



EXPLORE & ENJOY
THE RICH BEAUTY OF JESUS

PROSPECTUS 2024

ONE THING HAVE I
ASKED OF THE OF
THE LORD, THAT WILL
I SEEK AFTER: THAT
I MAY DWELL IN THE
HOUSE OF THE LORD
ALL THE DAYS OF MY
LIFE, TO GAZE UPON
THE **BEAUTY** OF THE
LORD AND INQUIRE
IN HIS TEMPLE. –
PSALM 27:4

VISION

Have you ever thought about exploring more about Jesus, but there is so much noise around the subject of Jesus that it becomes confusing and overwhelming? Exploring anything takes time, energy, money, and many other resources. It would be nice to have some clarity on what we are exploring. Clarity is actually an act of kindness. Whenever we set out to explore, we take a risk. So, *Mosaic Church* wants to show you kindness by being clear about the type of church we are so you can decide if it's worth the risk...

Mosaic is a community where anyone can explore and enjoy the rich beauty of Jesus

If you take the risky journey with us to re-engage Christianity, you will...

experience the transforming joy of Jesus

Our communities need places where people can work through their confusion and not be made to feel like they are lesser Christians. We truly believe anyone who encounters the beauty of Jesus will enjoy His transforming joy.

Our world is constantly proclaiming messages that cause further fractures in relationships, which leads to more and more brokenness in our communities. So why not proclaim something that will bring beauty out of all those broken pieces? With all the division going on, there is hope in the midst of it all. Many people search

for answers, truth, and a place to flourish. In assessing the state of all this, there is hope in the teachings of Jesus in **Matthew 5:3-12**. This teaching from Jesus is called "*The Sermon on the Mount*," and it's a vision for human flourishing. Essentially, Jesus says, "You want a better life; this is the path. Come and follow me." One of those statements says, "Blessed are the peacemakers, for they will be called children of God" (**Matt 5:9**). One way our neighbors, co-workers, friends, family, nation, and the world can see the beauty of God is by people serving them as peacemakers. This beauty is what, historically, Christians have called "the glory of God." God wants His beauty to shine brightly out of the brokenness of our stories. While our nation has a fractured story right now, that does not mean we are without hope—God can bring beauty out of brokenness through the good news of Jesus Christ. Sharing that good news is how God restores beauty to our communities.

One of the students of Jesus is a man named Paul, and in one of his recorded letters to some friends, he writes:

18 All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation: **19** that God was reconciling the world to himself in Christ, not counting people's sins against them. And he has committed to us the message of reconciliation. **20** We are therefore Christ's ambassadors, as though God were making his appeal through us. We implore you on Christ's behalf: Be reconciled to God.—**II Corinthians 5:18-20**

VISION

Paul reminds us, as Christians, that if God just wanted to save us, He would take us immediately to heaven. But God does not do that. Instead, God blesses us to be a blessing. God wants us to pay it forward. Someone came to us, shared the story of Jesus, and showed us how God can take our broken stories and bring beauty out of them. This is why we long to start a new church called *Mosaic Church*. A mosaic is a bunch of diverse or broken pieces that are brought together to create something beautiful. God is calling diverse groups of people from all over the world to form beautiful communities. So, why not right here in the Valley? Why not right here in Mesa, AZ? Mosaic believes God is calling a diverse group of people right here in Mesa, Arizona, to take our broken pieces and together form something beautiful.

As we continue through this prospectus, we will clarify why we chose some of those keywords to describe our vision. In a culture of careless words, we desire to use precise and careful words to communicate our vision.

If you made it this far, our vision sounds like something you are curious about. First, thank you so much for taking the time to read this prospectus. Many of you are busy, so the fact that you are taking the time to explore our vision is truly a gift of grace. Second, our hope and prayer is that you will be confident by the end of this prospectus. We want you to be confident in our vision & mission, strategy, ability, and, most importantly, our God.

VISION:

MOSAIC IS A
COMMUNITY
WHERE ANYONE
CAN EXPLORE AND
ENJOY THE RICH
BEAUTY OF JESUS



BELIEFS & VALUES

Everyone's BELIEFS fuel their behavior. Our CONVICTIONS create our CULTURE. Hope and healing come from what we BELIEVE. This is true of every person, whether Christian or not. We all believe something will provide us hope for the future and healing from the past. What you will find below are some basic beliefs that provide Christians and their community hope & healing. Out of those beliefs are come VALUES. So, while it can seem meaningless to go over our beliefs and values to skip straight to our vision, mission, or strategy, going over our basic beliefs is vitally important. Theologically rich vision, mission, and strategy will sustain any church long term. We are not trying to reinvent the wheel, but we believe the Gospel is called "good news" because it is good news for every person, every community, and every generation. Unfortunately, many unhealthy beliefs exist, so we want to avoid those landmines. *Mosaic Church* will be CENTERED on CHRIST through three key beliefs: COMMUNAL CONNECTION, CONVICTIONAL CLARITY, and CULTURAL CREATIVITY.

