



ONERACE movement 2024 IMPACT GUIDE



<div><div>DATE</div>9.25.21</div>	<div><div>ONERACEMOVEMENT</div><div>PAID TO THE ORDER OF</div>Peace Prep</div>	<div><div>DATE</div>9.25.21</div>	<div><div>ONERACEMOVEMENT</div><div>PAID TO THE ORDER OF</div>PAW Kids</div>	<div><div>DATE</div>9.25.21</div>	<div><div>ONERACEMOVEMENT</div><div>PAID TO THE ORDER OF</div>& Campaign</div>
<div><div>\$</div>10,000</div>	<div><div>\$</div>10,000</div>	<div><div>\$</div>10,000</div>	<div><div>\$</div>10,000</div>	<div><div>\$</div>10,000</div>	<div><div>\$</div>10,000</div>
<div>ONE RACE</div>	<div>ONERACE</div>	<div>ONERACE</div>	<div>ONERACE</div>	<div>ONERACE</div>	<div>ONERACE</div>

MISSION

**Teaching Leaders to Love
Across Color, Class, and
Culture.**

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“NOW TO HIM WHO IS ABLE TO KEEP YOU FROM STUMBLING AND TO PRESENT YOU BLAMELESS BEFORE THE PRESENCE OF HIS GLORY WITH GREAT JOY...” - JUDE 24



I am immensely proud of what God has accomplished through OneRace since our beginning. Our board’s unwavering commitment, our team’s diligence, and the courage of the pastors who have embraced this initiative inspires me deeply.

This year alone, we’ve engaged 336 pastors and ministry leaders, hosted 13 group meetings over six months—amounting to 12,816 hours dedicated to equipping and engagement—and seen over 5,000 downloads of our podcast. These efforts have amplified our national presence and deepened our impact.

Yet, I am concerned.

In a time marked by spin, disinformation, and hijacked narratives, the conversation on reconciliation and justice is not just stalled—it’s in critical condition. Like the church addressed in the Epistle of Jude, we face a crisis of deception. **“Certain people have crept in unnoticed,”** spreading a destructive ideology much like the influences we confront today. And like Paul, I invite you to **“contend for the faith.”**

Now, more than ever, we need a message that is effervescent, evergreen, and ever-ready. A philosophy that has been tried, tested, and proven. That message is the Gospel. Love is our method, and the Church is the messenger.

001.
CONTEND FOR
THE FAITH

Friends, we must stay vigilant and prepared to defend our faith against those who seek to deceive and undermine it. The Gospel is our foundation and our plumb line. Love is the tool we wield to leave our mark. We are the ones called to contend for this mission.

In an age of distorted language, rampant disinformation, and chaos, **we must be resolute in the hope of the Gospel and the redemption to which we are called.** God is undoubtedly at work through the Church and OneRace in 2024. But we need heightened awareness of the enemy's attacks in this season. The challenges we face go beyond disunity; they reflect the worst of the fall—deception, ignorance, pride, and the lust for control.

Our struggle is not against mere disruptors or deceivers, but against principalities, powers, and rulers of the unseen world. They are powerful and persuasive. They will deceive some, possibly many. Yet, we have a promise: Victory belongs to Jesus!

As I've prayed and spoken with various leaders, one phrase keeps resonating: **"Kingdom math defies logic, dismisses cents, but multiplies into an unshakable, undeniable, and unstoppable movement."**

My prayer for the Church in this chapter echoes one of my favorite hymns:

**"Hold to His hand, God's unchanging hand.
Build your hopes on things eternal.
Hold to God's unchanging hand."**

Deception, disunity, deconstruction, nor disillusionment will stand against the Church. Thank you, friends, for your generosity in prayer, friendship, finances, and—most importantly—faithfulness. Together, we are changing the story for the next generation.

Bless you all.

Josh Clemons
Executive Director,
OneRace Movement



CORE VALUES



Prayer.



Relationship.



Equipping.



Mercy + Justice.

