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[Dr I. Joshua, former staff worker of UESI, is the founder and director of
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Jesus-like Leadership

In the Bible, the term 'shepherd' serves as a metaphor for leadership. Mike Ayers says in his book, *'Power to Lead'*, that a biblical leader is described as a person of character and competence who influences a community to fulfill a God-honoring calling through the power of Christ.

Servant Leadership: God appointed David to "shepherd" Jacob, His people (Ps 78:70-71). Jesus identified Himself as the **Good Shepherd** (Jn 10:10) and exemplified **Servant Leadership** by washing the feet of His disciples (Jn 13:4-5). The Greek word "doulos" translates to "bondservant," signifying voluntary submission and loyalty to a master. Peter referred to Jesus as **the Chief Shepherd** (1 Pet 5:4).

Shared Leadership: Walter C. Wright, in his book *'Relational Leadership'*, defines leadership as "a relationship of shared vision, shared responsibility, and shared leadership." Jethro advised Moses to have a leadership team to prevent leadership burnout (Ex 18:18). Later, the Lord anointed the council of 70 elders (Num 11:14, 16 & 25). Neither Jesus nor His disciples appointed a single successor or chief to lead God's mission (Acts 1:8, Acts 6:3-6). Paul appointed elders for his newly founded churches (Acts 14:23). Plurality of elders became a pattern in all New Testament churches. Shared leadership is distributing the position, power, authority, and responsibilities equally within a team. Shared Leadership, the eighth core value of UESI, highlights loving, faithful stewardship of responsibilities for God's glory and reflects collective decision-making rooted in prayerful reliance on God, humble submission to the Spirit's guidance, and unified consensus among the entrusted team.

Successive leadership: Hans Finzel stated in his book, *'Empowered Leaders'*, that "the leader's first task is to build a leadership team." Examples of Successive leadership includes Moses and Joshua, as well as Jesus and His disciples. Such leadership is neither coincidental nor accidental but rather a deliberate and intentional effort. From its inception, UESI has implemented a Successive Leadership plan across all levels of its committees. This strategy is systematically instilled in students and graduates before they leave the campus and transition out of their committee roles.

Let us follow in the footsteps of our Resurrected Lord, Who exemplified servant leadership, shared leadership, successive leadership and inspired His followers to transform the world.



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I have observed that most organizations, both Non-Governmental Organizations (NGO)s and corporates, last one generation and then things seem to go haywire. With the retirement of the founder or predecessor, they either lose steam and dawdle along, not creating any significant impact on their area of vision, or they just fall apart. In some cases, they go totally astray, directing their values and purpose into different channels. On the other hand, there are a few organizations that seem to grow to greater heights with the departure of the founder or predecessor. What is the reason for the difference that causes these organizations to grow?

In the case of a small business, the founder or predecessor does not have any training but grows the business because of one's creativity and hard work. With the money they earn they put their children through a good education, maybe an MBA, or finance course. When the children return and work with their parent in building the organization, they learn a lot about the business. When they take over after the departure of their parent, they grow the organization to a higher level. How can we replicate this in NGOs or in businesses or even departments within large corporates?

Lead

Selecting knowledgeable and experienced Individuals

When leading a team, committee or an organization, a mistake often made, is to consider experience as more valuable than basic knowledge. While that may be true occasionally, as a general rule that is not true. Today, we are living in a highly complex world and developments that will impact your work are occurring daily. Technology is changing rapidly. To maintain the momentum, we need to find the best individual to take over from us. Knowledge and practical experience in the field of work are both required.

That means when I am selecting someone from within the organization, I need to look for people who are more talented and capable than me, and who have experience in the organization, so that they can take the organization to further heights. I cannot just depend on their length of service to the organization as an adequate qualification to lead the organization. It rarely is.

If the organization has been running well, and growing, then my successor needs to be bigger than me, in experience, in emotional stability, in knowledge – essentially in all ways, as the organization has grown. If I am looking for a successor

from within the ranks, which in my opinion is the best policy, I need to then hire people to work with me or below me, who are far better than me in all aspects of management and leadership. Why? Because he or she will be running a larger and more complex organization than I had run. But most people are reluctant to hire people who are better than them, as they fear that they will not be able to ‘control’ them! Hence, most organizations, especially Christian NGOs last one generation and then go into a kind of sleep mode, where they exist, but do not create history.

The problem with competent people is that they are thinkers, and study issues. So, they will come up with a lot of questions, suggestions and will want to implement radical changes in how things are done. Hence team leaders do not want them around. But that is a mistake. We need to learn to manage them for the sake of the future. A ‘Yes man’ rarely makes a good leader or successor.

The other issue is, should I select just one outstanding man, and groom him or her for the position, or should I select several of them? While many would advocate selecting one, (as too many cooks spoil the broth), I advocate taking many. In fact try and make all

your team members people who have the ability to replace you. It may make your management role more difficult, but will make your department creators of history.

There are two distinct categories of people who seem to exist in the world. Some are visionaries and others are executives who are very effective in carrying out instructions. Team leaders love the latter and seem to have problems with the former. Ideally a team should have a mix of both, though I still push for having a team with all who are visionaries, though it can make management of the team complex. Having brought together a team of visionaries, how do I manage or develop them for the future?

Develop Vision-oriented and Value-based People and High Achievers

The role of the founder or predecessor has usually been to be the visionary, who has a desire to see something happen. To implement this vision, a strategy is developed and based on the strategy an action plan is produced. Based on the action plan, goals are set in different areas. These goals, though essential, become the bane of most organizations. Because staff/teams are evaluated on the accomplishment of goals,

they become the prime mover of the organization, and the vision is forgotten. I have found this in all organizations. They can narrate what they do – the goals, but not why they do what they do – the vision. The successor needs to be a visionary, who is vision-driven and not goals-driven. **One of the essential steps in developing a successor is to see that he or she is vision-driven.** There needs to be frequent discussions on the vision for the entire team so that all develop leadership traits.

Along with the clarification on the vision we need to also discuss and be clear on the adopted strategy to fulfil the vision and the reasons for choosing the same. While the vision may not change or may change slowly as needs change, the strategy can be changed and is not rigid. I usually have an annual review of the vision and strategy where all the team members and some others are invited to be a part of the review. The vision needs to layout not only the needs being addressed and what we want to see happen, but also the values that are important to us and express what we are. These values also need to be regularly addressed and discussed with the team, and its observance enforced. Values are not meant to be changed and are fairly rigid, so

Lead

that those who do not agree with the values usually leave quietly.