"MOSAIC IS NOT A NEW CHURCH BUT A NEW KIND OF CHURCH"

COMMUNAL CONNECTION

rich spiritual rhythms that develop and reinforce our convictions

Extraordinary Prayer

Passionate Worship

Gospel Renewal

Purposeful Discipleship

CONVICTIONAL CLARITY

key convictions that clarify our vision and doctrines

Biblical Beliefs

Corrective Application

Joyful Redemption

Expositional Preaching

CULTURAL CREATIVITY

an overflow of deep communing with God and rich convictions

Theological Depth

Missional Engagement

Soulful Care

Plural Leadership

MISSION:

WE CREATE GLAD
FOLLOWERS
OF JESUS BY
BY GATHERING,
GROWING, AND
GOING

MISSION & HABITS

The mission of *Mosaic Church* is the same mission Jesus gave his first apprentices. The church can be tempted to complicate the mission, so we want to keep it simple. Jesus encouraged those early apprentices with this mission, “*Go and make disciples*” (**Matt 28:19**). A disciple is simply an apprentice or student. The call to make disciples or apprentices is a call to start churches. When Christians make apprentices who follow in the way of Jesus, then those people will be glad, gather, grow, and go. So, Mosaic defines our mission as:

We create glad followers of Jesus by gathering, growing, and going

Each one of these key habits has an identity underneath them. Part of our discipleship is teaching people to live out of their renewed identity in Jesus. It is our **STRONG** conviction that the source of everything we are called to be and do is rooted in **DELIGHTING** in God. Therefore, we will seek to be **GLAD** in God. This means He is our greatest treasure and the source of how all people truly flourish. We seek our gladness in God by being a people who **GATHER, GROW, and GO**. Under each of these habits to the Christian life is a Gospel-shaped identity that fuels them:

“MOSAIC DISCIPLES PEOPLE TO BE CREATORS NOT CRITICS”

GATHER

We gladly GATHER in God

RENEWAL

we prioritize walking with Jesus over working for Jesus

WORSHIP

we believe passion grows in the soil of prayer & praise

GROW

We gladly GROW in God

COMMUNITY

we believe every person counts

LEARN

we are humbly hungry for more wisdom from God

GO

We gladly GO in God

SERVE

we strive to do what's right not what's easy

WITNESS

we want to be known by what we love not what we hate

RHYTHMS

PERSONAL & PUBLIC

Now that we have clarified who we are, that clarifies what we are called to do. Christian practices have been around for centuries. We like to call them rhythms because practicing them is about finding a rhythm. At the heart of these rhythms are our first two identities: RENEWAL and WORSHIP. Some Christian rhythms are for the personal growth of each Christian, but they also fuel the fire of Worship and Mission. The personal growth rhythms help to increase our affection, desire, and joy in God. As we get into a flow of them, we renew our souls with the refreshing water of God's Spirit. In many ways, these personal rhythms help prepare people for our public rhythms. We strongly believe that if these personal rhythms are strong, each Christian will come expecting to encounter the living God every Sunday. These personal rhythms will also fuel our passion to share what brings us deep satisfaction, fulfillment, and joy with others. The personal rhythms include: WORD, PRAYER, and COMMUNITY.

The rhythms above prepare us for our public rhythms. The practices below will be the Sunday rhythm of *Mosaic Church*. Throughout church history, these have always been present. These rhythms will help align our personal story with God's story every week. They cultivate renewed passion, humility, and wisdom as we engage the community where God has placed us. We believe every church is meant to serve as an embassy for the Kingdom of God. So, if a Christian or non-Christian comes to *Mosaic Church*, it should be like stepping into the Kingdom of God (even if it is only a shadow). The hope is they will encounter the living God, hear the message and values of His kingdom, and see the value of carrying those into the world. Our public practices include: ADORE, ADMIT, ASSURE, and ADVANCE.

PERSONAL

RHYTHMS

WORD

We want to hear God's voice, so we explore, enjoy, and encounter the Bible. We will teach people how to read their Bible, memorize it, ponder it, and so many other effective personal habits that help us grow.

PRAYER

We have God's ear, so we we desperately seek God to experience more of His power and presence. Jesus taught his disciples to pray, and since we follow Him we will strive to do the same.

COMMUNITY

We belong to God's people, so we will intentionally see to gather, eat, celebrate, grieve and so much more with each other. God did not call us into isolation, but called us to live together as a unified people.

PUBLIC

RHYTHMS

ADORE

God is worthy to be praised, so we will sing songs praising God and declare His glorious attributes.

ADMIT

The world and the people who live in it are deeply flawed, so we must regularly confess that to God and one another.

