



ON THE LEVEL

CELEBRATING
10 years

Transforming Leaders,
Lives and Communities

*When focused thinking is at its best,
not only does the idea grow, but so do I.*

John Maxwell

REFLECTIONS

Volume 8 / Issue 3 / December 2007

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PRESS PAUSE



Reunion 2007
Attracts Alumni from
class of 1998 to 2006

See pages 6 and 7

Lessons from Looking Back

DEVOS INITIATIVE STAFF REFLECTS ON THE PAST DECADE

- BY WIL LAVIEST

Ten years ago the DeVos family's idea to help urban youth ministers began to sprout. Nurtured along the way, the DeVos Urban Leadership Initiative has spread steadily like a rose vine against concrete. Participants have experienced breakthroughs and, by extension, they've blessed many youth through their ministries. Close to 540 participants have graduated from the 15-month leadership development program.

Much of that nurturing is the result of what happens when you engage in reflective thinking. It encourages you to reevaluate and make adjustments. Those who remember the program's early days say the ongoing willingness to engraft or clip from the program to make it more effective has been at the root of its success.

The Initiative trains urban youth ministry leaders to be more effective by giving them personal and professional development tools. Particularly it aims to alleviate the high burnout rates that they tend to experience. Early research showed that can happen as early as 18 months for many.

PLANTING SEEDS

In the spring of 1997, Peter O'Donnell, who had several years of experience with Youth for Christ, was intrigued when he was contacted to join the team that would develop the DeVos program's curriculum. David Van Patten of Dare Mighty Things led the curriculum design team that also

included Jim Galvin who is noted for his work on the Life Application Bible.

"I thought that what makes this really significant is that it addresses a problem not just at the skill level, but that we have to address the root causes of these ministry breakdowns," O'Donnell said.

Initially the curriculum focused on ministry management techniques. But the design committee realized that participants would have to dig deeper to make the impact they were hoping for.



"We had the strong sense they (the participants) had to learn how to think differently about their work and their lives," recalls O'Donnell. "We began to see this difference between core values and breakthrough skills. We began to talk about how we can get people's attention about the risk

continued page 8

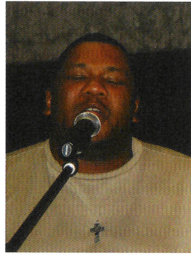
HERE'S MY TAKE

By Gerald Bell

Great books, sermons and movies are often a result of someone's time spent in reflection. If you're like many folks doing urban ministry, making space to look back and learn from the deeper things of life requires a chunk of time that isn't always available. While the skill or the discipline to engage in reflective thinking can come with a price, a few DVULI alumni have found the return on investment worth the cost. **Here's their take!**

Rod Hines (Los Angeles, 2003)

In my own life, before I knew what reflective thinking was, I was healed through moments of reflection. "Take a look in the mirror, what do you see?" was the question I was asked... and my answer was less than hopeful. It was through this tool that God transformed my own brokenness into wholeness and my disappointments into opportunities. I have learned the importance of reflective thinking and literally use it all the time. A writer once wrote "**history will teach us nothing...**" I believe that that thought is incomplete. I believe that "history will teach us nothing: if we neglect to reflect about it." I have gained many benefits from integrating reflective thinking in my life: a broadened perspective, better understanding of my limitations and strengths, and learned how to better myself through reflecting on my mistakes. Reflective thinking is crucial in finding healing from past hurts... strength to stand against recurring afflictions and hope that in the future I can go on and live a life free from daily struggles and past hurts. What a benefit!



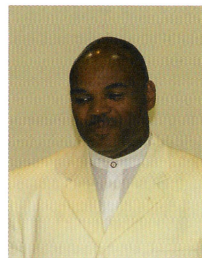
Beverly Beard (Kansas City, 2001)

Imagine you are driving down a narrow road late in the evening. Just ahead of you something catches your eye, what could it be? Suddenly the reflective stripes on the cyclist's jacket sleeve lets you know he is there. You carefully move over to avoid a collision. I view reflective thinking as something that catches my eye and helps me avoid a collision. As I packed my bags for the DeVos Reunion in August I included my journal I received at graduation. While on the plane I started to skim through the pages. Occasionally pausing to reflect and making new entries. As I "**pressed pause**" I sat on a bench outside the main conference room, I glanced to a portrait of Mother Teresa. Tears filled my eyes and I could feel her compassion and commitment to true change. Right then I prayed for renewed compassion and commitment for my ministry and my life. I believe it's my times of reflection that God can truly speak to me.