To develop strong leaders our leadership style should not be autocratic, but rather achieved through dialogue. All are taken into confidence and decisions arrived after discussing with all. This way the process of decision making becomes a training for the future. They understand the reasoning behind the decisions.

The Bible teaches servant leadership, which basically means the attitude of the leader is to serve their customers and their team

members. He or she serves the team members by exposing them to a variety of training that is helpful for their progress. They are also given experience in all aspects of the work by moving them to different responsibilities within the team or department.

A mistake made often is to make people into specialists by keeping them in the same role, since they are performing brilliantly there. But, as we rise in the ranks, and as we hand over the organisation, I need a generalist and not a specialist. So, I need to prepare generalists

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by moving them to different roles within the organization. Many are uncomfortable to move to new roles, but they must be encouraged to attempt it. If they are reluctant, I usually see them as specialists who would be good second line leaders but not the head of the organization.

The future

Since your successor is a visionary, they will take the team/committee/ organization in the direction of their understanding of the vision and its application. They must not be hindered from doing so. Some organizations see the board as the custodian of the vision, so that it is not his or her own vision the Chief

Executive Officer (CEO), who is the leader of the Management teams is fulfilling, but that of someone else. In effect this means a goals and activity driven organization and not an organization with a vision. Or worse, the Board becomes the CEO, and the CEO becomes a Chief Operating Officer (COO), who oversees the day-to-day administrative and operational functions of the organization. This will lead to a decline of the organization as a Board cannot lead an organization effectively.

So, the conclusion is, select quality people, invest in them and build them up, and then hand over to them when you are ready to move on.

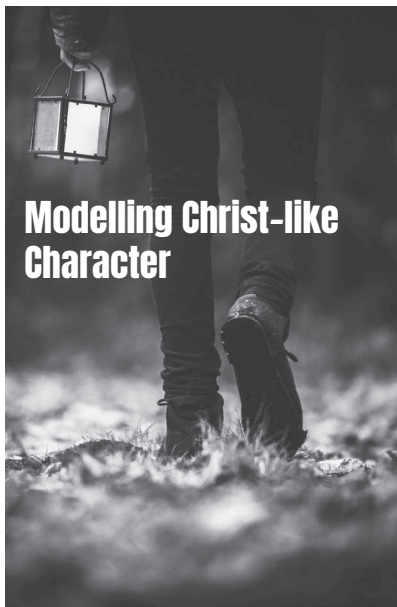


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The screenshot shows the website interface with a navigation bar containing: HOME, ABOUT, CL EDITIONS, ARCHIVES, E-COPY, ASPIRED TO WRITE?, ADVERTISE, and CONNECT. The main banner features the text "SHARE THE TRUTH IN YOUR CAMPUS" and a sub-header "TRUTH AND FREEDOM". Below the banner, there are several article teasers with images and titles: "Loving the Stranger", "Search for the Ultimate Truth", "Liberating Truth", and "Share the Truth in your".





Modelling Christ-like Character

PRELUDE

It's all about Christlikeness. Becoming more like Christ or Christlikeness is the will and call of God. Conformity to the image of God means to become like Christ. While we have been saved and received new life in Jesus Christ, the old has gone and new has come, yet the desire of becoming like Him remains as an attempt. Here are some ways and means to model Christ's characteristics. To start with, we can learn the biblical basis for Christlikeness, next explore a few biblical models of Christlikeness and finally examine the biblical conclusions for such modelling in our lives. Modelling is not showing up or show casing but manifesting, testifying and exemplifying. There

are several dimensions to emulating the characters of the Lord Jesus Christ. The characteristics and attributes of God are unique and are methodically assimilated throughout our life's journey with Christ.

1) **Biblical Basis: Rom 8:29** says, "For those God foreknew he also predestined to be conformed to the image of his Son." The chapter ends with, "Nothing can separate us from the love of God that is in Christ Jesus our Lord". An eternal predestinating purpose and the providence of God grows us into Christlikeness. **2 Cor 3:18** says, "And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit." So, by the indwelling Spirit Himself we are changed from glory to glory. **1 Jn 3:2** says, "Dear friends, now we are children of God, and what we will be has not yet been made known. But we know that when Christ appears, we shall be like him, for we shall see him as he is." We get a perspective of our past, present and future, in becoming like Christ. The eternal purpose, the historical transformation and eschatological hope combine towards the same end of Christlikeness.

What is Modelling: Modelling is an important part of the Christian life as we are called to be role models. **1 Jn 5:12** says, "Whoever has the Son has life; whoever does not have the Son of God does not have life". Representing something includes imitating the behaviour or characteristics. By following biblical standards, we are transformed into the image of Christ and we stand as living testimonies.

2) Biblical Models: The biblical heroes mentioned in Hebrews chapter 11 seldom set out to be heroic. But conviction mingled with courage and commitment enabled them to do spectacular things which history later called heroism. The dynamism seen in our biblical heroes were driven by a mysterious encounter with God that spurred them to attain God's character. Such a faithful attempt of these heroes came very near to God's character vis-a-vis Christ's likeness. Even in each stage of the dramatic unfolding of Israel's history there is a pivotal character through whom God seeks to move His people forward in the realization of being called chosen people. They were fallible, humanly inadequate but they discovered that following God's attributes produce God's characteristics. That is why

Heb11:6 says, "it is impossible to please God without faith". So, the power of the gospel challenges and changes people because it embodies Christ's character.

Who is our Model: We come across excellent examples in the old and new testaments. The shepherd boy, King David is a typical example who exhibits the qualities of a man after God's own heart. The Lord testified about him "that he would do His will". The capacity of our heart to correspond to God's heart synchronizes together and is moulded in the likeness of the divine nature. As a sculptor sculpts the likeness of something or a painter draws a portrait, so God's heart is reproduced intellectually, emotionally and volitionally in His children. David longed for the heart of God and the Lord moulded his character like clay in the potter's hand, shaping him into His likeness. David was a God-captivated man. **1 Sam 16:7** says, "The Lord looks at the heart". David's trust, prayer and longing for a right standing before God with a clean heart and loyal spirit reflects God's heart.

Another excellent model is the Apostle Paul who said, "For to me, to live is Christ..." The one who was persecuting the disciples of Christ had become a disciple of Christ Himself. A Persecutor became a

Propagator. Paul said, "I want to imitate Christ". Paul spoke in and outside synagogues, undertook missionary journeys, mentored believers and was instrumental in the birth of the early church which proves that he was an exemplary model for you and me to follow to become Christ-like. In **Acts 17:28** Paul declares, "For in him we live, we move and have our being".

