

2016
The Multiethnic Church Conference
NOVEMBER 1-3 • DALLAS, TEXAS

OUR FINEST HOUR



ORGANIZATIONAL SPONSORS



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Welcome to Mosaix 2016

#Mosaix16



Never in my lifetime have the people of this country been so at odds with one another. Sure

there've been challenges, obstacles, and disagreements in the past; but they were usually limited to one or two issues at a time. Today, however, no matter where you turn, people are bowed up, choosing sides, and vilifying those that disagree with them on matters of race, class, culture, gender, religion, politics, and even on whether to stand, sit, or kneel during the playing of our national anthem. Thanks to social media, the battles are not only ongoing but also perpetually fueled by new videos, hashtags, and memes daily in support of one opinion or another.

Could it be for such a time as this that God has brought us here:

- To a place of passion and understanding?
- To disrupt the status quo?
- To repurpose the church to redeem the community?

Indeed, this should be our finest hour.

By establishing healthy multiethnic and economically diverse churches of Christ-centered faith, we can both learn from and lead others to navigate the rough seas of division. By walking, working, and worshipping God together as one we can get beyond the distinctions of this world that so often and otherwise divide. In so doing, we "bring to light for everyone what is the admin-

istration of the mystery which for ages has been hidden in God who created all things; so that the manifold (Gr., *polypoikilos* – "marked with a great variety of colors") wisdom of God might now be made known through the church..." (Ephesians 3:10, 11) In so doing, we can shape the future of things to come.

That said, let us not promote or pursue such a dream because it is politically correct, but because it is biblically correct; not because it's nice, but because it's right.

Yes, by building healthy multiethnic and economically diverse churches, we can (collectively) get beyond rhetoric to results for the glory of God. By taking intentional steps, empowering diverse leaders, developing cross-cultural relationships, pursuing cross-cultural competence, and promoting a spirit of inclusion, the local church gains credibility. By appealing to more than a single demographic, unity and diversity gives us broader influence in the community. In this way, our light so shines and Christ is lifted up so as to draw all men and women to Himself (Matthew 5:9; John 12:32).

Since 2004 Mosaix has been bringing like-minded leaders together for relational connection, mutual encouragement, and peer learning. In so doing, we have driven the national conversation by challenging the American Church with one simple question: *If the kingdom of heaven is not segregated, why on earth is the local church?* Through the years, then, we have developed proven competence and a number of services to assist pastors in planting, growing, and developing healthy multiethnic

churches. Visit our new website (www.mosaix.info) and stop by the Mosaix booth to introduce yourself, meet our team, and let us know how we can better serve you after the conference.

As you may know Mosaix held its first national conference in 2010, and a second one in 2013. These triennial events accelerate the Movement by generating greater awareness, proclaiming the biblical mandate, providing competent training, promoting promising practices, strengthening relational connections between practitioners, and encouraging attendees they're not crazy or alone. This year, again, we have put together one of the most ethnically and denominationally diverse, gender-inclusive, conference lineups in the United States focused on the future of the American Church. More than eighty thought-leading pioneers and practitioners are here to meet and interact with you personally. I hope you'll take advantage of every opportunity to connect with them and others, as well.

Given the painful polarization of our society today, we have an unprecedented opportunity to advance faith, peace, hope, and love in and through the local church. Yes, this should be our finest hour. Let's not only listen and learn from one another, but then leave here determined to make it so.

One in Christ with you,

Dr. Mark DeYmaz

Founding Pastor, Mosaic Church of Central Arkansas

President, Mosaix Global Network

Special Thanks to Our Team!

Planning Partners: **Lisa Fandrich** and **Alecia Zube** on behalf of **NorthWood Church**

Speaker Liaison, Executive Assistant to Mark DeYmaz: **Alison Clinton**

Sponsor Liaison, Administration: **Erin Diaz**

Additional Assistance: **Dave Lopez, Mike Leonzo, and Charity Ridge**

Production: **Grant Boan, NorthWood Church**

Web Development: **Alex Hood, Team SI**

Print Media: **Karen Mitchell, Alex Diaz, and Magna IV**



Howdy! We Texans love our state, and we're tickled that you're here.

At NorthWood Church, we strive to embrace all cultures and colors. Red, yellow, black and white, they are precious in

His sight. Oh, and don't forget brown. Texas has one of the top two largest Hispanic populations in the U.S. Everything about our area is diverse, from the amazing array of ethnic foods, to the huge bilingual population. However, within our local churches, things don't always look so colorful.

Culture is something that's woven into the fabric of our people. It defines everything we do, which can make it difficult to get different cultures to mesh with one another. Segregation still exists, even within an increasingly diverse church like NorthWood. Sometimes it's just easier to stick with what, and who, you know. But we never want to make the mistake of watering down those beautiful differences for the sake of unity. Instead, we believe that different is good! Different is what makes us stronger. Different helps us to know and appreciate new facets of our incredibly unfathomable God.

And, dare I say it: different might be just the tool we need to bring us into better unity as a body. We need some to be the eyes, and some the hands; straight-talkers, and sweet-talkers; dreamers and doers, alike.

The wonderful uniqueness of our people equips each of us to serve globally. No, that's not a misprint! NorthWood's Glocal Impact ministry trains and equips our diverse members to serve both locally and across the globe, by using their own unique skills. Thus, we don't scramble to find volunteers to plug into our outreach plans. Instead, we embrace all those whom God has brought us, create service teams that reflect our diverse culture, and strive to represent the kingdom of God on earth as it is in heaven.

I am so excited to host Mosaix' national conference this year, and for the opportunity to rub elbows with other leaders, like you, who are just as committed as we are at NorthWood to tearing down walls and building bridges. Let's shake things up. Let's love different!

Dr. Bob Roberts

Founding Pastor, NorthWood Church



TUESDAY, NOVEMBER 1

- 11:30a – Lunch
- 12:45p – Intensives (Part I)
- 2:45p – Break
- 3:00p – Intensives (Part II)
- 5:00p – Break for Dinner
- 6:30p – Worship Begins
- 6:45p – Pre-conference Plenary Session • *A Growing Witness*
- 8:30p – Pre-conference Concludes

WEDNESDAY, NOVEMBER 2

- 7:30a – Worship-based Prayer in the Chapel
- 8:30a – Worship Begins
- 8:45a – Plenary Session I • *A Disruptive Witness*
- 10:25a – Break
- 10:45a – Tracks • Workshops A
 - Main Stage Workshop: Overcoming Racial Divides*
- 11:50a – Break for Lunch • Extra Hours Activities
- 1:30p – Tracks • Workshops B
 - Main Stage Workshop: Multiethnic Church Planting*
- 2:35p – Break
- 2:55p – Plenary Session II • *A Biblical Witness*
- 4:45p – Break for Dinner
- 6:30p – Worship Begins
- 6:45p – Plenary Session III • *A Compelling Witness*
- 8:30p – Day One Concludes

THURSDAY, NOVEMBER 3

- 7:30a – Worship-based Prayer in the Chapel
- 8:30a – Worship Begins
- 8:45a – Plenary Session IV • *A Just Witness*
- 10:25a – Break
- 10:45a – Tracks • Workshops C
 - Main Stage Workshop: Justice as Intrinsic to the Gospel*
- 11:50p – Break for Lunch • Extra Hours Activities
- 1:30p – Tracks • Workshops D
 - Main Stage Workshop: Disruptive Community Engagement*
- 2:35p – Break
- 2:55p – Plenary Session V • *A Credible Witness*
- 4:45p – Conference Concludes



Extra Hours Activities

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 Flex unless otherwise indicated.

WEDNESDAY AND THURSDAY

Meet and Greet the Authors/Book Signing

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 at which they speak, or just after they teach a workshop. We suggest you purchase their books ahead of time.

Worship-based Prayer in the Chapel

7:30a – 8:30a

Knowing that the multiethnic church is a work of the Holy Spirit that cannot otherwise be engineered by human means or effort, join Harry Li and others of like-minded passion for a refreshing time of worship-based prayer to begin the day.

Your Personal Calling Meet-up

Seeking to discover, affirm, or reignite your calling? Wondering what's next for you? Join Todd Wilson, founder of Exponential and author of **More: Find Your Calling and Experience Life to the Fullest Measure**, for an engaging, encouraging dialogue about where to go from here.

WEDNESDAY MEET-UPS OVER LUNCH • 12:15P - 1:15P

Multiethnic Church Planters

Do you desire to plant a multiethnic church? 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 dialogue facilitated by Mont Mitchell, Matt McGue, and Santes Beatty.

Educators and Researchers

Seminary, college professors and practitioners are invited to gather and consider how to advance the Multiethnic Church Movement. Join with others for an informal time of relational connection, mutual encouragement, and dialogue facilitated by Joanne Solis-Walker, Urban D, Oneya Okuwobi, and Andy Merritt from the Academy for Intercultural Church Research.

Pastors Transitioning Homogeneous Churches

This meet-up is for pastors of established homogeneous churches seeking to become multiethnic. Come join others of like-mind and circumstance for an informal time of relational connection, mutual encouragement, and dialogue facilitated by Kyle Ray, Mark Hearn and Dele Okuwobi.

Churches Looking to Hire Diverse Staff

Are you looking to diversify your staff team by empowering diverse leaders for full-and part-time positions in your church? Join Dave Lopez, Alex Diaz, and Ray Chang to learn how Mosaix can help you find just the right person for your specific needs and context.

Latino Pastors in Multiethnic Churches

We want to hear your story! Join other Latino pastors in a conversation about starting or leading multiethnic and multi-generational churches. The conversation is facilitated by Obe Arellano, from CCC in Aurora, IL, and Rudy Paniagua with the AG in SoCal.

THURSDAY MEET-UPS OVER LUNCH • 12:15P - 1:15P

Multiethnic Conversations

This newly released resource is the first daily devotional and small group study on multiethnic life and church designed for people in the pews. Join co-author Oneya Okuwobi, Mark Hearn, and Santes Beatty to learn how churches and denominations are now using it to bring diverse people together as one and how you, too, can use it effectively for such purposes in your own church.

Leaders Seeking Paid Positions in Multiethnic Churches

Are you interested in joining the staff of a multiethnic church, or an established congregation seeking to diversify its staff? Join Dave Lopez, Harry Li, and Travis Hurley to learn how Mosaix can help match you with a church looking for someone with your passion, gifting, and experience.

Leadership Cohorts and Learning Labs

Mosaix invites you to join other pastors and ministry leaders in 2017 on a journey of relational, experiential, and practical learning focused on helping you to establish a healthy multiethnic church in your own local context. Join Chip Freed, Stephanie Hand, and Alex Diaz, to learn about these opportunities to accelerate promising practices in your own church, denomination, or network.

Hosting a Regional Conference

Over the next two years, Mosaix will again look to advance the Movement through local and regional conferencing. Join Mike Leonzo, Jonathan Seda, and Dana Baker, to learn more about these events and consider hosting one at your own church in 2017 or 2018.

Asian Americans in Multiethnic Churches

We want to hear your story! Come connect in this startup conversation about the unique place and contributions of Asian Americans in multiethnic churches facilitated by DJ Chuang, author of the new eBook, **MultiAsian.Church: A Future for Asian Americans in a Multiethnic World**, and Ray Chang of ReGenerant Network.

Multicultural Worship Leaders Network (MWLN) Meet-up

Come meet the core team of MWLN, and other leaders blazing the trail of multicultural worship. Learn how MWLN can serve you, and what lies ahead for us in 2017.



Workshops Include Four Sessions Grouped in Seventeen Tracks

Pick and choose to attend sessions from any track, or all four sessions of one track.

See pages 38-42 for full descriptions.

KEY

- A. 10:45a on Wednesday, November 2 B. 1:30p on Wednesday, November 2
C. 10:45a on Thursday, November 3 D. 1:30p on Thursday, November 3

Track 1 – Biblical Theology

- A. Racial Reconciliation and The Mystery of the Gospel • Jonathan Seda
B. Gentile Lives Matter • Leroy Barber
C. Ethnic Diversity at an Infinite Cost • Inés Velasquez-McBryde
D. Bridging the Gap: From Theology to Innovation • Ray Chang

Track 2 – Multiethnic Church Planting

- A. Antioch: Developing Urban Apostles • John Teter
B. MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz
C. From Crazy to Credible • Albert Tate
D. Planting Multiethnic in a Mono-ethnic Community • Brian Warth

Track 3 – Homogeneous Church Transition

- A. Our Story of Transition • Beau Hughes
B. The Ripple Effect of Intentional Cross-Cultural Engagement • Kyle Ray
C. From Club to Kingdom • Chip Freed
D. The Practices, Pitfalls, and Price of Transition • Mark Hearn

Track 4 – Sociological Insights

- A. Colorblindness or BLM: Is there a Third Way? • George Yancey
B. Should We Discuss Race in Our Diverse Churches? • Michael Emerson
C. How to Move from Fraternity to Family • Paul Louis Metzger
D. You Can't Build the Temple and Leave the High Place Alone
• Oneya Okuwobi

Track 5 – Community Transformation

- A. Mega Church vs. Mega Impact • Jason Janz and Juan Pena
B. Do Something Church • Miles McPherson
C. Out of the Seats and Into the Streets • Ron Dotzler
D. MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz

Track 6 – Empowering Diverse Leaders

- A. Team-Based Management in a Multiethnic Context • Harry Li
B. Engaging Diversity Through Listening • Gideon Tsang
C. Five Myths of Diverse Leadership • Mont Mitchell and Rob Daniels
D. Humility and Authenticity • Mike Leonzo

Track 7 – Missional and Multiethnic

- A. Missional Communities for Multiethnic Groups • Daniel Im
B. Network Your Way to Influence • Matt McGue
C. Turning Multiethnic Credibility Into Missional Impact in Your City
• Joshua and Noemi Chavez
D. Thinking Globally, Locally • Nesan Kistan

Track 8 – Cross-cultural Competence

- A. Many Colors: Cultural Intelligence for a Changing World
• Soong-Chan Rah
B. No Longer Foreigners or Aliens • Daniel Rodriguez
C. Becoming One on Earth as It Is in Heaven • Chris Beard
D. Cross-cultural Tools for Crossing Economic Divides • David Bailey

Track 9 – Overcoming Historic Divides

- A. MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz
B. The Death of Race: Building a New Christianity in a Racial World
• Brian Bantum
C. Embracing Conflict with Joy • Rod Cooper
D. Talking About Race at Thanksgiving • Kathy Khang

Track 10 – Hot Topics

- A. Gracism and the LGBT Community • David Anderson
B. Embracing the Journey with Immigrants and Immigration
• Michelle Warren
C. MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz
D. Islamophobia • Bob Roberts

Track 11 – Promising Practices

- A. Listening Well: Creating Space for Diverse Voices • Dana Baker
B. A Church for All the Nations • David Choi
C. Understanding Cultural Context With Logos Bible Software
• Joel Muddamalle
D. A View from the Pew: The Other Side of Becoming
a Multiethnic Church • Derek Chinn

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Track 12 – Toolbox

- A. Multiethnic Conversations • Oneya Okuwobi and Santes Beatty
- B. Coaching and Leadership Cohorts • Stephanie Hand and Travis Hurley
- C. Staffing for Diversity • Dave Lopez and Ray Chang
- D. City Cohorts • Chris Beard and Chip Freed

Track 13 – Common Challenges

- A. It's Not Easy, It's Worth It! • Chris Williamson
- B. Brownicity • Naeem Fazal
- C. When God Says Go but People Say No • Damon and Saehee Duran
- D. Welcoming Interracial Families • Ron and Twany Dotzler

Track 14 – The Urban Context

- A. From Innovation to Income • Tommy "Urban D." Kyllonen
- B. Contextualized Evangelism in the Urban Context • Chris Brooks
- C. Avoiding Colonialism in the Urban Space • Rich Gorman
- D. In Urban, For Urban, By Urban, With Urban • Alejandro Mandes

Track 15 – Multiethnic Millennials

- A. Making Disciples in Community among Multiethnic Millennials • Yucan Chiu
- B. Working Together for Better Results • Alex Diaz
- C. Leaving or Coming? • Trey Grant
- D. Hiring and Empowering Millennials in the Workplace • Grant Skeldon

Track 16 – Multiethnic Worship

- A. 10 Challenges of a Multicultural Worship Leader • Nikki Lerner with the MWLN Core Team
- B. Multiethnic Worship Leaders Panel • Facilitated by Tommy "Urban D." Kyllonen
- C. Multiethnic Worship Leaders Panel • Facilitated by Nikki Lerner
- D. Singing in Different Languages • Josh Davis and the MWLN Core Team

Track 17 – Children and Students

- A. Multiethnic Student Ministry as Movement • Chuck Eastman
- B. Why Diversity Matters in Your Children's Ministry • Tara Harrison
- C. 10 Descriptors of Effective Multiethnic Youth Leaders • Santes Beatty
- D. Building a Very Good Multiethnic Children's Church • Maria Cheung





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PLENARY SPEAKERS

Plenary I



David Choi is a graduate of Wheaton College and Gordon Conwell Seminary. He is the founding and current pastor of Church of the Beloved, Chicago, IL, a church he planted in 2012. Since then, the church has grown to seven hundred people from thirty-five nations, worshiping in five locations in Chicago; Seattle, WA; and Northern Virginia.



Mark DeYmaz planted Mosaic Church of Central Arkansas in 2001 where he continues to serve as Directional Leader. He co-founded the Mosaic Global Network with Dr. George Yancey in 2004, and serves as its president. In 2008 Mark launched Vine and Village, a 501(c)(3) non-profit focused on advancing justice and economic transformation in Little Rock's 72204 ZIP code. He is the author of six books, including his latest, **Multiethnic Conversations: an Eight Week Guide to Unity in Your Church** (co-authored with Oneya Fennell Okuwobi); and **Disruption: Repurposing the Church to Redeem the Community** (Thomas Nelson, March 2017). His column, "Mosaic," appears in each issue of *Outreach* magazine.