Nick Bolden (Indianapolis, 2005)

I practice reflective thinking by writing love letters to God. I date them and keep them in a folder. I have letters that I've written from 20 years ago. Taking time to capture those "ah ha moments" has been very valuable to me. There are events I've written about that I have forgotten, but I can look back and see how much closer I am to achieving certain desires. Job 22:28 says, "You will also declare a thing, and it will be established for you; so



light will shine on your ways."

When reflecting, a little light goes on in your life... things dawn on you that help put matters in your world into place. For instance, at the Press Pause reunion, God spoke to me there and helped me to see that only a remnant may adhere to my work in ministry. I am better at empowering others because of reflective thinking.



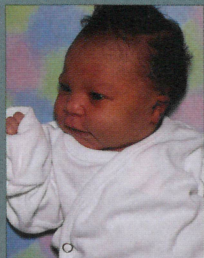
Max Torres (Houston, 2003)

My most productive time of reflection happens

when I ride my motorcycle. It's a time when I ask God questions and hope that He only has to answer me once and I can have that "Selah" moment. Recently I jotted a journal entry on my webpage (www.maxtorres.com) "Introspection." There I write; ***I like riding. It gives me time to think and be grateful. I'm not a fair-weather rider. No matter if it is Hot/Cold, Sunny/Cloudy, Day/Night and Dry/Rainy - I wanna ride.*** That place of solace is a need for me because I get so busy and seem to always be in a rush – so reflection helps me to reevaluate my choices. I've come to say, "measure twice, but cut once." Meaning when I take action, one move is all that's required to get it done right. When I have been still, reflected and heard from God this is much easier. Great caverns are built one drop of water at a time. I want that same consistency and faithfulness. My peers may have office time for reflection, but I prefer to ride my 'bike' because then I am that much closer to God, trusting Him for my protection, guidance and safety on the road.

BRIEF NEWS AND BREAKTHROUGHS

Khary and Jennifer Bridgewater (Boston, 2006) gave birth to a bouncing baby girl at 2:37 pm on August 23, 2007. Grace Ann Bridgewater weighed 6 lbs and stretched 19 inches long. This is Khary and Jennifer's first child and they couldn't be more proud and blessed parents.



Shante' Johnson (Denver, 2003) gave birth to Salome Amada November 22, 2006. She weighed in at 6 lbs 2 oz and stretched 20 inches. Salome means peace in Aramaic and Amada means Beloved. Shante' had emergency caesarian section and said of her daughter's birth, "I was just excited and relieved that she was safe...I saw God's power through the wisdom of the doctor's. She was a miracle."

Brenda (Fierros) Hernandez (Houston, 2005) Married Jonathan Hernandez on June 9, 2007. The wedding was held at the George R. Brown Convention Center in Houston. The couple met while working in children's ministry at church. Now, Brenda and Jonathan work in the Sunday school department at Adulam Place of Refuge Church. They spent their honeymoon in Las Vegas and visited the Grand Canyon.

Luvirt and Kelly Parker (Cleveland, 2007) gave birth to Gabrielle Nikkol. She was born on July 11, 2007 at 12:14 am and weighed in at 7 lbs 3oz – measuring 19.5 inches long. "I was there for 19 hours of labor and got to cut the umbilical cord," recalls Luvirt. "It was amazing! Gabrielle is a tangible representation of the love I have for Kelly."



Melvin Hitchens (Indianapolis, 2007) was appointed last July as Principal and Community Liaison for Indianapolis Public Schools Metro Expulsion Center. In this new role

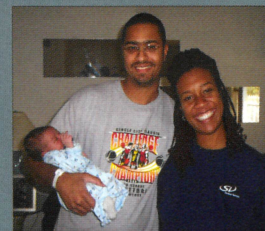
Melvin is responsible for connecting schools, churches and businesses that holistically leads to helping at-risk middle and high school students and their families succeed. "I like that I can see immediate results," says Melvin. "This program is minimizing failure in student's lives as a whole."