Paul carried the gospel to the ends of the earth. In **Eph 5:1** Paul says, "Be imitators of God", and in **Gal 2:20** Paul says, "I no longer live, but Christ lives in me". Christ is the ultimate. When the Lord's goodness, love, power and grace are implanted in us, we become

like Christ. Paul said, "Follow my example, as I follow the example of Christ," **1 Cor 11: 1**. Paul is urging us to be like Christ in His incarnation, to be like the foot-washing Christ and to be like the Christ of the cross.

Conclusion: King David and the Apostle Paul reflected God. Within the wide spectrum of God's character, they exhibited a few characteristics. These characteristics ought to be assimilated, manifested, testified and exemplified by us. So, in conclusion, I wish to state that modelling Christ's character solely depends on how we integrate, relate to God and His people. **CHRIST IS GOD AND LET US BE LIKE CHRIST.**



Arul Jaya Prakash, a retired General Manager from HMT, Bangalore. His wife Clara, Prof in Govt. Science College, has now gone to be with the Lord. They both involved in UESI ministries for 20 yrs in Tumkur. He was the former President of BEGF, former President of UESI-Karnataka and former Board Executive Secretary of National UESI. He can be reached at aruljayaprakash@gmail.com

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Story Telling as a Tool of Influence **Supporting Successive Leadership**

Leadership fundamentally revolves around influence, whether exercised through positional authority or by inspiring others. As John C. Maxwell succinctly stated, “Leadership is influence — nothing more, nothing less” (Maxwell, 1998). This article examines storytelling as a powerful tool to inspire, influence, and sustain leadership across its stages. Rooted in biblical traditions, storytelling has historically preserved and transmitted leadership wisdom, demonstrating its transformative impact. Stories have inspired many, including myself, and I have witnessed their transformative power in shaping leadership.

Stories are not merely narratives, but connections that bridge leaders and followers across time. For university students — the primary audience of this article — storytelling offers a practical means to navigate leadership transitions, align with purpose, and inspire future leaders. Leadership evolves through distinct stages, as seen in the history of institutions like Highfield, where storytelling has played a critical role in shaping transitions and sustaining vision.

Storytelling in Five Stages of Successive Leadership

Leadership progresses through distinct stages, each demanding specific skills and strategies.

Storytelling is a powerful tool at each stage, ensuring the vision, values, and mission are preserved and passed on.

1.1 Visionary Stage

Leadership begins with articulating a compelling vision and mission, requiring clarity, passion, and the ability to inspire. Warren Bennis aptly stated, “Leadership is the capacity to translate vision into reality” (Bennis, 2009). Visionary leaders use storytelling to communicate their aspirations, inspiring belief and commitment. Martin Luther King Jr’s iconic “I Have a Dream” speech inspired generations to imagine a better future (King, 1963). Successors use these stories to uphold and spread the visionary’s ideals.

1.2. Growth Stage

Leaders sustain momentum by refining strategies and developing systems to support the vision. Storytelling becomes essential, offering lessons from past challenges and triumphs. Sharing stories helps align organisational goals with actionable steps, fostering a shared understanding of progress.

While pioneers are often celebrated, leaders in the growth stage significantly shape an organisation’s identity. Their stories preserve the

organisation’s core values, ensuring its essence is retained in the DNA.

1.3. Sustaining Stage

New leaders uphold the mission while ensuring continuity as original pioneers step aside. This phase often involves balancing the founder’s vision with the need to adapt to evolving circumstances. Ronald Heifetz aptly stated, “Leadership is not about preserving the status quo; it is about managing change” (Heifetz, 1994). Stories of perseverance and innovation provide valuable guidance during this critical transition. For example, Paul’s letters to Timothy demonstrate how storytelling can uphold a mission’s continuity.

1.4. Development Stage

Innovation becomes vital to keeping the vision relevant and impactful. As Theodore Levitt observed, “Creativity is thinking up new things. Innovation is doing new things” (Levitt, 1960). Leaders at this stage can leverage storytelling to promote a culture of experimentation while maintaining alignment with the mission.

1.5. Surfer’s Stage

Leaders inherit a legacy of highs and lows, navigating complex challenges. Effective storytelling anchors their vision and motivates their teams.

As Simon Sinek stated, “Leadership is not about being in charge. It is about taking care of those in your charge” (Sinek, 2014). Stories emphasising resilience and collaboration help leaders build trust and guide their teams through turbulent periods.

Storytelling and Leadership in Highfield

2.1 Honouring the Past: Preserving Legacy

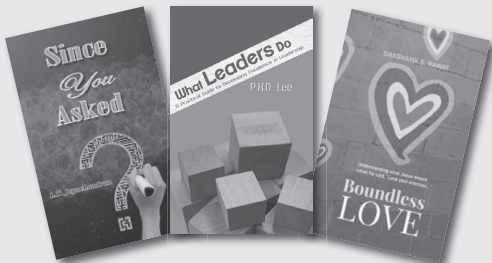
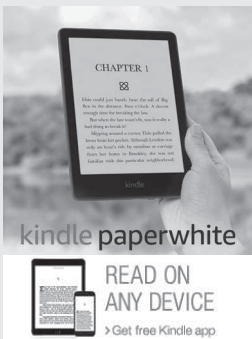
Storytelling aids in preserving the pioneer’s legacy, offering a foundation for future leaders. Leadership research highlights that

acknowledging past contributions fosters identity and continuity (Shamir et al., 2005). For example, Mrs. Eloise and Dr. T. Norton Sterett’s efforts in establishing Highfield, a student ministry camp in India, demonstrate how vision and dedication create enduring impacts. Sharing their stories ensures new leaders remain connected to the organisation’s roots.

One such tradition, *Highfield Dharshan*, involves guiding visitors around the campus while recounting stories of the Sterett’s and their contributions to the

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UESI Ministry. These narratives passed down through generations, preserve heritage and purpose.

2.2 Looking to God for Direction

In successive leadership, focusing on God and His Kingdom is crucial. Stories of His peace, presence, and power help leaders stay aligned with divine purposes. In ministry, anything can become an idol when the focus shifts from God. Leaders must prioritize God's standards. Many ministries could not withstand the temptation like the one to commercialise Highfield. Similarly, our experiences of taking bold steps in faith — even when compromising could have made interactions with government officials easier — serve as powerful reminders. These stories reaffirm that God is the true hero.

