. Under his leadership, Stadia has developed strategic partnerships and refined its portfolio of unique, effective church planting services, positioning the organization for continued and future exponential growth. Prior to Stadia, Greg served for twenty-five years as leader of the RiverTree Movement in Ohio where he led the church in growth from one to four campuses and helped start fifty churches.



Greg Wigfield is the founding pastor of Destiny Church in Leesburg, VA. He received his undergraduate education from Southeastern University and Shenandoah Conservatory and earned an M.A. in Organizational Leadership and Divinity from Regent University in Virginia Beach, VA. Greg served as Chaplain to the Washington Redskins from 1982-1988. He is a businessman and presently developing a major tract of land in the Washington, DC area. In part, this initiative is designed to start and house new micro-churches as well as other kingdom-focused endeavors in order to bless the community and generate sustainable income.



Hanibal Rodriguez was confirmed as the Senior Pastor of Wheaton Bible Church (West Chicago, IL) in May of 2021. Since joining Wheaton Bible's staff in 2004, he's served in a variety of leadership roles: as Youth Pastor; Lead Pastor of the church's Spanish-speaking congregation, Iglesia del Pueblo; and as Executive Pastor. Hanibal has also served on the Counsel for Gospel Coalition Latin America. He holds an M.A. in Education from Northeastern University as well as an M.A. in Theology from Covenant Theological Seminary (St Louis, MO).

WORKSHOP SPEAKERS



Harry Li is the Senior Pastor of the Mosaic Church of Central Arkansas—a multiethnic and economically diverse church in Little Rock’s urban center—where he has served for over twenty years. In addition, Harry is a CQ® Certified Consultant and Mosaix’ CQ® Team Leader. As such, he provides CQ® assessment and training for local churches, Christian schools, and other faith-based organizations, based on empirical data, analytical insights, cultural values, shifts, demographics, and more. Prior to Mosaic, Harry was an Associate Professor of Electrical Engineering at the University of Idaho (Moscow, ID).



Hugh Halter has been planting churches for thirty years. He’s been a key voice in the contemporary missional conversation having authored ten books including *The Tangible Kingdom*; *AND: the Gathered and Scattered Church*; *FLESH*; and *TK Primer*. Today, Hugh co-directs Brave Cities, a consulting firm committed to equip, coach, and connect apostolic leaders building kingdom ecosystems as a new way of being church. In addition, he leads Lantern Network and helps his wife, Cheryl, run an equine therapy farm in Alton, IL.



Ikki Soma is the lead pastor of Cottage Grove Church in Des Moines, IA. Previously, he was the lead pastor of churches in Houston, TX, including Bayou City Fellowship and for nearly a decade City of Refuge, one of the most diverse churches in America. A former team chaplain for the Houston Rockets, Ikki co-hosts the Inside the Chapel podcast and writes for Sports Spectrum magazine. He has taught on preaching, sermon illustrations, and multicultural ministry for over 20 years at Dr. Tony Evans’ pastor’s conference.



Jane Hong-Guzman de Leon is the Manager of Training for the TENx10 Collaboration at the Fuller Youth Institute (FYI). She holds a B.A. from the University of California, San Diego, and an M.Div. from Fuller Theological Seminary. Jane is also a licensed pastor with over a decade of ministry experience pastoring youth to adults in two thriving church plants. She also has experience as a deputy probation counselor, public school teacher, and a university professor (in Mexico). In addition, Jane serves at Innovative Space for Asian American Christianity (ISAAC).



Jason Best is the Worship Pastor at LIFEGATE, a rapidly growing inter-cultural and inter-generational church community in Denver, CO. Working under and learning from lead pastor, Nirup Alphonse, Jason is helping the worship ministry of LIFEGATE celebrate the diversity of God’s kingdom and to facilitate a culture of worship throughout the church reflective of that reality. Based on Jason’s experiences and ongoing growth, he strives to both encourage and equip other worship leaders to create a diverse culture of worship in their own church communities.



Jason Davila is committed to helping Kingdom leaders find success and joy in their lives and ministries. Currently, he serves as the Director of MosaixSearch helping churches intentionally pursue, connect with, and hire diverse leaders to strengthen their staff teams. In addition, Jason is himself a minister, seminary professor, and strategic consultant with varied experience in the local church and non-profit space. Formerly on staff with Leadership Network, he has worked with numerous churches, denominations, networks, and organizations in the United States and the Spanish-speaking global south.



Jason Koppen has been the President of Indian Bible College (IBC) in Flagstaff, AZ, for the past fourteen years, fulfilling his life-long burden for cross-cultural ministry. IBC has trained Native Americans for Christian leadership for nearly sixty-five years and remains committed to seeing Native America cease to be the mission field and join the global mission force. In addition, Jason leads SOMA—a multiethnic cell church in Northern Arizona. Prior to coming to IBC, he served as a youth pastor, senior pastor, and church planter.

WORKSHOP SPEAKERS



Jay Moon is a Professor of Evangelism & Church Planting and Director of the Office of Faith, Work, and Economics at Asbury Theological Seminary (Wilmore, KY). He has authored six books and edited five others, including *Entrepreneurial Church Planting*. In addition, Jay is a teaching pastor in a local church plant; coaches church planters; and the entrepreneurial founder/owner of several small businesses including short-term rental of tree houses. Previously, he served for thirteen years as a SIM missionary, largely in Ghana, West Africa, helping to plant churches and facilitate sustainable water development.



J.W. Buck is a church planter, filmmaker, teacher, and faith-based entrepreneur. He is a cofounder of Pax, a Christian organization designed to inspire and equip the next generation through slow, beautiful, Jesus-centered content created by people of color. With undergraduate degrees in biblical studies and ministry, J.W. recently completed a Ph.D. in intercultural studies, with a focus on the problem of racial violence.



Josh Clemons serves as the Executive Director for OneRace Movement based in Atlanta, GA. Through the years, Josh has built a reputation as a lover of God, a builder of people, and a reconciler of cultures. His first book, *Know Own Change: Journeying Toward God's Heart for Reconciliation* was published in 2022. In addition, he shares practical insights with audiences both religious and secular as both a professor and racial reconciliation movement leader. Currently, Josh is pursuing his Ph.D. at Fuller Theological Seminary.



Joy Kirkland and her family have been living in Athens, Greece, since 2012, where she serves as a trauma counselor and crisis interventionist with women affected by prostitution and human trafficking, unaccompanied refugee minor boys, and refugee women and girls. She is passionate about facilitating Gospel-centered responses to the sex and labor exploitation of immigrants and refugees in Europe and the role that local intercultural churches have in bringing justice and mercy to diverse European cities. In addition, Joy is actively engaged in micro-business associated with the advance of justice for women via Threads of Hope.



Justin Spann is a worship leader and diversity professional with more than twenty years of leadership experience devoted to ministry and consultation. Formerly on staff at Providence Bible Church in Denver, CO, he is currently the lead worship pastor at Discovery Church in Orlando, FL. Earlier in his career, Justin pioneered a 250-person choir and worked to develop future worship pastors at a Christian university in Ohio. From a young age, he has leveraged music and discipleship to break barriers, bridge gaps, and unify the hearts of people in multiethnic congregations, focused on edifying the body of Christ.



Kyle Ray has been the Lead Pastor of Sent Church in Plano, Texas, since July 2019. Under his leadership, Sent Church has embraced a vision to launch a disciple-making movement, one that leads to the planting of at least fifteen multiethnic congregations by 2035. Prior to joining the staff at Sent Church, Kyle served as the Lead Pastor of Kentwood Community Church in Kentwood, MI, just outside of Grand Rapids. Originally from Detroit, Kyle worked as an engineer in the automotive industry prior to beginning vocational ministry.



Lauren Carrión joined the staff at Mosaic Church of Central Arkansas (Little Rock) in January 2020, where she serves as the Children's Pastor and one of the church's teaching pastors. Prior to Mosaic, she led the children's ministry at Levy Baptist Church in North Little Rock. Lauren is a graduate of the University of Arkansas and of Southwestern Theological Seminary. Following her graduation from Southwestern, she served as a missionary in Southern France, and designed, developed, and implemented children's programs throughout the U.S.