Virginia Ward (Boston, 1998) accepted the position of Director of Black Campus Ministries, New England with InterVarsity Christian Fellowship. Virginia is responsible for training and development of the BCM staff on existing campuses, assessing the population on the NE campus and establishing new BCM chapters. "My calling to students had manifested in several ways [over] the past 20 years," said Virginia in a letter. "Through many days of prayer and walking with the local leadership of InterVarsity I accepted the role..."



VJ Smith (Minneapolis, 2006) received the 2007 Governor's Council on Faith and Community Service Initiatives Best Practices Award. Smith, who is president of MADDADs (Men Against Destruction Defending Against Drugs and Social Disorder), was one of eight other Minnesota organizations to be honored last August. The award recognizes grassroots faith-based and community organizations with best practices models for collaborating with a variety of resources, have positively impacted a social condition and changed the lives of individuals.

CJ and Anika Neal (Indianapolis, 2007) were delighted with the birth their third child Caleb Joel on October 18, 2007 at 4:53 pm. The son that father CJ had been hoping for weighed 8 lbs 5 oz and measured 21½ inches long. It's too early to say what the future holds for his first son other than he is "already sleeping with a football and basketball!"



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National Hispanic Prayer Breakfast

**Washington, DC
June 13-15, 2007**

The National Hispanic Prayer Breakfast saw another banner year bringing hope to the Hispanic community through prayers, musical celebrations and advocacy for issues that deeply touch Latinos in our nation. The events that took place from June 13-15 at the J.W. Marriot Hotel in Washington, D.C. were a testament of all the good things that take place when Latinos come together with one goal in mind; to strengthen the community. This year's DeVos Urban Leadership alumni delegation included: Andrew Campos (Kansas City, 2001), Rick and Ida Diaz (San Antonio, 1999), Liza Cagua (Boston, 2006), Job Lara (Los Angeles, 2003), Veronica Lopes (Los Angeles, 2003) Mayra Nolan (Los Angeles, 2003) and David Soto (Phoenix, 2000). From Capital Hill visits advocating for immigration reform, to handshakes and photo ops with President George W. Bush – the DVULI delegation returned home with greater insight and inspiration to affect the lives and communities where they live and serve.

—Gerald Bell



2007 CCDA DeVos Fellows GATHERING

**St. Louis, MO
October 10-13, 2007**

Reminiscing about the good times and enjoying fellow alumni never gets old! That's why some 75 DVULI graduates, participants and ministry friends corralled at a TGI Friday's to snack, kick back and love on each other during the 2007 CCDA Conference in St. Louis. No pre-assignments, journaling or Systems Thinking – just vintage DeVos Urban Leadership folks eating and fellowshiping together. What a great group of people! This year, the DVULI was a CCDA lead sponsor and had the privilege of presenting workshops on four of the Core Values. In addition, booth space was provided to share with others about the Initiative's investment in urban youth workers. Next year's CCDA conference will be in Miami, FL. Hope to see all the DVULI alumni there.