2.3 Focusing on Values and Vision

The essence of successive leadership lies in aligning with core values and vision. Although some may find it challenging to embrace Highfield's vision, C.S. Lewis reminds us, "You can't go back and change the beginning, but you can start where you are and change the ending." Changes should always honour the original vision, avoiding the lure of short-term gains.

At Highfield, stories of leaders like Isaac Thomas, who exemplified stewardship of the campus, inspire

us to uphold values and vision, ensuring alignment with the organization's core principles.

2.4. Fostering Innovation, Preserving Purpose

Balancing tradition and innovation pledges long-term success. Leaders should avoid unnecessary reinvention. Resources are often wasted when the achievements of their predecessors are neglected. Yet, change is inevitable, and it demands innovation. Kotter's change theory emphasises the role of storytelling in gaining support for transitions (Kotter, 1996). As a student movement, innovation is essential, though some may resist change. Sharing stories of past innovations that upheld tradition can help overcome this reluctance.

Our leaders, Arthur Hope and B.C. Pandian responded to a water scarcity crisis, by innovatively purchasing land with a water source downhill and implementing a pumping system to supply water to Highfield.

2.5. Leaving a Legacy

Legacy is not defined by success but by faithfully empowering others to continue the work with integrity and passion. Leadership and succession extend beyond Highfield's top office. I often recount the story of Mary Amma, who served in the kitchen for over three

decades, leaving behind a legacy of service with a smile. Her influence was not confined to the kitchen; it shaped Highfield’s culture.

A Challenge for Future Leaders

Successive leadership demands vision, courage, and a commitment to empowering others. For students, the challenge extends beyond personal success to preparing those who follow. Proverbs 27:17 states, “As iron sharpens iron, so one person sharpens another,” highlighting mentorship-producing-leadership. Storytelling, helps students influence peers, preserve their mission, and inspire future leaders. As Maya Angelou noted, “There is no greater agony than bearing an

untold story inside you” (Angelou, 1986). Let your stories inspire and create a lasting legacy.

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Prepare Potential Leaders



Successive leadership is a deliberate process of identifying, developing, and preparing future leaders to succeed current leaders. This process involves prayerful consultation with God, teaching, mentoring, and training of the upcoming leader. The main qualification for an upcoming leader is that he must be a born-again Christian, always abiding in the Word of God and is humble to the heart. Successive Leadership ensures the continuity of Visions and Missions even though the leaders may change, by having a pipeline of spiritually capable leaders ready to step up and take up the new role.

Taking some instances from the Bible: Joshua was identified by Moses as his successor (Num 27:18-23) and was trained and mentored

by him (Ex 17:8-14, 24:13). David was preparing Solomon for leadership (1 Chro 22:1-19, 28:1-21) and he publicly declared Solomon as his successor (1 Kin 1:30). But the most important thing is that God confirmed Joshua's leadership (Num 27:18-23) and Solomon's leadership was also confirmed by God through the prophet Nathan (1 Chr 22:9-10). While personal training and development are crucial for potential leaders, the ultimate validation for assuming new leadership roles comes from God's confirmation and affirmation. No matter how hard we work to equip and prepare them, God's endorsement is the essential factor in determining their anointing for leadership. This divine confirmation can come through prayer, prophecy, or circumstances. Therefore, God's

approval is what counts most when picking new leaders.

Identification of New Leaders

It is a necessity to seek those who have displayed spiritual maturity, a consistent prayer life, ongoing spiritual growth, and a firm commitment to their faith. They must be humble to the heart and be men of conviction. In a time where many Christians have lost sight of moral boundaries (justifying habits like smoking, masturbation, drinking beers, and unfaithfulness in little things), it is crucial that emerging leaders display high moral integrity and purity. Additionally, those born with natural leadership qualities can come a long way, however, God's anointing matters the most, His will is absolute.

The potential leaders must be men of faith, having a servant-like-mind and must be a visionary thinker. Among people who have these traits, seek those who are transparent, having passion for discipleship, and who truly understand the essence of the ministry. The Lord's servant must not be quarrelsome but kind to everyone, who corrects opponents with gentleness (2 Tim 2:24-25). Furthermore, having good reputation can also be considered as a criterion for being a leader (1 Tim 3:7). However, the most important

thing is to pray and consult God in all matters. There may be some who are truly excellent in the field of leadership, but failing in the criteria of spiritual leadership, so it is necessary to listen to God at all times.

Nurturing of the Potential Leader

Once the potential leaders are identified, we must first pray for them. Then, we need to invest time and effort into their spiritual growth. This is called discipleship and mentoring. We walk alongside them, teaching and guiding them in their faith journey. Regular discussions are crucial. We talk with them, listen to their thoughts, and share our own experiences. These conversations help in many ways. Discussions clarify thoughts and opinions, making decisions easier. They also enhance problem-solving skills, critical thinking, and analysis. Conflicts and misunderstandings are resolved, and active listening is encouraged. Most importantly, discussions deepen our spiritual walk and develop discernment and wisdom.

There are three essential spiritual practices we must ensure they prioritize. First, Quiet Time: daily devotions where they connect with God. Second, Personal Bible Study: studying Scripture to understand God's Word. Third, Personal



Evangelism: sharing their faith with others. Quiet time is vital. It's their daily appointment with God. The quality and quantity of this time reflects their spiritual maturity. As mentors, we must emphasize its importance.

As we guide future leaders, we must model godly character. Our actions and words should inspire and encourage them. We need to promote sincerity in ministry, ensuring they serve with integrity. Accountability is also crucial. We should regularly check-in with them, providing feedback and opportunities for growth. This helps them stay on track and become effective spiritual leaders. By investing in potential leaders, we empower them to serve God's purpose. We help them grow spiritually, equipping them to make a positive impact. Remember, guiding future leaders requires patience, love, and dedication. But the reward is eternal: raising up leaders who serve God with passion and integrity.

Deployment

Now that the emerging leader has passed various tests, it is time to give them new responsibilities. As you

assign roles, seek God's guidance in every decision. Pray regularly, asking God to give them wisdom, courage, and strength. Consider matching roles with their strengths and passions. Set clear goals and expectations to ensure they understand their responsibilities. As iron sharpens iron, and one man sharpens another (Pro 27:17), it is necessary to monitor progress and offer feedbacks for their reflection.

Regular check-ins provide opportunities for growth and feedback. Create a safe space for them to share struggles and victories. Patience, love, and dedication are crucial as you invest in their future and God's kingdom. By following these steps, you help potential leaders grow into strong, spiritual leaders making a positive impact. Remember, guiding future leaders requires ongoing support and guidance. Ask God for wisdom in every decision.

