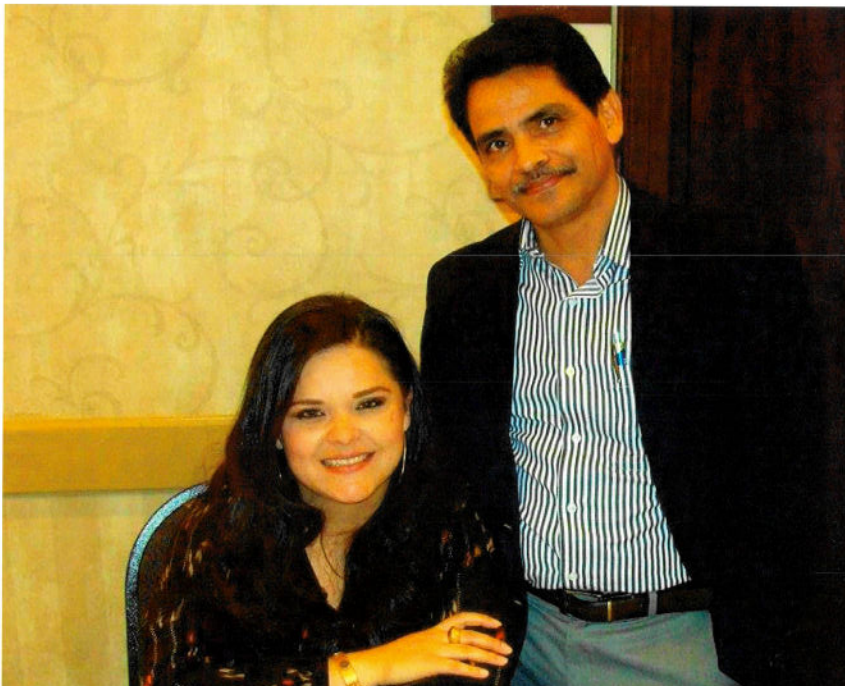




KEEP  
CALM  
AND  
PASS  
THE BATON








# New Partner Joins the DVULI Family

By Eileen Kooreman



**I**t is our privilege to announce that the DeVos Urban Leadership Initiative has entered into a strategic partnership with AETH (La Asociación para la Educación Teológica Hispana). AETH is an interdenominational association that promotes theological education for Spanish speaking pastors and provides a forum for communication and cooperation among Latino churches and educators. Their mission is to “radically transform the Latino church and community.” (see [AETH.org](http://AETH.org) for more information.)

When Dr. Fernando Cascante, Executive Director of AETH and Director of the Justo González Center in Orlando, approached the DeVos Foundation about support for a training for Latino pastors, the idea for partnering was birthed. We came to an agreement about producing a training uniquely tailored to Latino pastors. Our first step was to form a focus group of 15 DVULI alumni who helped us decide on which DVULI content to use and the best way to deliver it. The alumni, along with DVULI and AETH staff, elected the core values of Balance and Empowerment as subject for this new training – believing these to be one of the most beneficial topics to coach Latino pastors on. DVULI staff persons Zakiya Jackson and Zoraida Vélez took the lead on curriculum design and Dr. Cascante continued to assist with the direction of the material which is being presented entirely in Spanish.

In April of this year DVULI successfully piloted this new training. DVULI alumni Domingo Mota (LA 2005), Isaías Mercado (Chicago 2000), Max Rodas (Cleveland 2013) and Bill and Maricela Preston (San Diego 2001) delivered the content to a pilot group of 45 Latino pastors and spouses in Grand Rapids, Michigan.

We are hopeful that this partnership between AETH and DVULI will bless the pastors with meaningful engagement over the core values of Balance and Empowerment while also helping us better serve Latino youth leaders across the nation. Our hope is that the training will aid DVULI in fulfilling its commitment to identify and train leaders who are called to work with Latino youth by creating a bridge to senior Latino pastors in Spanish speaking churches. There is great potential that this exposure to DVULI will open the door for the pastors to nominate youth leaders from their churches to participate in the 15-month DVULI training.