002.
Core Values





Content Creation



RECONCILER
PATHWAY



KNOW.OWN.CHANGE.
SMALL GROUP CONTENT



YOU VERSION
DEVOTIONAL



KNOW.OWN.CHANGE.
BOOK



LEADERSHIP
TRAINING



ONERACE
LEADERSHIP COHORT



SOUTHERN JUSTICE
EXPERIENCE



CATALYTIC EVENTS



RECONCILER
EXPERIENCE

Catalytic Initiatives



STONE MOUNTAIN

25,000 in Attendance
500 Pastors in Attendance
15,000 People at 25 Prayer
Gatherings



400 CONFERENCE

1,000 Participants
500 Churches and Ministries
Represented



DAY OF REMEMBRANCE

100,000 Participants
121 Churches Participated

TEACHING LEADERS TO LOVE ACROSS COLOR, CLASS, AND CULTURE.



700+

PASTOR AND CHURCH
RELATIONSHIP

COALITION BUILDING

We partner with pastors, churches,
and Christian non-profits to see
justice and reconciliation.



6

MERCY & JUSTICE
INITIATIVE



MARCH ON ATLANTA

13,000 People in Attendance
700 Church Partners
21 Justice Village Partners



JESUS AND JUSTICE

\$60K Given to 6 Non-Profits
3,000 Believers Gathered
Mobilized Volunteers for 18
Mercy+Justice Partners

IMPACT & MISSION



FIGHTING FEAR

Fear is a powerful motivator! Several years ago, Barna conducted a study of Christians, as well as Pastors, and found that the #1 reason people failed to take compassionate action to help someone was fear. This human emotion was stronger than lack of time, lack of resources, or lack of skills.

We all know that feeling. We see something happening – whether right in front of us, in our city, or in our world – and our hearts are moved by the injustice. We feel compassion and desire to do something!

... but then our mind starts generating “what ifs.” “What if it’s not safe for me to help? What if helping causes a backlash? What if my job or reputation or my future are at risk?” So, we wait. We don’t always actively decide not to help, but we delay or make excuses or maybe even find other, safer ways to do something “good.”

Our innate desire for safety and protection – personally, relationally, and communally – drives our actions and inactions. This is what Martin Luther King Jr. was talking about in his *Letter from a Birmingham Jail* when he expressed “grave disappointment with the white moderate,” who was “lukewarm” and slow to respond. The white Christian leaders who should have been his supportive brothers were “more cautious than courageous and remained silent behind the anesthetizing security of stained-glass windows.”

004.
FIGHTING
FEAR



Yet nothing in Christianity espouses security or safety. Christ Himself took the ultimate risk, bearing shame and physical harm throughout His ministry and on the cross. And He warns that a life of following Him, likewise, will not be safe, whether we are in the pews or the pulpit.



Yet, He does call us to follow Him. And God calls pastors to lead with courage; to teach and disciple those who follow Christ, to proclaim the gospel to those who don't, and to stand for moral clarity in a broken and confused world. This feels like an increasingly difficult commission in a culture fraught with tension and division, leaving many pastors afraid TO speak and afraid NOT to speak.



Another Barna survey found 50% of pastors “feel limited in their ability to speak out on moral and social issues because people will take offense.” At the same time, 40% “feel pressure to speak out on moral and social issues they’re not comfortable discussing.”

Especially when it comes to the issues around race, many pastors feel significant anxiety about engaging these topics directly. Many desire to disciple their flock about God's heart for justice or His love for all those made in His image, but they face push-back from congregants who fear their pastor is pushing a worldly agenda. Indeed, more than a few pastors have faced backlash from lay leaders or seen church members leave after speaking up about racial issues.

Other pastors want to speak up, but don't know how. They fear they'll say the wrong thing or get tripped up by their lack of knowledge; or they're just not the right person to lead in this area.

If the disciples are any model, all of those things are true. Most of the early church leaders faced the same challenges, but Jesus called them anyway. He called them to humility and sacrifice...and courage. The same is true for today's church leaders. Christians need pastors who will not only teach them the wisdom of Scripture but help them apply the Word to the moral and social issues facing our world today.