Sincere leaders serve God with passion and integrity. They inspire others, spread God's love, and make wise decisions. Your investment in their growth has eternal rewards. Continue to guide and support them as they thrive in their calling.



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SUCCESSIVE *Leadership*



So much of the activity we see among leaders today is focused on reaching the masses. “Successful leaders” speak at big conferences, host popular television or radio shows, publish bestselling books, write successful blogs, or engage in social media. Simply put, their goal is breadth. They want to extend their influence to as many people as possible. However, does only increasing the base of our influence make a successful leader, especially when it comes to defining a good leadership in the ministry of God?

The Bible is filled with portraits of many leaders. Apart from the life of our Lord Jesus Christ Himself, there are numerous other leaders like Moses, King David, Paul the missionary, and many others. To be a true leader in a ministry, it is essential for one to understand what it means to be a true leader.

Leadership is not merely about our current position vis-à-vis others, and the state of the community we are leading. It is about living and thinking beyond our “TODAY”, i.e., “What is next?”, even when we are not around anymore.

Jesus, though He is God Himself, didn’t take the yoke of spreading the good news on Himself, and leave it at that. Jesus had always intended to take His ministry further. He called out the twelve disciples for the ministry. Many others also came to follow Jesus, and we know from Scripture that over 500 followers witnessed His resurrection in Jerusalem (1 Cor 15). All of them would go on to tell of their time with Jesus and spread His teaching and declare the kingdom. But the twelve were a special subgroup, and Jesus especially devoted Himself to them so that they could

become the people they would need to become. Herein a principle is established: a good leader personally prepares his successors.

A successful leader is one who has a vision for the community even after their tenure. A successful leader is one who moulds a leader when in power so that the community continues to bear more fruits. The goodness of the Lord our God that we enjoy today is all because of the succession of Jesus by His disciples and so on in an unending continuity.

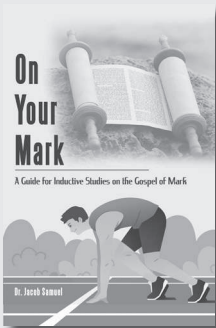
Hence, the essence of being a good and successful leader is marked by not only what we have

accomplished in our tenure, but our ability to raise a successor alongside accomplishing the aims and maintaining stable functioning of the society. Let us put effort and be prayerful as leaders to mentor our successors, in UESI's core values: Personal care, Relationship with God and Shared Leadership. **It is not just about how much we, as leaders, could accomplish, but more about how we set up our legacy for the vision we have for the future.** Can we guide our EU units for this tomorrow? May this Psalm encourage us all: "And David shepherded them with integrity of heart; with skillful hands he led them." Ps 78:72



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Successive Leadership

Nurturing Continuity of Vision and Values

Who is a leader? Is leadership defined by position or by influence? While many may argue that it's the latter, we cannot ignore the importance of the former in the world and in any organization. As Simon Sinek says, "You are not a leader if you have no followers," so let us use this simple definition as our foundation.

Why do we need a leader? If we observe closely, the world is not flat but operates more like a pyramid, where someone takes charge. Take a common situation, for instance, at the supermarket billing counter: if someone breaks the queue, we expect someone to speak up. Either we become that voice, or someone else does, and others follow suit. If no one steps in, people will stand by, grumbling, and if the situation persists, they might avoid that store altogether. The store could lose customers simply because the store manager or staff failed to act. This shows that for any

organization to thrive, leadership — whether appointed or emerging spontaneously — is necessary.

Now, who comes after the leader? The journey of succession is not easy. History is filled with tales of deceit and bloodshed. In the Bible, especially in the reign of the kings of Israel, we often read about conspiracy, revolt, and coups, which were followed by counter-coups. Ultimately, the lack of proper succession led to the suffering of the kingdom or total collapse of the kingdom and its people going in to exile.

Why is succession planning essential? Even the greatest leader cannot live forever, nor can their values and dreams. For sustainability and progress, a new leader is required once the current one leaves — whether physically or from their position. As someone wisely said, "If you fail to plan for success, you are planning for failure."

Global leaders agree that the greatest crisis of our time is not climate change, food shortages, or dwindling natural resources, but rather a crisis of leadership. Without proper succession planning, we risk falling into anarchy and destruction — not through nuclear catastrophe, but through a vacuum of leadership.

So, why is succession planning often neglected? Human nature leans toward selfishness, with many people focusing only on their time in leadership, often ignoring what comes after. Succession planning is difficult and requires intentional effort. However, the Bible provides a clear example of God's deliberate involvement in succession through the story of Moses and Joshua. From the beginning, God had a plan for Moses' leadership and its continuation through Joshua. Moses was divinely chosen, trained in Egypt, and guided by God to lead the Israelites through extraordinary miracles. Yet, even someone as extraordinary as Moses was not meant to lead forever — God had already prepared Joshua to succeed him.

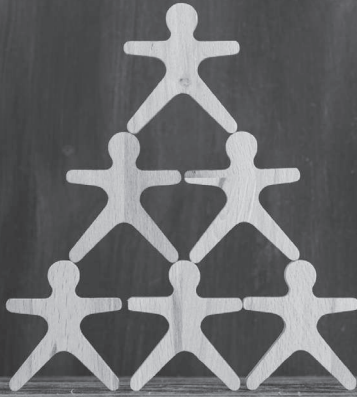
In conclusion, for any leader, the process of succession is critical to the continued success and sustainability of their work. As 2 Tim 2:2 instructs, "And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others." This verse offers a timeless principle for leadership succession: the intentional passing on of wisdom, values, and skills to not just one successor but to multiple generations of leaders. This multilayered succession ensures that the vision and mission of the organization or community continue to thrive long after the original leader is gone.

Paul's instruction to Timothy underscores the importance of not only training one successor but of creating a system where leadership is multiplied across several layers. Timothy is told to train others who, in turn, will train others, creating a chain of leadership that is sustainable across generations. This proactive, strategic approach is critical for avoiding the leadership vacuum that could lead to chaos or the collapse of the organization.



Rajesh E Jesudasan, started his EU journey as a post matric student since 1998 from Nagpur and then was associated with Madurai EU during his PG and UESI-MH during research studies at IIT Bombay. Now he is a senior advisor to Jorhat ICEU and they are serving as a family, with his wife Manisha and 3 kids Jaishu, Dhuyaa & Yeshur.