WORKSHOP SPEAKERS



Lawrence Hicks is the Executive Pastor at Mosaic Church of Central Arkansas (Little Rock) and also serves as one of the church's teaching pastors. A retired Colonel and combat veteran, he served more than twenty-five years in the United States Air Force. While on active duty, Lawrence authored, *The Impact of Diversity in Developing Aerospace Leaders*, a primer by which the U.S. Secretary of the Air Force further implemented diversity and improved leadership development. Prior to Mosaic, Lawrence served other churches and ministries as a student pastor, senior pastor, and director of prison ministries.



Libin Abraham serves as the Lead Pastor of Bent Tree Bible Fellowship in north Dallas, TX. Born in South India, Libin spent most of his childhood in Chattanooga, TN. He comes from a family of pastors and has been in pastoral ministry since 2007. Libin is a graduate of Fuller Theological Seminary and currently completing a Ph.D. at Southwestern Baptist Theological Seminary. Prior to Bent Tree, he led a large multicultural church in Houston for nine years.



Linda DeYmaz is the author of two books including, *Mommy, Please Don't Cry*, a 2004 Retailer's Choice Nominee providing hope and comfort for parents who grieve the loss of a child. The book is considered a seminal work on the pain of child loss with more than 150,000 copies sold to date. Linda planted Mosaic Church of Central Arkansas (Little Rock) in 2001, together with her husband, Mark. In 2006, she launched DeYmaz Design Group through which she provides professional design services to residential and commercial clients and manages her own Airbnb in Hot Springs, AR.



Lisa Hanle is the Director of Strategic Operations for the TENx10 Collaboration at the Fuller Youth Institute (FYI), in Pasadena, CA. She holds a B.A. in Sociology from Stanford University and also an M.Div. from Fuller Theological Seminary. For more than ten years, Lisa served on staff in various roles at a nondenominational church in Silicon Valley, CA, including youth pastor, campus team lead, and preaching pastor. Today, she remains engaged at the church serving as a youth ministry volunteer and chair of the elder board.



Mark Hearn has served since 2010 as the Senior Pastor at First Baptist Church of Duluth, GA, located in the 6th most diverse county (Gwinnett) in America. A pastor for more than forty years, his 2017 book, *Technicolor*, explains how the church transformed from a monolithic, Anglo-American congregation into a cross-cultural community with members today from forty-nine different countries. His second book, *Hearing in Technicolor: Mindset Shifts within a Multicultural Congregation*, was published in 2021. Mark also serves as Coaching Director for Homogeneous Church Transition with the Mosaic Global Network.



Mekdes Haddis is the Project Director of Racial Justice and Reconciliation at the National Association of Evangelicals. As an Ethiopian American she is passionate about reframing missions for the next generation of Christian leaders, so the next mission movement is inclusive of the diaspora voices that have been left out. Mekdes is the author of *A Just Mission: Laying Down Power and Embracing Mutuality*. She holds a B.S. in Communication from Liberty University and an M.A. in Organizational Leadership from Columbia International University.



Michael Traylor is an Elder and Superintendent in the Free Methodist Church, where he has served local churches in multiple roles and at the denominational level, including as chair of the Diversity Task Force. Michael is a board-certified pediatrician who still practices medicine two days a week. Through both medicine and ministry, he encourages wholeness and health via the life-giving, liberating mission of Jesus. With graduate degrees from Northeastern Seminary and Cleveland State University School of Urban Affairs, Michael is currently pursuing his D.Min. as part of a Mosaic' cohort at United Theological Seminary (Dayton, OH).



Nate Bush is the Lead Pastor of New City Church in Albuquerque, NM. In addition, Nate serves as the Southwest Regional Director of Stadia. In 2010, New City was born out of family prayer time in his living room and is now a flourishing congregation of imperfect people being courageous, believing in the power of Jesus to make all things new. Nate is passionately working to build a church that makes a renewal impact in the city of Albuquerque.

WORKSHOP SPEAKERS



Nicole Wallenfels joined the Evangelical Council of Financial Accountability (ECFA) team in 2015 and currently serves as the Director of Member Relations, utilizing her background as a CPA. In this capacity, she works with nonprofits and churches through the application and annual renewal process. Nicole's passion is to come alongside ministries to encourage best practices and equip them to steward the resources trusted to them. She came to ECFA after earning her MBA and serving in higher education.



Paul Kroger is the Executive Director of Vine & Village, a 501(c)(3) nonprofit community development corporation operating in collaborative partnership with the Mosaic Church of Central Arkansas (Little Rock). For more than forty years, he has helped lead high-growth, high-performing organizations via vocational ministry. Paul was raised on a farm in Nebraska and attended the University of Nebraska at Lincoln earning a B.S. in Agriculture and Education. In addition, he is a graduate of the Institute of Biblical Studies at the International School of Theology.



Rafael Estrella is the CFO of Mosaic Church of Central Arkansas (Little Rock), where he has served for nearly ten years. Previously, he managed a physician's medical practice for nine years, after working for many other companies including Intel and Janssen Pharmaceutical. Rafael is an integral part of Mosaic's executive team support where he leverages experience in business and ministry to support the church's Spanish- and English-speaking communities. Rafael earned his B.S. in Industrial Engineering from University of Puerto Rico, and an M.Div. from Asbury Theological Seminary.



Ray Chang planted Ambassador Bible Church in the mid-1990s, a pioneering multiethnic church in the Washington D.C. metroplex. In 2000, he joined the staff of First Evangelical Free Church of Fullerton (CA) as Outreach Pastor. Ray then planted a second Ambassador Church in Anaheim and Brea (2003). Currently, he leads Ambassador Network and is the owner/operator of FastSigns in Irvine. Ray earned an M.Div. and M.A. in Sacred Theology from Dallas Theological Seminary, and more recently completed a D.Min. at Trinity Divinity Evangelical School.



Raymond Chang is the president of the Asian American Christian Collaborative. In addition, he serves as a Senior Director with the TENx10 Collaboration, a discipleship movement to effectively reach young people. Ray speaks throughout the country on issues pertaining to Christianity and culture, race, and faith. He has lived throughout the world and traveled to nearly fifty countries. Prior to entering vocational ministry, Raymond worked in the for-profit and nonprofit sectors, and served in the Peace Corps in Panama.



Robin Sanders planted The Movement, a multi-ethnic church in West Homestead, FL, together with her husband, Corey, in 2015. She is a captivating communicator, choreographer, and performance artist, with over seventeen years of professional experience. Robin currently tours with Movement Art as the featured spoken word poet, writer, and education director. She is the co-founder and director of Out Loud Artistry, a performing arts training and mentorship program.



Rodrigo Cruz planted The Nett Church in 2016, today a healthy multiethnic and multi-site church with five campuses, in Gwinnett County, GA. Born and raised in Monterrey Mexico, he practiced criminal law for several years before earning his M.Div. from Asbury Seminary and a D.Min. from Wesley Seminary. In 2019, Rodrigo was voted by the Chamber of Commerce as one of the 50 most influential Latinos in the State of Georgia. The Nett Church, too, was recognized by *Outreach* magazine as one of the 100 most reproducing churches in the country.



Rowland Smith is a pastor, professor at Fuller Seminary, and the National Director of Forge America Mission Training Network. He is the author of *Life Out Loud: Joining Jesus Outside the Walls of the Church*. More recently, Rowland curated the book, *Red Skies: 10 Essential Conversations for our Future as the Church* published in 2022. The book includes contributions from experts in their fields—including missiologists, pastors, ecclesiologists, entrepreneurs, and prophets—and explores essential conversations the church must now engage to leverage opportunities to advance the Gospel in both current and future contexts.

WORKSHOP SPEAKERS



Sam Chacko is a bi-vocational pastor currently serving as the Lead Pastor at LOFT City Church in Richardson, TX, a multi-ethnic, multi-cultural, multi-generational church that represents over thirty ethnic communities. He is also a project manager with Stadia through which he coaches, pastors, and consults with church planters. Sam is the son of immigrant church planters from India. He is deeply passionate about bi-vocational ministries and seeing second-generation leaders be trained for pastoral, multiethnic ministry.