ASSURE

Even though God is so good and we are so broken, and the cross of Christ gives us a rich treasure of hope.

ADVANCE

As we meditate deeply on the good news of Jesus, it empowers us to go advance the kingdom of God.



These four categories will guide how we think about preaching, song selections, pastoral prayers, corporate readings, benedictions, etc. These public rhythms renew the Christian to live in light of the grand story of the Bible. As Christians rehearse and renew God's story, they can take that story into the story of the world.

STORY

Every person, community, city, and nation has a story. Therefore, we want to share God's story with you because we believe stories explain how we got to where we are and can serve as indicators of where we are going. We believe what is best for everyone's story is aligning it with God's story. When those intersect, it is truly life-changing. God takes our broken stories and brings beauty out of them. This story is clearly given in **Acts 10:34-43** by a student of Jesus named Peter. Take some time to **READ** that story.

Since the time of Peter, every Christian has been reminding people of the story that they can be a part of. God could have immediately taken us to heaven if he had merely wanted to save us. But God does not do that. Instead, God blesses us to be a blessing. God wants us to pass it forward. In every Christian's story, we had someone come to us, share the story of Jesus with us, and show us how God can take our broken stories and bring beauty out of them (cf. **Rom 10:14-17**).

This beauty out of brokenness theme is what Christians historically have called the "GOSPEL." The Bible tells us sin came into the world and broke everything.

Our world is broken, we are broken, and so much more. But Jesus died on the Cross, destroying sin, and was raised from the dead, bringing beauty out of brokenness. If you are Christian reading this, can you remember the moment the Gospel changed you forever? Can you remember the person who shared that beautiful message with you? How old were you? Where were you in life at that time? What happened in your soul when Jesus transformed your story from brokenness to beauty? Who did you want to share your story with? Who were you afraid to share that with?

If you can remember that story, you can feel the burden our team has for church planting. Jesus has called every Christian to be "ministers of reconciliation" (**II Cor 5:18-20**). As we remember our brokenness to beauty story, we desperately want others to have the same transforming, joyful experience.

"TRUTH GROWS BEST IN THE SOIL OF TRUST"

"BEING REAL IS NOT A LICENSE TO BE RUDE"

PLACE

If you grew up in the United States, you can see we have a rich and complicated history. We have people who originally settled the land, and then political and religious refugees moved here. Those refugees fought for freedom but also took freedom from others. Now, we all live in light of the strengths and weaknesses of this historical context. While we all make individual choices, we also stand on the shoulders of those who have come before us (for better or worse). Our country is very politically polarized, morally confused, ethnically hostile, and spiritually declining. These are the realities we must regularly deal with as individuals, as a community, as a city, and as a nation. Healthy, Gospel-centered churches help bring hope, healing, and beauty back into our communities. Therefore, this prospectus invites you to be a part of God's vision to see His beautiful Gospel proclaimed through starting a new church.

We see a huge need in Phoenix and are most drawn to the northwest Mesa area. Mesa's population is 509,475, the largest populated region in the Phoenix Metropolitan area (outside of inner city Phoenix). Throughout the New Testament, the pattern of many apostles and original church planters was to start new churches with large numbers of people living or significant population growth. Therefore, the area of Mesa where we see many people and the fewest Gospel-centered churches in the zip codes includes 85201, 85203, and 85213 zip codes. In those three zip codes, there is a total of 129,368 people. Other zip codes within a short drive of there could easily

commute to a solid Bible-believing, Christ-centered church. The city of Mesa has been working hard at revitalization. A significant amount of housing is rising to keep up with Mesa's population growth. They have been trying to create a more vibrant atmosphere across the city. Starting a new church in that community can come alongside their efforts. Historically, churches have helped instill values within the citizens to help the city flourish.

This area of Mesa is a very diverse community. There is diversity ethnically, socially, economically, and spiritually. There are several local types of businesses, restaurants, places for entertainment, and so much more. We want *Mosaic Church* to be full of diverse couples and people. We want to start a church where all are welcome. The church, everywhere in the world, is called to bless and serve their community. *Mosaic* wants to be the type of church that, if we closed our doors, the community would notice and miss that we are gone.

The more time our team has spent in the city, the more we have met several people who have the same passion and desire to see a new church in this area of Mesa. The great coach Arson Wenger once said, "You need balance on a team. You need experienced players to help with the mentality and youthful players to bring energy." We are excited that God has brought both to our team, and we look forward to Him adding more. Consider joining us.

