



## STAFF STORIES INSIDE

# A WEALTH OF DIFFERENCES

by Jeffrey Bass, executive director

**G**OD CALLS PEOPLE TO DO THE WORK OF THE GOSPEL. Yet in our culture we tend to focus more on the organization (or the church) and forget that organizations are defined by more than their products, performance, or principles. They also are fundamentally defined by their people. So, to fully understand EGC, you need to understand the Center's staff. Who are the people who make up EGC? How has God shaped each one of us for his or her particular task?



**E**GC IS DIVERSE IN MANY WAYS. We are young and old, male and female, and are from a variety of educational and denominational backgrounds. We represent different races and ethnicities, and collectively speak well over a dozen languages. Three of our staff have earned Ph.D.'s, another has a J.D., and a number have Doctor of Ministry degrees. Some are seminary professors while others are currently enrolled in seminary. Some of our staff have years of experience on the streets. About a quarter of our staff are ordained ministers. Nearly a third of our staff are single, and there are three married couples on staff. Almost half of the staff were born outside the U.S. (and a majority of these speak English as a second language). All this diversity helps us to connect well with an increasingly diverse church in an increasingly diverse city and world.

### STAFF TENURE

Our 36 staff members together have nearly 450 years of experience in urban ministry at EGC, for an average staff tenure of 12.4 years. (Compare that to the national average of 4.4 years.) Doug and Judy Hall head the longevity list with 46 years and counting. This month I'm entering my 20th year at EGC, and more than a quarter of the

staff have been here longer than I have. The Center has a strong base of mature, seasoned leaders—men and women who have made urban ministry at EGC their career. And yet, following right behind this group is a third of the staff that has been here between 6 and 15 years. Among these men and women I see capable leaders who will help take EGC forward into future decades. Finally, the remaining two-fifths of our staff have joined EGC in the last five years. These newer staff members are just as important. They keep us current by bringing a fresh perspective, new ideas, and cultural relevancy to our outreach.

### WHAT KEEPS US TOGETHER

With all this diversity, what keeps us together? First, and most importantly, all of us are strongly committed to Jesus Christ. Second, we are all committed to our mission of understanding and nurturing the vitality of urban churches and communities. And we enjoy serving the Lord together. A 20th century hymn says, "You bring marvelous comrades to me!" I couldn't agree more, and I hope you will get to know us a little better through the staff stories that make up this issue of *Inside EGC*.

☞ Look for photos of all 36 EGC staff in this issue. The faces on this page are not identified. How many can you name? How many have you met?

### STAFF START DATES

- 1964 Dr. Doug Hall 3 P2
- 1964 Judy Hall 3 P2
- 1976 Sara Mitchell 3 P2
- 1976 Rudy Mitchell 3 P2
- 1985 Rev. Dr. Soliny Védrine
- 1988 Steve Daman ^ P3
- 1988 Charlotte Schulz ^ P3
- 1989 Rev. Ralph Kee
- 1990 Clarence McGregor
- 1990 Sandy Jackson
- 1991 Jeffrey Bass
- 1995 Jasmin Sung
- 1998 Jeffery Foxon
- 2000 Rev. Ramesh Telore
- 2001 Sheba Telore P4
- 2001 Rev. Dr. Gregg Detwiler
- 2002 Rev. Dr. Brian Gearin
- 2002 Dana Wade
- 2004 Brian Corcoran P4
- 2004 Michele Mitsumori v
- 2005 Rev. Elijah J.F. Kim, Ph.D.
- 2005 Pastor PoSan Ung
- 2006 Grace Lee
- 2006 Liza Cagua-Koo P4
- 2006 Hector Ayala v P4
- 2007 Rev. Bobby Bose, Ph.D.
- 2007 Rev. Matthew Gibson
- 2008 Ruth Wong
- 2008 Alex Grant
- 2008 Jin Min Lee
- 2008 Chase Grogan - P5
- 2009 Erik Nordbye P7
- 2009 Sam Kim P6
- 2010 Hanno van der Bijl
- 2010 Julie Fahnestock
- 2010 Bianca Duemling, Ph.D. ^ P8

ALMOST HALF OUR 36 STAFF WERE BORN OUTSIDE THE U.S. (AND A MAJORITY OF THESE SPEAK ENGLISH AS A SECOND LANGUAGE)

# HERE'S A MISSION FIELD. LET'S GET STARTED!

by Doug Hall, excerpted from *The Cat and the Toaster*, Wipf & Stock Publishers, 2010

**I**N 1964, I HAD COMPLETED MY FIRST year at Gordon Divinity School in Wenham, Massachusetts, now Gordon-Conwell Theological Seminary. My wife and I were living near the school, an hour north of Boston.