Santes Beatty currently serves as an executive coach and diversity consultant for Second Chair Solutions and the Director of Regional Conferences and Curriculum for Mosaix Global Network. He is also the Multiethnic Multiplication Catalyst for The Wesleyan Church World Headquarters and student pastor for One Church in High Point, NC. As a co-founder of Call and Response Ministries he has launched a new relational network and podcast called "Multiethnic While Black." He has a shared history in predominantly black as well as multiethnic spaces both in faith communities as well as various colleges and universities. Santes has led over 5,000 people through *Multiethnic Conversations*, and is a certified trainer and assessor for Cultural Intelligence (CQ®) and Unconscious Bias.



Scott Free is the Lead Pastor at Crossover Church ATL, an inner city, missional church plant in Atlanta, GA. In addition, he founded City Takers Movement which exists to raise up urban missionaries who transform cities through hip-hop, love, and Jesus. For over 15 years, City Takers has been intentional in reaching the poor and marginalized through outreach and urban church planting. Scott is a founding member of Atlanta's One Race Movement and recently joined the leadership team of Maverick City Music's non-profit, one focused on impacting communities affected by mass incarceration.

Sonia McDonald is the Director of the Christ Community Church Outreach Center in DeKalb, IL. She has a deep passion for reaching diverse populations in the DeKalb community and showing the love of Jesus to win families for Christ. Previously, Sonia taught and oversaw education programs at Teen Challenge in Milwaukee WI. She has eight years of experience working with urban youth in churches in Boston and Milwaukee, and currently mentors high school students at Christ Community Church.



Steve Ross serves as the Lead Pastor at Arise, a multiethnic church in Ventura, CA. In addition, he is the Urban & Diversity Content Strategist for Acts 29. Steve is passionate about discipleship and mission, and loves shepherding the church toward unity in diversity.



Tami Free serves as a pastor at Crossover Church ATL and Director of Operations for City Takers, an urban outreach, non-profit organization based in Atlanta, GA. She holds a juris doctorate from Florida A&M University and formerly worked as an Assistant State Attorney for the State of Florida. Together with her husband, Scott, Tami is dedicated to the work of urban missions in the inner city of Atlanta, and through City Takers to identifying and equipping urban missionaries to transform cities through hip-hop, love, and Jesus.



Ted Song is the Chief Diversity Officer at John Brown University, providing leadership and implementing diversity initiatives to foster cultural and systemic improvements. Having grown up both in the U.S. and Korea, he is a CQ® Certified Facilitator collaborating with Mosaix. Ted received his Ph.D. in electrical and computer engineering from the University of Texas at Austin and an M.Div. from Southwestern Baptist Theological Seminary. He is a member of the Council for Christian Colleges & Universities Diversity and Inclusion Commission and serves as a peer reviewer for the Higher Learning Commission.



WORKSHOP SPEAKERS



Terry Ishee is the Executive Director of Forge America, through which he coaches ministry leaders and pastors throughout the country to envision future paths for intentional missional advance and movement within their organizations. In addition, he is the founder of Sequoias Coaching & Consulting, and Director of Neighborhood Church Collective.



Tommy "Urban D." Kyllonen is the Lead Pastor at Crossover Church in Tampa, FL, and a Hip-Hop/Spoken Word artist. He is the author of six books including *Love Our City*, which has helped hundreds of churches launch creative outreach programs. Tommy founded the Flavor Fest Urban Leadership Conference through which he has trained more than 5,000 leaders and over 100 pastors through his coaching network. In addition, he is the host of the *Flavor Fest Urban Leadership Podcast* and chairman of Tampa's Uptown Innovation District board.



Troy Jackson is a community organizer and writer who has been with Courageous Love (UNDIVIDED, Inc.) since its founding. A graduate of Princeton Theological Seminary, he earned a Ph.D. in U.S. History from the University of Kentucky. Troy's book, *Becoming King: Martin Luther King, Jr. and the Making of a National Leader* (2008) explores the critical role the grassroots Montgomery Movement played in the development of Dr. King. In 2007, he edited the publication, *The Papers of Martin Luther King, Jr., Volume VI: Advocate of the Social Gospel*, September 1948-March 1963.



Yucan Chiu is the founding pastor of Ethnos Church, a multicultural church in San Diego, CA. More recently, he similarly planted Ethnos Church in New Brunswick, NJ. In addition to being a local church pastor and chaplain at Rutgers, Yucan serves at the Ethnos Network, Stadia, City to City New York, and the CM2 Bridge Initiative. He holds bachelor's degrees in Sociology and Biology from the University of California in San Diego, and graduate degrees (M.Div. and D.Min.) in Theology, Urban Studies, and Missiology from Talbot School of Theology and Bakke Graduate University.





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A photograph of a white church steeple with a cross on top, set against a clear blue sky. The steeple is the central focus of the right side of the advertisement.

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FAITH-BASED CQ® v. WORLD-WIDE NORMS

By Dr. Harry Li

In January 2020, Mosaix Global Network became the preferred partner of the Cultural Intelligence Center, licensed on their behalf to deliver CQ® assessment and training to faith-based (i.e., Christian) organizations throughout North America. Founded in 2011 by Dr. David Livermore, the Cultural Intelligence Center is “an innovative, research-based consulting and training organization that draws upon empirical findings to help executives, companies, universities, and government organizations assess and improve cultural intelligence.”¹ To date, CQ® assessment has been taken by more than 250,000 individuals in over 165 countries.

CQ® assessment provides a snapshot of both the individual and the organization. By aggregating individual scores to create a group report, an organization learns its current CQ® capabilities and cultural values. More specifically, the assessment provides nuanced data by measuring four key CQ® capabilities: Drive, Knowledge, Strategy and Action. In addition, assessment also compares the current CQ® of the organization to world-wide norms by considering group scores along ten different cultural value continuums.

Since the beginning of its partnership, Mosaix has provided CQ® assessment and training to some 2,500 individuals in more than 60 faith-based organizations including churches, nonprofits, and denominations, as well as Christian schools and universities. As Mosaix’ CQ® team leader, then, I’ve had the unique experience of gaining an empirical view, reflecting upon the current state of cultural intelligence in faith-based

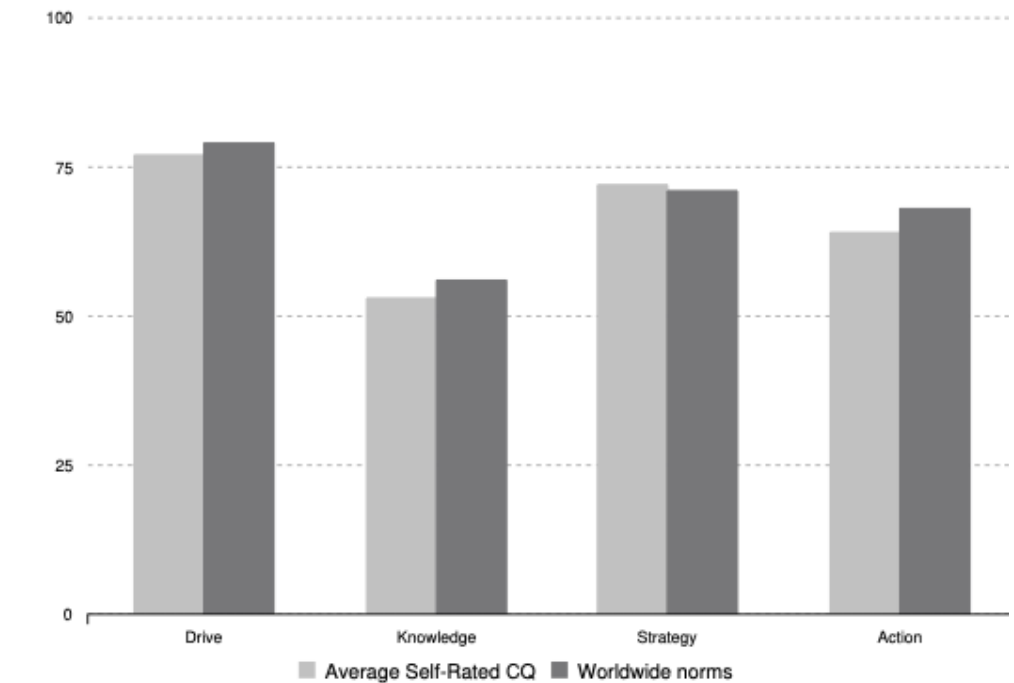


Fig. 1 - Average Self-Rated CQ Capability Scores vs Worldwide Norms (N=2245 participants, 58 organizations)

organizations across North America, and drawing several informed conclusions.