STRATEGY

Jesus Christ had the greatest strategy to bring beauty out of brokenness into the world. As one pastor said, “Jesus did not commute from heaven; He moved in.” Historically, Christians have called this the “Incarnation of Christ.” God became fully human and lived a perfectly beautiful life among us (John 1:14; Phil 2:5-11). Therefore, the first thing our team longs for is to live like Christ. Our first strategy is to move into the community we hope to serve, display, and proclaim the goodness of God. This will allow us to get to know our neighbors and their stories, dreams, passions, interests, and hopes for the future. These are essential to communicate the Gospel to a specific group. The Gospel is a precious jewel; *Mosaic* wants to ensure the ring holding it is crafted to complement its beauty instead of hindering it. This is why we believe God calls Christians to be artisans (or skilled craftsmen) in displaying and proclaiming the Gospel of Jesus Christ. The jeweler does not create the beauty but draws it out to put it on display to the world.

The New Testament (NT) demonstrates that churches start churches (Acts 13:1-3). Therefore, it is important that a church, or churches in the area, see *Mosaic* as “OUR” child and not merely someone else’s. New churches are like babies, and they must be nurtured and cared for to ensure they can thrive and not just survive. The greatest church planter in human history is the apostle Paul, and he had a “SENDING” and “SUPPORTING” church in Antioch. No matter where Paul went to plant churches, he always returned to report what God was doing to his sending church in Antioch.

If this worked for the apostle Paul, it should still work today. We have identified the local church willing to say, “That is our baby.” *Church on Mill* in Tempe, AZ, is within 15 minutes of where we are planting a new church. They are a strong, healthy church, which is helpful when healthy churches plant churches. They are willing to champion and platform our planting team, the lead planter, and provide a place to recruit people for our leadership team, launch team, and core group. Studies have shown that planting closer to your sending church increases the likelihood of survival.

The primary reason any church exists is WORSHIP (I Cor 14:26; Heb 10:24-25). Historically, Christians have referred to this as DOXOLOGY. Churches provide services that allow people to experience God’s truth, beauty, and goodness to fuel their week. Worship is the wind that pushes the sails of the Christian life. *Mosaic* believes there is GATHERED (public) and SCATTERED (personal) worship. The church is meant to be a place where others can be encouraged and comforted by the Gospel to face another week of challenges. Relationships, jobs, parenting, marriages, and friends can be difficult at times, so we hope that *Mosaic* can serve as a people who regularly offer hope and healing from the message of the Gospel to face those challenges with wisdom and grace. Below, you can find in *appendix 2 & 3* a strategy for launching our gathered services and training people in our scattered worship practices. We believe launching these services will allow us to display and proclaim

STRATEGY

the beauty of the Gospel to the city of Mesa. This will be the first thing Mosaic strives to do because we believe it is so vitally important to the health of any church. Our public and personal worship will fuel our engagement in God's mission.

Healthy worship leads to a healthy mission. Modern Christians have used the term **MISSIOLOGY** to describe the mission of the Church. Healthy love for God leads to healthy love for others (John 13:34-35). This brings us to our final strategy: how we will love our city in tangible ways. Increasing throughout our world people are becoming more divided and tribal. We need more people/messages to unite people instead of reinforcing tribalism. We are not looking for uniformity but unity. Uniformity does not embrace and celebrate diversity, but unity does. We need more people willing to collaborate for the good of a community, even if we may not fully agree on what is best. We want to collaborate with neighbors, businesses, city leaders, etc., to help improve our city. Mesa has been working hard to improve its downtown and city experience. They have been working on ensuring their community is where people can thrive. We believe churches can contribute to that. Therefore, we want to come alongside them to join that work. We believe the transforming, powerful, good news of Jesus Christ creates the best cultures, communities, and citizens. *Mosaic* wants to collaborate to provide relational counseling, soul care, mentoring for the next generation, quality sports access, supportive artistic expression & collaboration, educational empowerment, and so much more.