Naeem Fazal, a Pakistani, was born and raised as a Muslim in Kuwait. He came to the United States shortly after the Gulf War of 1990. In 1992, he had a supernatural experience with Jesus that changed the course of his life. In 2006, he planted Mosaic Church in Charlotte, NC. He is also the co-founder of Charlotte's citywide outreach initiative, "What If Everyone." Naeem has been featured in several magazines and on Christian networks, and is the author of **ExMuslim**. He often speaks at conferences and churches.



Inés Velásquez-McBryde is now pursuing her M.Div. from Fuller Theological Seminary in Pasadena, CA. Born in Spain, but raised in Nicaragua, she immigrated to the United States to attend college where she felt a call to full-time pastoral ministry. With a vision for multiethnic ministry, she moved to Little Rock, AR, in 2001, to help plant Mosaic Church, where she served for eight years as the Director of Cross-cultural Ministries and Missions. She then became the Women's Minister at Fellowship North (Little Rock) Church, and helped the church transition from being homogeneous to multiethnic. She is married and has one son.



Soong-Chan Rah is Milton B. Engebretson Professor of Church Growth and Evangelism at North Park Theological Seminary in Chicago, IL. He has written numerous books including, **The Next Evangelicalism; Many Colors; and Prophetic Lament** (co-authored). Soong-Chan was the founding pastor of Cambridge Community Fellowship Church, and currently serves on the board of World Vision and Evangelicals 4 Justice. Previously, he served on the board of Sojourners and the Christian Community Development Association. He received a B.A. from Columbia University; a M.Div. and D.Min. from Gordon-Conwell Theological Seminary; a Th.M. from Harvard University; and is a Th.D. candidate at Duke University.



Efrem Smith is the President and CEO of World Impact, an urban missions organization committed to the empowerment of the urban poor. Previously, he served as the Superintendent of the Pacific Southwest Conference of the Evangelical Covenant Church (ECC). Efrem was the founding pastor of The Sanctuary Covenant Church and president of The Sanctuary Community Development Corporation in

Minneapolis, MN. He consults nationally and internationally on issues of multiethnicity, leadership, and community development for churches, educational institutions, and other organizations. He is the author of the books, **Raising-up Young Heroes; The Hip Hop Church; and The Post-Black and Post-White Church.**

Plenary II

David Anderson is the founder and Senior Pastor of Bridgeway Community Church, a dynamic, multicultural congregation of over 5,000 weekly attendees from more than 52 different nations in Columbia, MD. He is the founder and president of the BridgeLeader Network, and known as the bridge-building voice in the Nation's Capital where he hosts "Real Talk with Dr. David Anderson" on WAVA (105.1 FM) – the most listened to Christian Talk station on the East Coast, and second most in the nation. He is also the television host of "Real Talk with Dr. David Anderson" each week on ABC in Baltimore, MD.



Gail Song Bantum is the Executive Pastor of Quest Church in Seattle, WA. She is a second generation Korean American leader formed in both the Korean immigrant and Black Pentecostal traditions. She is ordained in the Evangelical Covenant Church and currently serves as the president of the Asian Pastors Association. Gail earned her M.Div. from Duke Divinity School and has served in diverse cultural contexts over the past 20 years. She is married to Dr. Brian Bantum, and together they have the privilege of raising three teenage sons - Caleb, Ezra and Joseph.



Matt Chandler began serving as Lead Pastor of Teaching at The Village Church, Dallas, TX, in 2002. He describes his tenure as a replanting effort where he was involved in changing the theological and philosophical culture of the congregation. Matt is currently involved in church planting efforts through The Village and various strategic partnerships. In addition, he serves as president of Acts 29, a church-planting organization, with nearly 600 churches in the United States and around the world. A popular speaker throughout the country and around the world, Matt has written several books, including his most recent, **The Mingling of Souls.**



Joel Muddamalle works at Faithlife Corporation (makers of Logos Bible Software) as a National Conference Presenter. He speaks at over thirty conferences per year, logging over 100,000 miles in travel. Joel holds a B.A. in Biblical Studies, an M.S. in Organizational Psychology, and is finishing a M.Div. at Knox Theological Seminary. Prior to Faithlife, he served as a youth pastor and associate teaching pastor. As a child, Joel lived in India. His earliest memories are of his grandparents, missionaries, sharing the gospel in rural villages. His experiences in both eastern and western contexts has informs his passion for multiethnic ministry.



Daniel Rodriguez is Professor of Religion and Hispanic Studies at Pepperdine University in Malibu, California. He is author of *A Future for the Latino Church* (IVP Academic, 2011). He also serves on the board of directors for the National Hispanic Christian Leadership Conference and consults with denominational and local church leaders across the country regarding church planting and growth among Latinos in the United States. Daniel holds a Ph.D. in Intercultural Studies from Fuller Theological Seminary.



Plenary III



Noemi Chavez was born and raised in Los Angeles, CA. Noemi taught for the Los Angeles Unified School District before she began pastoring alongside her husband, Joshua, at 7th Street Church in Long Beach, CA. With two boys of her own, she is committed to training the next generation of leaders to serve the local church and communities in the future. Noemi serves on the board of the Young Women's Empowerment Conference, which focuses on reaching out to and connecting with at-risk girls in the foster care system who are also on probation. She is also on the board of student outreach at Biola University.



Wilfredo (Choco) De Jesus is the Senior Pastor of New Life Covenant Ministries, one of the fastest growing churches in Chicago, IL. In 2012, he released his first book, **Amazing Faith**, in which he shares his life story. In 2013, Pastor Choco was honored as one of TIME Magazine's 100 Most Influential People in the world. He released his second book, **In the Gap**, in 2014, and was elected to the Assemblies of God (AG) leadership team as an Executive Presbyter in August 2015. In this capacity he serves the world's largest Pentecostal denomination with some 65 million adherents.



Daniel Im is the Director of Church Multiplication for NewChurches.com and LifeWay Christian Resources. He is a Teaching Pastor at The Fellowship, a multisite church in Nashville, TN, and a co-author (with Ed Stetzer) of **Planting Missional Churches: Your Guide to Starting Churches that Multiply** (2nd ed.). He has a M.A. in Global Leadership and has served and pastored in church plants and multisite churches ranging from 100 people to 50,000 people in Vancouver, Ottawa, Montreal, Korea, Edmonton, and Nashville. He is passionate about the local church, and loves to help create systems, strategies, tools, and resources to accelerate multiplication.



Miles McPherson is the Lead Pastor of Rock Church in San Diego, CA, a church he planted in 2000. Previously, he played four years in the NFL with the San Diego Chargers. Following his football career, he worked as a youth pastor for Horizon Christian Fellowship in San Diego, CA. In 1991, Miles received a M.Div. from Azusa Pacific University's School of Theology. In 2013, he initiated "Do Something Church," dedicated to equipping churches to meet community needs through innovative strategies. Miles has written numerous books including, **Do Something: Make Your Life Count** and his latest, **God in the Mirror**.



Brian Warth is the founder and Lead Pastor at Chapel of Change Christian Fellowship, a fast growing, multiethnic, multi-campus church in Long Beach, CA. He and his wife, Laura, founded Chapel of Change in 2012 with a vision and mission to give fresh hope to families and the city. He is also the author of **Young Man Arise!**, a riveting autobiography that chronicles his rise from a broken gang member serving a life-sentence in a California prison. His story has been featured on CBN, TBN, TBN-Salsa and other media venues that have impacted millions of hearts with the fresh hope of the gospel.

Plenary IV



Michael O. Emerson is Provost at North Park University in Chicago, IL, acting as the university's chief academic officer, and Senior Fellow at Rice University's Kinder Institute for Urban Research. Prior to 2015, he was the Allyn R. and Gladys M. Cline Professor of Sociology and Academic Director of the Kinder Institute. He has authored or co-authored 15 books including, **Divided by Faith: Evangelical Religion and the Problem of Race in America**; and **People of the Dream: Multiracial**

Congregations in the United States. Emerson holds degrees in sociology from Loyola University (B.A.) and the University of North Carolina at Chapel Hill (M.A., Ph.D.).



Nesan Kistan is the Director of Multicultural Ministries for the Australian Eastern Territory of the Salvation Army (SA). Prior to this, Nesan and his wife, Cheryl served as SA pastors/officers of a multicultural church in Western Sydney, where God blessed their dream to see His house become "... a house of prayer for all nations," and the church grew dramatically. Nesan is passionate about seeing people come into a relationship with Jesus, and communities transformed by the power of God. He has been the Auburn (NSW Local Government) Citizen of the Year, and Club NSW winner of Heart of Community Award.



Kathy Khang serves as the director of campus access initiatives with InterVarsity Christian Fellowship (IVCF)/USA. She is the mother of three, wife of one. She loves Jesus, likes yoga, deep breaths, nail polish, lipstick, and the laughter and tears that she finds with her girlfriends. She is a writer, speaker, and coffee drinker. Her journey began in childhood through diaries and journals which soon moved her into newsrooms, and then to a co-author a book entitled, **More Than Serving Tea**. The book is about the intersection of faith, culture and gender, and tells just part of an important story of Asian American Christian women.



Dhathi Lewis planted Blueprint Church in 2009, in Atlanta, GA, where he continues to serve as Lead Pastor. He graduated from the University of North Texas and later, Dallas Theological Seminary where he earned a M.A. in Cross Cultural Ministries. Dhathi also founded The Rebuild Network, in 2011, in order to see more churches planted in the urban context. In addition, he is the BLVD Experience Team Director with the Send Network Team at the North American Mission Board, and pursuing a D.Min. in Great Commission Mobilization, with a focus on planting multiethnic churches in the urban context, from Southeastern Baptist Theological Seminary.



Dr. John M. Perkins is president of the John M. Perkins Foundation for Reconciliation and Development in Jackson, MS, and one of the leading Evangelical voices to come out of the American Civil Rights Movement. Born into Mississippi poverty, the son of a sharecropper, he fled to California at the age of seventeen, vowing never to return after a town marshal murdered his older brother. In 1960, however, he accepted Christ and returned to his boyhood home to share the gospel of Christ with those still living in the region. His outspoken support and leadership role in civil rights demonstrations resulted in repeated harassment, imprisonment, and beatings. Despite being a third grade dropout, Dr. Perkins has been recognized for his work with thirteen honorary doctorates from colleges and universities across the country. He has authored fourteen books including **Leadership Revolution; Making Neighborhoods Whole**; and his autobiography, **Let Justice Roll Down**.



Bob Roberts, Jr., is the founding and senior Pastor of NorthWood Church, in Ft. Worth (Keller) TX. NorthWood has started over 200 churches in the U.S., and is a center for training new pastors. He is a leading practitioner and writer on "Glocal" transformation of individuals, religious communities, NGOs, cities and global engagement, having worked extensively with the UN and various State Departments globally. Bob is a nationally and internationally recognized speaker and author of books including **Transformation; Glocalization; Real-Time Connections**; and **Bold as Love**. Bob is married to Nikki; they have two children and two grandchildren.

PLENARY SPEAKERS

Plenary V



Paul Louis Metzger, is Professor of Theology and Culture at Multnomah Biblical Seminary/Multnomah University, in Portland, OR. He is the founder and Director of The Institute for the Theology of Culture: New Wine, New Wineskins, and editor of its journal, *Cultural Encounters*. In addition, he oversees a grant from the American Association for the Advancement of Science aimed at preparing seminary graduates for more effective ministry in a scientific age. His numerous published works include **Connecting Christ: How to Discuss Jesus in a World of Diverse Paths**; and **Consuming Jesus: Beyond Race and Class Divisions in a Consumer Church**.



Oneya Fennell Okuwobi is a Ph.D. sociology student studying race and religion at The Ohio State University. She has fourteen years of experience in corporate finance. In ministry, Oneya serves as the Director of Cultural Inclusion at Peoples Church in Cincinnati, OH. She is a co-author of **Multiethnic Conversations: an Eight Week Guide to Unity in Your Church**, and the Director of City Cohorts for the Mosaix Global Network. Oneya is a graduate of the University of Virginia (B.A., Economics) and Regent University (M. Div., Practical Theology). She is married to Dele and they have one daughter, Candace.



Ed Stetzer, Ph.D., holds the Billy Graham Distinguished Chair for Church, Mission, and Evangelism at Wheaton College. He also serves as the Executive Director of the Billy Graham Center for Evangelism at Wheaton; as chair of the Evangelism and Leadership Program in the Graduate School; and as a teaching pastor at Christ Fellowship in Miami, FL. Ed has written twelve books including his latest, **Planting Missional Churches: Your Guide to Starting Churches that Multiply** (with Daniel Im), and hundreds of articles. He is a contributing editor for *Christianity Today*, a columnist for *Outreach* magazine, and is frequently cited or interviewed in news outlets such as USAToday and CNN.



Albert Tate is the founder and lead pastor of Fellowship Monrovia in Monrovia, CA, a gospel-centered, multiethnic and intergenerational church established together with his wife, LaRosa, in January 2012. Albert is a gifted and dynamic communicator who is passionate about sharing the Gospel of Jesus Christ with the local and global church. He has been a featured speaker at Willow Creek's Global Leadership Summit, and serves on the Board of Trustees at Azusa Pacific University and Fuller Youth Institute. Albert was recently published in **Letters to a Birmingham Jail: A Response to the Words and Dreams of Dr. Martin Luther King Jr.**



Gideon Tsang is one of the pastors of Vox Veniae in Austin, TX. Vox Veniae is a trying to live the church through their community space in Austin (Space12), and through partnerships globally in Afghanistan and India. Space12 hosts art shows, concerts, slam poetry events, computer classes, dance classes, and a book exchange program to inmates, while partnering with neighborhood associations and varying organizations. His wife, Karen, is a graphic designer and their house is filled with beautiful chaos via their two boys, Joshua, and Noah, and their two pups, Trixie and Mochi. Gideon is originally from Canada.

Worship Leader • Plenary I and III

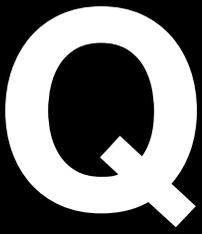
Nikki Lerner is the Worship Director at Bridgeway Community Church in Columbia, MD, an intentionally multicultural church. In addition, she is a cultural coach and translator, and a gifted musician whose primary instrument is voice. Bridging divides between people of different cultures through music and conversation is Nikki's passion. Nikki has produced three recording projects: *Nikki Lerner; Longings*; and her most recent, *The Things We Never Say*. In addition to being an artist and songwriter, she is a sought-after speaker, worship leader coach, and co-author of the book **Worship Together: In Your Church As In Heaven**.



Worship Leader • Plenary II, IV and V

Joshua Chavez is the Lead Pastor of 7th Street Church, a rapidly growing multiethnic, multi-generational church in Long Beach, CA, co-pastored with his wife, Noemi. He is also a recording artist and traveling worship leader who has led worship nationwide with organizations such as Promise Keepers; the Billy Graham Evangelistic Association; Urban Youth Workers Institute; Maranatha Music Worship Conferences, and others. Joshua is passionate about serving the local church and dedicated to partnering with local churches and church planters to help them create worship experiences that honor both culture and tradition while embracing diversity and change in a healthy way.





2017

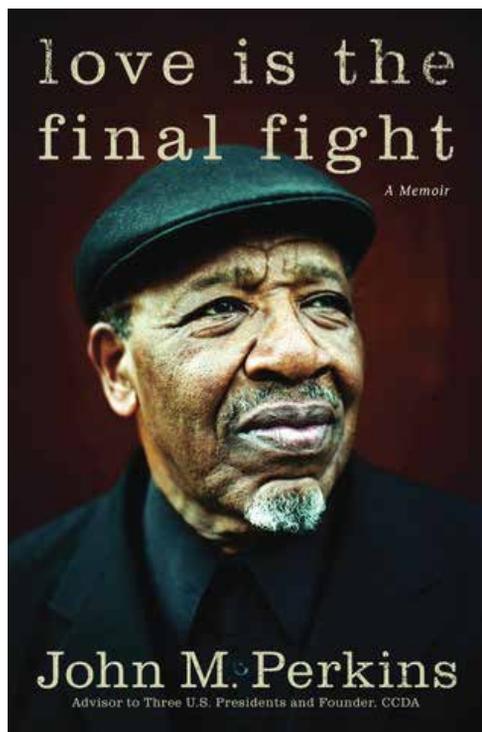
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An Invitation to Bless and Honor Dr. John M. Perkins



In honor of a lifetime of faithful, courageous, and sacrificial service to Jesus Christ and to His bride, the Church, and to countless others he's encountered along the way, Mosaic Global Network launched a \$100,000 fund raising campaign, in March of 2016, on behalf of Dr. John M. Perkins, his dear wife, Vera Mae, and the Perkins Foundation. Not long after, a gift of \$50,000 was received from a donor who has challenged us to match his effort.

Here at the conference, then, and with your help we have a chance, even the privilege, to do this. Indeed, what an amazing show of gratitude, tribute, and love it would be for us, collectively, to send Dr. Perkins home fully supplied and needs met in order to help him finish well without worry or concern.

Here is what we are asking you to consider and to help accomplish on his behalf:



Why?

For nearly 60 years, Dr. Perkins has given his life away to others in service of the kingdom. At 86 years of age, he continues to do so asking nothing in return. Nevertheless, he is winding down his itinerant ministry and hopes to finish well where his own family and ministry in Jackson, MS, are concerned. This money will help position the John and Vera Mae Perkins Foundation for long-term ministry impact as part of his legacy. And by updating facilities Dr. Perkins can host pastors and churches in his own city, in a season of his life where travel for him is no longer possible.

