



Jan. 26, 2012

Dear partners in ministry,

I want to inform you about a decision that has been taken regarding the Leadership Exchange program.

After an extensive review, and in consultation with members of the Leadership Exchange Governing Board and the executive committee of the Board of Trustees, we have concluded that the Leadership Exchange program, as it currently exists, is not achieving the purposes for which it was created or meeting the needs of the Christian Reformed Church. As a result, we have decided that it is necessary to completely reassess and reconfigure the CRC's approach to leadership development.

For the past several months, we have been engaged in a thorough assessment of the Leadership Exchange. During this review, which included consulting with a number of sources, it became increasingly evident that almost three years of effort have produced no clear results. The assessment suggested that the program's vision is too broad, its management style too diffuse, and there is a lack of significant collaboration with other leadership development programs.

The Leadership Exchange was started with the purpose of finding ways to identify, train, and encourage new leaders of all ages and ethnic backgrounds in the CRCNA. We remain committed to that goal. The Christian Reformed Church is serious about an effective leadership development initiative, but we want to see it develop in a more coordinated and effective way than is currently the case.

The Leadership Exchange Governing Board, in consultation with me and other senior denominational staff, will begin the reassessment and restructuring process immediately. Proposed revisions will be presented to the Board of Trustees for approval.

In the meantime, the planning process will continue for the Young Adult Summit proposed for this summer, but all other Leadership Exchange programs are suspended, effective immediately, and staff positions associated with the Leadership Exchange have been eliminated. This includes the director, Chris Pullenayegem, and a part-time staff member. They have been offered severance packages and/or benefits in line with the CRC's policy and practice. We thank them for their dedication and efforts and wish them well in the ministries to which God may call them in the future.

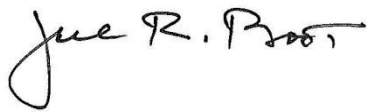
Rev. Joel R. Boot
Executive Director
616-224-0832
executive-director@crcna.org

2850 Kalamazoo Avenue SE
Grand Rapids, Michigan 49560
616-241-1691
616-224-5895 fax

3475 Mainway
PO Box 5070 STN LCD I
Burlington, Ontario L7R 3Y8
905-336-2920
905-336-8344 fax

Please remember Chris and his staff in your prayers, as well as those who will be involved in the reassessment and restructuring process.

Sincerely,

A handwritten signature in black ink that reads "Joel R. Boot". The signature is written in a cursive style with a large, looping initial "J".

Joel Boot
Executive Director
Christian Reformed Church