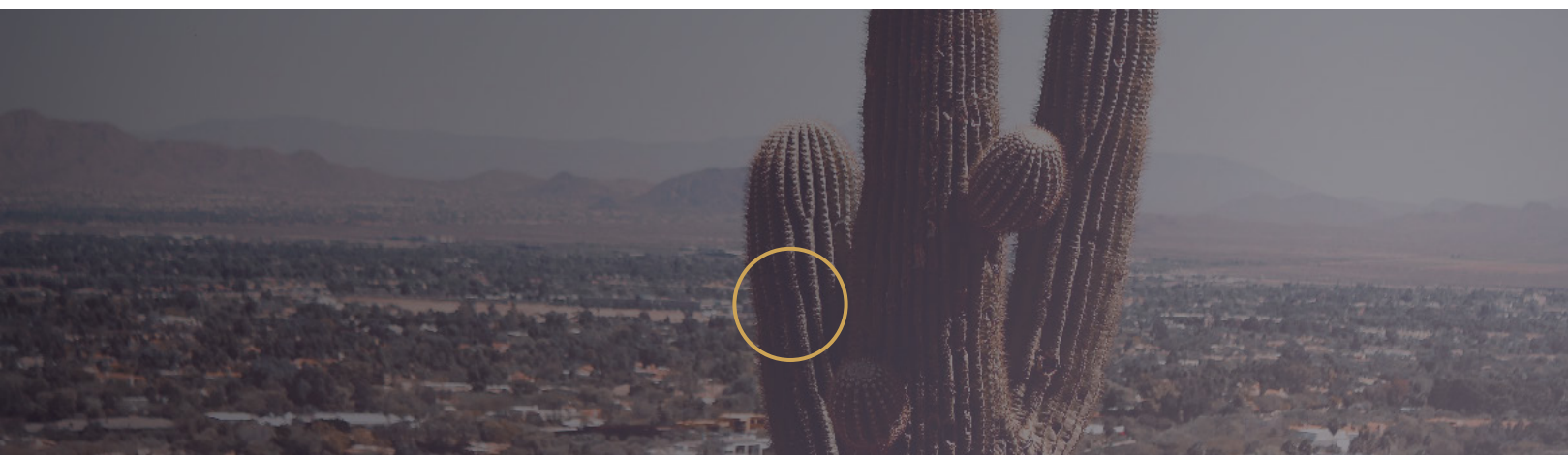
Finally, we want to use specific strategies that will allow us to use some of the unique gifts in our core group. Below is a list of specific strategies that will allow our team to express our unique gifts:

- *Mosaic for Mesa* Podcast
- Interactive Social Media
- Pop-Up/Interest Parties

We will need to find a way to build our core group in order to develop a solid launch team. The core group will be developed through a series of **INTEREST PARTIES**. After each "interest party," we will have people:

- Fill out interest cards
- Core Group follow-ups
- Interested out applications
- Follow-up discussions
- Filter
- Recruit in the community
- Pray
- Live on Mission

These interest parties and steps will occur until specific goals are met (listed in *Appendices 1 & 2*). Once those goals are accomplished, the core group will transition into a launch team. The launch team will have a few months of training to practice dry runs for various ministries to prepare for a public launch. After this, *Mosaic* will launch its first public gathering and invite the community to experience God's truth, beauty, goodness, and transforming joy in the Gospel of Jesus Christ. Below, there is an estimated timeline for implementing this strategy.



TIMELINE

WINTER
2024

SPRING
2024

SUMMER
2024

FALL
2024

Core Group begin meeting and praying about starting a new church in Mesa.

Recruit, gather and train Launch Team.

Begin community outreach, prayer and preview services

PUBLIC LAUNCH

TIMELINE

As we look at the “timeline,” it is important to remember a couple of things. First, the healthy warnings from previous church planters. Watching for milestones or goals is much more important than sticking to a specific timeline. *Mosaic* can strive to accomplish things in a certain time frame. Hopefully, This will help with team motivation and give our supporters an idea of when things will start.

FALL 2023: August-December

- Identify sending church
- Team attends sending church together
- Church planting residency training

WINTER 2024: January-May

- Interest Parties
- Core Group Development
- Recruiting & Gathering Launch Team
- Monthly Church Visits & Research
- Team begins meeting & praying

SUMMER 2024: June-August

- Launch Team Training & Outreach
- Launch Team begins meeting weekly
- Launch Team officially commits to Mosaic Church

FALL 2024: September

- Public Launch of Mosaic Church

Launching a church is not easy. Instead of rushing into a launch (the number one mistake most church plants make), we will look to accomplish the aforementioned goals. The pre-launch strategies will help us accomplish our pre-launch goals. We will strive not to be too rigid on them because many will depend on our context and the will of God. *Mosaic* will strive to do everything we do with excellence because we are attempting to uphold the beauty and glory of God. We want to make sure that shines bright. We want to be craftsmen who can develop a good ring that holds up the beautiful diamond of Jesus Christ. One church planter said, “...if you go public too soon, and it is done poorly, it is very hard to re-start. First impressions are difficult to overcome.” We want the city of Mesa to have a good first impression of Christ and *Mosaic Church*.



NEEDS

RELATIONAL

We are looking for a network of relationships & contacts that will allow us to recruit more core group and launch team members. We are looking for healthy and mature Christians ready to disciple a wave of new followers of Jesus.

PRAYER

We need faithful prayer partners committed to praying for this new church for the next 3-5 years every month.