One day, at an adult Sunday School class, our teacher started out with this question: "Many of you have come here from various parts of the country. What, for you, has been the most different aspect in coming to New England?"

Originally, Judy and I were from the Midwest, both graduates of Moody Bible Institute in Chicago, where we had met. After we married, we both enrolled at Michigan State University, where I earned a Masters' degree in counseling and guidance and Judy studied elementary education.

Several people responded to the teacher's question, and then my wife, who never has trouble saying precisely what is on her mind, blurted out, "There are no Black faces here!"

People smiled kindly at Judy's embarrassed and frank answer. But one of the women in our class remembered a request that had recently come into the seminary placement office where she worked. The next Sunday, she tracked us down. "I didn't even put this up on the board because I thought you might be especially interested in it. It's a live-in job at a mission in Boston," she explained.



1964—Doug and Judy Hall  
President and Assistant to the President

Days later, our black Ford Fairlane was zooming down Route 1 and over the Mystic River Bridge into Boston. Our destination, 84 West Dedham Street, was a narrow, red brick, two-and-a-half story storefront packed in a row of taller tenements and warehouses, identified with a lighted cross hanging over the sidewalk. I parked on the nearly empty street, and we walked up to the open front door. As we stepped inside, Jack Mark greeted us.

Dr. Mark had been the president of the board since the center's founding in 1938, twenty-six years before. Tall and friendly, with twinkling blue eyes, he introduced us to two more board members and gave us a brief overview of the ministry of the mission.

"Emmanuel Gospel Center is a family mission," Dr. Mark explained. "It's not just for drunks, but it

is an outreach for the working people in the neighborhood. Its purpose is to get people saved and into a good church. We have a gospel service held by different church groups every night of the week.

"You get to live upstairs rent free, and the salary is \$200 per month. Do you think you can live on that?"

Night had fallen by the time we got back into our car and started home. I looked over at Judy, who was sitting quietly, looking out the car window. For quite some time, we had been praying with friends about what God would have us do with our lives. At one point, we both felt strongly we should find a way to go to India. Now God seemed to be answering our prayers in an unexpected way.

"Why not?" I said aloud. "We've been praying about becoming missionaries. Here's an opportunity to see what missionary service is all about. It's as if God is saying to us, 'So, you want to be a missionary? Well, here's a mission field. Let's get started!'"

After a trip back to the Midwest to see our families, we moved into the Emmanuel Gospel Center in August, 1964.

*(This year, Doug and Judy Hall celebrated 50 years of marriage and 46 years of shared ministry as urban missionaries at EGC, working side by side in teaching, writing, visioning, mentoring, and leading.)*

Read more about Doug and Judy's story, and what God did in Boston over the past 46 years in: *The Cat and the Toaster*, Living System Ministry in a Technological Age, by Douglas A. Hall with Judy Hall and Steve Daman. Wipf & Stock. 2010. For ordering information, go to [www.egc.org](http://www.egc.org).



**I**N 1976, SARA MITCHELL CAME TO BOSTON to help manage EGC's Spanish-English bookstore. Her husband, Rudy, was a Cornell grad who had a passion for research. Today Sara works for Starlight Ministries as community advocate, helping people who are homeless find resources, housing, and jobs. Rudy, as senior researcher, has spent the last 34 years studying Boston's communities and churches, producing research that yields new understanding, new initiatives, and more effective ministries.

1976—Rudy and Sara Mitchell  
Rudy: Senior Researcher; Sara: Community Advocate, Starlight

# COME TO BOSTON, BROTHER! WE NEED YOU!

by Steve Daman

“**I**N JUNE OF 1972, I was discouraged because a year had gone by since I had graduated from seminary, and I hadn’t raised a penny to go back to Haiti, which had been my goal. So after preaching at a church in New York City, two ladies asked me whether they could join my wife and me for a night of prayer. We agreed, and I said, ‘Please ask the Lord to tell me what to do! I heard the call for the ministry, but now I have been trying to raise funds to go to Haiti and I cannot raise any money. If he has something else in mind, let me know.’”