What?

The goal is to raise \$50,000 in pledged support here at the conference and/or by the end of the year, December 31, 2016, in appreciation of who he is and all he's done.

When?

It is our hope to receive from you as many pledges of support as possible here at the conference, and all monies received before the end of the year, no later than June 30, 2017.



Who?

Individuals, pastors and ministry leaders, educators and researchers, colleges, universities and seminaries, for profit and non profit organizations, denominations, neighbors and entire communities, alike, owe a debt of gratitude to this living legend and prophet of God. Indeed, everyone - those seeking to advance healthy multiethnic and economically diverse churches, Christian community development, biblical/social justice, and spiritual and economic hope to the poor, marginalized, and disenfranchised, etc. have not only benefitted from his pioneering efforts, but today stand upon his shoulders. Indeed, in one way or another, we all owe him a debt of gratitude and generosity in this twilight season of his life.

How?

Raising such a sum for so many can be achieved if every pastor, church, or organization, that has benefitted from Dr. Perkins' life and ministry, pledges themselves to get involved.

For example, all it takes is for 25 pastors, churches and/or organizations to raise \$50,000:

- 1 pastor, church and/or organizations pledge \$10,000
- 2 pastors, churches and/or organizations pledge \$5,000
- 4 pastors, churches and/or organizations pledge \$2,500
- 8 pastors, churches and/or organizations pledge \$1,250
- 10 pastors, churches and/or organizations pledge \$1,000

NOTE: 100% of the money given will be given to this cause!

Where to Pledge?

To pledge yourself, church, or organization here at the conference, please fill out a pledge card and return it to the Mosaix Global Network table in the lobby. We will also be giving you a chance to do so during our Thursday morning plenary session. Please be in prayer about this, and/or contact others at your church in advance of Thursday morning, in order to make a pledge before you leave the conference.

Ways to Give?

- Online via <http://www.mosaix.info/About/dr-john-m-perkins>
- If you prefer to mail a check, please make it payable and send to:
Perkins Heritage Fund
P.O. Box 10773
Jackson, MS 39289

Should you have any additional questions, please contact Mark DeYmaz (mark@mosaix.info).

On behalf of Dr. Perkins, his entire family, and the John and Vera Mae Perkins Foundation, Mosaix sincerely thanks you for considerations and support!



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MULTIETHNIC OF MONOETHNIC CHURCHES?

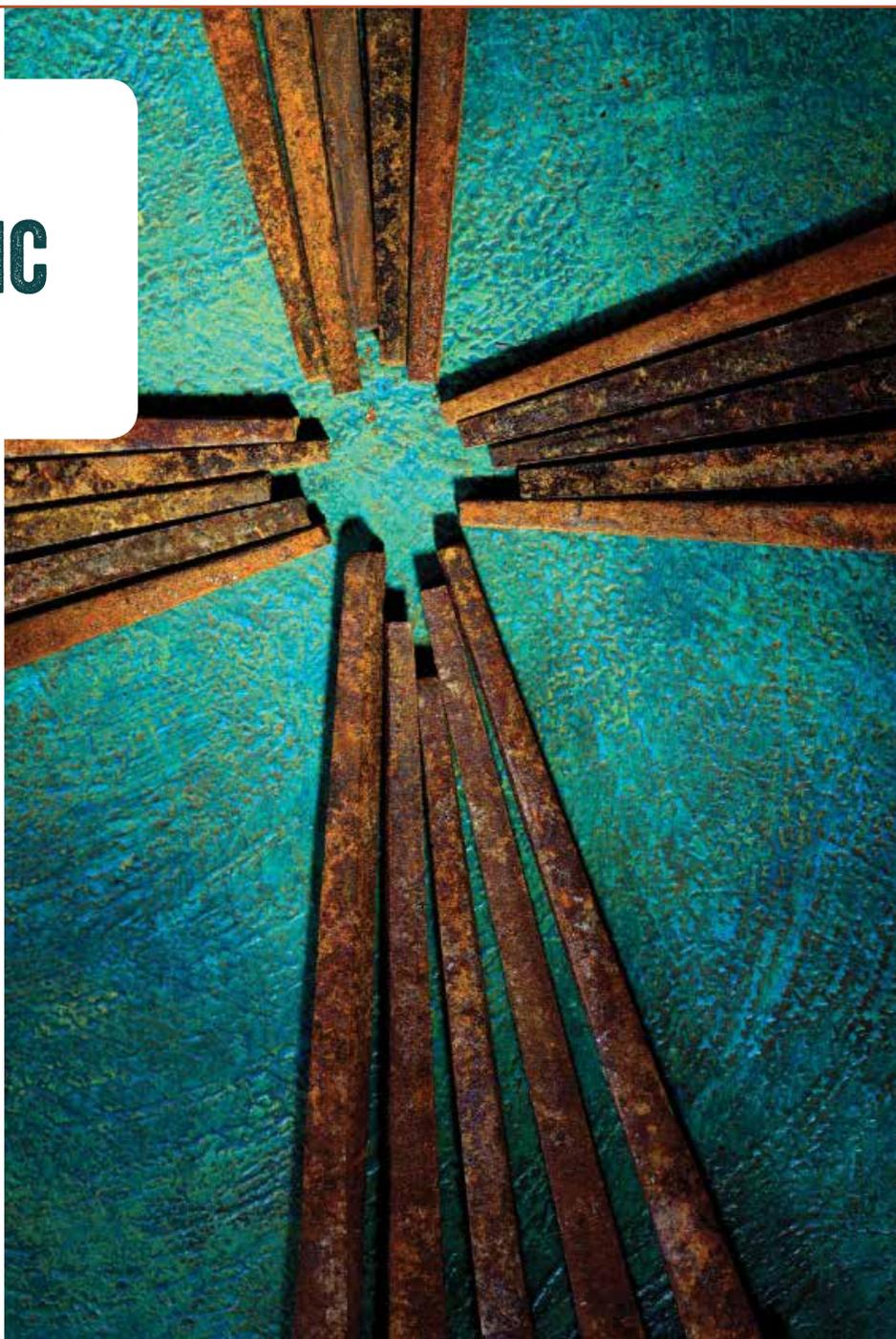
In 1963 Martin Luther King Jr. looked at the landscape of churches in America

and shared that 11:00 Sunday morning was the most segregated hour in this nation. He called it “tragic.”¹ I wonder if he would still say the same thing today? After all, according



to a recent project conducted by LifeWay Research, “Sunday morning remains one of the most segregated hours in American life, with more than 8 in 10 congregations made up of one predominant racial group.”² What they also discovered was that “two-thirds of American churchgoers (67 percent) say their church has done enough to become racially diverse. And less than half think their church should become more diverse.”³

Based on this research, it appears that most people are happy with a predominately monoethnic church. However, should they be? Is this merely a matter of preference, or should broader ecclesiological and theological implications be considered? What about Revelation 7:9–10: “After this I looked, and there was a vast multitude from every nation, tribe, people, and language, which no one could number, standing before the throne and before the Lamb. They were robed in white with palm branches in their hands. And they cried out in a loud voice: Salvation belongs to our God, who is



seated on the throne, and to the Lamb!”

If this is the vision John had regarding the bride of Christ in Revelation 7:9–10, I cannot help but wonder how many churches are missing out on this vision. If it’s true that God is going to gather individuals “from every nation, tribe, people, and language” (Rev 7:9) into his kingdom, then why do monoethnic churches remain the majority in a world that is progressively becoming multiethnic?

If this passage is truly describing the future vision of the Church, then why is there such a disparity? Why isn’t there more harmony and reconciliation among churches around the world? Is it possible that monoethnic churches are moving us away from this kingdom vision, or are they a necessity?

Is the debate between monoethnic and multiethnic churches merely a twenty-

“Based on this research, it appears that most people are happy with a predominately monoethnic church. However, should they be? Is this merely a matter of preference, or should broader ecclesiological and theological implications be considered?”



**questions?
interest?**
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first-century phenomenon, or is there wisdom to glean from the Israelites and the early church?

The Old Testament and Multiethnic Groups

Despite the assumption that God developed a multiethnic vision in the New Testament when the risen Christ commanded the apostles to “make disciples of all nations” (Matt 28:19, emphasis added), God was actually concerned with all cultures from the moment he created the first one.

Even though God chose Abraham and his lineage to be the specific nation to bring about his redemptive plan (Gen 12:1-3), nowhere does God state that this nation should be exclusive or eth-



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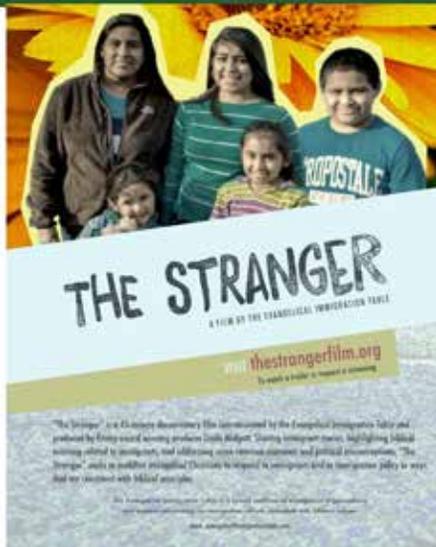
Find out more at www.ethnosnetwork.com

Continued on pg 22

Evangelical Immigration Table

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nocentric. This specific nation, later named the Israelites, had always been multiethnic in makeup, beginning with the patriarchs. For example, Jacob's family had "Aramean, Amorite, Canaanite, and Egyptian elements within it."⁴

Also, Moses and many of the other Israelites married non-Israelite women (Moses married a Cushite).⁵ Even when studying Jesus' genealogical history (Matt 1), you notice that non-Israelites, such as Ruth and Rahab, were incorporated not only into the nation of Israel but also specifically into the genealogy of the Messiah.

In addition, you also can't help but notice that God is deeply concerned for all ethnicities in the Old Testament, just as much as he is in the New Testament (see Ps 24:1; Jer 22:3; Isa 9:1-2; and most notably Isa 66:18-19.) This multiethnic vision in Isaiah 66:18-19 is reminiscent of the biblical vision in Revelation 7:9-10. It is evident that God, as described in the Old Testament, loves all nations and that his chosen nation is actually a multiethnic nation.

The New Testament and Multiethnic Groups

When examining the incarnation, the apostles, the early church, and the eschatological vision in the New Testament, the vision is even clearer. And it is multiethnic. Jesus, "in inaugurating his kingdom, mysteriously multiplies these three elements [the three essential components of nationhood: people, language, and land]



and transforms them. He brings people from all the nations for his kingdom.”⁶

Throughout his life, and notably in the Great Commission (Matt 28:18–20) and the promise of the Spirit (Acts 1:8), Jesus portrays God’s heart for all ethnicities. Continuing with Pentecost (Acts 2), God reveals his heart for every culture through the Holy Spirit and inevitably “sanctifies cultures and redeems people through this Pentecostal plurality.”⁷ The apostles, and more specifically, the apostle Paul, carry on this multiethnic ministry throughout the early church, most notably expressed in the church at Antioch. And finally, the ultimate expression of the Church, found in Revelation, is not monoethnic but multiethnic (Rev 5:9; 7:9–10; 15:4; 21:24; 22:2).

Footnotes:

- ¹ Martin Luther King Jr., Western Michigan University in Kalamazoo during a Q&A session with students and faculty, December 18, 1963.
- ² “Sunday Morning in America Still Segregated—and That’s OK with Worshipers,” Life-Way Research, accessed September 17, <http://www.lifewayresearch.com/2015/01/15/sunday-morning-in-america-still-segregated-and-thats-ok-with-worshippers>.
- ³ Ibid.
- ⁴ J. Daniel Hays, *From Every People and Nation: A Biblical Theology of Race* (Downers Grove, IL: InterVarsity Press, 2003), 85.
- ⁵ Ibid.
- ⁶ Elizabeth Conde-Frazier, S. Steve Kang, and Gary A. Parrett, *A Many Colored Kingdom: Multicultural Dynamics for Spiritual Formation* (Grand Rapids, MI: Baker Academic, 2004), 57.
- ⁷ Ibid.

*This excerpt is from Chapter 8 of **Planting Missional Churches: Your Guide to Starting Churches that Multiply** (2nd ed.) by Ed Stetzer and Daniel Im. Pick up a copy of the book to continue reading about the first multiethnic church and a comparison of mono-ethnic and multiethnic churches.*



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We Must Go Through SAMERICA

Earlier this year, I had the privilege to deliver one of the keynote messages at a mission's conference. In preparation to do so, the Lord laid it upon my heart to use this message to declare a new mission field. Indeed, until then, there were five continents to which my denominational tribe (EFCA) had sent missionaries. On that day, however, I declared North America to be the sixth mission field. And since I was speaking to missiologists, I put it in terms they could understand:

We must go through SAMERICA.

If you added up all the first generation immigrants in America today, they would constitute the 28th largest country in the world. I call this mission field SAMERICA. Metaphorically speaking, this is what happens when Samaritans will not stay put, but come in mass to America: Samaria + America = SAMERICA. For us, the term could also include the lost and marginalized in this country that likewise and desperately need to know the love of Christ. Therefore, my appeal to these pastors and missionaries was based on the Great Commission and the Great Commandment.

At the time I felt the message was well received. But one week later, a letter arrived asking questions. The first question it asked was, Are you legal? Another question asked if I worked for President Obama! Perhaps you can imagine how wounded I was to be so misunderstood and misinterpreted in my passion and motives. How could this person have missed the whole point of my message?



Rather than respond in writing, God led me to set up a phone call with this brother. I invited another observer to join us, as well. From the discussion, I learned that this brother had quit lis-

tening to my message as soon as I suggested we reach out to all immigrants. Sadly, in the moment, his mind turned to questions of legality causing him to miss my broader comments about the

opportunity and responsibility we have to reach out to them with the Gospel. Nor did he hear me say, as I did and believe, that any ministry to the undocumented must be within the bounds and rule of law. Thankfully, by the end of the call, we were once again on the same page.

Since I can't call everybody, let me give you four reasons why we must open our eyes to SAMERICA and seek intentionally to reach immigrants among us with the hope of the Gospel:

1. Their population is growing. Asians are actually the fastest growing group by percentage even if they are far fewer in total numbers compared to Hispanics. A key demographic stat is that the Hispanic population...accounted for most of the nation's total growth—56 percent—from 2000 to 2010. Because of this, my next comments will focus on them.

2. They are open to the Gospel. Hispanics are extremely open to the Gospel because, as a people group, they are very sensitive to spiritual things. According to the Hispanic Churches in American Public Life national survey, the 1st generation of Latino immigrants is 74 percent Catholic, and 15 percent Protestant. The 2nd generation is 20 percent Protestant. The third generation is 29 percent Protestant.

3. Hispanics are innately multi-ethnic. Through the years, the Hispanic population has intermingled with whites, Blacks, Native Americans, and Asians who migrated to Latin America after WWII. In addition, the population is multi-national comprised of people from Central and South American countries.

4. The "Tipping-Point". In 2003 the census bureau said that by 2050, America would be majority-minority. This year that number was amended to 2043. However already 17 of the largest 20 cities are majority-minority. Four states including the two largest states are already majority-minority with four other states to transition this decade.

In my view, to ignore the immigrant presence among us is to self-inflict a wound to the Church by applying the

Great Commission in a selective manner. It would be equivalent in my mind to the Hebraic Jews overlooking the Hellenistic Jewish widows in the daily distribution of food (Acts 6). Fortunately, church leaders in Jerusalem self-corrected; and so we should today. Indeed, it was Paul's gospel of Gentile inclusion that propelled the message of the Christ forward, and lit the flame for worldwide missions out of Antioch.

Make no mistake: immigrants are turning to the Lord! But it is the established local church, I fear, that may miss the blessing of God if it does not soon, and more passionately, embrace SAMERICA. Thankfully, there are increasing numbers of churches and ministries doing this with open arms. Still, there are far too many others being persuaded by ethno-centric rhetoric and the politics of alarmist media outlets. I encourage such churches to turn off the T.V. and tune into the biblical commandment to love others, indeed our neighbors, irrespective of borders.

Therefore, *compañeros*, we must go through SAMERICA, the mission field right outside our doors. Yes, we have already been commissioned to reach them for Christ, no different than any other peoples of the world. In this case, however, and by the sovereignty of God, we won't need to cross an ocean to do so: the people of SAMERICA are right across the street!

¹ www.census.gov/newsroom/releases/archives/population/cb13-112.html

² www.pewhispanic.org/2011/03/24/hispanics-account-for-more-than-half-of-nations-growth-in-past-decade/

³ www.nhclc.org/news/latino-religion-us-demographic-shifts-and-trend

⁴ <http://thinkprogress.org/election/2013/05/08/1978221/when-will-your-state-become-majority-minority/>



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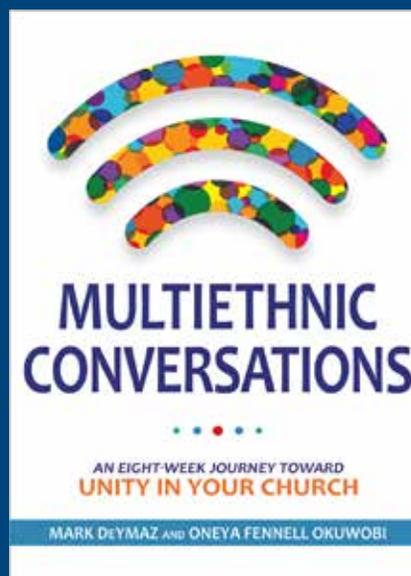
- **2001** – Publication of the book, **Divided By Faith**, marks the end of the Forerunner Stage and the beginning of the pioneer stage of the Multiethnic Church Movement. At this time, 7.5 percent of churches across the country have at least 20 percent diversity in their attending membership.
- **2003** – 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 Spoonts 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 multi-ethnic 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 Multi-ethnic 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 cohort in Cincinnati, OH, (MosaixCincy) with some thirty pastors meeting consistently each month for relational connection, mutual encouragement, and peer learning. MosaixCincy hosts a Mosaix Regional Conference at the National Underground Railroad Freedom Center in Cincinnati attracting 250 people to the event.