Sustaining Leadership



Leadership is influence, nothing more nothing less – John C Maxwell.

I. LEADERSHIP:

In UESI terms, leadership is impacting. **Our mission statement comprises of soul winning, discipling and impacting the campus, church and the society.** We can impact co students as long as we are students and impact colleagues in work places as graduates. We all have a small sphere of influence. Every student will have a close circle of two or three bench mates, room mates, class mates or friends in their neighborhood on whom he will have his influence. We can impact our peers with a smile in difficult circumstances and also difficult people. A graduate, senior student and two junior students will have their own influence among the micro cell members.

In the context of UESI, leadership is shared; not a one man show, not individual brilliance but team performance. Servant leadership; no bossing over. Successive leadership; no gaps in leadership. Successful leadership; God-intended success. **Success** is not becoming what we want to become, not doing what we want to do. **Real success is doing what our Lord wants us to do and becoming what He wants us to become - in our personal life or ministry.** It is not we doing the ministry, but He doing it through us. He will not work through us till we permit Him to work in us. **Success without a successor is a failure.** If the ministry is going on as long as we are there, it is our ministry, not the Lord's ministry. If it is the Lord's ministry, whether we are present or not, the ministry will continue through our successors. Joshua suc-

ceeded Moses, Elisha succeeded Elijah, Timothy succeeded Paul. 660 EUs have the same story of successive leadership. Our constituency displayed phenomenal resilience not only in retaining the existing taskforce during the Covid crisis but also in regaining the lost ground after the crisis. We work among college and university students who are constantly on the move. They will be with us for one or two years only, after accepting the Lord. By the time we see some maturity in a student, he moves out of the college and our reach. We need God's help during this transition from accepting the Lord to be added to the fellowship and also in the transition from EU to EGF.

II. SUSTAINING IT:

Sustaining shared, servant, successive and successful leadership for generations especially among the cream of the society, college and university students, is definitely a **spiritual warfare**. The Bible frequently uses the images of war to depict the Christian life. Leading a victorious life itself is a battle. According to the biblical leadership specialist Apostle Paul, we need to do three things – **Know our enemy, Use the full armour provided by God and Depend on the energy that God provides - to stand and fight against the evil one. Eph. 6:10,11.**

Take a stand, Stand firm, Fight a good fight!

1. Knowledge of our enemy: Eph 6:12,13

We need to know the enemy and his strategies and tactics so that we can fight him intelligently. He will use health issues for our children, financial crunches, failures, unreasonable boss, conflicts in family etc. to discourage and divert us from the God-given task. People in the leadership – may be at the board level or at the Micro Prayer Cell level, are in the frontline and susceptible to his attack. We are fighting against the rulers, authorities, powers of this dark world and spiritual forces of evil, Eph 6: 12. Our enemy is stronger than us but our Lord is stronger and greater than our enemy, 1 Jn 4:4. Let us not be frightened by seeing the one before us, but get strengthened by seeing the One behind us. His presence is with us to protect us and to provide the needed resources.

2. Wearing the full armour of God:

'The finest armour is wasted on the soldier who has no will to fight' – Geoffrey Wilson. Our Lord has provided the full armour for our defense and also for offense. It is vital that we wear all the pieces of the armour God has given us and not just some. If we don't use the whole equipment, then Satan will attack

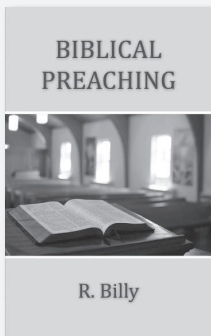
us at some unguarded place. Great men of God fell in the areas of their greatest strength. Ex: the meekest man on the face of the earth, Moses, lost his temper.

- **The Girdle of Truth:** It represents a life and mind that is pulled together and ready to serve for the glory of God. Speak the truth in love in order to become like Christ, Eph 4:21
- **The Breastplate of Righteousness:** One of Satan's greatest weapon is false accusation. Whether these accusations are coming from other people, from our circumstances or from within ourselves, we need to remember that Satan has instigated them and that we have the breastplate of righteousness to defend ourselves against his attacks.
- **Shoes of the Gospel of Peace:** Christians need the firm footing

that comes from standing on the gospel of peace in order to keep their balance as they fight Satan.

- **The Shield of Faith:** Our enemy fires a round of problems at us (sickness, financial loss, broken relationships) and he hits with his emotional darts of anger, fear, doubt, depression or self-pity. But the Lord has given us a shield to ward off these flaming arrows.
- **The Helmet of Salvation:** The enemy is continually using his weapons of division, deception, doubt and discouragement against us, using our mind. When we believe God's truth, the devil can't deceive us. **One day we will have the privilege of trading in our helmet for a crown – Warren Wiersbe.**
- **Sword of the Spirit - Word of God:** It is one of our choicest weapons in defeating Satan. We

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must use the sword of the Spirit in conjunction with the other provisions the Lord has given us for victory. Unless we are wearing the whole armour, the sword will not be effective.

3. RELIANCE on GOD:

Pray in the Spirit on all occasions. . . all kinds of prayers. . . always. . . for all the Lord's people, Eph- 6:18. 'Trust in Me. . . Do what I say. . . You will succeed,' Josh 1:1-9. Dependence. . . Obedience. . . Success. **If we are obedient to the Will of God revealed in the Word of God and depend on the Spirit of God, we will be successful - in God's terms, Neh. 2:20.** Ours is a God-initiated, God-ordained, God-dependent and God-enabled movement. Our forefathers and forerunners were **dependent on God alone** (Ps 62:1) and **God always** (Ps 62:8) for their victorious life and ministry. Our confidence and competence comes from God, II Cor. 3:4,5. There is a faithful remnant who still depend on God alone and always for everything. But we seldom see such a thing in the re-

cent times. Our strength is not the number of students or graduates attending ICEU Bible study or EGF Bible study, but the number attending monthly prayer meets and the intensity with which we pray. If the number of people attending local dawn prayers, every first Saturday stewards prayers, every Wednesday Evangelism cell prayers for all students, every last Friday FAD prayer for finances is the criteria for our dependence on God, it is alarming. **UESI is developed on the knees of our fore fathers** like Enochs, Sterrettes, Chandapillas, Sathkeerthis and many more. Can we be today's Enochs and Sterretts building UESI by spending our precious time in the presence of God kneeling for our movement? May the Lord help us not only to recognize the importance of prayer but also to become prayer warriors like our forefathers and fore runners who utilized the armour provided by God in sustaining the leadership and brought glory to God!