DVULI and AETH will be offering the training this summer in Newark, NJ and Fresno, CA; two cities where DVULI will soon be recruiting youth leaders for the class of 2016.

# A Time to Refrain

By Peter Contreras (San Diego 2008)





**I** am currently assisting a young pastor and church planter who will be overseeing one of our campus sites under my church. We work pretty well with each other. I submit myself to his leadership and I am committed to serve and help him. In return, he humbly listens to the advice I give and, as a team, we figure out the best way for the ministry to progress and to glorify God. Passing our leadership baton on to the next leaders does not mean that we stop working or serving, but instead, we take part in the background by supporting their ministries with service and prayer. Here are some practical steps that I have put in place:

- Praying for myself and for my new pastor.
- Planning the program with him. This includes discussing the pros and cons but ultimately letting him make the decision and letting him learn through the process.
- Helping out with the teaching only when needed.
- Picking a seat in the last row.

We meet weekly on a personal level to discuss community (action plans as it relates to asset mapping and networking in community), discuss what he needs to be successful (resource development) and discern how we as the mother church can help him see success as a leader. When it's my season to pass the baton, this young leader will be a strong candidate because I've committed to training and equipping him for the ministry.

One Bible passage that speaks to me is in Ecclesiastes 3:1-8 "For everything there is a season, there is a time for every matter under heaven ... A time to embrace and a time to refrain from embracing."