- **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. Twelve students are currently earning a doctorate in Redemptive Leadership & Organizational Development in the Multi-ethnic Context. Mosaix also hosts a Multi-ethnic 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-summit-sets-ambitious-goal-of-planting-1000-multi-ethnic-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 MosaixCLE, our second city cohort, and a third begins in Jackson, MS. 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.
- **2016**—The year is spent organizing the 3rd National Multiethnic Church Conference, November 1-3, in Dallas (Keller), TX. In partnership with Abingdon Press, Mosaix releases a sec-

ond book inclusive of its imprint: **re:MIX – Transitioning Your Church to Living Color** by Mark DeYmaz and Bob Whitesell. In this year, too, Wesleyan Publishing House releases **Multiethnic Conversations: An Eight-week Journey toward Unity in Your Church** by Mark DeYmaz and Oneya Fennell Okuwobi (formerly, **The Multiethnic Christian Life Primer**). An updated website (www.mosaix.info) is launched at the conference, featuring new products and services for 2017 and beyond.



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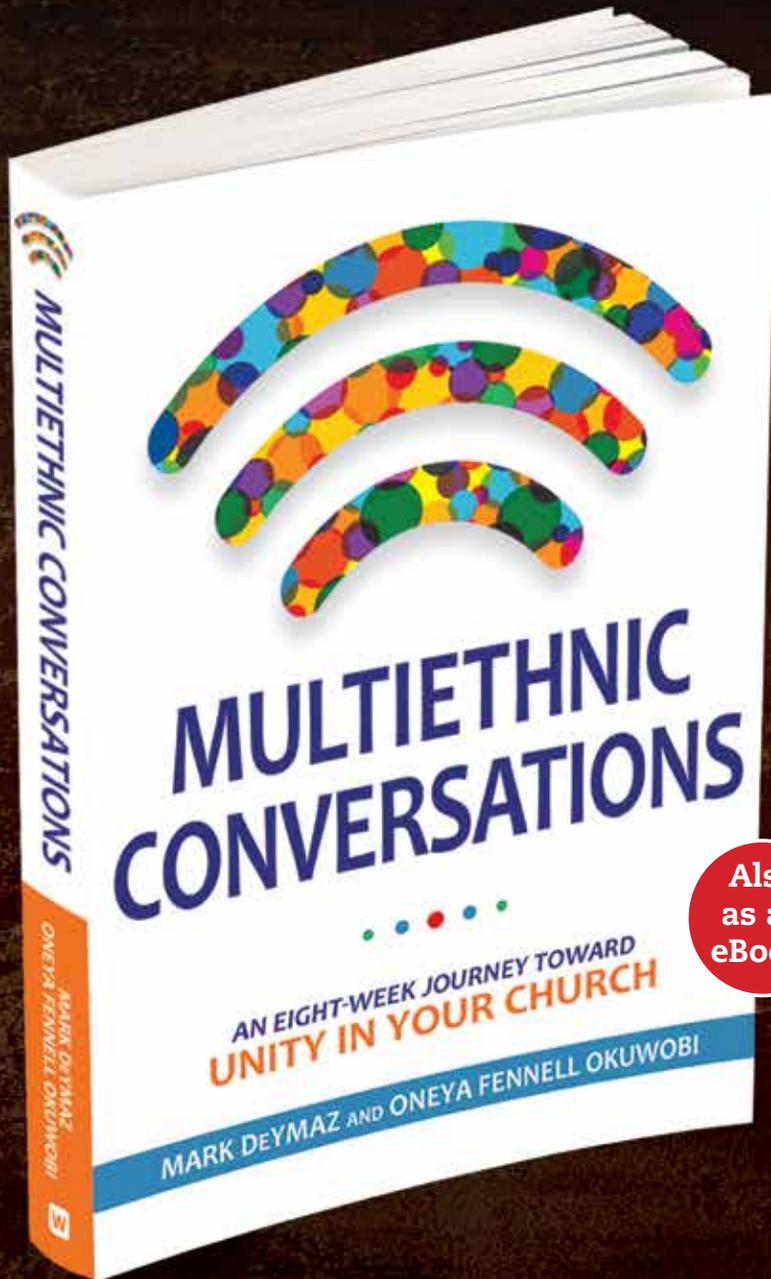
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Dr. Mark DeYmaz is the founding pastor and directional leader of the Mosaic Church of Central Arkansas, and the co-founder and president of the Mosaix Global Network. He is the author of many books including *Building a Healthy Multi-Ethnic Church*, which was chosen as a finalist for a *Christianity Today* Book of the Year Award and for a Resource of the Year Award sponsored by *Outreach* magazine (2008).



Oneya Fennell Okuwobi serves as the director of Cultural Inclusion at Peoples Church in Cincinnati, Ohio. She also directs City Cohorts for the Mosaix Global Network and is currently pursuing a Ph.D. in sociology, focused on race and religion, at The Ohio State University.



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WORKSHOP LEADERS



David M. Bailey believes that the Church should and can lead by example in cross-cultural engagement and reconciliation. He's the founder of Arrabon, a ministry that equips churches and organizations with the tools and resources to shepherd their community from aspirational values regarding diversity and reconciliation along racial, ethnic, and class divisions towards an embodied practice. David is an active speaker and strategist for organizations concerned with cross-cultural engagement and culture-making. He is the author of **Arrabon: Learning Reconciliation through Community and Worship Music**, and the producer of the Urban Doxology. He and his wife, Joy, live in Richmond, VA.



Dana Baker is the Pastor of Social Justice and Multicultural Ministry at Grace Chapel in Lexington, MA, where in 2000 she became part of the pastoral staff. In 2005, Dana was asked to lead a new initiative to intentionally respond to the growing multiethnic population of Grace Chapel and the New England region. For the past two years she has served as the campus pastor of Grace Chapel's fourth campus – seeking to develop a more missional model of ministry in the church's first campus without a majority culture. Prior to involvement at Grace Chapel, Dana practiced architecture for twenty years.



Brian Bantum is Associate Professor of Theology at Seattle Pacific University. A Black bi-racial son, the husband of a Korean American pastor, and father to three mixed-race children, Brian's theological questions emerged from a life knit from many communities, their struggles, their transgressions, and their practices of resistance. Following his first book, **Redeeming Mulatto**, Brian wrote, **The Death of Race: Building a New Christianity in a Racial World**, in which he offers a theology that begins with a God who creates us with difference, and asks how this might help us re-imagine a way forward in a racial world.



Leroy Barber is the co-founder and Director of the Voices Project, and currently serves as the College Pastor at Kilns College as well as the Director of @HopeMob. He has dedicated more than twenty-five years to eradicating poverty, confronting homelessness, restoring local neighborhoods, healing racism, and pursuing the beloved community. Leroy serves on several boards including Missio Alliance and the Christian Community Development Association (CCDA). He is the author of several books including, **Red, Brown, Yellow, Black and White: Who's More Precious In His Sight?** (co-authored with Velma Maia Thomas), and the forthcoming **Embrace: God's Radical Shalom for a Divided World**.



Chris Beard has been the lead pastor of Peoples Church in Cincinnati, OH, since 2001, and on staff since 1992. His desire is to see historical wounds affected by race and culture healed in and through the American Church. Peoples Church is a racially reconciling, generational rich, life-giving church thriving in the city, and it has assisted in the planting of more than a dozen churches to date, five of which have ethnic and generational compositions similar to its own. With worship and training opportunities available for individuals ranging from infancy to senior adults, people from thirty nations are currently engaged.



Santes Beatty serves as Director of Multiethnic Ministries for The Wesleyan Church World Headquarters. Formerly he was in youth and family ministry at Kentwood Community Church in Grand Rapids, MI. Prior to serving in full-time ministry, he was the Director of African American Affairs and Multicultural Services at Guilford College. Santes has an

M.A. in Youth Ministry Leadership from Huntington University; is the founder of Crossover Consulting; and is a coach for Mosaix Global Network. Both he and his wife, Nicole, are actively engaged in full-time ministry in Greensboro, NC, and call Christ Wesleyan their church home.

Chris Brooks is an ordained pastor whose passions are biblical justice and the wellbeing of children, youth and families. He has held ministry positions within the local church, with the Willow Creek Association, and with World Vision. In addition, he has taught Urban Studies on the faculty of a Christian University. He currently serves as a Regional Executive with Stadia. Chris has been married to Bobbi for 20 years. They have 4 children and live in the Twin Cities.



Ray Chang is originally from Southern California where he attended Biola University, majoring in Biblical Studies. From Biola he went to Talbot and Dallas Theological Seminary earning a M.Div. and a Masters in Sacred Theology. More recently, he completed a D.Min. at Trinity Divinity Evangelical School. Ray has extensive ministry experience in second-generation Korean American and multiethnic ministries. He planted Ambassador Bible Church in the metropolitan area of Washington, D.C. In 2000, Ray moved back to Southern California to become the Outreach Pastor at EV Free Fullerton, and in 2003 planted his second multiethnic church, Ambassador Church, in Brea, CA.



Maria Cheung was born and raised in Hong Kong and came to the United States in 1991 as a foreign student. For sixteen years she ministered full-time to families and children at First Baptist Church, a historic multiethnic congregation in Flushing, NY. In November 2015, she became the Family and Children Pastor at Mosaic Church in Little Rock, AR. Maria is currently finishing a D.Min. degree in Redemptive Leadership and Organizational Development in a Multiethnic Context at Gordon-Conwell Theological Seminary in Charlotte, NC.



Derek Chinn is director of the Doctor of Ministry program at Multnomah Biblical Seminary. He also a teaching elder at Common Ground Church, a multiracial congregation he helped to establish, in the Portland (OR) area. He has written about one approach to creating a multiracial church in **1+1=1: Creating a Multiracial Church from Single Race Congregations**.



Yucan Chiu was born in Chicago, IL, to immigrants from China. He met Jesus in his early teens, and has been involved in church planting since his early 20s. He is a church planter and network leader for a budding group called Ethnos, a group that focuses on planting multiethnic churches in the urban areas around major global universities. Yucan's wife of fifteen years is a specialist in educating under-performing children in public schools, and holds a doctorate in multicultural educational policy. They currently reside in the area surrounding New Brunswick, New Jersey, with their two pre-teen daughters.



Rodney Cooper is the Kenneth and Jean Hansen Professor of Leadership and Discipleship at Gordon-Conwell Theological Seminary in Charlotte, NC. He is also the Director of Graduate Programs in Counseling. Rod has a reputation nationally and internationally as a powerful and impactful communicator. He has spoken to a variety of audiences including Promise Keepers, Family Life, and consults with various organizations. Rod is a former chaplain for the Houston Oilers and the



WORKSHOP LEADERS

Houston Astros franchises, and has spoken to numerous other professional sports franchises. He has written numerous books, articles and published sermons.



Rob Daniels is Executive Pastor of Westbrook Christian Church in Bolingbrook, IL. Having grown up in an ethnically diverse community and having a multiethnic family has shaped a unique perspective on issues related to race, ethnicity and faith. Rob's focus is to be an advocate for recognition, repentance, reconciliation, and restoration as it relates to racism and other issues of race and ethnicity in the context of the local church. He has served churches both internationally and nationally along with his wife, Ruthie, and their family, gaining a wealth of practical insight on leadership issues in the local church.

Josh Davis is a multiethnic worship leader, clinician, songwriter, ordained minister, and music missionary. He served as a missionary to the Dominican Republic before founding Proskuneo Ministries, a ministry that exists to bring nations together in worship on earth as it is in heaven. Josh lives with his wife and four children in Clarkston, GA where over sixty languages are spoken in a 1.5 mile radius.



Linda DeYmaz is a wife, mother and author of two books, including, **Mommy, Please Don't Cry**, a 2004 Retailer's Choice Nominee, an anointed resource providing hope and comfort for parents who grieve the loss of a child. The book was born from Linda's own experience, the death of her daughter, Alexandra Grace, delivered stillborn on Easter morning, 1995. **Mommy, Please Don't Cry** is considered a seminal work on child loss with more than 100,000 copies sold to date. In 2001, she helped plant Mosaic Church in Little Rock, AR, with her husband, Mark; and in 2006, launched Linda DeYmaz Interiors.



Alex Diaz is originally from Venezuela, and moved to the United States in 2004. He served as worship pastor at churches in the Midwest before moving to South Florida for eight years where he planted churches and served as a campus pastor. Currently, he is the Next Generation pastor and a teaching pastor at Mosaic Church in Little Rock, AR. He is actively engaged in reaching Millennials through a partnership of ministries called, The Collective. Alex studied law at Universidad Central de Venezuela, holds a B.S. in Biblical Studies from Cincinnati Christian University, and has done graduate work at Liberty University.



Erin Diaz graduated Magna Cum Laude from Indiana University and earned her M.Div. from Cincinnati Christian University in Practical Ministries. Later, she taught for the Broward County School District for eight years while serving in local church ministry alongside her husband, Alex, in South Florida. Currently, Erin is the Director of First Impressions at Mosaic Church in Little Rock, AR, and together with Alex is engaged in next generation pastoral ministry. In addition, she serves in various capacities with Mosaic Global Network, most recently as the sponsor and volunteer liaison for Mosaic's 3rd National Conference in 2016.



Ron Dotzler married his wife, Twany, in 1980. Today they have fourteen children! In 1988 his family moved to north Omaha, NE, and founded ABIDE, a 501(c)3 non-profit organization committed to the revitalization of the inner city. Ron's recent book, **Out of the Seats and Into the Streets** describes his passion and experience in revitalizing the inner city, one neighborhood at a time. He has trained



and released over 150 emerging leaders, planted 8 churches, mobilized over 50,000 volunteers, and helped launch over 25 non-profits. He is the chairman of ABIDE, and founding pastor of Bridge Church in Omaha.

Twany Dotzler and her husband, Ron, met in college in Missouri, were married in 1980 and have 14 children. In 1988 she and her family moved into north Omaha and founded ABIDE, a 501(c)3 non-profit organization committed to the revitalization of the inner city. Twany has been instrumental in developing discipleship material, discipling women, and in co-leading efforts with pastors and leaders focused on reconciliation and diversity. Twany and Ron have received extensive awards from the mayor, governor and other groups for their revitalization work. She is currently working alongside her husband training a diverse group of emerging pastors, leaders, and churches.



Damon Duran and his wife, Saehee, planted Life360 Church in Springfield, MO (2014). Life360 is a multiethnic church in one of the least diverse cities in America. His desire is to build a bridge to the intercultural community, and for the church to be a place where cultural and ethnic diversity is celebrated not merely tolerated. He also serves as a Springfield Police Department chaplain and a U.S. home missionary with the Assemblies of God. Damon's D.Min. project is entitled, "Intentionally Diverse: Raising Awareness in the Life 360 Church Network of the Multiethnic Community in the Springfield, MO, Metropolitan Area."



Saehee Duran co-pastors Life360 Church with her husband, Damon, in Springfield, MO. She also serves in the Discipleship Department at the Assemblies of God National Leadership and Resource Center, and is a member of the U.S. Missions Board. She is one of the pioneering leaders of Connect 5, focusing on empowering women in ministry at the district level. She graduated with a Masters of Christian Ministries degree from the Assemblies of God Theological Seminary and was the commencement speaker in 2016. She serves her city as the only female police chaplain and as an interpreter for the Korean community in Springfield.



Chuck Eastman taught public speaking to college students for seven years, both in the United States and bi-vocationally as a missionary in China. In 2011, he became the Student Ministries pastor at Mosaic Church in Little Rock, AR, where his experience overseas spurred his passion for ministry to underserved, un-reached, and un-churched young people in the city. In 2015, he became the campus pastor of Mosaic's Conway (AR) campus. Chuck holds a B.S. in Psychology from College of the Ozarks, an M.A. in Communications from Missouri State University, and an M.A. in Theological Studies from the Assembly of God Theological Seminary.



Chip Freed was the CEO/President of Mahoning Municipal Products prior to full-time ministry. Since 2004, he has served as the Lead Pastor at Garfield Memorial (UMC) in Cleveland, OH. Under his leadership, Garfield's membership has increased significantly. The church has added a second campus and in so doing become the first multi-site ministry and live video venue in the UMC's East Ohio Conference. Today, Garfield is one of the Midwest's most multiethnic and economically diverse churches, and Chip is an active advocate speaking at conferences and coaching pastors. He is currently writing a book entitled, **Two Segregated Souls Never Meet God**.



WORKSHOP LEADERS



Rich Gorman is the co-founder and co-pastor of NewStory Church on the north side of Chicago, IL. NewStory is committed to advancing four specific commitments in the Edgewater neighborhood and throughout greater Chicago: *Racial Reconciliation; Mental Health Justice; Creation Care;* and to serving Swift Elementary School. Rich is a teacher-prophet with a passion for engaging the beauty and mess of our world.

He authored the e-book, **Just Step In**, and was featured in a Christianity Today article entitled “Racial Reconciliation Through Small Groups.” Rich is involved with #ChalkTheBlock, and with the 48th Ward Alderman in helping restore God’s dream for Chicago.