SERVE

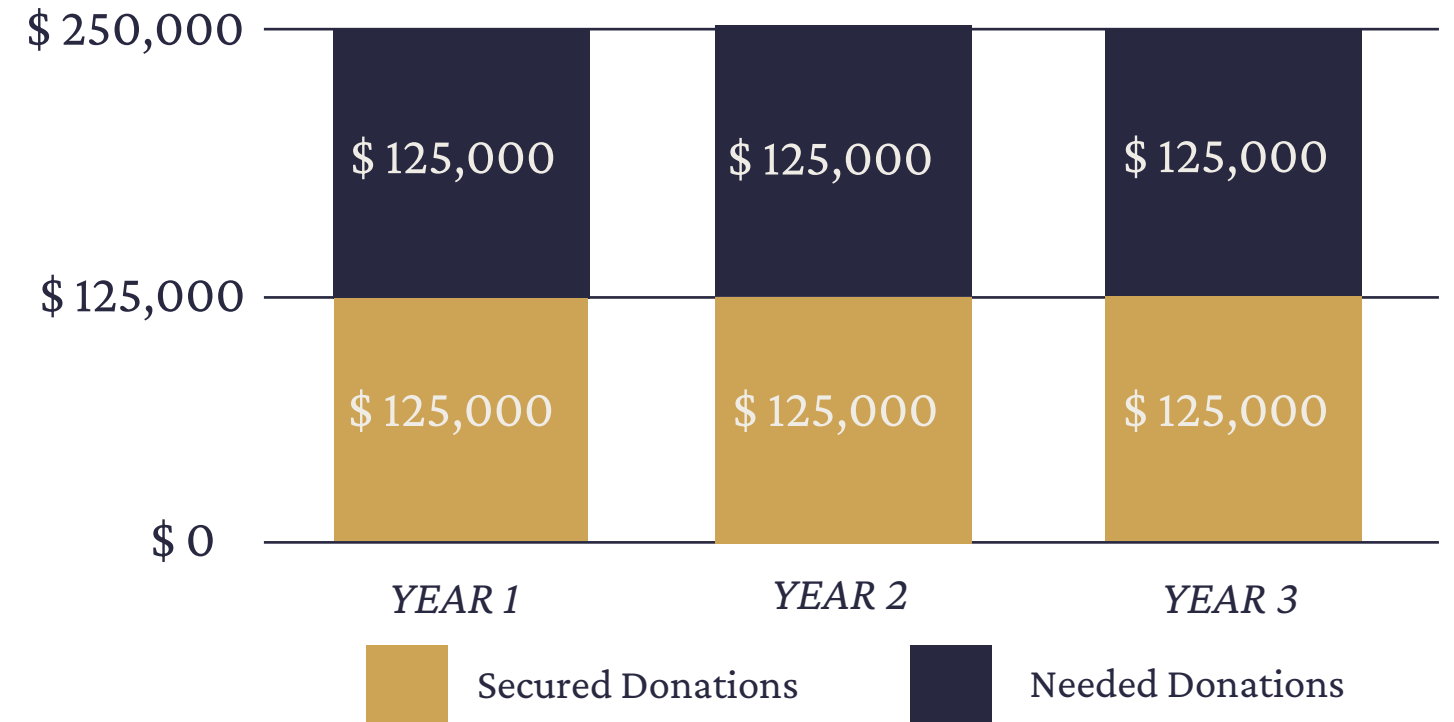
Throughout this process, there will be opportunities to serve our young church. Service can help our people remember we are part of a larger family of God's people and help prevent burnout. We will particularly need help during the June-July months when it is hot, so our launch team can concentrate on connecting with people at our outreach and community engagement events.

FINANCIAL

Gathering—\$25,000
 Startup—\$75,000
 Ministry & Mission—\$20,000
 Personnel—\$130,000

ANNUAL TOTAL = \$250,000

On average it takes about 3 years to get a new church started. General new churches are crowd funded until they can get momentum to be internally supported. So, we are asking generous people and churches to donate. Help new people to explore and enjoy the beauty of Jesus - it is worth the investment.



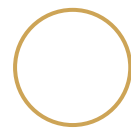
HOW DONATIONS WORK

Below is a breakdown of the potential impact you and your church can have with your generous financial gifts over a 3-year period:

# OF DONORS	ONE TIME	MONTHLY	3-YEAR GIFTS
2	\$36,000	\$1000	\$72,000
2	\$18,000	\$500	\$36,000
5	\$7,200	\$200	\$36,000
10	\$3,600	\$100	\$36,000
KIDS CHALLENGE		250,000 PENNIES	\$2,500

**Please note \$125,000 of the needed funds has already been provided.*

We are asking churches to consider a minimum between \$100-200 per month (\$1200-\$2400/year), and individuals to consider a minimum between \$50-100 per month (\$600-\$1200/year). We have a website for giving: ambassadorsministries.com/john-pope.



GET INVOLVED

If you are interested in getting involved to help start Mosaic Church below are some specific ways anyone can help.