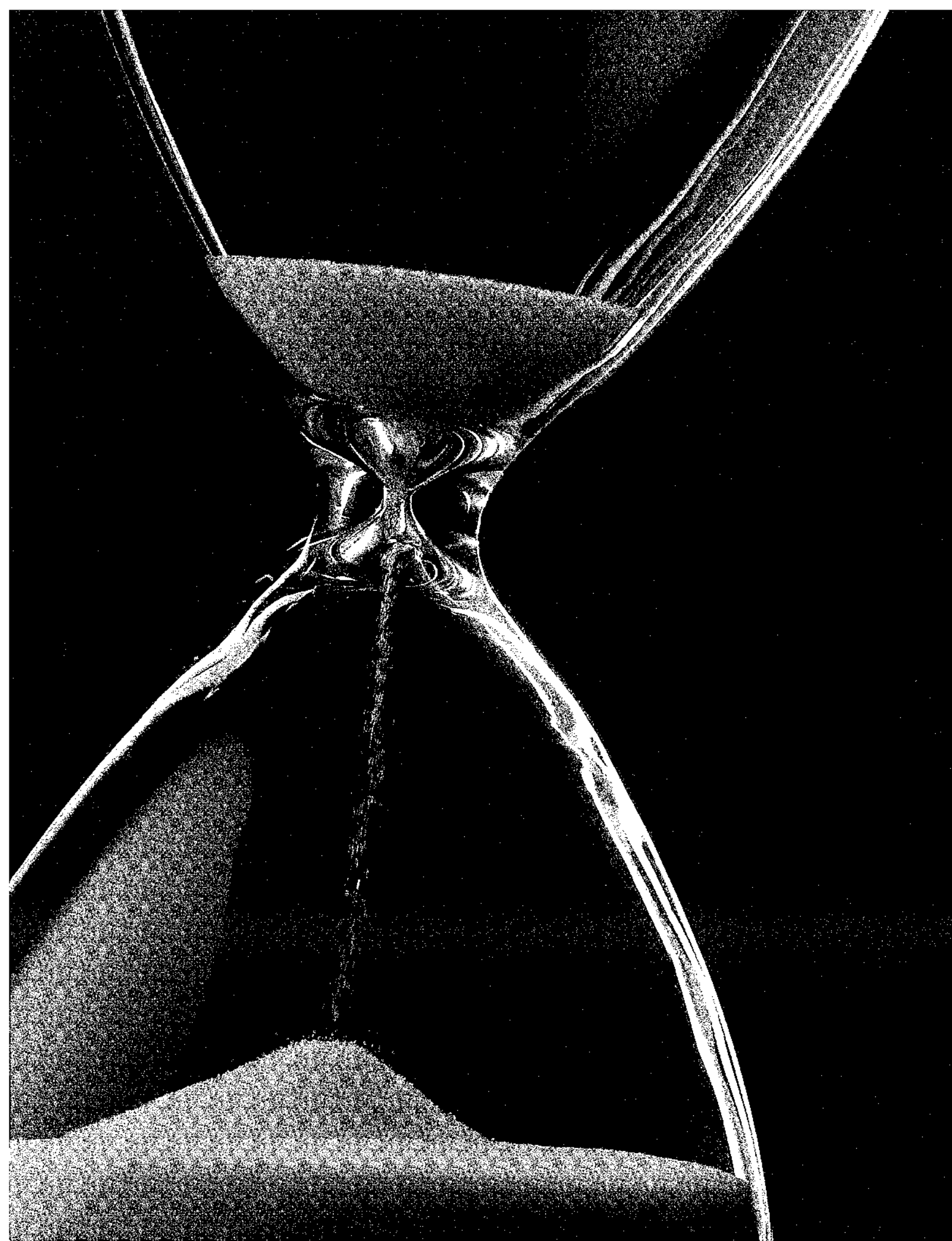


*Peter Contrares (San Diego 2008) is the Lead Pastor at New Vision Christian Fellowship. His passion is to develop ministries and empower others to serve. Peter is a member of the DVULI 2015 Think Tank.*



# Your Time Will Come

By Denise Fase (Grand Rapids 1998)





I recently came across a book by Tom Mullins called *Passing the Leadership Baton: A Winning Transition Plan for Your Ministry*<sup>1</sup>. Mullins shares that in a relay race, 'A runner is best situated to hand off the baton when he is moving at full speed in the exchange zone. Success in the handoff demands that the runner be at the peak of his stride.' For those of us who are 30 and over, are we willing to begin the work of passing on the leadership baton in our ministries even while we are living in the peak of our stride? DVULI taught us not to run the whole race on our own or until our legs give out; we know we need to be balanced and empowering leaders. Are we willing to begin that process now with our own positions?

This is the question God has me thinking about over this past year. My struggle is that I am too young to retire, I love the work God allows me to do, and I love the ministry I work for. Why should I be thinking about this now? What does it even look like? I know it won't just happen, so how then do we even begin to plan for it? In researching Succession Planning

and Transition Planning, I've been learning the following to help me think through and begin this work of creating a plan.

In all areas of leadership, I'm reminded of two things: 1) the importance of prayer - none of this work can or should be done without God, and 2) a big part of this transition planning work begins with me. In *Passing the Leadership Baton*, Mullins suggests leaders need to first

is easy to fall into the trap of thinking about all of the hard work that has been invested to make it happen - the 'who', the 'how', the 'when', the 'where', etc. There is an emotional attachment to it but God reminds me over and over again that it was never mine.

This transition work, in the business world is called Succession Planning. Executive Transitions, a program of

## "Leaders need to first realize the baton is not ours to keep."

realize the baton is not ours to keep. God does not need us - He chooses to use us. If we can own the fact that it is not about us, that everything including our positions, our work, and our ministries are His, then the idea of planning to pass the baton becomes easier. This sounds simple but do we really believe it? As a founder of our ministry, it

CompassPoint Non-profit Services, has a tool for leaders called *Executive Director Legacy Statement*<sup>2</sup>. In the tool, leaders are challenged to create their legacy statement which 'represents your personal vision and aspiration for what you wish to accomplish organizationally and personally....it speaks to the 'results' you desire to achieve.' As we begin to think about our future and our current work, this tool helps us to sort through whether we are still the leader this ministry needs and what we need/want to accomplish while we are still here. Taking time to sort through the above also begins to help with the timing of our transition.