Trey Grant is a graduate of Hampton University and has an M.A. in Religion from Redeemer Theological Seminary in Dallas, TX. Prior to full-time ministry, Trey spent four years in corporate America working for several Fortune 500 companies. He later served for six years on the pastoral staff at Irving Bible Church in Irving, TX, first as a student ministries pastor and then as church planting resident. In 2015 Trey planted The Well Church – a Christ-centered, disciple-making, multiethnic church in Keller, TX. As lead and teaching pastor he casts vision, provides direction, and equips leaders to advance the gospel.

At the time, she was one of the youngest such executives in the country. Utilizing the tools she’s learned to influence, create relevant ministries and transform communities. Stephanie is presently developing and leading innovative Leadership Cohorts for multi-cultural, multiethnic churches and others in Western North Carolina, in partnership with Mosaix.



Stephanie Hand serves on conference staff for the Western North Carolina Conference of the United Methodist Church in the area of Congregational Development. Formerly, she was the lead pastor at Providence UMC in Charlotte, NC. Prior to her call to ministry, Stephanie was an executive for a Fortune 500 Company managing airports and operations.

At the time, she was one of the youngest such executives in the country. Utilizing the tools she’s learned to influence, create relevant ministries and transform communities. Stephanie is presently developing and leading innovative Leadership Cohorts for multi-cultural, multiethnic churches and others in Western North Carolina, in partnership with Mosaix.



Tara Harrison is the Children’s Pastor at Kentwood Community Church, a multiethnic faith community in Kentwood, MI. She received an M.A. in Children and Family Ministries from Bethel Seminary, and has over twelve years of experience in full-time ministry as a Children’s Pastor. God has given Tara a passion for teaching children and equipping adults for ministry to the next generation. She wholeheartedly believes that children are fellow heirs and examples of God’s kingdom. From week to week she is humbled to lead God’s “little lambs” in engaging, exciting, and faith-filled ways, and to share the gospel of Jesus Christ.

From week to week she is humbled to lead God’s “little lambs” in engaging, exciting, and faith-filled ways, and to share the gospel of Jesus Christ.



Mark Hearn is a native of Pulaski, VA, and has served as pastor in six other churches prior to coming to First Baptist Duluth (GA). Previously, he was the Senior Pastor of Northside Baptist Church in Indianapolis, IN. He has been President of the State Convention of Baptists in Indiana, and a Trustee for Lifeway Christian Resources. In 2009, he authored the book **Being Church 101**. His latest book is **Project 57: A Church’s Journey from Monocultural to Multicultural Ministry** (Holman Publishing, 2016). Mark earned an M.Div. degree from The Southern Baptist Theological Seminary, and a D.Min. from Luther Rice Seminary.

Mark earned an M.Div. degree from The Southern Baptist Theological Seminary, and a D.Min. from Luther Rice Seminary.



Beau Hughes has served as a pastor of The Village Church in Denton, TX since June 2007. In 2004, he received his bachelor’s degree in Christian Ministries from George Fox University in Newberg, OR. Beau completed his theological studies at The Southern Baptist Theological Seminary in Louisville, Kentucky, where he received his M.A. in Christian

Leadership (2014), and a D.Ed.Min. in Executive Leadership (2016). Beau married his wife, Kimberly, in the same month that he began pastoring in Denton, where they live with their four children, just a few blocks away from the church campus.



Travis Hurley is the V.P. of Development and Diversity for Ozark Christian College (OCC). He is a graduate of OCC, and holds an M.Div. from Cincinnati Christian University. Travis spent ten years as the lead minister of a multiethnic congregation in the Maryland suburbs of Washington, D.C., before returning to OCC to help with their diversity initiative. Currently, he is pursuing a D.Min. in Redemptive Leadership and Organizational Development in a Multiethnic Context at Gordon-Conwell Theological Seminary in Charlotte, NC. Travis serves as Director of Coaching for Mosaix Global Network, and as Director for the Dream of Destiny Initiative.



Jason Janz has a M.A. in Theology and has served as a pastor since 1996. He is an education activist and social entrepreneur with a burden for helping the poor, developing leadership, and world missions. Jason is the founder of Providence Bible Church; co-founder of Upstream Impact, a high-impact poverty elimination program, where he also serves as its Executive Director; and of CrossPurpose. Jason enjoys the mountains, leadership, reading, and being with his family. He and his wife, Jen, live in the Whittier neighborhood of inner city Denver with their four boys.



Tommy “Urban D.” Kyllonen is the Lead Pastor at Crossover Church in Tampa, FL. His church hosts the annual Flavor Fest Urban Leadership Conference; publishes *S.O.U.LMAG* magazine; and hosts *S.O.U.LMAG TV*. *Outreach* magazine listed Crossover as one of the most innovative churches in America due to their use of the arts and outreach to engage multiethnic urban culture. Tommy is also a Hip-Hop artist that has recorded eight full-length albums and performed extensively. Tommy leads the Urban Coaching Network for urban church planters and has authored three books, including his latest entitled, **ReBuild: Reset Your Life. Renew Your Church. Reshape the World.**

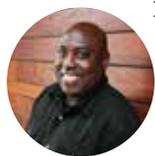


Mike Leonzo is the founder of Living Water Community Church in Harrisburg, PA, where he has served for fifteen years as Lead Pastor. Living Water is a thriving multiethnic, economically and educationally diverse church family. Mike holds a B.S. in Computer Systems and Mathematics from Grove City College, and spent eleven years working for AMP Incorporated. In 1997, Mike moved to Findlay, Ohio and enrolled at Winebrenner Theological Seminary where, in 2000, he earned a M.Div. Mike serves on a variety of committees/initiatives in his community and lives in Harrisburg with his wife Kathy. They have three grown children.

WORKSHOP LEADERS



Harry Li is the Senior Pastor of Mosaic Church in Little Rock, AR. He joined Mosaic in the fall of 2002, and is a co-author of the book, **Leading a Healthy Multiethnic Church** (formerly **Ethnic Blends**). Prior to becoming a pastor, Harry was an Associate Professor of Electrical Engineering at the University of Idaho in Moscow, ID, where he taught for ten years. He has a passion for prayer and helps lead the citywide pastors' prayer movement in Central Arkansas. In addition, Harry consults with a variety of educational institutions, nonprofit organizations and businesses on leadership issues related to diversity.



Eric Lige is the Programming Arts Director at Ethnos Community Church, a multiethnic Christ-centered faith community in San Diego, CA. In addition to his role at Ethnos Community Church, he also serves as a mentor to college students at the University of California in San Diego and at San Diego State University. Eric is an international recording artist, songwriter, worship leader, inspirational teacher, and speaker. He frequently partners with InterVarsity Christian Fellowship to lead multiethnic worship on college campuses throughout California, New Jersey, and New York. Eric resides in La Jolla, CA.



Dave Lopez has over eighteen years of domestic and international ministry experience serving as both a pastor and church-planting missionary in Italy through the International Mission Board. He has also served with Hope for Miami, a 501(c)(3) nonprofit focused on strengthening families, children and youth. In 2010, Dave joined Christ Fellowship in Miami, FL as the downtown campus pastor. Currently, he serves as an elder at Cornerstone Miami; as an associate consultant with Mosaix Global Network; and as a generosity strategist with Generis. He will soon complete an Ed.D. in Intercultural Studies at Western Seminary (Portland, OR) with an emphasis on Hispanic culture and ministry.



Alejandro (Alex) Mandes serves with the Evangelical Free Church of America (EFCA) and currently leads their multicultural ministries effort. In addition, he is the Executive Director of Immigrant Hope and Director of Gateway Theological Institute. Alex received his undergraduate degree in Social Work from the University of Texas, his Th.M. and D.Min. degrees from Dallas Theological Seminary in Dallas, TX. Over the past twenty-five years, he has started sixteen new ministries to serve the underserved and vulnerable in society. Alex is a passionate advocate for all people, Christian or otherwise, whose desire is to advance the Great Commission and the Great Commandment.



Matt McGue planted a healthy multiethnic church in Charlotte, NC, in 2004. Later, God called him to plant another diverse, gospel-centered, difference-making church; this time in the Deep South. In both cases Matt partnered with Stadia, and in 2014 One Church was launched in Jackson, MS. He was coached by Mark DeYmaz and additionally, for the past two years, has been mentored by Dr. John Perkins, founder of the Christian Community Development Association (CCDA), author, civil rights veteran, and international authority on diversity and reconciliation. Matt has been married for thirty years to Sara. They have two sons and two grandchildren.



Mont Mitchell is the Senior Pastor of Westbrook Christian Church in Bolingbrook, IL, a southwestern suburb of the city of Chicago. Mont and his family moved to the Chicago area in February of 1996 and planted Westbrook in October that year. Westbrook is a multicultural church committed

to reaching all people of all ethnicities in their region, as well as planting additional church planting churches. Most recently the church launched Gente Unida Ministries, a Latino congregation, and Nations Chapel, an East African congregation. Mont holds a B.A. degree from St. Louis Christian College, and a M.M. degree from Kentucky Christian University.

Dele Okuwobi is the Associate Pastor at Peoples Church in Cincinnati, OH. Originally from Lagos, Nigeria, in West Africa, he was raised in New Orleans, LA, and completed collegiate studies at Bethesda Bible College. Dele is a licensed minister with the Assemblies of God and has served in ministry since 2000. He moved from New Orleans to Cincinnati in 2004, and served as the Youth Pastor at Peoples Church from 2006 to August 2015. His greatest passion in life is to see Jesus magnified in the lives of others. He is married to Oneya Fennell Okuwobi, and they have one daughter, Cadence.



Juan Peña moved to Denver, CO, in 2008, to be a part of the elder team at Providence Bible Church, a multiethnic church plant. He is deeply engaged in serving the Near Northeast Community in Denver. He is a founding board member of University Preparatory School, a K-5 charter school. In addition, Juan is the Chief Program Officer for Upstream Impact, a high-impact poverty elimination program. He is the Executive Director of the Providence Center for Urban Leadership Development, a two-year fellowship program for emerging church leaders. Juan is originally from Colombia, and immigrated to the United States as a Spanish-speaking 14-year-old.



Kyle Ray joined the staff of Kentwood Community Church (KCC) as the Outreach Pastor in 2006. He served in that role until moving into the Lead Pastor role in January 2010. Kyle is a graduate of the University of Michigan and Georgia Tech with B.S. and M.S. degrees in Mechanical Engineering. Previously, he worked in the automotive industry before going to seminary in 2003. He earned a M.Div. at Asbury Theological Seminary in 2006. Kyle is passionate about Christ-centered leadership development and seeks to equip people to live out the vision God has given to KCC, to be a healthy multiethnic church.



Corey "Cayerio" Sanders is an artist, visionary, and church planter. He moved to Homestead (Miami), FL, in 2014, to plant The Movement Church – a healthy community of diverse disciples leveraging who they are to change the world around them. Originally from Memphis, TN, Corey developed a passion for the hurting, broken, and lost in the urban context; and from serving in para-church ministries among the urban poor, found his calling. Today, he is leading others to bring systemic change and flourishing hope to his community, and doing what he was born to do alongside his best friend, Robin, and their five children.



Natasha Sistrunk Robinson is the author of **Mentor for Life: Finding Purpose through Intentional Discipleship** and the visionary founder of the nonprofit, Leadership LINKS, Inc. She is a graduate of Gordon-Conwell Theological Seminary Charlotte (M.A. Christian Leadership) and the U.S. Naval Academy. A former Marine Corps officer, Natasha has over 15 years of leadership and mentoring experience in diverse settings. She serves as a community advocate and lay leader of Grace Community Church, a multiethnic church in Greensboro, NC., and is a sought after speaker, leadership consultant, and mentoring coach.



WORKSHOP LEADERS



Jonathan Seda has been the Senior Pastor of Grace Church in Dover, DE, since 1983. He received degrees from Houghton College; Biblical Theological Seminary; and Covenant Theological Seminary. Serving on the Boards of Covenant Seminary, Young Life, and Mosaix Global Network, Jonathan's passion is for multiethnic, cross-cultural worship and ministry. He desires not only to see this lived out at Grace Church, but also within and throughout the Presbyterian Churches of America (PCA), his own denomination, and beyond. Married since 1975, Jonathan and his wife, Dale, have four children and six grandchildren.



Grant Skeldon is the founder of INITIATIVE, a missional millennial network. In response to millennials being labeled as non-committal, critical, entitled, slacktivists, INITIATIVE's mission is to shift culture by making millennials Christ-loving, city-changing, church-investing, disciple-making, local missionaries. He serves on the advisory boards for Harvest America and Movement Day Greater Dallas. He co-founded a missional training organization, Breakdown Ministries, when he was twenty years old. He now lives and goes to church in West Dallas, where he serves on the preaching team at Mercy Street Church, a multicultural, urban church plant.



Scott Temple became the General Council Director of the Office of Ethnic Relations in November 2009. He serves as the General Council advisor and advocate for twenty-two different ethnic/language fellowship groups. He also serves the General Superintendent on the AG's Commission on Ethnicity. Scott was formerly the Senior Pastor of a minority-majority church in the metro NYC area; senior pastor of Park Crest Assembly of God in Springfield, MO; and together with his wife, Susan, planted a church in PA. In addition, he served for seven years in the Assemblies of God Division of US Missions as the National Director of Intercultural Ministries.



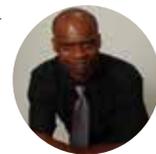
Dr. John Teter is the founding and Senior Pastor of Fountain of Life Covenant Church, a multiethnic and multi-class church in Long Beach, CA. He is also the Church Planting Team Leader for the Evangelical Covenant Church (ECC). Previously, John served for twelve years with InterVarsity Christian Fellowship, before he and his family moved into the inner city of Long Beach to incarnate God's love and make disciples. He is passionate about calling, training, and sending the next generation of church planters. John is the author of **Get the Word Out**, and co-author of **Jesus & the Hip Hop Prophets**.



Michelle Warren, M.P.A., is the Advocacy and Policy Engagement Director for the Christian Community Development Association, based in Chicago, IL. She has worked in Christian community development for twenty-three years as an educator, non-profit manager, and public policy specialist. Michelle is an adjunct faculty member at Denver Seminary teaching "Political Advocacy, Doing Justice in the Public Square." She is part of the Evangelical Immigration Table and the Western Regional Consultant for the National Immigration Forum's "Bibles, Badges & Business" campaign. Michelle lives in Denver, CO, with her husband, David, the executive director of Open Door Ministries, and their three children.

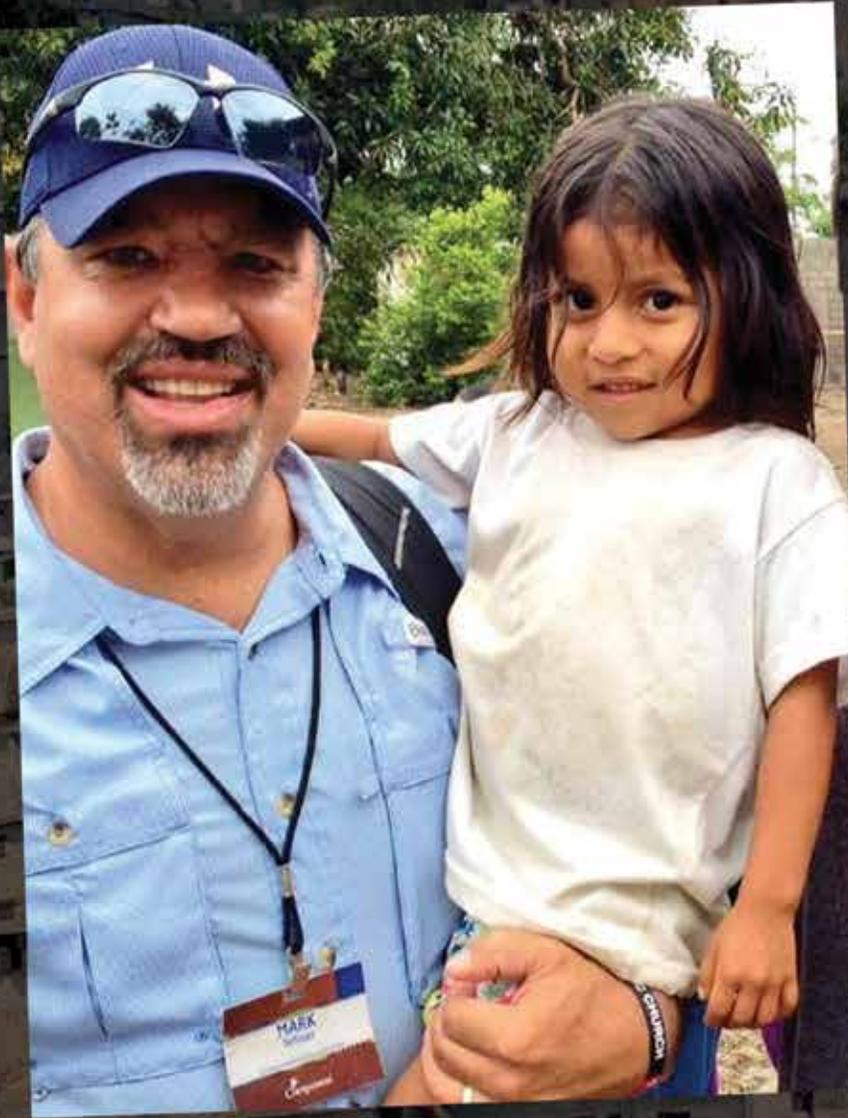


Chris Williamson is the founder and Senior Pastor of Strong Tower Bible Church, a racially diverse church established twenty-one years ago in Nashville, TN. His passion is to bring balance in an age of extremism by advancing awareness, education, and reconciliation. Although social issues are of great importance, Chris maintains the driving force in all things must be the gospel of Jesus Christ. He is the author of two books including, **One But Not The Same: God's Diverse Kingdom Come Through Race, Class, and Gender**. Chris holds a Doctorate in Strategic Leadership from Regent University's School of Business and Leadership.