Be strong in the Lord and in His mighty power, Eph 6:10.



John Victor Nehru, is a retired Bank Manager of Syndicate Bank. He lives in Kurnool Town of Andhra Pradesh. He has been associated with EU & EGF ministry for the last 48 Years. He was an EU Student at Bapatla & Varanasi and presently an active member at the EGF, Kurnool. He is married to Sandhya Grace and they are blessed with daughter Dr. Jane and son-in-law Dr. Kamalakar and they are active graduates of Kotagiri EGF.

Investing in Others **Power of Mentoring and Disciple-Making**

In *'Good to Great'*, Jim Collins discusses Level 5 leaders, who exhibit "compelling modesty" and prioritize the organization's success over personal gain. This concept parallels the leadership style of Jesus, Who inspired, served, and believed in His disciples, calling them into their destinies. For the UESI movement to grow sustainably, servant-hearted leaders must be developed and empowered in a way that fosters organic and multiplicative growth. However, mistakes in successive leadership development could hinder the movement's progress.

A servant leader prioritizes serving others and empowering them to grow and succeed, rather than controlling or seeking personal glory. In the context of the UESI movement, servant leadership involves nurturing, discipling, mentoring and releasing students and graduates to lead and make Christ-like disciple leaders across generations. It contrasts with traditional leadership focused on authority and recognition, rather emphasizing humility, support, and fostering long-term impact and eternal fruits.

Servant leadership embodies humility, personal growth, relational

depth, and vision, as rooted in biblical teachings. Humility, exemplified by Jesus washing His disciples' feet, reflects strength in serving others. Leaders prioritize personal and communal growth, continually engaging with scripture and fostering spiritual development in themselves, their mentees and the fellowships they belong to.

Relational depth is key, as impactful leadership arises from genuine relationships rather than authority. Leaders nurture trust, mutual respect, and open dialogue, modelling the relational approach Jesus took with His disciples. Vision, inspired by the Great Commission, drives leaders to focus on the eternal purposes and guiding others within the fellowship towards a shared mission.

Discipleship

Effective leadership within UESI is deeply rooted in the biblical principles of discipleship. Discipleship and leadership are intertwined, with true leadership emerging through devoted discipleship. Scripture demonstrates that exemplary leaders began as faithful disciples, highlighting the inseparable link between the two.



The biblical examples of the Apostle Paul and Apostle Peter illustrate how discipleship serves as the foundation for transformative leadership.

- **Paul's Journey:** Paul transitioned from being Saul, a persecutor of Christians, to a central leader in the early church through his conversion and discipleship under Christ. His writings became crucial for faith, ethics, and leadership in the Christian community.
- **Peter's Evolution:** Peter moved from being an ordinary fisherman to a foundational leader of the church. His close mentorship under Jesus cultivated humility and servant leadership, demonstrating powerfully during Pentecost when he boldly addressed the crowd.

At the core is Jesus Christ, Whose leadership was inseparable from His commitment to discipleship. He selected, nurtured, and taught His disciples, embodying servant leadership through His teachings and ultimate sacrifice on the cross. His directive to make disciples of all nations (Mt 28:19-20) underscores discipleship as the essence of Christian leadership.

Establishing a discipleship culture in leadership requires intentionality and sustained effort, embedding discipleship into all the activities

and relationships. Leaders play a crucial role by modelling discipleship and fostering personal spiritual growth for themselves and others.

Discipleship fosters transformation in both leaders and their followers, creating a community focused on growth, accountability, and mutual support. This process equips leaders to navigate challenges with wisdom and integrity while inspiring collective progress towards the mission and the vision of UESI.

Mentoring

Mentorship is central to the nurturing of this discipleship culture, offering a transformative and reciprocal relationship where wisdom, experiences, and values are shared. By giving guidance to personal journeys, mentoring makes discipleship meaningful and impactful, turning ordinary paths into extraordinary journeys of growth and leadership development.

Mentoring is a core value for servant leaders, rooted in discipleship and purposeful leadership development. It may be defined as building relationships that help others grow in their knowledge, character, and skills as followers of Christ, inspired by Phil 4:9.

Key aspects include:

- **Intentional Discipleship:** Mentoring aligns with the Great Com-

mission, focusing on making disciples rather than converts. It involves walking alongside others to demonstrate and encourage the application of gospel principles in everyday life.

- **Vision and Development:** Mentors cast a vision for mentees to realize their God-given potential within the ministry. This involves providing constructive feedback, fostering growth in knowledge, character, and skills, and offering opportunities for leadership development.
- **Biblical Framework:** Phil 4:9 guides the mentoring process with four key actions:
 - *Learned:* Teaching and explaining gospel truths.
 - *Received:* Offering practical tasks to build skills.
 - *Heard:* Speaking truth and providing gracious critiques.
 - *Seen:* Demonstrating gospel application through authentic living.

Additionally, mentoring builds a supportive, interconnected community, promoting shared learning and mutual growth. It encourages open dialogue, reflection, and the sharing of struggles and revelations, creating a sense of belonging and reinforcing discipleship principles like love, service, and leadership. Leaders who share their own journeys and challenges inspire others, demon-

strating that growth is an ongoing process for everyone.

Mentorship requires significant time, effort, and a willingness to embrace discomfort, all while relying on the Holy Spirit and the scripture. The ultimate goal is to deepen the gospel understanding and application, develop leaders, and multiply fellowships for God's kingdom.

Discipleship and Mentoring in Leadership

The integration of discipleship and mentoring into leadership, presents a biblical and practical framework for leading with influence, integrity, and transformation. It highlights the importance of personal growth in Christ-like character and practices as the foundation for effective leadership. Leaders inspired by discipleship not only guide others but foster environments of mutual growth and purpose.

Chad Broadwick in his article on mentorship gives the following aspects on biblical mentoring for leadership.

Principles of Biblical Mentoring for leadership through a discipleship framework:

- 1. Intentional Investment:** It requires deliberate efforts to train, equip, and invest time and resources into mentees.
- 2. Relational Focus:** Strong, per-



sonal relationships are foundational for effective mentorship, emphasizing personal and spiritual growth.

- 3. Empowerment:** Mentees are encouraged to embrace their calling through opportunities and support.
- 4. Spiritual Guidance:** Rooted in prayer and wisdom, mentors guide mentees in faith and leadership.
- 5. Long-Term Commitment:** Successful mentorship involves consistent support through life's seasons.