So where do faith-based organizations in North America currently stand in relation to CQ® capabilities and cultural values? After nearly three years of work in the space, it’s clear to me that a number of concerning commonalities exist across the board. Some, if not all of these, too, might be found in your own context and need to be addressed if your church or organization is to grow its cultural intelligence and competence for the sake of the Gospel.

First, I’ve learned that there is very little difference between faith-based organizations, in general, and worldwide

norms in terms of the CQ® capabilities needed to effectively engage an increasingly diverse society. As seen in Figure 1, the composite averages of all the faith-based groups we’ve assessed is consistent with worldwide norms, with the exception of the “Action” score which is more significantly below worldwide norms.

With this in mind, it seems that Christian churches and organizations across North America are decidedly average when it comes to cultural intelligence, meaning that most have not taken informed, necessary, and intentional steps to consider such things or train their staff to effectively engage diverse others in the community.

These overall findings are significant. Not only is the faith-based community within this sampling decidedly average, but it is also lacking in a number of key areas that are otherwise necessary for building healthy multiethnic churches and organizations.

For example, one group score or area that consistently measures low in faith-based organizations concerns sociolinguistics. Lack of intentionality in this regard will hinder efforts to reach first generation immigrant groups in your community, i.e., those that speak English as a second language. Working to pronounce names correctly, learning how to best communicate even the most basic of greetings, hiring bi-lingual team members, and committing the organization to develop the infrastructure for translation and interpretation, are all critical components for promoting a spirit of inclusion where first generation immigrant groups are concerned.

Faith-based organizations in this sampling also scored significantly below worldwide norms in their understanding of leadership from a cultural perspective. Indeed, most faith-based organizations that we've assessed to date have set a standard for leaders that is culturally bound by tradition and preference. This is particularly true when it comes to matters of credentialing or evaluating resumes, hindering efforts and the need we have to empower diverse leaders. Churches and Christian organizations must come to terms with the way other cultures lead. We must recognize our way is "a" way and not necessarily "the" way of evaluating and empowering leaders and embrace a "polycentric paradigm."²

A third area in need of reflection and growth concerns organizational understanding of nonverbal communication. Ask yourself: What am I communicating beyond words through my facial expressions and/or body language? It turns out, more

than you think and much of it is being misinterpreted by diverse others. If you've ever wondered why someone has misinterpreted your intentions, though you were otherwise clear, more than likely it's because your nonverbal cues in the moment spoke louder than the words that came out of your mouth. The fact is many cultures are adept and quite naturally interpret body language, thus reading between the lines and assessing not only what's said but interpreting what's not said via nonverbal cues, which can foster misunderstanding if or wherever we are unaware.

Of course, there is so much more that that I could share about what we, at Mosaix, are learning through CQ[®] assessment and training of faith-based organizations throughout North America. In short, it is critical that your own church or organization pursues cross-cultural

intelligence with intentionality, discipline, and consistency in order to welcome and extend the Gospel to the broadest range of people as possible. In failing to do so, many pastors and ministry leaders will continue only to manage stagnation and decline in an increasingly diverse society.

Attend Harry's workshop in the CQ[®] Track to learn more!

¹ <https://www.learnqc.com/about>

² <https://bit.ly/3N7GPBm>

Interested in CQ[®] assessment and training for your own church or faith-based organization? Stop by the Mosaix' booth to discuss options and possibilities with our team.



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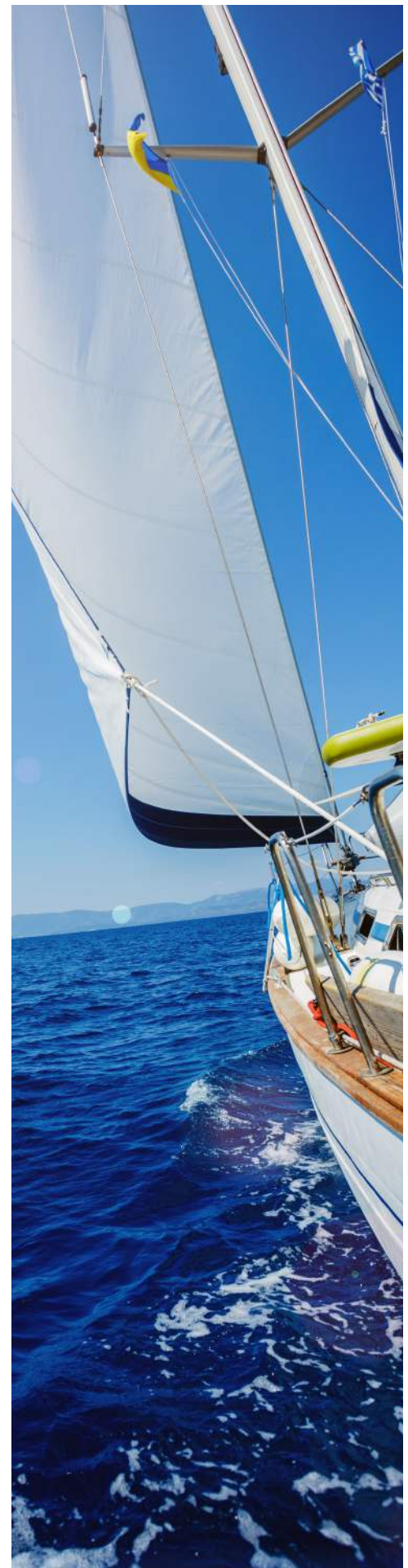
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TRACK 1 – THEOLOGICAL INSIGHTS

Session A - Wednesday, Nov 9 (10:45a)

Racial Justice & the Gospel • Derwin Gray

Why is it so hard for some to have conversations about racial justice? What do such conversations look and sound like... Those that are gospel-shaped, biblically informed, and practically helpful for others today? Join Derwin to learn four key principles that can help you lead your church in healthy dialogue.

Session B - Wednesday, Nov 9 (1:30p)

Walking the Talk • Saehee Duran

This generation is tired of the dichotomy between inclusive theology and a divided church. To reclaim it for Christ, proclamation of sound theology alone is not enough. Join Saehee to explore how a church can better walk its talk and match theology with action.

Session C - Thursday, Nov 10 (10:45a)

Biblical Basis for a Diverse Church • Brian Warth

In this workshop, Brian will provide a sound theological framework for unity and diversity within the local church. Come consider what the Bible says in order to better articulate the vision, inspire your people, and equip your church to reflect the kingdom of God on earth as it is in heaven.

Session D - Thursday, Nov 10 (1:30p)

A Path to Grace Relations • Charles Ware

In this session, Dr. Ware will present an integrated biblical view of humanity, salvation, transformation, and justice. Come consider a theology of G.R.A.C.E that when applied can help your church express the life, light, and love of Jesus Christ in credible and tangible ways as a beacon of hope in a dark, divisive culture.

TRACK 2 – SOCIOLOGICAL INSIGHTS

Session A - Wednesday, Nov 9 (10:45a)

The Costs of Multiethnic • Oneya Okuwobi

When churches welcome staff members of color without proper preparation, unintended harms result with serious implications for pastoral well-being. Drawing on thirty interviews with pastors of color in multiethnic churches, Oneya will share what can be learned from their experiences and how churches can better prepare for a multiethnic staff.

Session B - Wednesday, Nov 9 (1:30p)

Diversity Efforts that Work • George Yancey

While a great deal of effort has gone into diversity training and workshops, the vast majority of it is ineffective and/or makes things worse. In this workshop, George will advocate a more effective, research-based plan with the potential to produce interracial understanding and an environment that supports healthy racial interactions.