George Yancey is a Professor of Sociology at the University of North Texas. He is co-founder of Mosaix Global Network and author of Christian works such as **One Body, One Spirit: Principles of Successful Multiracial Churches**, and **Beyond Racial Gridlock: Embracing Mutual Responsibility**, as well as several academic books on these topics. His recent work focuses on academic bias and anti-Christian hostility. He has written **Compromising Scholarship**, a book that explores religious and political biases in academia; **So Many Christians, So Few Lions**; and **Hostile Environment**. Currently, he is working to create the first Christian Studies center on a secular campus.

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TRACK 1 - BIBLICAL THEOLOGY

Session A - Wednesday, Nov 2 (10:45a)

Racial Reconciliation and “The Mystery of the Gospel” • Jonathan Seda

In this workshop, Jonathan presents the biblical argument that racial reconciliation is essential to the gospel by focusing on the Apostle Paul’s teaching concerning “the mystery of the gospel” in his letter to the Ephesians.

Session B - Wednesday, Nov 2 (1:30p)

Gentile Lives Matter • Leroy Barber

This workshop will take a look at a theological construct for diversity and why Black Lives Matter is important to contemporary issues of race in society and why that should be important to church planters and pastors.

Session C - Thursday, Nov 3 (10:45a)

Ethnic Diversity at an Infinite Cost • Inés Velasquez-McBryde

The pursuit of ethnic diversity in the local church is not optional; it’s biblical. Come consider why God expects His redeemed, diverse children to live as one in unity and purpose on earth as it is in heaven.

Session D - Thursday, Nov 3 (1:30p)

Bridging the Gap: From Theology to Innovation • Ray Chang

Theology must be rooted in Scripture; but theology apart from contextual practice is dead orthodoxy. Join Ray to learn how a healthy multiethnic church helps bridge the gap by fusing creativity and innovation with an opportunity for the gospel.

TRACK 2 - MULTIETHNIC CHURCH PLANTING

Session A - Wednesday, Nov 2 (10:45a)

Antioch: Developing Urban Apostles • John Teter

The model for church planting in the New Testament is not Jerusalem; it’s Antioch. Come learn why and how this multiethnic, multi-class community became the premier sending church of the first century, and what it means for us today.

Session B - Wednesday, Nov 2 (1:30p)

MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz

Join Matt Chandler, Alejandro Mandes, John Teter, and Stephanie Hand, in the sanctuary to discuss the mandate, opportunities, challenges, and progress of multiethnic church planting.

Session C - Thursday, Nov 3 (10:45a)

From Crazy to Credible • Albert Tate

Planting a church is hard: planting a multiethnic church is downright crazy! Join Albert to consider where to begin, how to pray, mistakes made, and lessons learned by a multiethnic church planter in the greater Los Angeles area.

Session D - Thursday, Nov 3 (1:30p)

Planting Multiethnic in a Mono-ethnic Community • Brian Warth

The vision to plant a multiethnic church can be intimidating. Yet if God has called you, He will do it! Come be inspired by Brian’s story of faith, courage, and effectiveness as a planter in Long Beach, CA.

TRACK 3 - HOMOGENEOUS CHURCH TRANSITION

Session A - Wednesday, Nov 2 (10:45a)

Our Story of Transition • Beau Hughes

This workshop explores the journey and lessons learned from one church’s transition from being a homogenous congregation to a multiethnic one. Come learn from Beau and the story of Village Church in Denton, TX.

Session B - Wednesday, Nov 2 (1:30p)

The Ripple Effect of Intentional Cross-Cultural Engagement • Kyle Ray

When a homogeneous church determines to dive into the pool of cross-cultural engagement, the ripples spread far and wide. Join Kyle to see how first century church transitions from a “Jews only” mindset are influencing the development of healthy multiethnic churches today.

Session C - Thursday, Nov 3 (10:45a)

From Club to Kingdom • Chip Freed

After thirty years of decline, Garfield Memorial today is a vibrant multiethnic church of 1,300 in three locations. Come break down its transition to living color, and explore methods that may fit your own particular context.

Session D - Thursday, Nov 3 (1:30p)

The Practices, Pitfalls, and Price of Transition • Mark Hearn

For nearly a decade, the city of Duluth, GA has been a Majority-Minority city. Come learn how a formerly homogenous church, First Baptist, has embraced transition to become a church in which 37 nations are represented today.

TRACK 4 - SOCIOLOGICAL INSIGHTS

Session A - Wednesday, Nov 2 (10:45a)

Colorblindness or BLM: Is there a Third Way? • George Yancey

In this workshop, George explains why colorblindness and BLM activism is ultimately flawed, and suggests a third way to address racial controversy and promote unity in the Body of Christ, one that is more biblically centered.

Session B - Wednesday, Nov 2 (1:30p)

Should We Discuss Race in Our Diverse Churches? • Michael Emerson

As multiethnic church leaders when, if ever, should we talk about race and ethnicity within our churches? Drawing on research and promising practices, Michael will facilitate an in-depth discussion of this important but often confusing topic.

Session C - Thursday, Nov 3 (10:45a)

How to Move from Fraternity to Family • Paul Louis Metzger

Homogenous churches can operate like Aristotelian fraternities; the Bible, however, presents the church as an extended family of agape. Come explore this biblical emphasis, consider non-exclusive forms of affinity, and social psychology’s treatment of diverse moral intuitions.

Session D - Thursday, Nov 3 (1:30p)

You Can’t Build the Temple and Leave the High Place Alone

• Oneya Okuwobi

How should pastors address issues of race and inequality? Oneya will provide a clear definition of race, discuss how to spot racial inequity, and share strategies to help ensure all people are included equally in your church.

TRACK 5 - COMMUNITY ENGAGEMENT

Session A - Wednesday, Nov 2 (10:45a)

Mega Church vs. Mega Impact • Jason Janz and Juan Pena

A small group of people committed to a philosophy of deep roots is the answer for American neighborhoods. Come and learn about the deep beauty and extraordinary impact of long-term, place-based ministry via the local church.

Session B - Wednesday, Nov 2 (1:30p)

Do Something Church • Miles McPherson

For every way a person can be lost, a multiethnic church can and should provide a way for them to be found. Join Miles to learn four practical steps to maximizing the outreach potential of your congregation, and advancing hope in an increasingly diverse community.

Session C - Thursday, Nov 3 (10:45a)

Out of the Seats and Into the Streets • Ron Dotzler

When churches effectively infiltrate culture, and connect their congregations in non-church environments, the fruit of community engagement is real and powerful. Hear how one inner city congregation has grown in size and influence to effect citywide transformation.

Session D - Thursday, Nov 3 (1:30p)

MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz

Join Dhathi Lewis, Tommy "Urban D." Kyllonen, Michelle Warren, and Gideon Tsang, in the sanctuary, to discuss the opportunities, challenges, and potential for credible community engagement, and getting beyond rhetoric to results for the glory of God.

TRACK 6 - EMPOWERING DIVERSE LEADERS

Session A - Wednesday, Nov 2 (10:45a)

Team-Based Management in a Multiethnic Context

In this session, Harry will introduce the concept of team-based management, and facilitate a discussion about how diverse individuals function as one in the strength of their gifting. Come gain up close and personal insights from Harry and other members of the Mosaic team.

Session B - Wednesday, Nov 2 (1:30p)

Engaging Diversity Through Listening • Gideon Tsang

In a world of competing voices, what is more important: visioning or listening? What if we listened our way to leadership and influence? Come hear how one church listened its way into a neighborhood and a city.

Session C - Thursday, Nov 3 (10:45a)

Five Myths of Diverse Leadership • Mont Mitchell and Rob Daniels

For more than two decades, Westbrook Church has made empowering diverse staff and leadership a non-negotiable. In this workshop, Mont and Rob will share experiential insight and practical principles to help you develop a diverse team, as well.

Session D - Thursday, Nov 3 (1:30p)

Humility and Authenticity • Mike Leonzo

For sixteen years, the diverse leadership team at Living Water Community Church has been modeling humility and authenticity among the 35 nations represented. Come learn their promising practices for empowering diverse leaders in a multiethnic context.

TRACK 7 - MISSIONAL AND MULTIETHNIC

Session A - Wednesday, Nov 2 (10:45a)

Missional Communities for Multiethnic Groups • Daniel Im

In this workshop, Daniel explains how to normalize mission for your church, and utilize missional communities to reach diverse ethnic groups in your city. Come learn how to start such communities in your church, develop leaders, and manage change.

Session B - Wednesday, Nov 2 (1:30p)

Network Your Way to Influence • Matt McGue

Diversifying your network connections is the key to building cross-cultural credibility in your city. Join Matt to learn how to "follow the breadcrumbs" and establish significant relationships with community leaders for gospel impact in your city.

Session C - Thursday, Nov 3 (10:45a)

Turning Multiethnic Credibility Into Missional Impact in Your City • Joshua and Noemi Chavez

Come consider ways to develop an innovative relationship with the city whereby your healthy multiethnic church can be seen as a beautiful reflection of God's love for the community, and not otherwise isolated from it.

Session D - Thursday, Nov 3 (1:30p)

Thinking Globally, Locally • Nesan Kistan

William Booth said, "Win the world for Jesus." Yet how can churches that sit in a global village win their neighborhoods for Christ? Come learn practical skills for developing leadership teams and church members with a global, local mindset.

TRACK 8 - CROSS-CULTURAL COMPETENCE

Session A - Wednesday, Nov 2 (10:45a)

Many Colors: Cultural Intelligence for a Changing World • Soong-Chan Rah

The reality of a changing world requires greater capacity for the local church. Cultural intelligence and intuition are necessary tools to engage our increasingly diverse nation. Join Soong-Chan to learn how cultural intelligence can support the church's efforts to minister to a diverse community.

Session B - Wednesday, Nov 2 (1:30p)

No Longer Foreigners or Aliens • Daniel Rodriguez

In this workshop, Daniel will outline a biblical vision and strategy for developing healthy cross-cultural relationships among first-generation Hispanics and their children, and other immigrant groups in an era of anti-immigrant rhetoric, xenophobia, and blind nationalism.

Session C - Thursday, Nov 3 (10:45a)

Becoming One on Earth as It Is in Heaven • Chris Beard

In this workshop, Chris will unpack cross-cultural competence from lessons learned through the prayerful, painful, intentional, and innovative transition of a 100 year-old homogeneous church to one, today, in which people from 35 nations worship as one.

Session D - Thursday, Nov 3 (1:30p)

Cross-cultural Tools for Crossing Economic Divides • David Bailey
Acts 4:32-35 describes a flourishing church that is both ethnically and economically diverse. Join David to explore best practices for effective cross-cultural engagement in worship, discipleship, mission, and fellowship for churches committed to a healthy multiethnic and economically diverse community of faith.

TRACK 9 - OVERCOMING RACIAL DIVIDES

Session A - Wednesday, Nov 2 (10:45a)

MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz
Join Michael Emerson, Leroy Barber, Kathy Khang, and Daniel Rodriguez, in the sanctuary to discuss the state of race relations in the United States today, and how pastors and churches can help advance understanding, hope, and peace.

Session B - Wednesday, Nov 2 (1:30p)

The Death of Race: Building a New Christianity in a Racial World • Brian Bantum
In the midst of deepening racial conflicts this workshop will ask how do we need to think about race differently as Christians? Is it possible we might need to think about our Christianity differently as well? Join Brian for this important conversation.

Session C - Thursday, Nov 3 (10:45a)

Embracing Conflict with Joy • Rod Cooper
We should not be surprised by conflict; rather, we should expect it as a necessary part of change and growth. Join Rod to learn how various cultural groups perceive conflict, and how to navigate varying styles to bring about reconciliation.

Session D - Thursday, Nov 3 (1:30p)

Talking About Race at Thanksgiving • Kathy Khang
It's one thing to tackle race under the cover of faith. We know better than to take the bait with friends and family. Or do we? Join Kathy for a conversation about fear and how to face the elephant in the room.

TRACK 10 - HOT TOPICS

Session A - Wednesday, Nov 2 (10:45a)

Gracism and the LGBT community • David Anderson
In this workshop, David will address how the church can and should relate to the LGBT community while holding fast to the traditional view of scripture about marriage and homosexual behavior. Don't miss it!

Session B - Wednesday, Nov 2 (1:30p)

Embracing the Journey with Immigrants and Immigration • Michelle Warren
This workshop provides a theological framework for understanding God's heart for the immigrant. Join Michelle as she explains limitations of the current immigration system, debunks misconceptions surrounding immigration, and offers practical tools for addressing immigration in the church and broader community.

Session C - Thursday, Nov 3 (10:45a)

MAIN STAGE ROUNDTABLE • Hosted by Mark DeYmaz
Join Dr. John M. Perkins, Jason Janz, Kathy Khang, and David Bailey, in the sanctuary, to discuss the present need, opportunities, challenges, and hope of advancing justice, mercy, and compassion, as a credible witness of God's love for all people.

Session D - Thursday, Nov 3 (1:30p)

Islamophobia • Bob Roberts
In this workshop, Bob will explain the rise of Islamophobia, and how the church should biblically and practically respond. Specific insights for building healthy relationships with people of other faiths, and Muslims in particular, will be shared and discussed.

TRACK 11 - PROMISING PRACTICES

Session A - Wednesday, Nov 2 (10:45a)

Listening Well: Creating Space for Diverse Voices • Dana Baker
Have you ever spoken with incomplete understanding, perhaps based on false assumptions concerning another's culture? In this workshop, Dana explains the why and how of listening well for pastors seeking to build and lead healthy multiethnic churches.

Session B - Wednesday, Nov 2 (1:30p)

A Church for All the Nations • David Choi
How can we contextualize and leverage our own ethnic stories to create space for internationals to become followers of Jesus Christ? Join David to explore God's desire to move us to reach the nations via the local church.

Session C - Thursday, Nov 3 (10:45a)

Understanding Cultural Context With Logos Bible Software • Joel Muddamalle
Effective multiethnic ministry is rooted in a sound theological framework informed by Scripture. Come learn how Logos Bible Software can enable you to engage biblical and historical context, and provide a bridge for application in today's culture.

Session D - Thursday, Nov 3 (1:30p)

A View from the Pew: The Other Side of Becoming a Multiethnic Church • Derek Chinn
Much is being said about leading a multiethnic church; but what about the followers? How can we lead congregants that are less than enthusiastic about this vision? In this workshop, Derek will discuss the challenges and how to overcome them.

TRACK 12 - TOOLBOX

Session A - Wednesday, Nov 2 (10:45a)

Multiethnic Conversations • Oneya Okuwobi and Santes Beatty
Come learn why and how so many pastors and churches are now using **Multiethnic Conversations** to build healthy multiethnic communities of faith; the first daily devotional and small group study focused on multiethnic life and church, designed for people in the pews.

Session B - Wednesday, Nov 2 (1:30p)

Coaching and Leadership Cohorts • Stephanie Hand and Travis Hurley

Come learn why you should and how you can take advantage of online coaching opportunities and unique leadership cohorts to accelerate effective multiethnic church planting and homogeneous church transition. You can do it; we can help!

Session C - Thursday, Nov 3 (10:45a)

Staffing for Diversity • Dave Lopez and Ray Chang

Are you a pastor looking to diversify your staff team? Are you a called and competent leader looking to serve vocationally in a healthy multiethnic church? Either way, come learn how Mosaix can help you make connections and find the perfect match!

Session D - Thursday, Nov 3 (1:30p)

City Cohorts • Chris Beard and Chip Freed

Come learn why you should and how you can take the lead in bringing pastors together monthly to advance understanding, connections, relationships, and progress, in advancing multiethnic church planting, growth, and development in your city.

TRACK 13 - COMMON CHALLENGES

Session A - Wednesday, Nov 2 (10:45a)

It's Not Easy, It's Worth It! • Chris Williamson

Have you ever been told to "get back to preaching and leave the race stuff alone?" Have you been called an "Uncle Tom" or a "Prophet of Rage?" Is your church suffering from "white flight?" Join Chris for hope in overcoming the challenges.

Session B - Wednesday, Nov 2 (1:30p)

Brownicity • Naeem Fazal

In this workshop, Naeem will explain why the color of humanity is not black or white, but brown, and why such understanding is important for leading a multiethnic people: the difference between 'having' diversity and 'being' a diverse church.

Session C - Thursday, Nov 3 (10:45a)

When God Says Go but People Say No • Damon and Saehee Duran

When your peers, friends, and spouse challenge your call to plant a multicultural church, how should you respond? Join Damon and Saehee to consider how to address such concerns and move forward by faith with confidence.

Session D - Thursday, Nov 3 (1:30p)

Welcoming Interracial Families • Ron and Twany Dotzler

No longer an anomaly, interracial families have become common in our society and their numbers are growing. Come consider their unique needs, how to leverage opportunities, and become the "go to" church for bi-racial children and their families.

TRACK 14 - THE URBAN CONTEXT

Session A - Wednesday, Nov 2 (10:45a)

From Innovation to Income • Tommy Kyllonen

More needs and less resources is a reality of urban ministry. To thrive, pastors must think like entrepreneurs. Join Tommy to learn how to create strategic partnerships and additional streams of income to help advance and fund your mission.