Even if we recognize we are not being called to leave soon, we need to still begin to plan. In DVULI the question was asked: "If God were to take you home today, what would happen to your ministry?" If God were





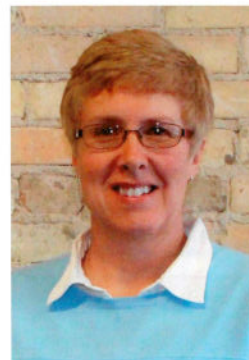
to call us home today, have we been leading in such a way that a ministry of leaders has been equipped and empowered to carry out the work or would the organization be devastated because no plan has been created?

Once we've finished dealing with ourselves, we are able to begin working on the plan including focusing on the 'who'. Who is it that you can invest in today to replace you? Who is it that you can empower in such a way that you are no longer needed? Define what it is that you are looking for in the person including strengths, skills, and experience. Define the characteristics that are most important in them. Ask questions such as: Do they possess character and integrity? Are they a strong communicator? Are they a team player? Do they show competence in leading people? Does their mission tie into the mission of the organization?

Begin to write your answers out and then communicate with your board, that person, your family and others. Identify what it is that

you want to teach them. Be specific and include timelines. Have accountability and someone on your board involved in the process. Work to build trust with them and others as their leader.

As I mentioned earlier, I am too young to retire, and I love the ministry I work with. I am blessed to be one of the founders of this ministry and love seeing what God has been doing from the beginning. I have no desire to leave; however, I also know this ministry is His and He's calling me to empower at a higher level. A year ago these thoughts and words would never have been a part of my way of thinking, leading or living. I don't know when the transition will happen but I trust that this important planning period is in God's alignment and part of His plan for the next steps. Join me in asking God to help you begin the Succession Planning/Transition Planning process. Remember the baton is not ours to keep!



*Denise Fase (Grand Rapids 1998) is the Executive Director of GRIL (Grand Rapids Initiative for Leaders). Their mission is to strengthen leaders to transform communities. Denise is a member of the DVULI 2015 Think Tank.*

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<sup>1</sup> *Passing the Leadership Baton: A Winning Transition Plan for Your Ministry* by Tom Mullins. Next Leadership Network. Thomas Nelson Publishing. 2015.

<sup>2</sup> *Executive Director Legacy Statement*, by Executive Transitions, a program of CompassPoint Non-profit Services. [https://www.compasspoint.org/sites/default/files/docs/723\\_legacystatementtemplate.pdf](https://www.compasspoint.org/sites/default/files/docs/723_legacystatementtemplate.pdf)



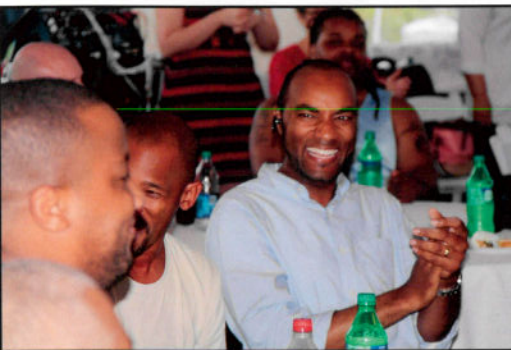




See more photos on Facebook: <http://goo.gl/32gKd6>



# 2015 First National Conference - Orlando



Participants from Albuquerque, Columbus, Dallas, Kansas City, and the San Francisco Bay Area were blessed with a week of training on Core Values and Healthy Change. With vibrant interaction between presenters and participants, the annual conference held in Orlando was a chance for attendees to look with fresh insight at the competing priorities of leadership in ministry. Frank Reynoso (Orlando 2010), Henry Greenidge (Portland 2003), Karin Wall (Boston 2000), and a host of alumni presenters kept the group engaged in learning, reflection and introspection. DVULI warmly welcomed the return of Gordon MacDonald, who has been a keynote speaker since the Initiative's launch in 1998. Gospel music artist Keith Staten closed out the week with an energizing praise and worship concert at the RDV Sportsplex.