Here are some tips for fighting fear, from the model of pastors who have courageously engaged racial justice issues:



1

PRAY!

When we start with prayer, we know we've invited the Holy Spirit not just to guide us but to influence the environment in which we are operating.

2

LEAD WITH HUMILITY

Modeling healthy engagement with racial justice may mean laying down your status, power, or resources at the altar.

3

FOCUS ON PEOPLE'S HEARTS

Redirect from issues to heart condition. God is far more concerned about how we love than about whether we are on the right side of an issue.

4

INVITE OTHERS TO SEE & EXPERIENCE

Just as Jesus did, draw near, and help others do the same. Seeing (closely) and experiencing personally changes hearts.

5

SPEAK WITH NUANCE

Avoid generalizations and disciple others to do the same.

6

LEAD WITH COURAGE

Over and over God admonishes His leaders to be courageous. What happens next may be uncomfortable or difficult, but nothing catches God off-guard. Most change comes through adversity or struggle.



Brooke Hempell
SVP of Research, Pinkston,
Co-host, Race & Redemption,
OneRace Board Member

OUR IMPACT

161K

People Gathered in Live
Events

105

Prayer Gatherings

\$3M

Funds Raised

\$75K

Given to Mercy+Justice
Partners

2K

Participants in the
Reconciler Pathway Classes
& Trainings

3K

Volunteers Mobilized

7K

Signatories on the Atlanta
Covenant

5

Catalytic Events

100K

Hours of Live instruction



Lee Jenkins, Co-Chairman
Founding & Senior Pastor, Eagles
Nest Church



Johnson Bowie, Founding Team |
Co-Chairman | Senior Pastor,
Victory Church



Lakisha Clemons, Executive
Director & Global Head of
Organizational Change, TransUnion



Tami Free, Founding Team | Board
Treasurer | Attorney & Lead Pastor
Crossover Church