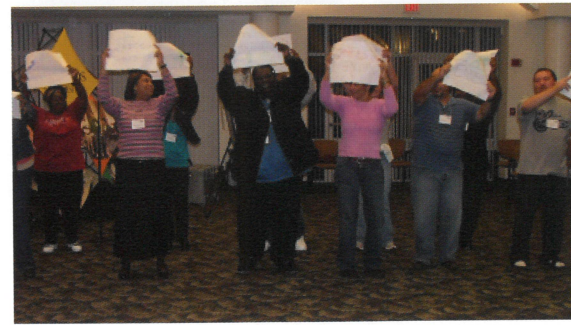
—Rick Diaz

SECOND NATIONAL CONFERENCE

Holland, MI
October 15-19, 2007

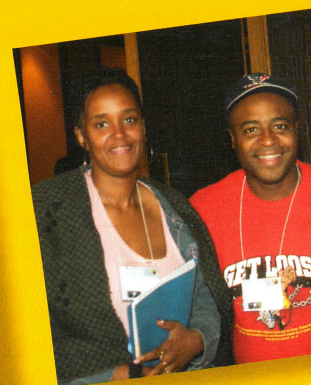
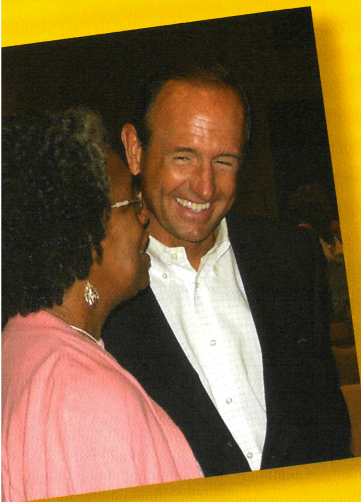
Participants from Chicago, Chicago South, Cleveland, Indianapolis and Miami, spent the week breaking out of their comfort boxes at the Haworth Inn and Conference Center in Holland, MI. Lead powerfully by Peter O'Donnell and Chana Edmond Verley (Grand Rapids, 1998), the 2007 class developed a better understanding of their personal roles in Systems Thinking. Featured presenters Bob Lupton of FCS Ministries and John Barros of the Dudley Street Neighborhood Initiative offered case study perspectives that encouraged participants to think differently about how to do ministry. Even with the long days of training the group still held to traditions that have been established over the years; working out and playing basketball at the gym, late night card games and eating lots of treats!

— Liz Koster

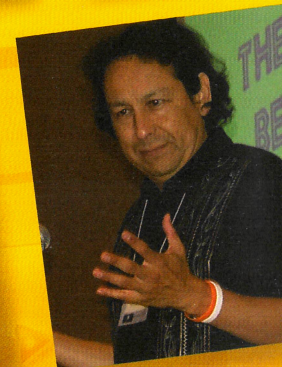
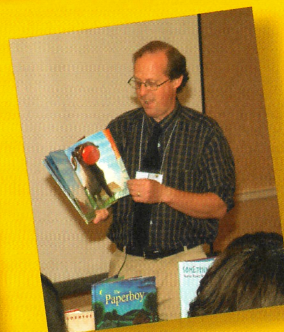


2007 REUNION AT A GLANCE

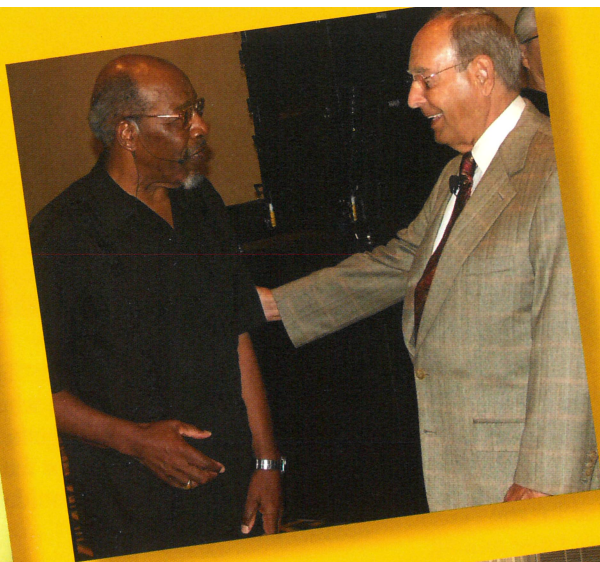
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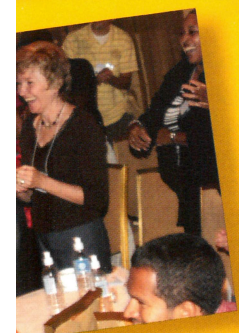
Enjoying Leisure



cy



Sharing
Laughter



Giving
Praise



PRESS PAUSE



GRAND RAPIDS, MI
AUGUST 22-25, 2007

Never fails! When a DeVos alumni reunion happens, those in attendance usually can't find words to describe what the experience meant to them. Without giving names here's what a few attendees came up with when asked how was the reunion. "Hmm, let's see," "Child I had a time", "Well it's kind of hard to say," "Man, p lease", "It was totally the best," "Can ya'll do this every year?"

So there's proof that a DeVos Urban Leadership Reunion is like nothing else. So much so, not even a staff journalist could pen a review to tell the story of Press Pause without getting a little emotional and having a loss for words.

Thanks to Hansel Maltbia (Kansas City, 2001) and David Wilson for the photography. Their pictures are worth a thousand words!

— Gerald Bell

COVER STORY- CONT.

of breakdown. We pretty much mapped out the whole national conference.”

“That was the big moment I think – the switch from trying to figure out how to teach people organizational management, to a broader view of leadership,” said Eileen



Kooreman, who worked with the DeVos Family Foundations prior to the Initiative. “The bigger picture [was] what is a leader and how can we give them the skills to recognize where their gaps are.”