Session C - Thursday, Nov 10 (10:45a)

Your Unique Capacity to Lead • Korie Edwards

Multiracial church pastors of color and Anglo pastors have particular perspectives and sets of experiences that help to inform their leadership in different ways, ones that impact how they lead. Join Korie to explore how race impacts the way you and others are uniquely situated to lead in multiracial spaces.

Session D - Thursday, Nov 10 (1:30p)

Multiethnic Churches Needed • Michael Emerson

Following up on his plenary talk with evidence and discussion, Michael will explore how multiethnic churches can be the antidote to the religion of whiteness. More than ever, we need multiethnic churches committed to full gospel teaching and living. Come be part of this important dialogue and informed learning experience.

TRACK 3 – CULTURAL INTELLIGENCE (CQ®)

Session A - Wednesday, Nov 9 (10:45a)

Leading Difficult Conversations via CQ® • Dave Livermore

The church is uniquely positioned to provide insight, truth, and hope to those today divided by race, politics, culture, gender, and more. In this workshop, Dave will explain how CQ® can improve your approach to multicultural ministry and help you bridge divides between people that hold vastly different views within.

Session B - Wednesday, Nov 9 (1:30p)

Team Alignment via CQ® • Graham McKeague

In what ways can CQ® assessment and training advance understanding between diverse people on your staff and align them in mission? In this session, Graham will focus on the how and what of implementing CQ® training and assessment within your church or faith-based organization and share practical tips for getting started.

Session C - Thursday, Nov 10 (10:45a)

CQ® Nuts & Bolts • Harry Li

Looking for a tool to help your congregation become more authentically welcoming of diverse others? CQ® is a unique, encouraging, and data-driven approach that is biblically grounded and practically helpful. Join Harry to consider the nuts and bolts of CQ® assessment and training for your church or faith-based organization.

Session D - Thursday, Nov 10 (1:30p)

The 4 CQ® Capabilities • Carol Gray

Why do we see, think, or act in certain ways while others do so differently? Understanding the four CQ® capabilities is helpful in both personal and work-related relationships. Join Carol to explore specific differences measured by the CQ® assessment and learn how such insight can help you better navigate complexities.

TRACK 4 – EMPOWERING LEADERS

Session A - Wednesday, Nov 9 (10:45a)

Systems, Structures, Paradigms • Yucan Chiu

Join Yucan to explore the journey on which the Spirit has been taking Stadia Church Planting in becoming an organization for all cultures, socioeconomic groups, and modalities of planting. While far from having arrived, Stadia has already made significant changes at the systemic, structural, and paradigmatic levels of the organization. Come gain the transferrable principles for application in your own ministry context.

Session B - Wednesday, Nov 9 (1:30p)

Building Round Tables • Deb Walkemeyer

Maximizing church and community impact requires building a team in which the strengths of diverse individuals work synergistically. In this workshop, Deb will draw on lessons learned from multiethnic church ministry and community engagement to help you learn how to identify, engage, recruit, and empower leaders in their sweet spot of contribution.

Session C - Thursday, Nov 10 (10:45a)

Staffing for Inclusion • Jason Davila & Ray Chang

Imagine being part of a staff team where diverse individuals function in the strength of their gifting, model mutual respect, and share responsible authority. In this session, Jason and Ray will share promising practices and practical advice to help you build and/or join a multiethnic staff committed to equity and inclusion.

Session D - Thursday, Nov 10 (1:30p)

Catalyzing Vision via Your Team • Ryan Kwon

How can you advance the vision to establish a healthy multiethnic church, bring a diverse team together, and see them one day fulfill it for the sake of the Gospel? Join Ryan to learn how to forge new DNA, create excitement, and lead your team beyond rhetoric to results.

TRACK 5 – MULTIETHNIC CHURCH PLANTING

Session A - Wednesday, Nov 9 (10:45a)

Visible Family Impact • Corey & Robin Sanders

Regardless of your approach to multiethnic church planting, one thing cannot be forgotten: The New Testament Church expressed Christ's love for the community in tangible ways. Join Corey and Robin to discuss the needs, opportunities, and in impact your church can have by establishing healthy families in under resourced, underserved communities.

Session B - Wednesday, Nov 9 (1:30p)

Breaking Free from Gravitational Pull • Nate Bush

In the session, Nate will explain one simple, repeatable practice that pastors can apply to ensure healthy diversity is encoded in the identity of a new church start or a church seeking to become multiethnic. Come learn how you can break free from the gravitational pull of more established churches.

Session C - Thursday, Nov 10 (10:45a)

Unified, Not Uniformed • Scott & Tami Free

In this workshop, Scott and Tami share promising practices that will help you engage and disciple racially, ethnically, and socio-economically diverse people through a multiethnic church plant. Learn how to unite people from varying backgrounds and experience committed to living out missional church, causing kingdom multiplication, and impacting the inner city and beyond.

Session D - Thursday, Nov 10 (1:30p)

Planting in an Age of Division • Dhati Lewis

Generally speaking, pastors share a common set of challenges. But for those seeking to plant a multiethnic church, there are additional obstacles that must be overcome. Join Dhati for an honest, informative, and hopeful discussion that will both equip and encourage you for the journey you're on and what lies ahead.

TRACK 6 – HOMOGENEOUS CHURCH TRANSITION

Session A - Wednesday, Nov 9 (10:45a)

God in the Midst of Beauty & Pain • Hanibal Rodriguez

The transition of a church from homogeneity to multiethnicity is both beautiful and painful. Join Hanibal to learn the story and trace God's hand in gradually leading a majority white, mega-church to become multiethnic. Come consider practical theology and gain insights that can help your own church make a similar transition.

Session B - Wednesday, Nov 9 (1:30p)

Hearing in Technicolor • Mark Hearn

How can first-generation immigrants be enlisted, equipped, and empowered in the process of homogeneous church transition? What can you do to challenge established leaders to embrace and facilitate the effort? In this workshop, Mark will explain how to effectively engage both new arrivals and "legacy" (long-tenured) members in the transition process.

Session C - Thursday, Nov 10 (10:45a)

Turning Dreams to Reality • Kyle Ray

Organizational change and structural shift of any kind is difficult. The difficulties are compounded when attempting to lead this kind of change in homogeneous churches in order to make them more intentionally diverse and inclusive. Join Keith to discuss how to better organize, communicate, and execute homogeneous transition in your own context.

Session D - Thursday, Nov 10 (1:30p)

Navigating 3 Tensions • Eric Ferris & Sonia McDonald

Homogenous churches can change... And you can do it! In this practical, encouraging session, Eric and Sonia will discuss three tensions pastors experience in leading transition and how best to navigate them. Together, they'll share experiential knowledge and practical insights to help you lead such transition in your own church.

TRACK 7 – DISRUPTIVE INNOVATION

Session A - Wednesday, Nov 9 (10:45a)

Building Kingdom Ecosystems • Hugh Halter

What if under-resourced communities could be transformed by small bands of missionary entrepreneurs operating as neo-trappist orders that combine business enterprise, works of justice, and more, to bring change to the city and reflect well on Jesus? Join Hugh to hear his own story and learn of others pursuing this emerging form.

Session B - Wednesday, Nov 9 (1:30p)

Fixing What's Broken • Arlynn Ellis

Leaning in to break molds, established patterns or the expectations of others, is risky but necessary to get beyond good intentions to actual results. In this session, Arlynn will provide insight and explain how forming creative partnerships with existing nonprofits can help your church authentically, credibly, and effectively engage an underserved, under resourced community.

Session C - Thursday, Nov 10 (10:45a)

Empowering Marketplace Leaders • Greg Wigfield

What if the experiential capital of business owners and entrepreneurs were to forge the next church planting Movement? In this workshop, Greg will discuss the why and how of engaging marketplace leaders and leveraging spiritual, social, and financial assets in order to plant, grow, and develop new expressions of the church.

Session D - Thursday, Nov 10 (1:30p)

When Crap and Grace Collide • Rodrigo Cruz

Join Rodrigo to explore the process of overcoming obstacles to cast, pursue, and establish an ambitious vision of disruptive community engagement via your local church. Come learn what's required of leaders to innovate, remain patient, and faithfully persist through the inevitable challenges that arise in becoming a church that effectively represents and engages its community.