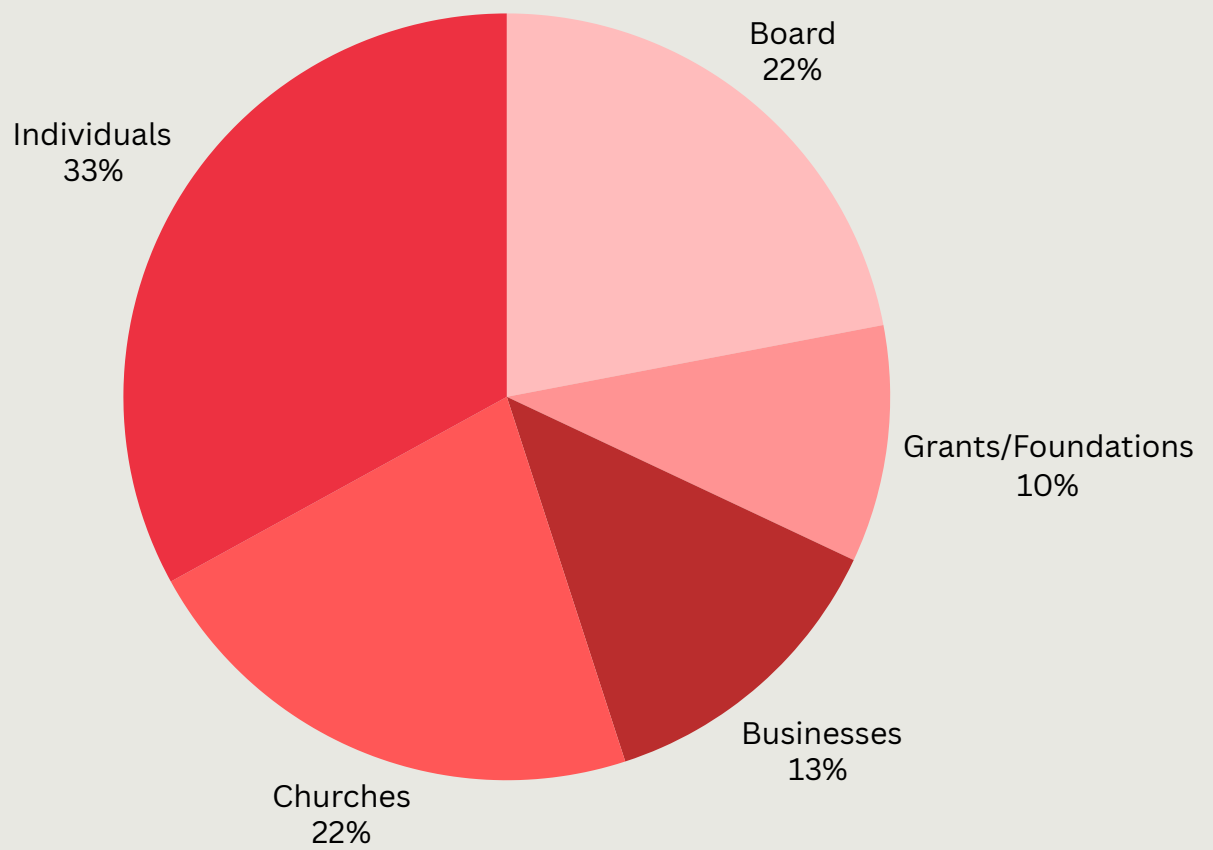
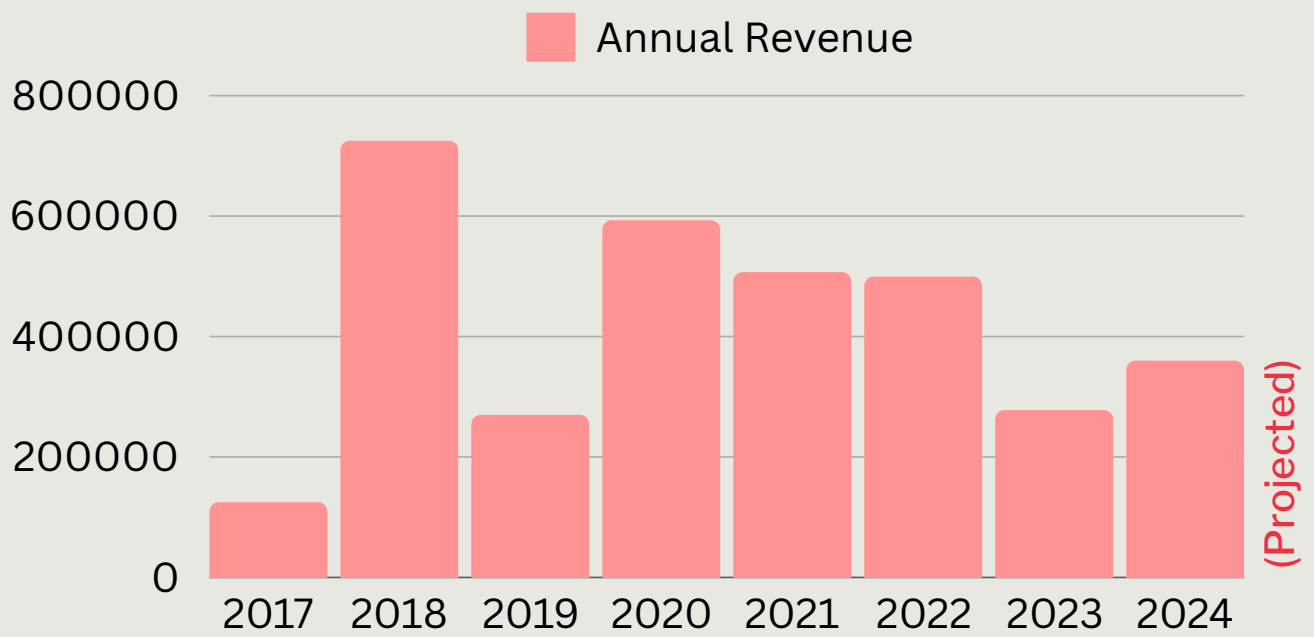


Josh Clemons, Founding Team
Executive Director, OneRace
Movement



Brooke Hempell, Senior Vice
President of Research, Pinkston

OUR
BOARD +
IMPACT 005.