Session B - Wednesday, Nov 2 (1:30p)

Contextualized Evangelism in the Urban Context • Chris Brooks

Cities are filled with beautiful people and a variety of assets. Simultaneously, cities have unique and complex needs. Strong urban churches are needed to leverage these people and assets to advance the gospel. Come learn why and how to develop such churches.

Session C - Thursday, Nov 3 (10:45a)

Avoiding Colonialism in the Urban Space • Rich Gorman

The pathway to harm is often paved with good intentions. How can church leaders from the dominant culture avoid colonization of the urban space? Come consider how to move from power to weakness, from expertise to confession, from BHAGs to repentance.

Session D - Thursday, Nov 3 (1:30p)

In Urban, For Urban, By Urban, With Urban • Alejandro Mandes

Willing bodies will yield random results apart from specific training for multiethnic urban ministry. Join Alex for rationale, tools, advice, and examples for starting an effective system for leadership training in your church to help it flourish.

TRACK 15 - MULTIETHNIC MILLENNIALS

Session A - Wednesday, Nov 2 (10:45a)

Making Disciples in Community among Multiethnic Millennials • Yucan Chiu

What does it take to make disciples among Millennials? Join the conversation as Yucan talks discoveries and practices, gleaned in various global contexts, urban centers, and major universities, such as Los Angeles, New York Metro, San Diego, and Johannesburg.

Session B - Wednesday, Nov 2 (1:30p)

Working Together for Better Results • Alex Diaz

Multiethnic Millennials are seeking greater diversity in their life and relationships; and therefore, turning away from homogeneous churches. Come learn how to reach, inspire, and mobilize Millennials in and through your multiethnic church by leveraging creative partnerships throughout the city.

Session C - Thursday, Nov 3 (10:45a)

Leaving or Coming? • Trey Grant

According to Pew Research, "Millennials are leaving the church in droves." Join Trey to discuss this statement: the truth behind it, how to prevent such leaving in the future, and help multiethnic Millennials start coming to church.

Session D - Thursday, Nov 3 (1:30p)

Hiring and Empowering Millennials in the Workplace • Grant Skeldon
Current resources focus on “what” millennials do without explaining “why” they’re doing it. In this workshop, Grant will debunk misconceptions and restructure solutions with an honest, hopeful emphasis on the underlying whys of hiring and serving alongside multiethnic millennials.

TRACK 16 - MULTIETHNIC WORSHIP

Session A - Wednesday, Nov 2 (10:45a)

10 Challenges of a Multicultural Worship Leader • Nikki Lerner with the MWLN Core Team

If you lead in a multicultural church, rules governing worship in a homogenous environment rarely apply. Come consider the unique challenges facing leaders who serve and thrive in multicultural environments, to take your own leadership to the next level.

Session B - Wednesday, Nov 2 (1:30p)

Multiethnic Worship Leaders Panel • Facilitated by Tommy “Urban D.” Kyllonen

Join Tommy, Joshua Chavez, and Eric Lige, and more, for a conversation about creating worship experiences that appeal to the broad diversity of a healthy multiethnic church. Your questions welcome!

Session C - Thursday, Nov 3 (10:45a)

Multiethnic Worship Leaders Panel • Facilitated by Nikki Lerner

Join Nikki, James Wafford III, and more, for a conversation about creating worship experiences that appeal to the broad diversity of a healthy multiethnic church. Your questions welcome!

Session D - Thursday, Nov 3 (1:30p)

Singing in Different Languages • Josh Davis and the MWLN Core Team

Don’t underestimate the power of language! Come be a part of this interactive, fun, step-by-step process with Josh and learn how to introduce multiple languages in worship to intentionally promote a spirit of inclusion in your church.

TRACK 17 - CHILDREN AND STUDENTS

Session A - Wednesday, Nov 2 (10:45a)

Multiethnic Student Ministry as Movement • Chuck Eastman

Come consider the potential that authentic communities of diverse students have to shape the trajectory of the American Church, and to produce the kind of leaders necessary to engage an increasingly diverse and cynical society in the future.

Session B - Wednesday, Nov 2 (1:30p)

Why Diversity Matters in Your Children’s Ministry • Tara Harrison

From cultural and socio-economic differences to special needs and abilities, it’s imperative to determine how welcoming our ministries are to all God’s children and families. Come hear transformational stories and learn practical strategies to help improve inclusivity.

Session C - Thursday, Nov 3 (10:45a)

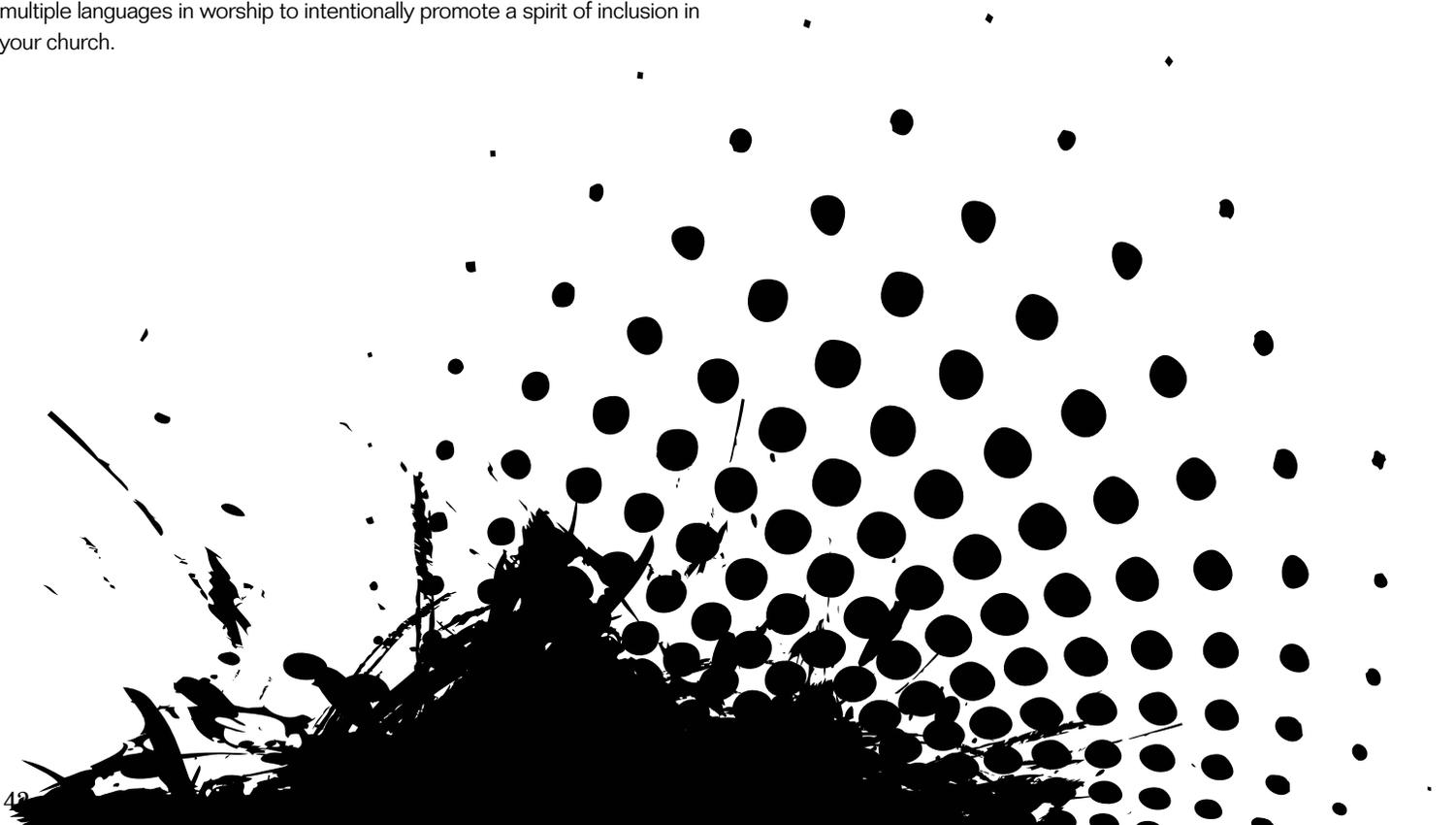
10 Descriptors of Effective Multiethnic Youth Leaders • Santes Beatty

Can a youth leader once effective in a homogeneous setting equally thrive in a multiethnic context? In this workshop, Santes shares the latest research revealing ten things churches should consider before empowering youth leaders in a multiethnic context.

Session D - Thursday, Nov 3 (1:30p)

Building a Very Good Multiethnic Children’s Church • Maria Cheung

Over the first three days of creation, God lays the framework for a very good and blessed world; then, in the next three days, He fills in the contents before resting on day seven. Join Maria to discover how a similar approach can help you build a healthy multiethnic children’s ministry.



"If the Kingdom of God is not segregated, why on earth is the local church?"

Dr. Mark DeYmaz, founding pastor

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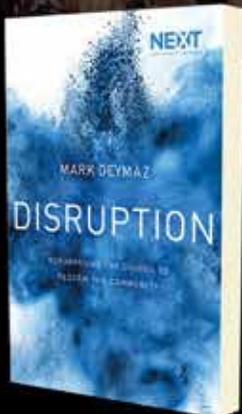


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by Dr. Harry Li, Ph.D.

Repairers of the Breach

“...the kingdom of heaven is like a dragnet cast into the sea, and gathering fish of every kind.”

Matthew 13:47

In November 2010, at Mosaix’ first National Multiethnic Church Conference in San Diego, California, Dr. David T. Olson presented findings from The American Church Research Project that, at the time, was one of the largest research studies ever undertaken on the American Church (www.theamericanchurch.org). The comprehensive, multi-year study that included 200,000 churches revealed some disturbing trends. For instance, the church revealed that while the general population of the United States grew by 56 million people over a 10-year period between 1990 and 2009, church attendance in those same years increased by just 446,540.

Later, though, Dave revealed information that was equally disturbing on a slide that showed the growth of Evangelical churches as function of median household income (see Fig 1). Between 2000 and 2009, churches of affluence (with a median household income of more than \$60,000) grew at a very healthy 17.4%: but as median household income dropped, so did the growth rate of churches. The study found that Evangelical churches with a median household income of less than \$60,000 had less growth (7%), but below \$50,000, churches began to shrink (negative growth). On the far extreme of the graph, churches with a median household income of less than \$30,000 shrank at -4.7%. This information hit home because I knew the 72204 ZIP Code in which my own church, Mosaic, in Little Rock, Arkansas, had been established, that median household income was about \$30,000 at the time.

Having shared such information, Dave then asked the 400 pastors and ministry leaders in attendance a significant question: “What do you think the long term implications are for the church in America if these trends continue?” An

awkward pause followed, one that seemed to last forever. Looking back, I consider this a defining moment of in my own ministry journey and calling; a revelation, of sorts, that makes my heart burn with deep passion even

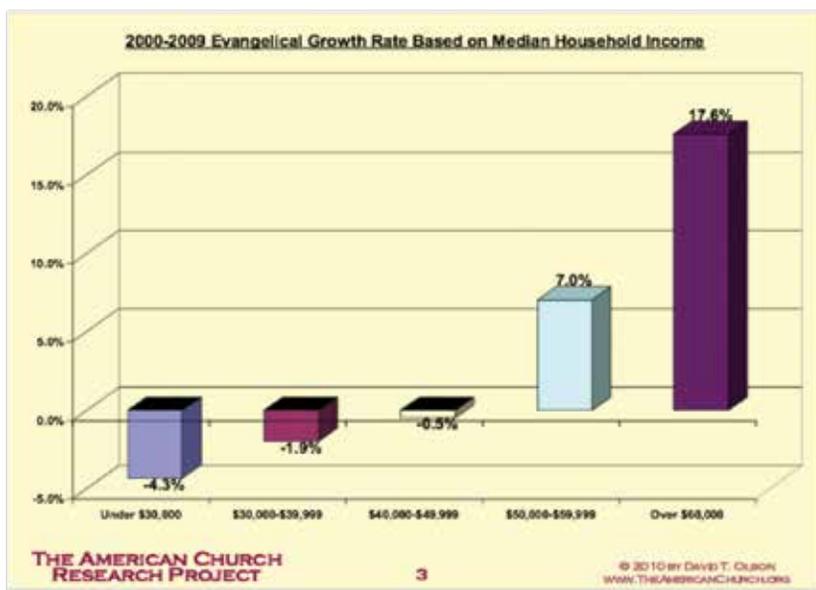
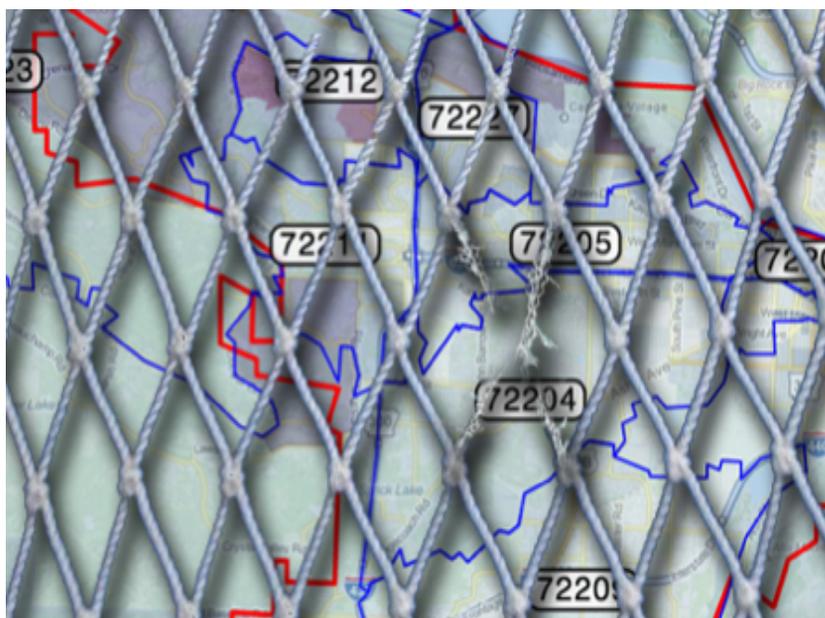
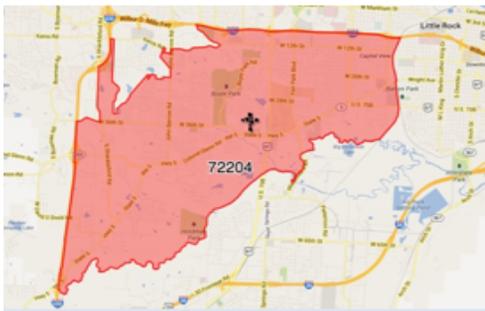


Figure 1. Growth Rate of the Evangelical Church Based on Median Household Income.





72204

AT-A-GLANCE

South Mid-Town, Little Rock
(incomebyzipcode.com, census.gov)

32,505 – Total population.

52.1% - Percentage of children under five years old living under the poverty line.

47.9% - Percentage of families with children under 18 years old living without a father.

28.9% - Percentage of all individuals living under the poverty line. (US average is 13.2%)

\$30,984 – Median Household Income.

4.52x – The number of times greater risk of experiencing a violent crime (murder, rape, robbery or assault) in 72204 than the national average.

400 – Estimated number of homeless residing within the area.

today as I relive it.

I reflected on Dave’s question and recalled the words of Christ as recorded in Matthew 13:47. In this passage, Jesus compares the Kingdom of Heaven to a fisherman’s dragnet. Considering the American Church then, I realized one horrific, defining characteristic about our current dragnet: it contains significant holes over the most poverty stricken areas in our cities! Therefore, entire communities are

Continued on pg 48

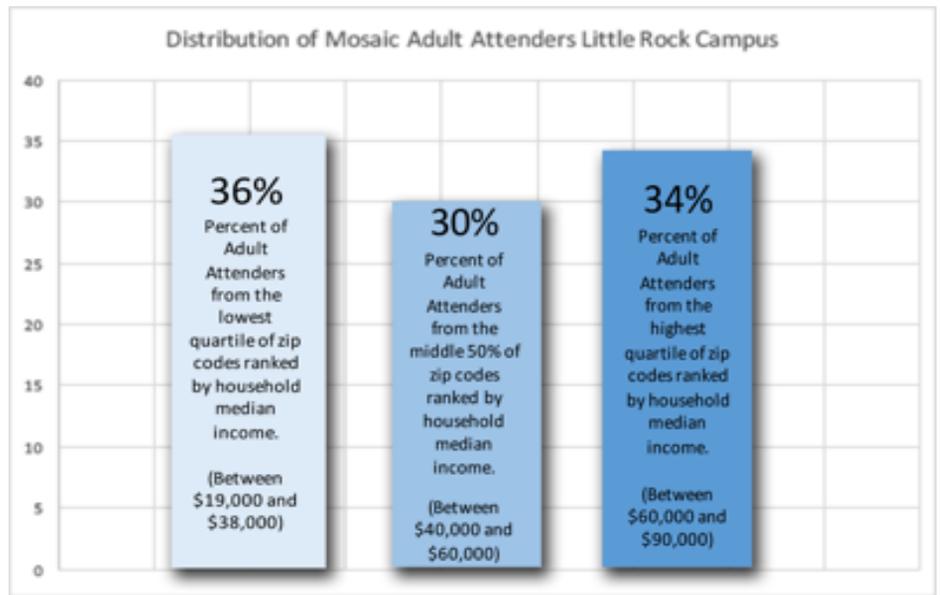


Figure 2. Distribution of Mosaic adult attenders ranked by Median Household Income of zip code of residence.