TRACK 8 – CHURCH ECONOMICS

Session A - Wednesday, Nov 9 (10:45a)

Creative Accounting • Rafael Estrella

Missional goals are stalled for lack of funding while expenses drain the church's bank account dry. In addition, increasing burdens on the middle class continue to negatively impact giving. Join Rafael to learn creative ways to leverage and juggle finances and build the financial capacity of your church in spite of challenging times.

Session B - Wednesday, Nov 9 (1:30p)

Entrepreneurial Church Planting • Jay Moon

How can an embrace of entrepreneurial practices and approaches help you establish a missionally vibrant, financially viable church to reach both "de-churched" or "un-churched" people? In this workshop, Jay will provide practical insight, proven practices, and relevant examples to spur your thinking and help you imagine possibilities worth pursuing post-conference.

Session C - Thursday, Nov 10 (10:45a)

Don't Sit on Your Assets! • Dan Davidson

The "Divine Economy" provides churches a biblical framework for understanding and practicing collective stewardship in three areas: local community, means of grace, and blessing of talents. In this session, Dan will explain how to leverage underutilized assets upon which your church may be sitting to enhance its influence and impact in the community.

Session D - Thursday, Nov 10 (1:30p)

Tuning-up Financial Integrity • Nicolle Wallenfelsz

Establishing solid systems of financial accountability takes extra effort, but they are important tools we should use and not neglect. Join Nicole to walk through an Integrity Tune-up of your ministry's current practices and compare them to best practices in areas like board governance, compliance with laws, and giver communication.

TRACK 9 – MISSIONAL & MULTIETHNIC

Session A - Wednesday, Nov 9 (10:45a)

For the Good of the City • Rowland Smith

How do those far away from Jesus view the Gospel? How is the Gospel tangibly manifest or experienced by these people in our neighborhoods and cities? Join Rowland to discuss the tangible Kingdom Jesus came to announce and how that Kingdom can be credibly expressed to others surrounding our church communities.

Session B - Wednesday, Nov 9 (1:30p)

***The Immigration Landscape* • Lisa Rodriguez-Watson**

What are some current trends in migration and ethnicity? What might God be doing and how can we join Him on mission? What should the church's posture be in response? In this session, Lisa will share her own family's story of migration and consider missional opportunities for the church in an increasingly diverse society.

Session C - Thursday, Nov 10 (10:45a)

***Good, Bad, & Better* • Damaris Taylor**

Today there is a blooming of organic systems, networks, and movements forging innovative forms of church. What does this future hold for church planting in general, both for the structures of the church and for multiethnic diversity? In this workshop, Damaris will share a vision for missional and multiethnic communities of faith.

Session D - Thursday, Nov 10 (1:30p)

***Mission-Forward Church Culture* • Terry Ishee**

Fewer than ever before are attracted to the Sunday morning event or viewing it as the epicenter of their faith. What does a mission-forward (vs. an event-driven) church look like? Join Terry to imagine the future of missional churches pitched to reach those today disillusioned by the church or not otherwise considering engagement.

TRACK 10 – THE URBAN CONTEXT

Session A - Wednesday, Nov 9 (10:45a)

***Calm Presence & Racial Wholeness* • Rich Villodas**

Creating a culture of racial wholeness requires a commitment to cultivating calm and curious presence. How can we remain close to others in a world fraught with anxiety—especially over matters of race? In this session, Rich will offer a framework for understanding and promising practices to move you in this direction.

Session B - Wednesday, Nov 9 (1:30p)

***Restorative Leadership* • Dennaë Pierre**

Join Dennaë to consider timeless truths and discuss proven practices that ministry leaders can employ to repair broken systems and unhealthy organizational cultures as well as lead others to address the structures we inhabit. Come explore leadership principles that grow out of a life restored both with God and neighbor.

Session C - Thursday, Nov 10 (10:45a)

***Why a Nonprofit?* • Lawrence Hicks & Paul Kroger**

Limited time, staff, budgets, and more often keep churches from efficiently advancing justice, mercy, and compassionate work in their communities. Join Lawrence and Paul to learn the why and how of establishing a 501(c)(3) community development corporation (CDC) alongside your church, you can extend impact, leverage partnerships, and attract investment beyond tithes and offerings.

Session D - Thursday, Nov 10 (1:30p)

***Creating Effective Systems* • Tommy "Urban D." Kyllonen**

Typically, urban churches struggle to create effective systems. As a result, many broken people can fall through the cracks. In this workshop, Tommy will share lessons learned and creative ways to establish effective systems for following up new guests, encouraging new giving, and increasing membership in order to scale outreach efforts and Love Your City.

TRACK 11 – COMMON CHALLENGES

Session A - Wednesday, Nov 9 (10:45a)

***Leading Diversity Toward Unity* • Noe Garcia**

In this workshop, Noe will discuss the how and what of effectively building unity through diversity. Come consider what he's learned through both failure and success as the senior pastor of North Phoenix Baptist, a church striving today to express God's heart for all people and authentically reflect its city.

Session B - Wednesday, Nov 9 (1:30p)

***Healing Cross-Cultural Divides* • Susie Gamez**

To build healthy multiethnic churches we must first engage the work of healing. We will need to identify sources of pain and act intentionally in pursuit of change. Join Susie to consider what's first required for us to heal and what we can then do to help others heal from cross-cultural divisions or pain.

Session C - Thursday, Nov 10 (10:45a)

***When Good is Bad* • Naeem Fazal**

In this session, Naeem will discuss the deceptive lures of ego, esteem, and platform that can lead pastors to build churches in their own image vs. the image of God's kingdom. Come consider the cost of rejecting the affirmation of others in exchange for rewards that come from pursuing the favor of God.

Session D - Thursday, Nov 10 (1:30p)

***Getting Comfortable with Discomfort* • Steve Ross**

Establishing integrated, multiethnic community and rhythms that truly honor equitable structures is a long, slow, uncomfortable process. Join Steve to discuss the challenges and explore ways to overcome obstacles when attempting to lead diverse people deeper into the ways of Jesus by way of sacrifice, surrender, and at times down-right suffering.

TRACK 12 – JESUS & JUSTICE

Session A - Wednesday, Nov 9 (10:45a)

Discipling Leaders for Community Engagement • Noemi Chavez

Not everyone is meant to vocationally serve the local church. Therefore, we need to identify, equip, and release leaders that can bring the kingdom to neighborhoods through a variety of organizational efforts (i.e., businesses, nonprofits, and local government). Join Noemi to explore this concept and discuss promising practices of discipling leaders for community engagement.

Session B - Wednesday, Nov 9 (1:30p)

Living Undivided • Chuck Mingo & Troy Jackson

How can your church create experiences for others to impact the most marginalized people in society? In this session, Chuck and Troy will explain the how and what of a 6-week program, LivingUNDIVIDED™, designed to move individuals from being mere consumers of knowledge to actively engaged contributors investing in the work of racial healing and justice in their communities.

Session C - Thursday, Nov 10 (10:45a)

The Local Church & Mental Health

• Alexandra Thompson & Celina Noble

Past wounds, trauma, and lies we learned initially as truths all play a part in how people may misunderstand or misinterpret the goodness of God. Join Alexandra and Celina to learn how your church can lead the way in providing best practices in caring for the mental health of people in your community.

Session D - Thursday, Nov 10 (1:30p)

Beyond Seasonal Justice • Josh Buck

Many churches incorrectly see justice as a seasonal project or peripheral program. Yet, Jesus expects Christians, therefore churches, to center the work of justice. In this workshop, Josh will share practical insights to help you lead your church in becoming more consistently dedicated to addressing justice concerns in its community.

TRACK 13 – CONTENTIOUS ISSUES

Session A - Wednesday, Nov 9 (10:45a)

Heritage, Hate or Hinderance? • Chris Williamson

In discussions of all things Confederate there remains disagreement among Christians. Thankfully, the Apostle Paul shared principles with Hebrew and Gentile believers to govern their own handling of cultural differences. Join Chris to learn how these truths, when applied, can be extremely transformative to Christian understanding and a church's relationship with Confederate icons.