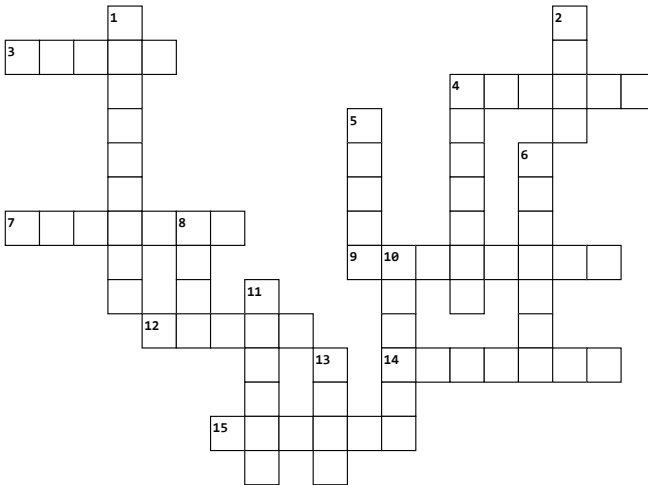
Benefits of Mentoring Future Leaders:

- 1. Continuity and Growth:** Creates a seamless leadership transition, ensuring stability and growth.
- 2. Multiplication of Ministry:** Empowers mentees to take on responsibilities, expanding ministry impact.
- 3. Enhanced Discipleship:** Provides personalized spiritual growth and development, fostering a strong foundation for leadership.
- 4. Fostering Innovation:** Taps into fresh perspectives and ideas, keeping the ministry relevant and adaptive.
- 5. Strengthened Community:** Builds bonds of fellowship and a mentoring framework for future leadership.

Action Steps to Mentoring and Disciple-making Leaders

- 1. Pray for Guidance:** Seek God's wisdom to identify and mentor potential leaders effectively.
- 2. Build Relationships:** Spend time getting to know mentees to understand their strengths and leadership potential.
- 3. Develop a Mentorship Plan:** Create a structured yet adaptable plan with clear goals and regular meetings.
- 4. Provide Resources and Training:** Offer tailored resources like books, courses, and hands-on experiences to aid growth.
- 5. Model Leadership:** Lead by example, demonstrating qualities and behaviour you want mentees to adopt.
- 6. Offer Constructive Feedback:** Give honest feedback to highlight successes and address areas for improvement.
- 7. Encourage and Support:** Be a source of affirmation, prayer, and guidance during challenges.
- 8. Foster Independence:** Gradually delegate responsibility to build confidence and self-reliance.
- 9. Create Leadership Opportunities:** Offer real-life experiences through tasks like leading fellowship, participating in committees and giving leadership tasks and roles.

Crossword Puzzle - Leadership



Across

3. High priest during the time of Moses
4. Young boy called by God to succeed Eli as prophet
7. The tribe set apart for Priesthood in Israel
9. The son of Solomon who witnessed the division of the kingdom
12. The successor to Saul as king, known for defeating Goliath
14. The first Christian martyr, known for his bold defense of the faith (Acts 7).
15. He succeeded Moses as the leader of the Israelites

Down

1. The Roman centurion who was one of the first Gentile converts (Acts 10).
2. The Pharisee-turned-apostle who wrote many New Testament epistles
4. He succeeded his father David and was known for his wisdom
5. The disciple who denied Jesus three times but later became a key leader
6. A prophetess who shared leadership with Barak.
8. One of the leaders who worked with Nehemiah to rebuild Jerusalem's walls
10. This prophet succeeded Elijah
11. The judge who led Israel after Deborah
13. The "Beloved Disciple" who wrote a Gospel, three epistles, and Revelation

Rush, fill up your correct answers in the boxes, take photograph (Pg. 34) and send us along with your details such as name, place, EU/EGF & mobile no. to ruthsimoncollins1997@gmail.com/9841826902. The names of first 10 winners will be published in the upcoming issue and the first 3 winners will get Campus Link Magazine for one year (free subscription).

My Tomorrow

Knowing I would fail Him at times
He sketched a beautiful portrait
Filling it with gifts and talents
He designed me into His best
handicraft!
God, You don't need me
But somehow You want me
Oh! How You love me. . . it amazes
me
Knowing the absolute worst of me
You thought I was worth dying for!
Saved me by Your lavish grace
Invited me into Your glory for ever
more!
Here I am. . .

I take my hands off my life
All my intentions ... all my
obsessions
I want to lay them in Your hands
Take it and shape it for Your glory
I give You control over my
fluctuations.
The plans that You have for me
Is for my good and prosperity
You hold my past, present and
future
I keep hope alive for this exciting
adventure.
This is all I want the world to see:
Not I, but Christ in me!



Esther Hembrom, a student in Madhepura, completed her 12th and is currently preparing for CUET 2025 Bihar. She is associated with UESI since November 2023.



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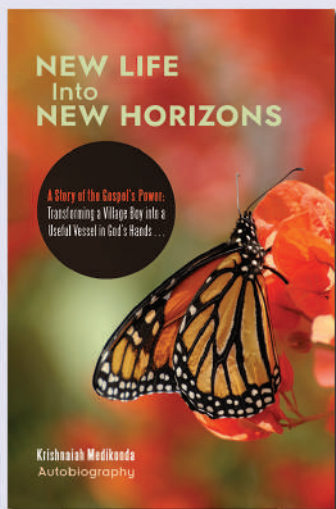


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The Power of the Gospel is the source for change and transformation in lives and societies. The power of the Gospel is far greater than the power of an atom bomb. The power of an atom bomb destroys people and causes pain, difficulty, unrest - loss to people, families, society or even to a nation. But the power of the gospel transforms lives, families and societies for better purposes and a greater future in God. It will enable one to restore, receive the blessings of eternal life and earthly life benefits through a transformed life. There are many examples in history, starting from the early Church till today. My story is one among those, unraveling the glorious transformation that this Gospel brought in order to fulfil God's marvelous plans for my life.

I was an insignificant person, aimlessly wandering in the wilderness but God by His abundant grace, lifted me up from the dust and from the ash heap. Apostle Paul describes his story in the following verses. "The grace of our Lord was poured out on me abundantly, along with the faith and love that are in Christ Jesus" (1 Timothy 1:14). "*But by the grace of God I am what I am and His grace to me was not without effect . . . Yet not I, but the grace of God that was with me*" (1 Cor 15:10). The words of Paul are applicable in my life too. The magnificent power of the gospel reached me and transformed my life into New Horizons.



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