Soliny Védryne was born in L’Asile, Haiti, one of seven children of a tailor, Sauveur Védryne, who, at great financial sacrifice, sent Sol away to school in Port-au-Prince at age 14. Sol eventually graduated from the university with a law degree, married, and came to the U.S. to study at Dallas Theological Seminary. But then, Sol hit an impasse.

“By the time the two ladies left, we were tired and hungry. We were glad we prayed, but we were glad they left! That afternoon, one of the sisters came back and said, ‘We have found the answer to your prayer.’ I wondered, was it Haiti? Miami? The sister said, ‘Boston.’”

“‘Boston!’ I said. ‘How do you know?’ She said, ‘Mr. Jean-Pierre, who lives in Boston, just came to spend the weekend with us. And he keeps complaining that Haitians are pouring into Boston by hundreds yet there are no churches. So I tied up his complaint with your request!’”

“She put me in contact with Mr. Jean-Pierre, who said, ‘Come to Boston! We need you. Haitians are coming from New York to Boston. You should come, brother. *Come!*’”

Six months later, Sol and Emmeline obeyed God’s call to go to Boston. There they found two small Christian fellowships serving a rapidly growing population of Haitians. Assuming their full-time job was ministry, Sol and Emmeline began to meet with Haitian families to share the Gospel and their dream about starting a church. But when their first baby was due and they had no money, Sol took a secular job as a welder for eight months and then as a bookkeeper for eleven years, while working many hours developing the church.

Meanwhile, Haitians continued to move to Boston, and by the 1980s, new churches were starting every few months. Marilyn Mason, a missionary with EGC, began to build relationships among the Haitian pastors, and soon recognized that Pastor Sol had a strong vision to see pastors working together for effective, city-wide ministry. She asked Doug Hall, EGC’s director, if he couldn’t find a way to help Sol leave his accounting job to dedicate himself full time to helping grow



1985—Rev. Dr. Soliny Védryne  
Director, Haitian Ministries International

Haitian churches. Several Haitian leaders said the same thing, so Doug made the call.

“We met for lunch and Doug talked to me about whether I would be willing to leave my accounting job and come by faith to the Gospel Center to begin these connections,” Sol says. “The strange thing was that that was my prayer, too! It was my dream to create a forum where pastors could have fellowship and discuss problems. On November 4, 1985, Sol joined EGC as Minister-at-Large to the Haitian Community.

Today, Boston has the third largest Haitian community outside Haiti, behind Miami and New York City. There are about 200 Haitian churches in New England, with about 60 in Greater Boston supporting a population of over 70,000 Haitians. EGC’s Haitian

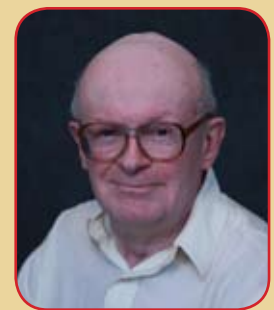
Ministries International works to encourage and strengthen Haitian pastors in Boston and to facilitate Haitian churches working together to serve others.

Pastor Sol’s work includes counseling and consulting with pastors and ministry leaders in Boston and across the Haitian diaspora; assisting Haitians immigrating to Boston, especially since the earthquake; and organizing evangelistic, discipleship, and training programs that serve the Haitian community in Boston and beyond.

Pastor Sol also teaches seminary classes for emerging Haitian leaders at Gordon-Conwell Theological Seminary’s Boston campus, and he continues to serve as senior pastor of the Boston Missionary Baptist Church, which he and his wife founded in 1972.



1990—Sandy Jackson



1998—Jeffery Foxon

**Sandy Jackson** grew up in the neighborhood, and came to Christ as a teenager. She’s been a regular volunteer in the office for 20 years. **Jeffery Foxon** has also been a friend of EGC for many years, and began work in the office as an accounting assistant in 1998.

## A PASSION FOR INFRASTRUCTURE



2004—Michele Mitsumori  
Director of Administration

**M**ICHELE MITSUMORI has a passion for clarifying visions, executing them, and then seeing how they can be sustained over the longer term. This skill grew, she says, while teaching English to children in foreign countries. “Kids are great because they are so honest,” she says. “If they are bored, they won’t pretend to be interested, like adults would. They will let you know!” Children, she says, are “amazing, real-time feedback systems.”