Session B - Wednesday, Nov 9 (1:30p)

Cheap Diversity or True Solidarity? • David Swanson

When confronted by racial injustice in our society, many white pastors scramble to add diversity to their churches. But is diversity really the answer to racial dysfunction? Join David to learn the why and how of first addressing faulty discipleship to rightly pursue and foster racial reconciliation within the church.

Session C - Thursday, Nov 10 (10:45a)

De-colonizing the Gospel Among a Colonized People

• Coreen Esplin & Jason Koppen

In part due to Western syncretism, the history of Gospel witness among Native Americans is one of Church history's greatest failures. In this workshop, a team of staff and students from Indian Bible College will unpack this troubled history and present a Christ-centered path forward for engaging ministry partnerships between Natives and non-Natives.

Session D - Thursday, Nov 10 (1:30p)

A Way Out of No Way • Christopher Harris

Leading people in and through these contentious, complex, and divisive times creates spiritual, emotional, mental, and relational anxiety for pastors. Yet this tension and angst is not God's expectation for pastors or the churches they lead. Is there a way out of no way? Yes, there is, and in this session Christopher will breakdown it down.

TRACK 14 – FEARS & TENSIONS

Session A - Wednesday, Nov 9 (10:45a)

Trauma-impacted Ministry • Joy Kirkland

The multicultural contexts in which we minister are increasingly impacted by harmful and traumatic experiences, both individual and collective. In this session, Joy will share partial insights and key characteristics of trauma-sensitive ministry that can help your church enhance healing efforts, safeguard those affected, and protect ministry workers from burnout.

Session B - Wednesday, Nov 9 (1:30p)

Bridging Political & Racial Division

• David Anderson & Dave Heiliger

As racial and political tensions ebb, flow, crescendo and collide, pastors have seen some of their most faithful members running to the exits in recent years. In this workshop, David and Dave will address the keys to helping your multicultural body stick together while divisive forces attempt to pull it apart.

Session C - Thursday, Nov 10 (10:45a)

The Healing Power of Lament • Soong-Chan Rah

When confronting the dysfunctional narrative of Christian Nationalism, we must begin with the identification of the diseased imagination that first formed it. Join Soong-Chan to examine the corporate trauma of white American Christian Nationalism and how lament may provide a necessary theological corrective and counter-narrative to the broken narratives.

Session D - Thursday, Nov 10 (1:30p)

Building Beloved Community

• **Michael Traylor & Chip Freed**

Many leaders desire for their churches to become more culturally, socially, and ethnically diverse. Yet while managing to bring diverse people groups under one roof, in too many churches these remain (in both structure and function) separate, unrelated communities. Join Michael and Chip to identify challenges to building beloved community and determine ways to overcome them.

TRACK 15 – IMMIGRANT & MULTIETHNIC

Session A - Wednesday, Nov 9 (10:45a)

A Multiplying “Ethnosystem” • **Alejandro (Alex) Mandes**

Today’s immigrants are multiethnic young multipliers that are at once entrepreneurial and open to God. Join Alex to consider why and how the church should move away from assimilation to adopt a “strangers-no-more” attitude, forge partnerships, and learn from this dynamic “ethnosystem” of people whereby to advance the message and kingdom of God.

Session B - Wednesday, Nov 9 (1:30p)

Mobilizing 2nd Gen Immigrants • **Daniel Yang**

Which models of multiethnic churches are helping second-generation immigrants—particularly Gen Z—have a better perception of the church, and deal with ethnocentrism and racism? In this workshop, Daniel will share insights for creating spaces of meaningful belonging to inspire and mobilize the most ethnically diverse generation in American history.

Session C - Thursday, Nov 10 (10:45a)

Immigrant Church Planters • **Sam Chacko**

As God brings increasing numbers of immigrants into the community, how might we come alongside, engage, and equip leaders from among them for local church ministry? In this session, Sam will share practical ways you and your church can empower today’s immigrants for church planting, growth, and development with the future in mind.

Session D - Thursday, Nov 10 (1:30p)

Discipleship Pathways • **Mekdes Haddis**

Understanding the need for justice and mercy in immigrant communities can help churches strategically and effectively fulfill the great commission. Join Mekdes to explore pathways of mutual discipleship that create equitable spaces for listening to, learning from, and integrating immigrant voices for the sake of the Gospel and future of the multiethnic church.

TRACK 16 – KIDS, YOUTH & COLLEGIATES

Session A - Wednesday, Nov 9 (10:45a)

Establishing Kingdom Values • **Lauren Carrión**

Kingdom values, changing demographics, and a commitment to multiethnic ministry is bringing culturally and ethnically diverse children/families to your church. But do your volunteers, programs, and curriculum represent a church for all people? Join Lauren to consider different ways to promote and support a spirit of inclusion throughout your children’s ministry.

Session B - Wednesday, Nov 9 (1:30p)

A Safe Place for Every Race • **DJ Coleman**

In this session, DJ will share practical insights and provide promising tools to help your church create, develop, and ensure a safe place for children, students, and young adults of every race. Only then can they grow in their knowledge of God, love for Him, and love for one another.

Session C - Thursday, Nov 10 (10:45a)

Navigating Necessary Conversations • **Dorena Williamson**

It’s imperative that churches help children anchor their lives in the goodness, mercy, and love of God that exists for all people and generations. Join Dorena to consider proven insights that can help you plan for and navigate necessary conversations with children on race and justice flowing from grace and truth.

Session D - Thursday, Nov 10 (1:30p)

Making Faith Matter More

• **Raymond Chang, Lisa Henle & Jane Hong**

It’s estimated that over 1 million young people are likely to walk away from the American Church each year. But it shouldn’t and doesn’t have to be this way. In this session, Raymond, Lisa, and Jane, will share research-informed, biblically based strategies to help your church more effectively engage and disciple young people.

TRACK 17 – WE GOT NEXT

Session A - Wednesday, Nov 9 (10:45a)

Engaging White Evangelicals on Race • **Josh Clemons & Dan Crain**

In this workshop, Josh and Dan will share the why, how, and what of the “Know, Own, & Change the Story” model. The model presents a framework for Gospel-centered reconciliation and discussion in your church or organization via truthful, Christ-honoring dialogue with others concerning age-old concerns of whiteness in Evangelicalism.

Session B - Wednesday, Nov 9 (1:30p)

Is it Worth the Fight? • **Kristen Mockler Young**

It’s no secret: deconstruction is fashionable, cynicism abounds, criticism is personal, attendance is low, giving is down and on the whole, the church seems irrelevant. Join Kristin to consider why pursuit of a healthy multiethnic, just, and sustainable church can revive your faith, hope, and passion for ministry and the work to which God has called you: a church worth building and fighting for!

Session C - Thursday, Nov 10 (10:45a)

Partnering With Latino Churches • Angel Jordan

Representing nearly one out of every six adults, and with four out of five identifying as Christians, Latinos are not only influencing America but forging the future of Christianity. In this workshop, Angel will highlight their growing impact and discuss how non-Latino churches today can engage and partner with them.

Session D - Thursday, Nov 10 (1:30p)

The Forgotten Minority • Eli Bonilla Jr.

How can we better navigate unhelpful boxes constructed by culture, society, and the church, when engaging the diversity conversation? As immigrant communities, interracial relationships, and globalization push the church beyond Black and white, what can you do to lead a truly mixed body of believers? Join Eli for this informative and practical discussion.

Session B - Wednesday, Nov 9 (1:30p)

Building the Culture via Discipleship • Justin Spann

Developing a culture of multiethnic worship requires worship leaders to both shepherd and unite diverse individuals blessed with various gifting. Join Justin to gain practical insights that can help you better develop such a culture and create opportunities for those you serve to be discipled for long-term impact in your church.

Session C - Thursday, Nov 10 (10:45a)

Preaching to a Multicultural Audience • Ikki Soma

Most seminaries teach pastors to preach through the lens of a single cultural style. But if preaching is to connect with diverse people, preachers will have to expand their understanding and capacity. In this workshop, Ikki will explain how to combine different cultural styles of preaching to connect with a multicultural audience more effectively.