SURMOUNTING FENCES

A program geared toward primarily blacks and Latinos, yet sponsored by a wealthy white family would meet skepticism – yet not finding it insurmountable. Oftentimes there’s a paternalistic, “we know best what is good for you” mindset that well-meaning whites harbor when they arrive to serve in black or brown neighborhoods.

Rick Diaz, the DeVos Initiative’s recently appointed Program Director, remembered being somewhat skeptical when he was recruited as the San Antonio City Coordinator in 1998. He recalled a meeting among all of the city coordinators where the issue came up. He realized he wasn’t the only one wondering if there were potential hidden motives of the Initiative’s leaders.

“I was thinking, ‘What is it that they want? What’s their angle,’” Diaz said. “When they started presenting the procedures, I was literally taken aback.

I had conversations with Ginny Vander Hart [about the program] and I felt very, very good.”

“It wasn’t so much of an issue for my group, but that issue did loom large among the beginning stages,” said Ron Carter, Resource and Training Specialist who participated in 1999. “Ginny was huge. The individuals Ginny interfaced with were veterans, black and Latino evangelicals...your trailblazers. They did not pull any punches with Ginny because white organizations had come to their urban centers before with a paternalistic attitude, with all the answers, not listening to the voices in the community.”

Vander Hart credits the sincerity and openness of the DeVos family as the true difference maker.

“There are so many ways that the deep values of this program reflect who the

DeVos’ are,” said Vander Hart. “The DeVos’ really created an environment where different people can come together and give their best and be respected for their best and create something that they couldn’t have created alone.”

TRUST THE PROCESS

As a result, Diaz was open to the curriculum and actually received a significant personal breakthrough. He realized he wasn’t living a balanced life. He was spending too much time doing ministry work at the expense of his family. His then 14-year-old daughter delivered the message when she told him that she realized he loved the family, but he was barely home.

“That woke me up,” Diaz said. “When I started going through the [training]...I began to understand that I had to have balance first in my life in order for me to be the leader I needed to be in ministry.”

Another Wise Investment

By Gerald Bell



Perhaps it’s serendipitous what the DeVos Urban Leadership Initiative has become. Admittedly, some members of the DeVos family never expected it would evolve into a premier training model for urban leaders across America. Or that after ten years, some 54 city groups (8-12 participants) would have completed the program – or how testimonies of ministries, families and community leaders would attribute their renewed hope and success to the DeVos experience.

Indicative of the family’s approach to many of their business ventures, the DeVos Initiative is about creating opportunities for urban leaders who are easily overlooked.

It was 1995 when the DeVoses began to explore a family-wide philanthropic effort to help disadvantaged youth from a Christian perspective. Gordon Loux, consultant to the family, guided many of their early conversations about how to invest in the lives of youth dwelling in underserved communities, especially those from fatherless households.

“The family was interested in this because of their work with the Orlando Magic basketball players,” said Loux. “[At the time] only one of their players had grown up with both biological parents at home so that was a driving force.”

Loux researched more than 30 Christian organizations and presented the family with options on ways to impact urban youth leaders who have high motivation and passion for the city, but lacked understanding in the areas of ministry management, fundraising and community development.

“The family chose to develop the DeVos Initiative to train emerging social leaders,” said Loux. “We picked listening groups in four cities and asked them to tell us what we could do to help rather than merely putting money on the table.”

“The reason why DVULI stays fresh and impacts people like it does is because of the willingness to change and adjust to that hard feedback.”

The Initiative has covered 24 cities investing in urban leaders. Participants of the program undertake learning requirements that arguably parallels a graduate school education.

“Once I got into the initiative I began to realize that this particular practice of thinking reflectively was healthy and good for personal development. Part of my breakthrough plan was about reflective thinking,” said Gerald Bell, a 2003 graduate who is now the Communications Manager.

Having gone through college Bell admits he never gave looking back as his undergraduate materials a consideration. “I felt once I was introduced to a concept and understood it that was it,” he said. “Like, okay, I read that book and so move on...but to make the learning a part of my life was a change in thinking.”

“One of the things I’ve appreciated about the Initiative is the willingness of Ginny and Eileen and other people who have been involved to listen to the people who have gone through the program,” Carter said. “Once we started getting a lot of requests from cities the Initiative had

already been to and finished for two or three years, asking, ‘Would you consider coming back?’ we began to reflect on that feedback regarding whether we should return for a third year.”