Working with children gave Michele a sense of complex living systems, because children quickly figure out inconsistencies in how a teacher manages her classroom, and they feel injustices like favoritism keenly. “If I scolded someone for teasing, but immediately continued with my lesson and didn’t confirm the teasing had stopped, I was only enabling further teasing, and undermining my own authority,” she says. “This is all systems thinking and counterproductivity,” concepts that inform EGC’s unique ministry culture.

The many insights she gained as a teacher translated naturally into a growing passion for building healthy infrastructure. “The nonprofits I’ve worked with often valued the individual so much that decisions were made on a ‘case-by-case’ basis,” she points out. “This quickly translates into inconsistency, favoritism, and a lack of transparency.” As EGC’s director of administration, Michele is working to clarify, standardize, and update the Center’s policies and procedures. “It’s important that we have alignment between how we would like to operate and how we actually operate,” she says. Michele’s personal passion for healthy infrastructure is helping to provide a smooth-running and stable work environment to support EGC’s 36 staff and dozen programs.

## THE BIRDS ON THE BALCONY

**I**T WAS FOUR IN THE morning, and Bobby couldn’t sleep. In fact, all night long he had been tossing in his bed, worried about the test results from his school placement exams. He was just 16, but these tests scores would determine his future. He slipped out to the balcony to get some relief from the oppressive heat. A few crows were starting to make noise, and Calcutta would soon be awake.

Though he had been raised a Christian, he had never seriously read the Bible for himself, but that morning he picked up a Bible and flipped it open to a bold heading, “Do Not Worry.” He read what followed. “Therefore I tell you, do not be anxious about your life, what you will eat or what you will drink, nor about your body, what you will put on.” That was amazing! He was worried sick, but God was speaking directly to him and saying, “Don’t worry.” He read on. “Look at the birds of the air: they neither sow nor reap nor gather into barns, and yet your heavenly Father feeds them. Are you not of more value than they?” He looked at the sparrows chirping nearby and the crows flying about, and all of a sudden it made sense. “You see these birds. They do not work. They do not have a career. They do not worry.” God was speaking. “Bobby, you serve me and I will take care of you.”

“At that moment,” Bobby says, “I sensed a deep call to serve God. God knew what he wanted to do with my life, and I knew it was going to work out.” After completing an undergraduate degree in Calcutta (now Kolkata) and studying theology in Wales, Bobby earned three degrees from Fuller Theological Seminary: M.A. in Intercultural Studies, M.A. in Theology, and, in 2006, a Ph.D. in Intercultural Studies, focusing on mission theology for multicultural contexts. (cont. next page) ↗



2000—Sheba Telore  
Receptionist

## WATER COOLER LESSONS

**W**HAT WAS TO BE A two-week trip to visit family turned into a 13-year sojourn in a foreign land. And while Sheba Telore has served as EGC’s receptionist since 2000, she spends her time soaking up ideas for effective ministry. Sheba’s desk is a few feet from the water cooler. “You hear all the best conversations near the water cooler,” she says. “It is a library of knowledge.”

Just the other day, one of the staff was having a conversation with a ministry partner. “And I was answering the phones, but I was still, you know, paying attention. This brother was talking about leaving a ministry and how he would want to leave in a healthy way. And that got me thinking about how I need to be sure that if I leave a situation, I do not just walk away.” As she listens and learns, she asks herself, “How would I do this with my people in India, and how would I do it better?” For a long time, Sheba just wanted to go home. But lately, her thinking has changed. “I want to go back and serve my people. I think I will be more fruitful,” she says. “EGC has been a great part of my life.”

— Steve Daman

In April, 2006, at a prayer meeting at Tremont Temple Baptist Church, he happened to meet Dr. Elijah Kim, on staff with the Center. “I was impressed by his spiritual vision of coming to Boston, and that he had a Ph.D.,” Bobby says. The two soon got together at EGC, and Elijah shared his vision for the Vitality Project. “We talked about local, regional, national, and global missions. And he said to me, ‘You can fit in here.’”

Today, Bobby is a key member of EGC’s Vitality Project team, working on various aspects of international urban ministry networking and training. He also teaches missions and theology at Gordon-Conwell Theological Seminary’s Boston campus, the Center for Urban Ministerial Education (CUME).