WEBSITE

You can visit our website and find (**Acts 17:10-11**):

- MosaicMesa.com
- Attend or Serve @Interest Parties
- Attend or Serve @Outreach Events
- Sign Up for Newsletter
- Donate Financially
- Learn More to Help Promote

SOCIAL MEDIA

You can follow, like and subscribe to our social media (**I Thessalonians 2:8**)

JOIN

You can prayerfully consider joining our core group or launch team (**Acts 13:1-3**)

PARTNERS



CONTACT

JOHN POPE

Phone: 937.823.7381

Email: johnpope@mosaicmesa.com

APPENDIX 1—LAUNCH TEAM

Launch Expectations

We will focus more on launching a new worship service than any other ministry. The church gathering has historically been a source for so many key aspects of spiritual growth. Christians all over the globe regularly gather on the LORD's Day (Sunday) for gathered worship. We only get one chance to create a first impression, so we want to ensure our first gathering for public worship establishes a solid community where people can connect with God and one another.

We want to create a place where more people can come to worship King Jesus. Over time, we will start community groups, discipleship ministries, classes, etc. But first, we need to establish a "critical mass," which massively increases a new church's survivability. Below are key things to remember to help us grow our critical mass:

- 1. GROW**—Starting a new church is spiritual warfare, so we all need to have a growing, delightful relationship with God and one another. All healthy things grow and bring about a true sense of joy.
- 2. GIVE**—God has been so generous with us in Jesus, so we want to be generous too. We need your prayers, time, finances, service, etc. to advance the mission of God in starting a new church.
- 3. SERVE**—Attend as many of our gatherings and events as possible. Jesus said that people will know we are His disciples by how we love one another. He also said a key attribute of His followers is "service."
- 4. INVITE**—Ask friends, co-workers, neighbors, family, and anyone else in your sphere of influence to check us out. We all share what we are excited about with others, so this is no different.

Launch Indicators

There are FIVE things we want to IDENTIFY before we LAUNCH: *Time, Resources, Team, Marketing, and Next Steps*

- 1. TIME**—According to our studies of Phoenix, the Fall or Winter months are the best times to launch a church. During this time of the year, people are looking for something new and exciting.
- 2. RESOURCES**—*Mosaic Church* will need to identify a PLACE and it needs to be Accessible, Affordable, Adequate, and Attractive. We will need to establish a strong network of PRAYER warriors. Churches are non-profit crowd-funded communities, so we will need a generous FINANCIAL network. The final resource needed is a various GIFTS or talents help get *Mosaic Church* off the ground.
- 3. TEAM**—There are two types of team members *Mosaic Church* will need. The first is LEADERS (also known as the CORE GROUP). We are looking for a team of 12- 16 key leaders, which will be reevaluated every 6 months. The great leadership expert says, "You are out of the game unless you know the game you are in." Leadership in the church is consistently shifting leaders need to be able to shift with it. Healthy churches should have a steady flow of raising up leaders and multiplying leaders. We should be launching new leaders every 3-6 months. The second type of team members we need are VOLUNTEERS (also known as the LAUNCH TEAM). It takes a base of at least 50-60 volunteers to provide quality services for our guests and community. These volunteers need clear descriptions of their roles and helpful training. The leaders and volunteers need to be committed to seeing *Mosaic* launch a healthy church.

4. MARKETING—Marketing is just a way to tell the community about the benefits and services we are providing. So, there are 2 key components to our marketing strategy. The first are the TACTICS which include: word of mouth, Promo Cards w/QR codes, SMS text messaging, excellent webpage, pop-up tents, interactive social media, podcast, visitor plan, and preview services. The second strategy is to develop LEADS. The hope is Mosaic can develop 2,000-10,000 contacts collectively to generate interested. Through those leads the team can find 100+ people who are interested in attending the launch of Mosaic Church.

5. NEXT STEPS—Finally after the launch there are a few types of ministries Mosaic Church hopes to offer. We hope to establish 4+ small group, offer 2+ class for growth, 6+ men/women discipleship cohorts. We will also encourage sacrificial living and giving. We will train our members in consistent courageous evangelism, and provide seasonal neighborhood outreach events that bless our community. The final thing after launch is a scheduled core group leadership retreat.

APPENDIX 2—PRE LAUNCH SCHEDULE

Below, you will find two potential timelines & strategies for the Mosaic vision meetings. This will depend on the wisdom and support we will get from our sending church...

TIME	TOPIC	TEACHING
1/14/2024	Shaped by the Gospel: Gospel Convictions	The Gospel is Not Everything
1/21/2024	Shaped by the Gospel: Gospel Convictions	The Gospel is Not Simple
1/28/2024	Shaped by the Gospel: Gospel Convictions	The Gospel Affects Everything
2/4/2024	Shaped by the Gospel: Gospel Communion	The Need of the Gospel