In 2006 the Initiative returned to Boston and Grand Rapids – and to Chicago in 2007. Returning to cities reenergizes past participants, getting them involved again, which leads to deeper bonds and camaraderie that can develop into ministry partnerships and interdependence. “It also helps bring city wide ideas to scale,” says

Vander Hart. “We wanted to have enough graduates so that follow up strategies could have a [significant] impact, especially in big cities.”



THE FRUIT IN THE FIELD

Over the past 10 years, Vander Hart said she has been energized by her relationships with those who have passed through the Initiative. “I’ve kept a journal of my experience and when I look back on it, I write most about my relationship with the people,” she said. “Their passions and their persistence and commitment in the face of odds... How they allow themselves to get shaken up a bit and grow in it.”

Another joy has been seeing people like Diaz, Carter and Bell transition from being participants to Initiative leaders, Vander Hart said.

“My honest appraisal and estimation is that the minute the DeVos organization gets to a point where it thinks we have maxed out and have nothing else to learn, this program will die,” Carter said. “The reason why it stays fresh and impacts people like it does is because of the willingness to change and adjust to that hard feedback.”

“I have personally been so awed, especially at the beginning, how God’s hand was in everything we did,” Kooreman said. “Regardless of how badly we may have done something, it still worked out. It was like, ‘Look what God had done in spite of us.’”

Wil LaVeist (Chicago, 2007)



is a freelance journalist living in the Chicago area.

Dan DeVos, who participated in the Boston listening group, remembers there were a variety of responses from local urban leaders about what tools and resources could be beneficial to their community. “Once they were clear that our family didn’t have any hidden agenda, we heard many ideas,” said Dan. “Everything from building new schools and youth centers to teaching ministry leaders how to avoid pitfalls. It was great to receive all that feedback. That played a huge part in helping us launch a quality program.”

Listening groups also were formed in Orlando and Phoenix where Bob Vander Weide, Orlando Magic President and CEO, spent time hearing from grassroots youth workers in both cities. He found it surprising that these urban organizations dealing with at risk youth were not acquainted with each other’s work.

“I felt we were headed in the right direction when it was realized that a majority of those who were invited had never sat down at the same table before,” said Vander Weide. “Our challenge then was to figure out how to tie relationship building into this training program.”

Sustaining relationships is strategically interwoven in the DeVos Initiative’s curriculum, and is

in-part why a DeVos family member addresses participants at the national conferences in Orlando and Holland each year. This allows participants to connect to family members on a personal level, and gives the family a chance to share their passion for what they hope participants will take from the learning experience. Further, the family can deliver broader perspectives to the training such as Dick DeVos sharing from his own experience about the value of accountability relationships and Richard and Helen DeVos’ talks on balancing family and profession.

Although the training curriculum undergoes some modifications on an annual basis, Loux says, “It’s a much better product today than if we had stayed with the more traditional model.”

In May 2008, the DeVos Initiative will celebrate its tenth graduating class in Chicago (two city groups), Cleveland, Indianapolis and Miami. Showing no signs of backing away, recruitment for an eleventh class is underway in Atlanta, Kansas City, Minneapolis, Phoenix and San Diego.

The DeVos family continues to applaud participants and alumni for being such a great return on their investment in the lives of leaders and youth in the community.

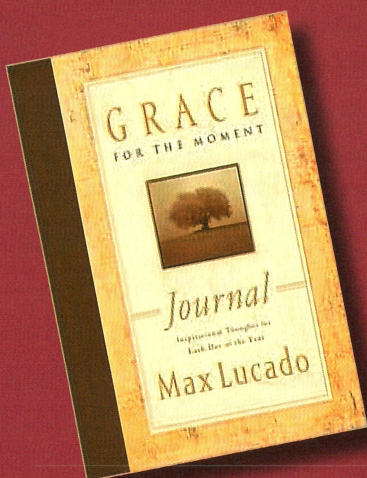
CHECK THIS OUT

GRACE FOR THE MOMENT JOURNAL

*Inspirational Thoughts for
Each Day of the Year*
Max Lucado

For the leader, every day is an opportunity to invest in developing inner strength, sharpening wit and to deepen the personal well. Max Lucado's Grace for the Moment Journal is a powerful resource providing guidance on reflecting and recording what the leader at heart may desire to draw from at the appointed time. 365 days of key scriptures, rich inspiration and space for notation makes this an optimal tool for the coming year. Dwell in the breadth of God's grace for the moment.