This fall, Bobby represented EGC and CUME at Cape Town 2010: The Third Lausanne Congress on World Evangelization. “We spent time in worship, prayer and in-

tercession, discussion and reflection—and the ministry of the Holy Spirit was evident,” he says of the Congress. “My primary focus was to build relationships with urban leaders from all over the world and encourage them to be a part of an emerging global urban ministries network.” At the conference, about 50 people joined him for a lunch discussion on urban ministry.

After three decades of serving among Diaspora peoples in major cities of the world through evangelism, discipling, and teaching at local churches, Bible colleges, and seminaries, Bobby is excited about the future of ministry around the world. “God is certainly moving in amazing ways!” he says.

— Steve Daman



2007—Dr. Bobby Bose  
Global Urban Ministries  
Education Coordinator,  
Vitality Project

2005—Dr. Elijah Kim  
Vitality Project  
(photo taken at  
Cape Town 2010)



2008—Chase Grogan  
Operations Coordinator,  
neXus Boston  
(with teens from Roxbury)

## PLAYING OFFENSE FOR URBAN KIDS

**C**HASE GROGAN, AS A 6’5”, 315-pound, high school senior, had caught the attention of several Division One football schools, who named him “one of the top offensive line prospects in Virginia.” It seemed football would be his ticket to a promising career, but Chase had other priorities. He had launched a prayer group at his school, and he was involved in the Gospel choir. Church was important to him, too. “I began to travel with my pastor and really

pay attention to not just the emotional aspects of church, but to what the essential message was, to what he was saying and how it was being transformative,” he says.

Chase prayed that God would remove anything that would distract him from what was really important, “and the very next week, I was running sprints and was injured and I couldn’t start for the rest of the season, which diminished the colleges’ interest in me.” But, surprising even to himself, he had peace about the sudden turn of events. After high school, Chase went to Virginia Tech, “and it was there that someone intentionally poured into me and disciplined me and placed me on a leadership team where my gifts could be challenged and I could flourish.”

By the time he graduated from college with a Bachelor’s degree in architecture, Chase knew he was called to ministry. He had been ordained as a deacon in his church. He had served with the Impact Movement, a student led campus

ministry, where he grew in his walk with Christ and in his leadership gifts. He volunteered one summer at Kids Across America, a camp in Missouri, “and that is where my heart just burst for innercity ministry, specifically with youth.” After serving there, Chase says, “my whole heart just shifted. I began working with the youth group at my church, and I knew that God called me to the city.”

In 2008, Chase moved to Boston to pursue a Master of Divinity degree at Gordon-Conwell Theological Seminary’s urban campus, the Center for Urban Ministerial Education. He needed both housing and a job, and soon found a room in a Christian community house where Liza Cagua-Koo, EGC’s assistant director, was living at the time. Through Liza, he heard about an opening at neXus. “So I applied, and God did it,” he says.

Chase is the operations coordinator for neXus Boston, a collaborative program that equips urban youth workers for effective ministry. Under the direction of Rev. Matt Gibson, director, and Chase, neXus continues to evolve in order to best meet the needs of youth workers. “Our heart is that youth workers would be empowered and would really be competent, confident, and committed to transform the lives of youth.”

This year, Chase has taken on more responsibility for the day-to-day program. He works to make sure neXus provides “very consistent and relevant offerings so that youth workers can feel engaged, networked, and supported in ways they haven’t before,” he says.

Meanwhile, Chase continues to work on his MDiv, and hopes to be done in 2012. After that? More holistic youth ministry. Where? He can’t say, but certainly in some city where kids hunger to know the love of Jesus Christ.

— Steve Daman

# HELPING OTHERS PURSUE THEIR VISIONS

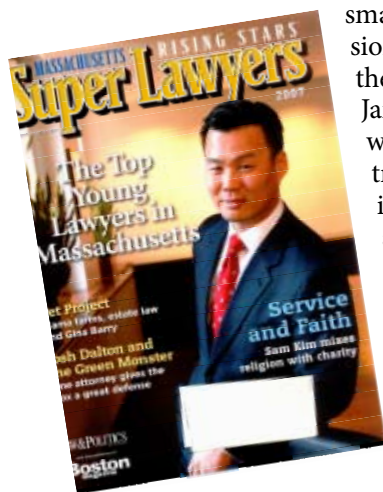
WHEN SAM KIM WAS NINE YEARS OLD, his parents emigrated from Korea, came to know Jesus Christ, and started taking Sam to church. One Sunday, Sam's attention was caught by what the pastor was reading from Matthew 25, where Jesus said, "I was hungry and you fed me, I was cold and you gave me shelter, I was lonely and you visited me." Suddenly Sam saw faces of hungry and destitute people before his eyes, and he heard a voice say, "Who will help the least of these?" And Sam quietly said, "I want to."