2/11/2024	INTEREST PARTY	
2/18/2024	Shaped by the Gospel: Gospel Communion	The Essence of Communion
2/25/2024	Shaped by the Gospel: Gospel Communion	The Work of Communion
3/3/2024	Loving the City: Gospel Contextualization	Intentional Ministry
3/10/2024	INTEREST PARTY	
3/17/2024	Loving the City: Gospel Contextualization	Biblical Ministry
3/24/2024	Loving the City: Gospel Contextualization	Balanced Ministry
3/31/2024	INTEREST PARTY	
4/7/2024	Loving the City: Gospel Contextualization	Active Ministry
4/14/2024	Loving the City: Gospel Contextualization	City Tension
4/21/2024	INTEREST PARTY	
4/28/2024	Loving the City: Gospel Contextualization	City Redemption
5/5/2024	Loving the City: Gospel Contextualization	City Call
5/12/2024	Loving the City: Gospel Contextualization	City Gospel
5/19/2024	Loving the City: Gospel Contextualization	Cultural Crisis
5/26/2024	INTEREST PARTY	
6/2/2024	Loving the City: Gospel Contextualization	Cultural Response

6/9/2024	Loving the City: Gospel Contextualization	Cultural Engagement
6/16/2024	Loving the City: Gospel Contextualization	Various Models
6/23/2024	PREVIEW SERVICE	
6/30/2024	Serving the Movement: Gospel Commission	The Searching, Centering & Equipping
7/7/2024	Serving the Movement: Gospel Commission	Connecting to God, People, City & Culture
7/14/2024	Serving the Movement: Gospel Commission	Organized Organism, Church Planting & Ecosystem
7/21/2024	Serving the Movement: Gospel Commission	Leader Gifts & Types: Catalysts, Care & Coaches
7/28/2024	PREVIEW SERVICE	
8/4/2024	Launch Prep	Training
8/11/2024	Launch Prep	Training
8/18/2024	Launch Prep	Run Throughs
8/25/2024	Launch Prep	Run Throughs
9/8/2024	LAUNCH SUNDAY	

OPERATING COSTS	YEARLY AMOUNT	% OF OPERATING COSTS	% OF TOTAL BUDGET
Pastors & Staff	\$130,000	75%	50%
Rent	\$30,000	17%	12%
Guest Speaker	\$500	0%	0%
Benevolence	\$2,000	2%	1%
CCLI License (Worship)	\$700	0%	0%
Study Materials	\$500	0%	0%
Children's Ministry	\$2,000	1%	0%
Printing	\$2,400	1%	1%
Phone/internet	\$2,000	1%	1%
Professional Services	\$2,000	1%	1%
Insurance-liability & Property	\$1,500	1%	0%
Office supplies	\$1,500	1%	0%
Postage	\$300	0%	0%
Equipment	\$500	0%	0%
Banking Fees	\$200	0%	0%
Website	\$1,000	0%	0%

APPENDIX 3—BUDGETS

Year One

The budgets below are based on market research and projections. As things moves along in the launch process a more detailed and accurate budget plan will be put together.

Subtotal	\$175,100.00	99%	68%
Missions	\$8,755.00	5%	34%
BUDGET TOTAL	\$183,855	100%	71%

Start-Up

START-UP COSTS	YEARLY AMOUNT	% OF START-UP COSTS	% OF TOTAL BUDGET
Sound System	\$13,000	18%	5%
Lighting	\$4,000	5%	2%
Multi-Media	\$7,000	9%	3%
Office	\$4,000	5%	2%
Promotion	\$3,000	4%	1%
Resources	\$500	0%	0%
Website	\$300	0%	0%
Rent	\$12,500	17%	5%
Children's Ministry	\$500	0%	0%
Pastor Salary (Aug-Dec)	\$29,166.67	39%	11%
START-UP TOTAL	\$73,966.67	97%	29%

TWO BUDGETS TOTAL \$257,821.67

As mentioned earlier, *Mosaic* attempted to research this as thoroughly as possible. Just like with the pre-launch goals and timeline, these are estimates. It is important to remember that we will be trying to do everything excellently. The great North American missiologist Ed Stetzer says:

“Technology is no longer an option in this postmodern culture. It is part of the culture. Technology tends to be used in three settings: worship service, evangelism, and community.”

This idea makes the costs much larger than many might think are needed for a church to start. Some of these things could increase or decrease depending on what God does. The total for the start-up cost and first-year budget is **\$257,821.67**. As we strive to be self-supporting, we will try to decrease how much is needed from outside partners every year. Below is what sacrificial giving could look like for a donor/partner over the next three years.

Funds Needed to Start *Mosaic Church*

First Year (Includes Start-Up Cost) – **\$257,821.67**
 Second Year – **\$128,910.84**
 Third Year – **\$64,455.42**

Total for Three Years– \$ 451,187.93

Currently, *Mosaic* have 37 committed financial partners: *Treasuring Christ Church, Church on Mill, Ironwood Church, GROVE network, SEND network, TCT network, Valley Rim Association*, and a network of 30 individual donors. We hope that others will consider partnering with *Mosaic Church* as we attempt to spread the Gospel to Mesa and the ends of the earth.