Session D - Thursday, Nov 10 (1:30p)

Making Room at the Table • Jason Best & Emily Flack

Corporate worship is both an invitation to the Father's table and an extension of it. How can leaders learn to lay down privilege, power, and preferences to invite and inform a more diverse expression of worship in our churches? Join Jason and Emily to consider the application of radical hospitality to facilitate worship.

TRACK 18 – LEADING WORSHIP

Session A - Wednesday, Nov 9 (10:45a)

Turning the Kaleidoscope • Clarissa McNeill

Multiethnic churches are beautiful kaleidoscopes of cultures and ethnicities. As worship leaders, we bear responsibility and have opportunities to reflect that beauty on our platforms and in our services. In this session, Clarissa will share practical steps for creating worship experiences that celebrate the unique unity and diversity of your congregation.

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<http://ethnos.network>

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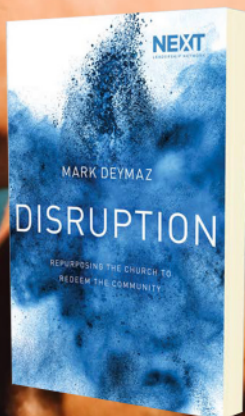
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FRACTIONAL LEADERSHIP

Consider these Benefits for Yourself and Your Organization

By Mark DeYmaz

In 2016, after I had spent fifteen years at the helm of Mosaic Church in Little Rock, AR, my colleague Harry Li succeeded me as its senior pastor. Since then, I've continued in my role as Directional Leader but with reduced hours, responsibility, and salary. In exchange, I began working increased hours for the Mosaix Global Network as president/CEO and taking a salary. Indeed, it made sense to do so:

- By reducing my pay at Mosaic, the church was able to reduce its budget and repurpose funds to hire additional others more singularly focused on the people and mission of Mosaic.
- By concentrating more of my time and energy on the network, Mosaix has scaled significantly to meet growing demands for help and services.
- By dividing my attention between two organizations, I entered the realm of *Fractional Leadership*—unwittingly at the time and now with intentionality.

In concept and practice, fractional leadership is nothing new—that is, in corporate America. What I see and sense, however, is it that fractional leadership will soon become standard and accepted practice in the American Church.

Fractional Leadership

According to Ben Wolf, author of the book, *Fractional Leadership (Landing the Executive Talent You Thought Was Out of Reach)* (Houndstooth Press, 2021), “Fractional Leaders are experienced, C-level (i.e., a company’s most senior) executives who join your leadership team on a part-time basis so you can get the benefit of their guidance and direction to drive results for you without the risk, cost, or ramp-up of a full-time hire.”¹ Greg Smith, TechCXO’s Managing Partner for the Product & Technology Practice, suggests that far from a “plan-B,” fractional leadership is “a strategic approach to scaling your business, preserving your equity, and driving superior performance.”²

In short, fractional leadership adds effective, efficient, and experienced capacity to your organization at a much lower cost per hire.

The Problem

The negative impact of COVID-19 on America’s labor force has similarly affected the American Church. According to Abhinav Church of the World Economic Forum, “(t)he Great

Resignation is a phenomenon that describes record numbers of people leaving their jobs...Companies now have to navigate the ripple effects of the pandemic and re-evaluate how to [attract and] retain talent”³ Churches today and tomorrow will need to adjust as well. The Great Resignation has led many pastors to retire early from ministry or outright leave it altogether during the pandemic. Many local churches are now having a hard time finding interested or qualified people to fill the void let alone to fully fund vacant positions due to declining tithes and offerings.

A Solution

Here are just three of the benefits and features that local churches can realize through the employment of fractional leadership.

1. Fractional Leadership Is Cost-Effective.

Churches can onboard C-level leadership for a fraction of the cost it would otherwise take to employ someone full-time and provide for them benefits. In so doing, churches can better steward financial resources, gain momentum, and better pivot or position for the future.

2. Fractional Leadership Is Strategically Focused.

How many times have you left the church at the end of a day and wondered what it is that you actually accomplished? As pastors, sure, spending time relationally with co-workers and congregants is essential. Often, though, we are pulled daily into meetings or conversations that are not urgent nor otherwise the best use of our time, passion, and gifting. In contrast, Smith writes, “If you are working with a company for just a couple of hours per day (as a fractional leader) you are forced to ruthlessly prioritize only the very most important items on your list” and similarly relationships.

3. Fractional Leadership Delivers Immediate Results

By virtue of their experiential knowledge, proven credibility, and past success, fractional leaders are able to work smart not hard, avoid mistakes, inspire confidence, ensure alignment, solve problems, create wins, and immediately impact an organization. Not otherwise driven by title, position or ego, fractional leaders thrive on doing what they do best, strengthening others around them, addressing

docile acquiescence, and helping the organization build capacity and gain momentum.

Trending Up

The fact is fractional leaders are already at work and increasingly the American Church is embracing the concept. Consider the following examples of churches and leaders so engaged today:

- An associate pastor is serving one church as the C-level leader of its sports outreach program and another as the Executive Director of its non-profit.
- A C-level leader is currently directing the Creative Arts team at one church and serving as the worship pastor in another church.
- A senior pastor is leading two separate churches simultaneously, not so much in order to pay the bills or otherwise having been appointed to do so, but because he is willing and able to do so with passion and excellence... as a fractional leader.

Of course, much more should be considered before hiring a fractional leader. At the moment, what's important to recognize is that fractional leadership is quickly becoming a viable option for churches struggling to fill vacancies, whether these vacancies are due to financial limitations or a lack of candidates that who are available, interested or qualified.

To learn more about the concept of fractional leadership or explore opportunities to hire or be hired, contact jason@mosaix.info

¹ <https://fractionalleadership.io/>

² <https://bit.ly/3Fbsxhm>

³ bit.ly/3TYmSPE

⁴ <https://bit.ly/3Fbsxhm>



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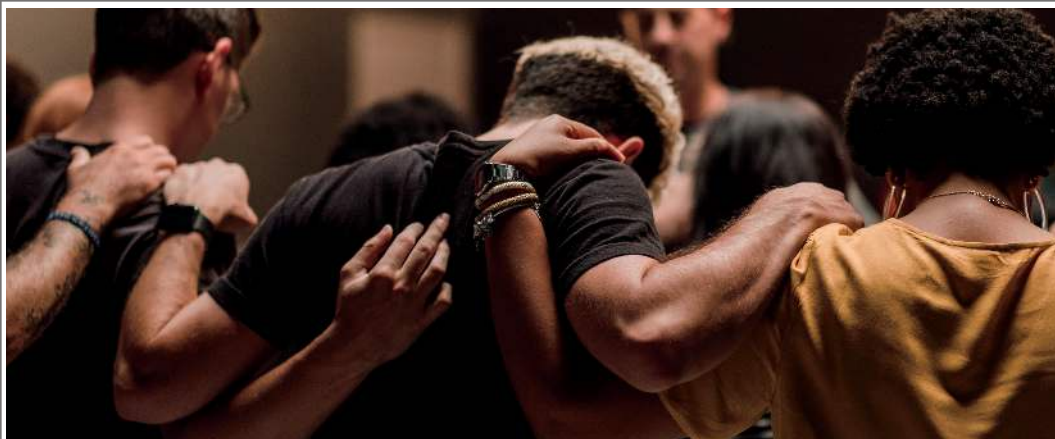
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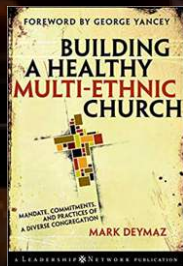


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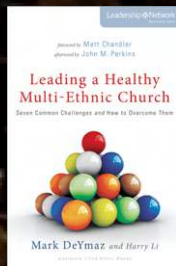


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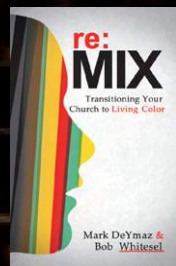
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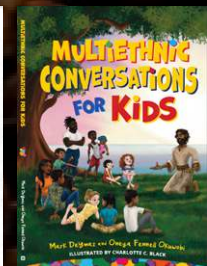
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