

Mosaix

Global Network

Catalyzing the Multiethnic Church Movement (2001 – present)

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 multiethnic

vision, "Ethnic Blends," begins a three-year run in Outreach magazine. In November, Mosaix hosts the 1st National Multiethnic Church Conference in San Diego, CA. 400 people from thirty-one states and three foreign countries attend. Main sessions are live-streamed over the Internet and viewed by nearly 500 people over two days in fourteen countries. The conference theme was On Earth As It Is In Heaven. It marks the midway point of the pioneer stage of the Movement.

2011-2012 Mosaix returns to grassroots organizing by creating web-based resources and publishing its first eBook, Should Pastors Accept or Reject the Homogeneous Unit Principle, by Mark DeYmaz; hosting two national retreats in the United States; and a national conference in Sydney, Australia. In partnership with Mosaix, Leadership Network launches a two-year learning community focused on the multiethnic church involving twelve churches and thirty leaders. Individuals and local churches across the country begin to financially support the efforts of Mosaix.

2013 Mosaix convenes its 2nd National Conference in Long Beach, CA, under the theme, For the Sake of the Gospel. This time, more than 1,000 people from thirty-one states and three foreign countries attend, including a delegation from Uganda. Some sixty speakers lead five plenary sessions, fifteen tracks, and sixty workshops. The conference is broadcast live attracting more than 1,000 unique viewers from twenty nations over the course of the two-day event. Thirty-five organizations and nineteen churches sign on as sponsors. In time for the conference, Zondervan re-releases Ethnic Blends under a new title, Leading a Healthy Multiethnic Church: Seven Core Commitments and How to Overcome Them. It is the first book to carry the Mosaix imprint.

2014 Mosaix begins to provide effective and affordable coaching to pastors and church planters seeking to establish multiethnic churches. Individual and group coaching continues to this day and includes clients from Stadia, the United Methodist Church, the Southern Baptist Convention, the Lutheran Church Missouri Synod, the Anglican Church in North America, non-denominational churches, and more. In addition, Mosaix continues its nearly ten-year relationship with Exponential hosting pre-conferences at both their east and west coast annual events. Mosaix launches its first city network in Cincinnati, OH, (MosaixCincy) with some thirty pastors meeting consistently each month for relational connection, mutual encouragement, and peer learning.

2015 In January, Mosaix enters a formal partnership with Gordon-Conwell Theological Seminary in Charlotte, NC, and its Center for the Development of Evangelical Leadership, through which a three-year D.Min. cohort is launched. Over the next three years, ten students will earn a doctorate in Redemptive Leadership & Organizational Development in the Multiethnic Context. Mosaix also hosts a Multiethnic Church Leaders Summit at GCTS Charlotte in March, a strategic gathering of catalytic church planting leaders representing 22 denominations, networks, and seminaries (for summary, see <http://www.christianpost.com/news/mosaix-leaders-summitsets-ambitious-goal-of-planting-1000-multiethnic-churches-in-10-years-1359780>). In partnership with Exponential, a one-year Learning Community is launched focusing on multiethnic church development; some 25 leaders from twelve churches participate. Local church pastors in Breckenridge, CO and Cleveland, OH host Mosaix Regional Conferences drawing 40 and 250 attendees, respectively. The conference in Cleveland gives birth to a second city network for pastors (MosaixCLE), and a third is launched in Jackson, MS

(MosaixJAN). Capping off the year, Mosaix receives a \$400,000 grant to help establish a national office and staff team to accelerate multiethnic church planting, growth, and development over the next five years. MosaixCincy hosts a Mosaix Regional Conference at the National Underground Railroad Freedom Center in Cincinnati attracting 250 people to the event.

2016 The year is spent organizing the 3rd National Multiethnic Church Conference in Dallas (Keller), TX; 1,200 ministry leaders attend the November 1-3 event. In May, Mark DeYmaz names Harry Li senior pastor of Mosaic Church, freeing more of his time for involvement with Mosaix. In June, Mosaix releases a second book inclusive of its imprint: *re:MIX – Transitioning Your Church to Living Color* by Mark DeYmaz and Bob Whitesell (Abingdon Press). In this year too Wesleyan Publishing • 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.

2017 A second Mosaix Leadership Cohort is formed with ten pastors in the Western Pennsylvania Conference UMC. Santes Beatty, the Director of Multiethnic Ministries for The Wesleyan Church, begins online groups for pastors and ministry leaders using Multi-ethnic Conversations as a curriculum. By 2019, some 600 of these complete the study online in turn leading 400 others and 1,500 congregants through it in their cities. MosaixSearch is launched to provide effective and affordable staff search services to churches seeking diverse candidates for full-time ministry positions. Mosaix' 5th title of imprint, *Disruption: Repurposing the Church to Redeem the Community* by Mark DeYmaz, is published in March by Thomas Nelson and Leadership Network. Two regional conferences are held this year in connection with Mosaix: The EmbRACE Conference via MosaixJAN (June; 400 people), and for the second time, the One New Humanity Conference via MosaixCincy (September, 250 people).