—Ron Carter



A Brush with the Magic

-----Original Email Message-----

From: Scott Sangster
Sent: Tuesday, June 19, 2007 1:35 AM
To: Bell, Gerald
Subject: Orlando Trip

Gerald,

Salt and I would like to thank you for securing the passes to the RDV SportsPlex on June 14, 2007. We were in Orlando last week attending the Student Leadership University Conference with 11 young men. This group of fine gentlemen are strong leaders at the TSTL camp, regularly attend Church In The City and are active in the youth department.

The conference wrapped up early on Thursday afternoon and we went over to the SportsPlex later that evening to relax and play some basketball; many of our guys were going through basketball withdrawals from not having played for nearly five days! Upon our arrival, and much to our surprise, we saw NBA All-star Dwight Howard. He was playing in a pick up game on Court One and showing the other players why he was an NBA All-star! After playing ball for a couple of hours one of the young men in our group walked over and asked Dwight if he wouldn't mind taking a picture with them. Dwight graciously agreed and came over and spent about 15 minutes talking with our guys. He asked them why they were there and what they had learned from the conference. He asked each one of them to respond as to what they had learned and proceeded to share about his own life and faith in Jesus Christ. He encouraged our guys to make Christ first in their lives and to surround themselves with good positive people. He shook each of our hands and then had one of his friends take our picture. Dwight was a pleasant, personable and professional young man who has his head on straight and feet planted firmly on the ground. The Orlando Magic can be proud of having such an outstanding basketball player and fine individual representing their organization.

The leadership conference was an awesome experience and it deeply impacted our group. However, meeting Dwight was the highlight of our trip!

I've attached a copy of the photo for you to enjoy. Thanks again for making the extra effort to get the passes and for making this trip an unforgettable experience for these precious emerging leaders.

Scott Sangster and Kelly "Salt" Wall (Denver, 2003)



DVULI Wishes You A Very

MERRY CHRISTMAS...



BEFORE YOU GO

Graduate's Reflection on How We're Doing

Earlier this year DeVos Initiative alumni were invited to participate in an online evaluation questionnaire about their experience, and use of the Initiative's material.

The results of the survey have been tallied and were presented at Reunion 2007 in August. Curt Vander Waal of Andrews University coordinated the study and made the presentation. What follows is a partial summary of his presentation.

The purpose of the study was to:

- Validate the investment of the DeVos Family;
- Begin to understand what components of DVULI are making the greatest impact on participants and communities;
- Describe DVULI's growth and change over time, including strengths, areas for future improvement, and lessons learned;
- Document the rich personal stories of how DVULI has influenced graduates

The survey included 272 completed internet surveys (69% response), focus groups in 9 cities that included 76 people, interviews of 20 individuals for case studies. Here is a sampling of the findings:

Who we are:

60% are age 36-50; 23% under 36; 17% over 50
65% are Male; 35% Female
52% are African American; 24% are Caucasian;
20% are Hispanic
43% have been in ministry less than 10 years;
37% in ministry from 11-20 years

• Staying in Ministry

Have remained in youth ministry since completing DVULI training - 69% agree
Helped improve job performance - 90% agree
Improved job satisfaction - 76% agree

• Skills to increase ministry scope & scale

Prepared me for leadership in my community - 95% agree

Increased self-confidence in ministry and leadership abilities - 94% agree
Number of individuals you have mentored in leadership development - average 10.6
How many youth did you minister to before DVULI - average 166
How many youth did you minister to after DVULI - average 304

• Working collectively

Strengthened my relationship to a local faith community - 79% agree
Number of organizations you have partnered with in a six month period - average 8.8
The report concludes: "DeVos makes a number of bold claims to potential students, including a guarantee the DVULI training will add years to their ministry. Does the program live up to its promise? Based on the preliminary finding in this study, graduates clearly believe that it does... While a call to ministry is large, the results from this survey confirm that graduates are successfully using the tools from the Initiative to improve the lives of youth and their communities"

Watch the DVULI website for a full report and analysis next year.

"What I really valued was this group - this DeVos group. Here's another group that loves me, that we hold one another accountable. They're concerned about what concerns you."