Resource  
Review



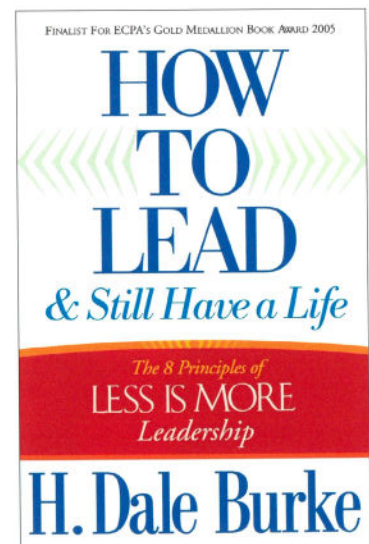
# How to Lead and





**I**n the busyness of my schedule, I have learned one thing: delegate or die! We as pastors have been called to train up leaders for the work of ministry, so I am often looking for leadership books to give me tools to do this. "How to Lead and Still Have a Life" by Dale Burke is a book which fits that description.

This book is designed to give the reader the tools to help develop leaders without killing one's self. This book affirms the core value of balance. Three areas of development are discussed and represented by three rings. The first area is the inner ring of the heart of the leader, which includes personal and spiritual development. The middle ring is the heart of leadership, which is the development of your team. The outer ring is the heart of execution, which is the development for longevity and includes staying on course and staying focused. Included in each ring are descriptions and applications that help the reader learn to work smarter, not harder. It is well worth the read!



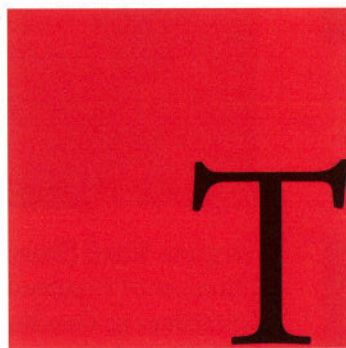
# Still Have a Life

Peter Contreras (San Diego 2008)









The DVULI Class of 2014 - Atlanta, Cincinnati, Fresno, Newark, and Seattle/Tacoma - have achieved alumni status. The DeVos family, DVULI staff and alumni commend each of these leaders for doing a tremendous job on trusting the process. Congratulations graduates!

# Alumni Updates

For more visit: [facebook.com/dvuli](https://facebook.com/dvuli)



Reggie Smalls (Boston 1998) was named Senior Pastor of Bethel Pentecostal Church



Robert Smith (Cincinnati 2012) and Ashley had Lydia Marie on 1/24/15



Sandra Valentine (Orlando 1998) has written a book, *Unmuted*



Lutunji Abrams (Minneapolis 2008) is now Youth Minister/Director of Strategic Community Partnerships at Impact Living Christian Center



Christopher Polke (Orlando 2010) and Sherita had Joshua Ian on 1/1/15



Nate Landis (San Diego 2008) earned a PhD in Religion from Claremont Graduate University



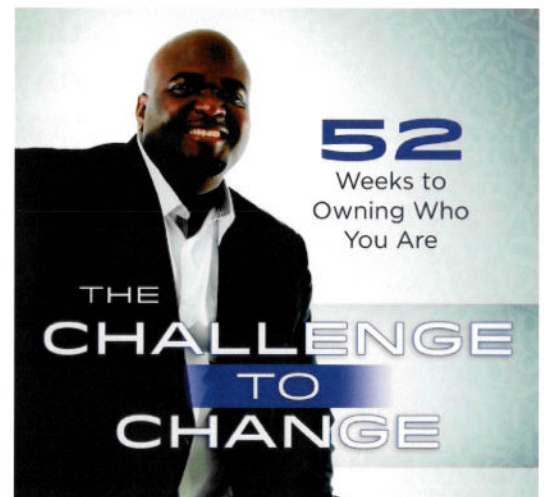
Sheronia James Rogers (NYC 2009) is now the Associate Director of the Office of University and Community Partnerships at Rutgers University – Newark



Jonathan Wynne (Detroit 2004) released his first book, *R.S.V.P.*



Virginia Ward (Boston 1998) is now Director of Leadership and Mentored Initiatives at Gordon-Conwell Theological Seminary



Eldridge Broussard (Portland 2013) released a book, *The Challenge to Change*