

The Encouraging

It has been another encouraging year with our efforts to provide **biblical multi-ethnic training** for Christian leaders. The Lord continues to **sustain** our work and **expand** our impact in the Body of Christ. A few examples:

- 1100+ people trained through on-site training forums and speaking opportunities
- 800+ uses of our e-learning sessions
- 800+ visits per day on our website
- 3,000,000+ hits on our website
- 2000+ people now receive our free resource newsletters including many leaders and pastors.
- We have partnered with and served over a dozen organizations.

Even more encouraging than the statistics, are the **encouraging comments** we often receive from people around the country like:

- "Your ministry is a blessing to the Body of Christ."
- "This is a wonderful resource. Thank you."
- "The use of scripture in this training and the emphasis on prayer is superb."
- "That was one of the best training programs we've had on our campus."
- "I am a missionary living in Romania... The habitus insight will help me understand the international volunteers I work with."
- "I think the best part was that when I finished I wanted to go to a park and meet people! So - the content is both informative and motivational. Hits so many of the questions/thoughts that we have."
- "I have experienced two of the three learning scenarios as a pastor, and see immediate application to what was covered in those sessions."

The Challenging

It has also been a challenging year for our ministry. As our impact has continued to grow, it has really stretched our time and resources. I (Chad) am the only full-time staff member. Richard Johnson and Michaela Gregory occasionally help with our on-site training efforts. Stephanie Gregory helps a couple of hours each month with administrative activities. Managing all of our activities with such **limited manpower** is becoming **increasingly challenging**. You may wonder, "Why don't you just hire more staff?" Unfortunately, as our impact has been increasing our financial resources have been decreasing. Giving toward our ministry has **decreased about 10%** over the last few years. Revenues from our training programs have helped to fill in part of that gap. But, we intentionally keep the cost of our training programs low so that as many ministries as possible can use them.

Would you prayerfully consider helping us with the following needs?

Need 1: Prayer

Would you take a few minutes to pray for our ministry right now? Please pray for the Lord to **lead and empower** our efforts and for Him to provide the **financial resources and manpower** that we need.

Need 2: Accountant

We really need a **volunteer accountant** to serve about 3 hours each week. It is becoming increasingly difficult and time consuming for me to manage our finances along with all of the other activities that we do. Accounting experience and the ability to use Quickbooks are essential. Experience with non-profit management would be a big bonus. Please contact us if you or someone you know is interested in helping.

Need 3: Support

We need **\$12,000 in special end-of-year contributions** to help sustain our ministry through the next six months. A gift of any size would be a big help at this time. If you are able to pledge **on-going monthly support** that would be even more beneficial. You can give in any of the following ways:

- **Check:** Please make your check to "ReNew" and mail it to PO Box 4063, Dublin, OH 43016.
- **Credit Card:** TheNewCulture.org/give/credit
- **Auto payments:** TheNewCulture.org/give/auto

Need 4: Assessments

Our powerful new online **organizational assessment** tool allows leaders to discover how well their organization is doing at promoting ethnic diversity and healthy, biblical ethnic relations. Would you ask your pastor and the leaders of your organization to consider using the assessment? The cost starts at only \$100. To learn more visit: TheNewCulture.org/learn/assess/



Thank you so much for your interest, prayers, and partnership in our work. We can't do this ministry without you. Have a great Christmas!



Chad Brennan, writing on behalf of our team (Michaela Gregory, Stephanie Gregory, Richard Johnson) and Board of Directors.