006.
BUDGET

2024

Equipping & Events	\$70,000	(Projected)
Administration	\$75,000	
Personal	\$215,000	
Total:	\$360,000	

2025

Equipping & Events	\$100,000
Administration	\$100,000
Personal	\$250,000
Total:	\$450,000

2026

Equipping & Events	\$125,000
Administration	\$100,000
Personal	\$275,000
Total:	\$500,000



The experience (Southern Justice Experience) was humbling and awe-inspiring. Walking the paths of those who suffered such injustices left me speechless. I felt a deep connection with them, knowing their path was used by God for a greater purpose. I am grateful for the partnership between OneRace and the Christian Alliance of Pastors.

**- Rev. Courtney Wright,
Christian Alliance of Pastors**

“There is a huge value in this Pastors’ Groups, not only because of the information but because of the relationships formed. This experience is guaranteed to cascade down from the pastor to those sitting in the pew, ultimately informing how believers practice their faith. Pastors’ Groups are a must for pastors everywhere.”

-Pastor Steve Wood, Mount Pisgah Church



“OneRace helps leaders of different ethnicities and backgrounds to learn together in humility and to consider how to move forward together in this messy but beautiful work of God.”

-Dr. Walter Kim, National Association of Evangelicals

007.
WHAT
PEOPLE
ARE SAYING

I recommend this trip to anyone serious about the work of reconciliation. The experience invites us to take history and connect it to present reality, facing the pain of our past to find hope for our future. I found the entire experience to be fully consumed with the business of the gospel.

-Pastor Courtney Harkness, Cumberland Community Church



"We are not alone." The most recent OneRace Pastors and Leaders Roundtable was an encouragement towards the fact that not one of us is an island. We are made and redeemed for community. It's a needed message and experience in a time when pastors and ministry leaders are exhausted from perpetual loneliness and isolation.

-Pastor Sam Kang, Grace Emmanuel Church

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-Pastor Johnson Bowie, Victory Church





007. DREAM WITH ME

<div>Perkins FOUNDATION Original Ministry of ORO</div> <div>DATE 9.25.21</div> <div>\$ 10,000</div> <div>ONE RACE</div>	<div>ONE RACE MOVEMENT</div> <div>DATE 9.25.21</div> <div>\$ 10,000</div> <div>Peace Prep Ten Thousand Jesus' Justice One Race</div>	<div>ONE RACE MOVEMENT</div> <div>DATE 9.25.21</div> <div>\$ 10,000</div> <div>PAW Kids Ten Thousand Jesus' Justice One Race</div>	<div>ONE RACE MOVEMENT</div> <div>DATE 9.25.21</div> <div>\$ 10,000</div> <div>& Campaign Ten Thousand Jesus' Justice One Race</div>
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WE DREAM OF A PROPHETIC CHURCH THAT IS WILLING TO LEAD THE CHURCH TOWARD ONENESS.

WE DREAM OF A CENTER OF EXCELLENCE FOR RECONCILIATION.

WE DREAM OF A CREDIBLE CHURCH DOING FAITHFUL RECONCILIATION WORK.

WE DREAM OF A GOSPEL ANIMATED BY DIVERSE PEOPLE, FIGHTING FOR AND LOVING ONE ANOTHER.

WE DREAM OF EQUIPPING PASTORS AND LEADERS THAT THEY WOULD GO AND HAVE AN EXPONENTIAL IMPACT.

WE DREAM OF RACIAL RECONCILIATION...BUT WE'RE NOT STOPPING THERE. WE DREAM OF RECONCILIATION ACROSS COLOR, CLASS, GENDER, ABILITIES, AND CULTURE.

WE DREAM OF PEOPLE TRANSFORMED BY THE GOSPEL, SEEKING TO CHANGE THE STORY FOR THE NEXT GENERATION.

The work of OneRace is made possible by the generosity of people like you.

Consider giving today!



GIVE TODAY

www.oneracemovement.com