As he began to ask how to fulfill this burning desire to help people, someone suggested he could be a lawyer, as lawyers helped people. So as a third grader, Sam decided he wanted to be a social advocate and set for himself the goal of ultimately going to law school in order to serve people.

Though his passion never changed, he eventually found himself specializing in business law, rather than working in the nonprofit sector. But he sensed God was behind this, and so for the next 13 years he helped clients create new businesses and new jobs, which in turn created additional revenue for the community as well as for individuals and families. It was satisfying work, and Sam became very successful. "The more I went on that path, the more I was reminded, that is not why I became a lawyer. My calling was not to become successful; my calling was to help people." The day he became a partner in his law firm, he began a four-year process of searching and praying with his wife, Sejung, to figure out how to apply his skills to help people in a more direct way.

"We were waiting for the Lord's time," Sam says. "And of all the inconvenient times, in the beginning of 2009 when the recession was in full swing and people were scared to lose their jobs, and we had a one-year-old child—that is when the Lord convicted us that it was time for me to take that step of faith and leave the profession." As they made the break from his job, the Kims found they were expecting their second child, and Sam still had no idea where God wanted him to go.

That's when God started to bring together several different streams in his life to bring him to EGC. For the past six years, Sam had been involved in street evangelism, at first on his own, sometimes singing in the subways, and later with a small group who shared a passion to preach the Gospel on the streets. One of the team, Jane DiZazzo, was on staff with EGC's Starlight Ministries, "and so when we were in the South End we would also come to this building and pray over Emmanuel Gospel Center and its work." Sam looked up EGC's website, and won-



Sam Kim was recognized as a top young lawyer and a man of faith in *Massachusetts Super Lawyers* magazine in 2007



2009—Sam Kim  
Senior Program Director,  
Director, Applied Evaluation Systems

dered if it might be a place where he could serve. The second connection came when a small group of businessmen met at a tavern in Boston for lunch and to pray together. "And, as we were catching up, talking about my leap of faith, one of the members, Greg Allison said, 'Hey, I just got on the board of the Emmanuel Gospel Center. Do you have any interest in talking to the executive director?'"

Jeff Bass smiles when he remembers Sam's first phone call. "I quit my job," Sam began. "Could we get together to talk about where I might fit in some ministry?" After their meeting, it was clear that Sam was a great fit for EGC.

Sam started at EGC as senior program director in 2009, and also serves as director of Applied Evaluation Systems (AES), EGC's consulting arm. "My ambition and vision is to see others realize and pursue their visions," Sam says. "Where I get my fulfillment is when I help someone else be more empowered in their capacity to realize their own vision, to pursue their own vision, to implement those visions." And that is what Sam does, first coming alongside the directors of EGC's own programs, and also for the clients EGC serves through AES.

Does he feel sad about leaving his law practice? "No," he says, "I tell people that, believe it or not, everything I retained through my business lawyer experience is applied in what I do here. All those things—the real intentional listening as a legal professional that you have to do to really understand what's most important to the client, and being able then not just to understand it but to communicate it, and then to be able to retest it in helping them realize those priorities—all those skills are applied here at EGC." Sam says there is a time and a season for everything. "I'm very grateful that the Lord allowed me to do it for the time that I did. But right now my ministry is this, and my family, and my immediate neighbors."

— Steve Daman

# I'M GRADUATING. I DON'T KNOW WHAT TO DO.

**F**OR ERIK AND HIS FELLOW COLLEGE SENIORS at the University of Chicago, prospects were bleak. It was a bad economy. No one was hiring. And Erik's major seemed irrelevant. Who wanted to hire someone with a Bachelor's Degree in Religious Studies? So in the fall of 2008, Erik sent a rather desperate email to three of his parents' friends, including Rev. Ralph Kee, animator of the Greater Boston Church Planting Collaborative at EGC. "I just put myself out there and said, 'Look, I am graduating. I don't know what to do with myself. I have a kind of vague interest in ministry. Can you help?'"