Rank (low to high)	Zip Code	Median Household Income (\$)	% of Attenders	Running Sum	Reverse Running Sum
1	72114	19088	1.0%	1.0%	100.0%
2	72202	29289	4.1%	5.1%	99.0%
3	72209	30014	8.2%	13.3%	94.9%
4	72204	30984	17.4%	30.8%	86.7%
5	72117	34042	0.5%	31.3%	69.2%
6	72206	36221	4.6%	35.9%	68.7%
7	72072	38029	0.3%	36.2%	64.1%
8	72118	40107	2.1%	38.2%	63.8%
9	72106	41607	1.5%	39.7%	61.8%
10	72076	42141	0.5%	40.3%	60.3%
11	72143	46897	0.3%	40.5%	59.7%
12	72103	47850	1.3%	41.8%	59.5%
13	72201	48542	1.3%	43.1%	58.2%
14	72205	49446	8.2%	51.3%	56.9%
15	72086	50632	0.5%	51.8%	48.7%
16	72210	51449	5.9%	57.7%	48.2%
17	72065	51703	0.5%	58.2%	42.3%
18	72011	54015	0.5%	58.7%	41.8%
19	72002	54468	0.8%	59.5%	41.3%
20	72142	56477	0.5%	60.0%	40.5%
21	72023	57408	0.8%	60.8%	40.0%
22	72120	57720	2.8%	63.6%	39.2%
23	72227	59839	2.1%	65.6%	36.4%
24	72022	60620	3.6%	69.2%	34.4%
25	72116	61833	1.5%	70.8%	30.8%
26	72207	63848	3.6%	74.4%	29.2%
27	72211	66559	8.5%	82.8%	25.6%
28	72019	67112	1.3%	84.1%	17.2%
29	72113	71012	3.8%	87.9%	15.9%
30	72223	76704	7.7%	95.6%	12.1%
31	72212	88533	4.4%	100.0%	4.4%

Figure 3. Table of Mosaic adult attenders’ home zip codes ranked by median household income.

NOTE: approximately 3% of Mosaic’s adult attenders listed no ZIP Code and were not included in this analysis.

being disenfranchised from the hope of the Gospel based on socio-economics and realities of traditional church planting, growth, and financing. So, right there and then, I committed in my heart to ensure that any holes in the net where my own church resides were repaired, strengthened, and made as secure as possible.

To get beyond survival to stability and ultimately to sustainability in an ethnic and economically diverse churches like ours, established in an under-resourced urban communities such as 72204, requires outside resources. It also requires a great deal of experimentation and creativity on the part of pastoral staff to both find and generate additional streams of income. In other words, as Dave's slide (Figure 1) show, tithes and offerings alone will not ensure stability or sustainability in such churches with a median household income that is less than \$50,000. Thus, conversation about sustainability must in such churches, and the communities in which they sit, include such things as grant funding and for profit business enterprise.

Of course, finances remain a challenge for any church regardless of where it is located. However, for churches in the most under-resourced areas of a city, or even in rural communities, it's a constant threat to survival and growth. I, for one, have spent many agonizing hours of prayer seeking God's provision for our church. True to His character, He has continually given us what we need and blessed us in unexpected ways. Rarely, however, has God supplied us in such a way that we are not forced regularly to depend on Him to come through for us financially. And, as with most other things in the Christian life, He expects us, too, to be involved by taking intentional steps, working smart, dreaming big, and being wise.

To shore up the significant holes over the most poverty stricken areas in our cities I believe church planters, church planting networks and denominations, alike, need to question their motives for planting churches in areas of affluence, and increasingly purpose to become repairers of the breach (Isaiah 58:12). Of course, it's much easier to plant churches in the more trendy or growing areas of a city with the potential for white collar and professional attendees. But look around: how many of those in desperate spiritual, social, or financial need will actually attend such houses of wor-

ship? Will the homeless and those caught in a cycle of poverty ever darken the doors; and not just for assistance, but to be welcomed as valued members? Not often. Without the faith, courage, and sacrifice it takes to establish churches such as Mosaic in under-resourced communities, these types of fish (so to speak) swim right through the holes in the net...and Jesus weeps.

It is only natural to plant where growth potential exists, but that type of thinking leads to more and more disenfranchisement of an entire segment of our population. There will always be more than enough planters that gravitate towards affluent areas, but rarely is there an abundance of men and women called to plant churches for all people in areas of great need.

Six years later, after this defining moment, I marvel at what God has done at Mosaic. In our latest analysis (Figures 2 & 3), we ranked all 34 Central Arkansas ZIP Codes by median household income and cross-listed them with the residences of our core families. What we found was this:

- Just over one third (36%) of our people live in the poorest quartile of ZIP Codes;
- About one third (34%) of our people live in the wealthiest quartile of ZIP Codes;
- The remainder (30%) live in the middle two quartiles of ZIP Codes; and check this out:
- The number one contributor of membership is our own beloved 72204, which also ranked as the fourth lowest ZIP Code by household median income (see Figure 3).

In other words, we've shored up holes in the net associated with our geo-

Year	Ministry	Website	Description
2001	Mosaic Church Conceived	Mosaicchurch.net	Local Vision
2004	Mosaix Global Network	Mosaix.info	National Vision
2004	The Orchard	vineandvillage.org	Food distribution to the people of 72204.
2004	Mosaic School of Theology and Culture	antiochschool.edu	Provides accredited, affordable college and graduate education (now in partnership with the Antioch Initiative).
2005	Evangelical Alliance for Immigration Services	vineandVillage.org	Provides low cost legal representation to those seeking legal immigration status.
2008	Vine & Village	vineandvillage.org	Incorporation of the separate non profit
2008	Immerse Arkansas	immersearkansas.org	Providing transitional housing and support for homeless and exploited teens, as well as those that have aged out of foster care.
2010	Teen Mops	vineandvillage.org	Ministry to teen mothers, their children, and fathers of the babies.
2010	Multi-Ethnic Church Conference	Mosaix2016.com	Today, a triennial event.
2011	Aviators	vineandvillage.org	Five-day, after-school learning experience for children of local, low-income housing.
2012	The Stand	vineandvillage.org	Ministry and shelter to female victims of sex-trafficking
2014	CPR	vineandvillage.org	Teaching chess, problem-solving, and reading skills to children in 72204
2016	Fresh2You	vineandvillage.org	Mobile farmer's market providing fresh produce to people living in food deserts throughout Little Rock.

Figure 4. Table of externally focused ministries started or incubated by Mosaic Church. These programs are external to the operational budget.

graphical area of the city. To God be the glory, great things He has done!

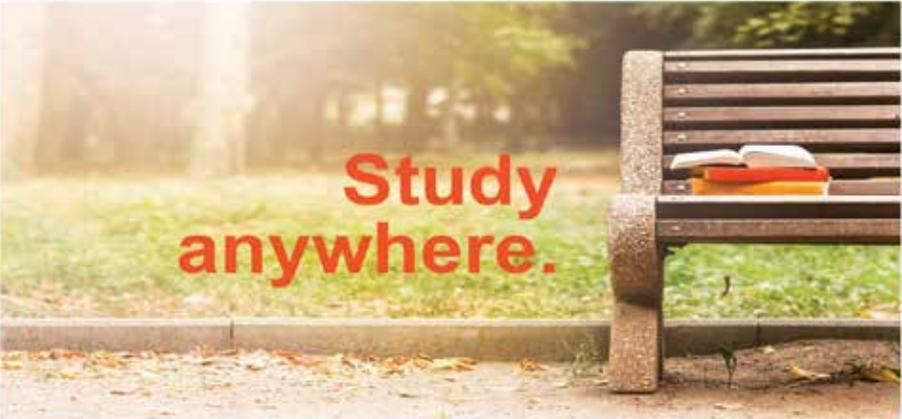
But you might ask, How has this happened? How have you been able to attract and enfold the wealthy and the poor?

As for finances, in part, we've sought and developed outside investors to contribute; those that don't attend Mosaic, but who otherwise believe strongly in the vision. We have stimulated economic and just recovery in our community, so much so that members from the suburbs are no longer afraid to venture in to an area of town they have traditionally avoided. We have also established a sister non-profit, Vine and Village (vineandvillage.org), and launched numerous programs focused on empowering the people of 72204. This has led to effective strategies of community engagement, grant funding, more affluent churches contributing people and financial resources to aid us in the work. In addition, and from the beginning, most of our staff has (at one time or another) supplemented their salaries with financial support from outside the church as urban missionaries. Beyond such things, our three multi-site campuses continue to grow. And rental income from the development of a portion of our property has not only created jobs, but provides us with a significant monthly income that pays a significant portion of our mortgage.

In short, we have developed multiple streams of income in order to effectively fund our mission; not so much because we can but because for us, and churches like ours, it's essential that we do so. Indeed, each of these revenue streams play an important part in supporting the work of the ministry beyond traditional tithes and offerings, which accounts for approximately 65% (Little Rock campus only) of our total church budget.

Here's another interesting dynamic about the demographics of our church: approximately 260 core families populate 31 of 34 ZIP Codes in Central Arkansas. Mark DeYmaz, our founding pastor and directional leader, has demonstrated why a healthy multiethnic church has the potential for significantly greater influence in a community beyond what it's size otherwise suggests, even ten times the influence of

Continued on pg 50



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a homogeneous church ten times its size, and our recent analysis proves this is true. Due to the ethnic and economic diversity of Mosaic, our people scatter on Sundays to penetrate virtually every part of our city and the surrounding area: from homeless camps to suburbia, to the barrios, the inner city and gated communities, alike. In fact, I cannot think of a single demographic in Central Arkansas in which Mosaic is not represented and thus has influence.

Looking back on our sixteen-year journey, so much of what we've learned has been a result of obedience not strategy. From the beginning, July 8, 2001, we knew the Lord wanted us to establish Mosaic in the 72204 ZIP Code (see sidebar), and at every step along the way we've asked Him how to do so. A saying we often quote, "desperation leads to innovation," has certainly proven true in our case, in pursuit of our collective calling, mission, and vision. I like to think of Mosaic as a living laboratory in which God is pleased to dwell, as we attempt, learn, adjust, and grow more effective and efficient with each passing year. Likewise, we have had the privilege of helping to shape and influence the Multiethnic Church Movement through our experimentation at Mosaic; and that, too, continues to be an amazing ride, one with broad implications for the American Church, such as we're discussing here at Mosaic 2016.

Chris Rice once wrote, "God is using race to heal the church;" and I believe this is true. Now, too, I see and believe that God desires to use race, that is, the establishment of healthy multiethnic and economically diverse churches, to repair our nets in the most impoverished, under-served, and under-resourced sections of our communities and cities. The only question is this: can you trust Him enough to use you and your church to become a repairer of the breach?

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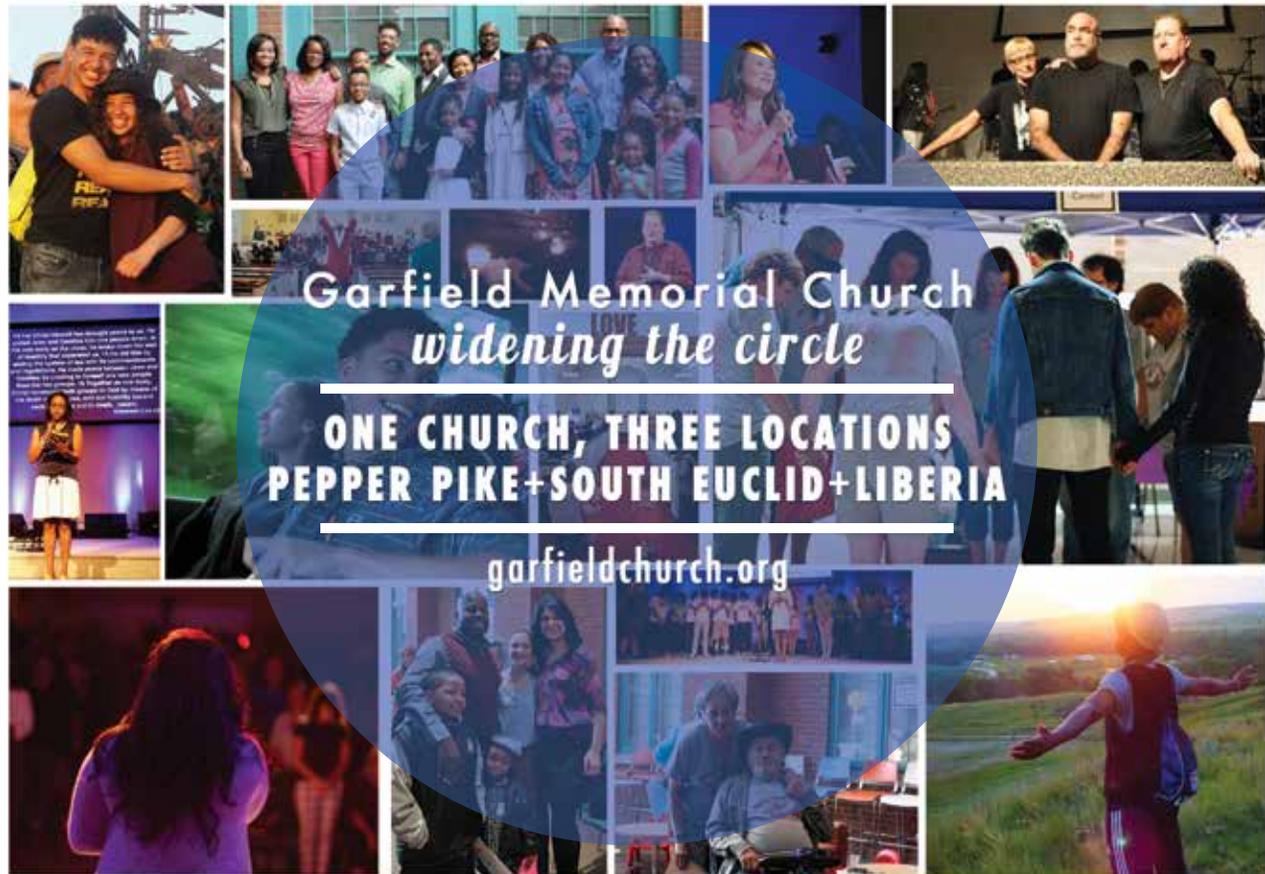
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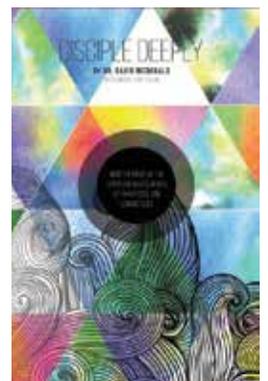
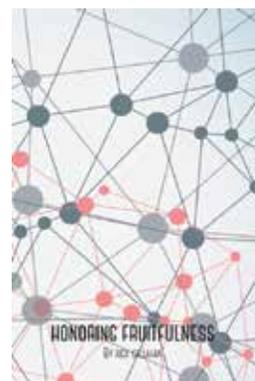
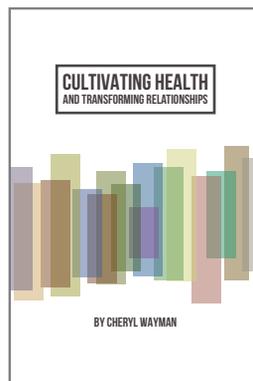
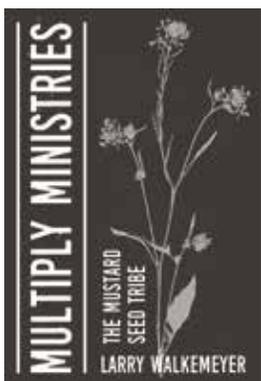
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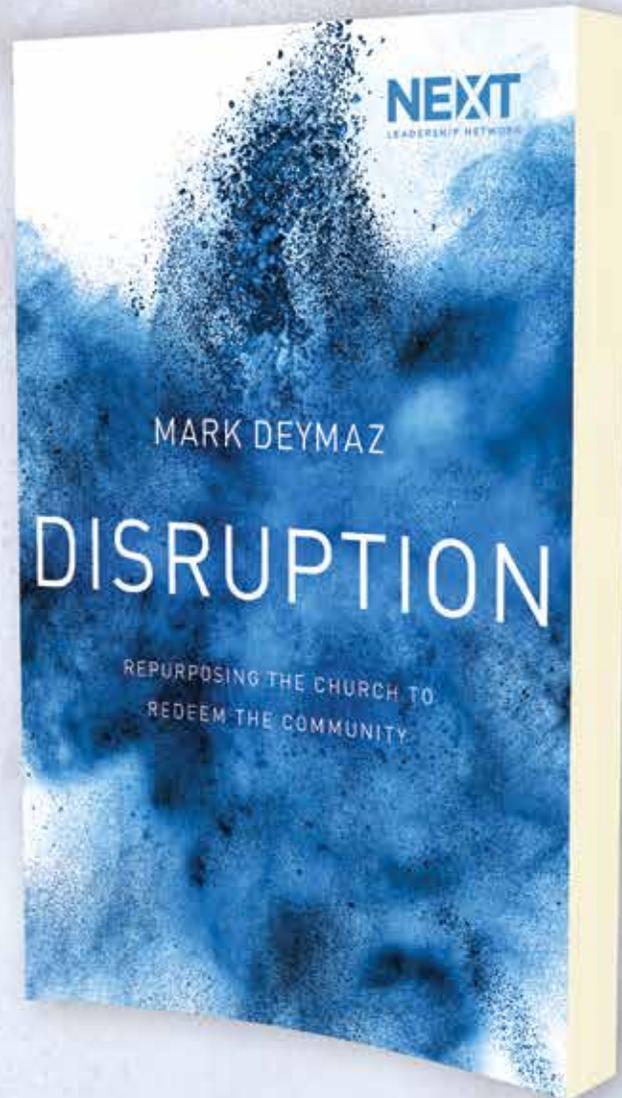
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