- Chicago

"DeVos taught me that leadership is much more about investing in people and investing into a larger vision and in being able to really kind of plan out where you are going rather than being run by whatever the task at hand is"

- Denver

"It gave me a boldness and a vocabulary to be able to speak...to supervisors or pastors or leaders above me."

- Grand Rapids

"We've formed an alliance of pastors in our community and all different denominations...instead of one church doing a small amount, we are doing a big amount"

- Philadelphia

Thanks too the many DeVos Urban Leadership Initiative graduates who took the time to fill out the on-line alumni evaluation survey. Special congratulations to the two winners of the grand prize drawing, Cynthia Burton (San Diego, 1999) and Barb Stanley (Phoenix, 2000). Each won a \$300 travel voucher.

Message Board

Email updates:

Frank Stone (Birmingham 2001)
Elgin Tunstall (Memphis 2004)
Crystal Young (Minneapolis 2006)
Nes Espinosa (Philadelphia 2002)
John Walcott (Grand Rapids 1998)
Lauren Walton (Indianapolis 2007)

Address Updates:

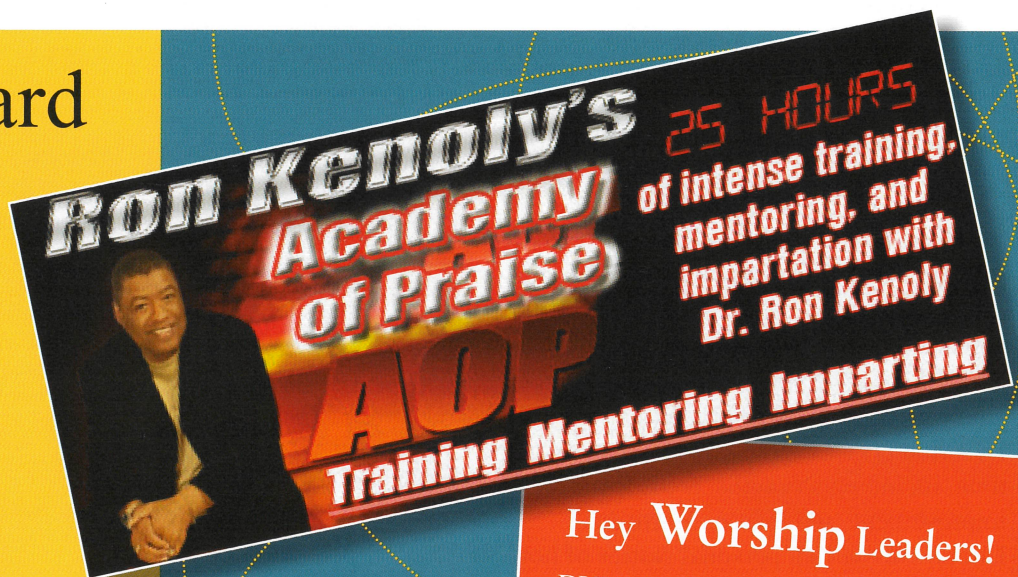
Jaye Hill (Detroit 2004)
Paul Espinoza (Denver 2003)
Helene Kaiser (Chicago South 2007)
Bryan Pontius (Denver 2005)
Randy Brown (Chicago 2000)
Patrick Simmons (Memphis 2004)
LaShon Tilmon (Los Angeles 2005)
June Williams-Smith (Pittsburgh 2004)
Milton Chen (Houston 2005)
Frank Overton (San Diego 1999)
Charisse Callieham-Warr (Cleveland 2007)

Phone Updates:

Brenda (Fierros) Hernandez (Houston 2005)
Jon Wynne (Detroit 2004)
Scott Hackler (Albuquerque 2002)
Robert Brooks (Miami 2007)

If you are interested in contacting any of these people, please visit the DeVos Urban Leadership website for updated contact information.

www.devosurbanleadership.org



Hey Worship Leaders!

DVULI wants to scholarship two DeVos alumni who are actively serving as worship leaders at their church or ministry to Ron Kenoly's Academy of Praise. The four-day mentorship takes place in Orlando Florida, February 19-22, 2008.

Interested worship leaders please contact the DVULI office.

Personal and Ministry Assessment First Local Workshop

January 31 – February 2
Atlanta

February 7 – 9
Phoenix

February 21 – 23
Kansas City & San Diego

February 28 – March 1
Minneapolis

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