2018 Mosaix' Learning Labs (launched in 2017) are held in three cities: Cleveland, OH (Chip Freed, Garfield Memorial UMC); Tampa, FL (Tommy Kyllonen, Crossover Church), and Little Rock, AR (Harry Li, Mosaic Church). In February, another Mosaix regional event – the Technicolor Conference – is launched by Mark Hearn at First Baptist Church in Duluth, GA. The conference focuses on existing churches seeking to become multiethnic, and 200 attend. Leadership Cohorts begin to scale as Mosaix begins working with pastors in East Ohio, West Ohio, and North Georgia. Veteran multiethnic church planter Matt McGue moves to Atlanta and establishes Mosaix' fourth city network, MosaixATL. By 2019, three additional networks in Atlanta are meeting monthly throughout the city (eastside, westside, northside, and downtown); some 60 pastors are involved. In Portland, OR, a fifth city network is also formed (MosaixPDX).

2019 The year is spent organizing the 4th National Multiethnic Church Conference held in November for a second time at NorthWood Church in Dallas (Keller), TX. In October, Baker Books publishes the groundbreaking work, *The Coming Revolution in Church Economics: Why Tithes and Offerings are No Longer Enough and What You Can Do About It* by Mark DeYmaz and Harry Li. New Leadership Cohorts are launched to work with pastors in Washington, DC, North Carolina, Georgia, and New York. Mosaix launches new 30- and 90-day coaching packages streamlined to more effectively assist pastors and church planters. Since 2017, some 200 pastors have attended one of seven Mosaix Learning Labs. Growing global interest leads to the establishment of MosaiX Europe (www.mosaix.info/mosaixeurope).

2020 In January, the Cultural Intelligence Center (Grand Rapids, MI) licenses Mosaix as its preferred partner to deliver CQ assessment and training to faith-based organizations throughout North America. Fortress Press releases a paperback version of Building a Healthy Multi-ethnic Church (2007, Jossey-Bass, Leadership Network). Responding to the COVID-19 pandemic, Mosaix repurposes its in-person Church Economics and Entrepreneurship cohort as an online, hybrid learning experience. Over the next 12 months, 70+ leaders participate and 15 for-profit business ventures are launched.

2021 Mosaix launches an academic partnership with United Theological Seminary (UTS): Five students form the initial DMin cohort focused on Disruptive Church Leadership, and the first MDiv students expected to enroll in 2023. MosaixSearch scales efforts to place candidates of color in healthy churches seeking to intentionally diversify their staff teams. The work of CQ assessment and training grows exponentially as delivery pivots from in person to online due to the pandemic.

2022 The year is spent organizing Mosaix 5th National Conference, November 8-10, held for the third time at NorthWood Church in Dallas (Keller) TX; Mark DeYmaz introduces the concept of Fractional Leadership to the American Church via Outreach magazine; Wesleyan Publishing House publishes Mosaix' 7th title of imprint, Multiethnic Conversations for Kids by Mark DeYmaz and Oneya Okuwobi. The Mosaix Institute is launched at Wheaton College Billy Graham Center featuring a new 36-hour MA in Leadership infused with Mosaix' DNA. 9 students are part of Mosaix' DMin cohort at UTS (August). As of September, 2,500+ individuals have been assessed and CQ training provided to more than 60 faith-based organizations throughout North America.

2023 1-day Regional Conferences are held at Mosaic Church, Charlotte, NC (March, 120 attendees), at LIFEgate Church, Denver, CO (October, 165 attendees) and at Christ Community Church, Chicago, IL (November, 180 attendees); An 8-week course Building a Healthy Multiethnic Church with Mark DeYmaz is produced and published to RightNow Media; In September, the Mosaix Institute convenes 25 early adopters at the Wheaton College Billy Graham Center for a two-day, first-of-its-kind Church Economics Summit.

2024 MosaixCQ begins providing “Train-the-Trainer” certification on behalf of the CQ Center, for facilitators working in faith-based contexts; Dhati Lewis (MyBLVD) and Mark DeYmaz (Mosaix) partner to lead 5-month fall cohort for pastors focused on planting and growing healthy & sustainable multiethnic, urban churches; a 3-part series, Tack to the Wind, is produced and published to RightNow Media, featuring plenary speakers and other content from the 5th National Mosaix Conference (2022); a 1-day Regional Conference was held at Blackhawk Church, Madison, WI (November, 175 attendees); Mosaix Global Network celebrates its 20th anniversary (November).

2025 The year is spent organizing the 6th National Mosaix Conference, November 11-13, held for the first time at Bent Tree Bible Fellowship in Dallas (Carrollton) TX; Mark DeYmaz launches a Pre-conference and Main Conference Track (4 workshops) focused on Church Economics at Exponential Global; in March, ChurchEconomists.org goes public at Exponential, offering a free Sustainability Assessment and in June, hosting the first Sustainability Sprint at Mosaic Church (Little Rock) with 17 leaders representing 9 organizations; As of November, MosaixCQ has assessed 4200+ individuals, conducting 225+ training sessions for 100+ faith-based

organizations throughout North America. In November, the Mosaix Institute at Wheaton College Billy Graham Center launches a non-credit bearing certificate in Church Economics.