During winter break, Ralph invited Erik to Boston. They met for coffee, and Ralph introduced him to EGC. Later, Erik met with EGC's Executive Director, Jeff Bass. "I am sure it was very obvious to Jeff and Ralph that I did not have much of an idea of what I wanted to do," he says. And yet an opportunity opened, and right after college, Erik started work as an intern with EGC's Applied Research department.

Erik admits it took him a while to figure out what EGC's research was all about, but as he got into his work, his college major seemed anything but irrelevant. "A lot of what I studied in school was American denominational history," he says. "And I think denominations are incredibly interesting. I think that the way that churches function is incredibly interesting, and how their denominational identity and theology shape what they do. And so my job now is just to sit down and talk with pastors and visit churches and to Wikipedia denominations and figure out their lineage. I just love that! And I even find myself a little bewildered why other people don't love that too!"

Erik says it is difficult to imagine a better introduction to urban ministry than doing research at EGC. "There are a lot of churches out there who are doing incredibly exciting things, and movements of churches that are growing and ministering

to their communities in really creative and unique ways," he observes. "Research gives us a sense for what God is doing in the city and it gives us a place to start. It relieves the sense of responsibility you sometimes have when you feel you have to start completely fresh and everything relies upon you. Instead, you see yourself as part of a much larger stream. That shapes how you approach ministry, and that in turn shapes the final form your ministries take."

These days, Erik spends a lot of time conducting interviews "with every pastor in the city who has an hour and a half to spare." After a full year at EGC, he feels Boston is the place he wants to be long term, and he has begun to apply to local seminaries to pursue a Master's in Divinity Degree. "I am not sure what I am going to be doing next," he says, "but I think churches are incredibly important and that is where I would like to focus my energy." Meanwhile, he is happy to be where he is today. "I couldn't love my job more," he says.



2009—Erik Nordbye  
Intern, Applied Research, and  
Administrative Associate,  
Applied Evaluation Systems

— Steve Daman

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*The MISSION of the Emmanuel Gospel Center is to understand and help nurture the vitality of urban churches in the context of their broader urban communities.*

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## THE PEOPLE AT EGC

another in a series of issues on "Understanding EGC" introduced by Jeffrey Bass, executive director

IN THE LAST FEW ISSUES OF *Inside EGC*, we have been looking at our organization through different lenses in order to help describe who we are and what we do. In the



2006—Hector Ayala  
Custodian

July-August issue, we looked at our five Principles of Ministry and how they inform our decisions. In the September-October issue, we talked about training, and how that is central to our work and mission. In this issue, the men and women who work here are our focus. Our organization is shaped by the people God

sends to serve here. What we do collectively

as EGC is dependent on the gifts, character, training, experience, and faith of our individual staff members. In this issue, we are taking some time to tell some stories about some of our staff, and I hope these stories will help you get to know us a little better.



2002—Dana Wade  
Director of Development

**THANKS!** Our thanks to Jim Byler who volunteered his services to take the excellent studio photos of our staff you see in these pages! Find Jim's contact info at [jimbyler.com](http://jimbyler.com) or [thepoisonivyguys.com](http://thepoisonivyguys.com).

## DR. DUEMLING RETURNS TO EGC



2010—  
Bianca Duemling, Ph.D.  
Assistant Director,  
Intercultural Ministries

BIANCA DUEMLING, from Berlin, Germany, worked for EGC last spring as an Intercultural Ministries intern to help organize April's National Ethnic Ministries Summit. "We were blessed by her abilities to understand the complex work of intercultural ministries and to take up complicated tasks with great effectiveness!" says Rev. Dr. Gregg Detwiler, director of EGC's Intercultural Ministries. Following the Summit, she returned to Germany to complete her Ph.D., studying the emerging immigrant churches that are springing up there and their relationships with mainline churches.

We are happy to announce that this fall, Bianca is back at EGC as Assistant Director of Intercultural Ministries for a three-year term. At the same time, Bianca is working in close partnership with a coalition of urban ministries in Germany. "Ministry will be happening simultaneously in both locations and we will create a learning team that will benefit intercultural ministry development in both Boston and Germany," Gregg says.



2001—Rev. Dr. Gregg Detwiler  
Director, Intercultural Ministries

Germany is experiencing a Quiet Revival of immigrant church vitality similar to what we have seen in Boston.

"I know that what I experience here and learn from EGC will bear fruit in Germany," Bianca says.