



A caring community passionate about connecting people to Jesus Christ





Dear Friend and Co-Laborer,

The landscape of the college campus is changing. Each year thousands of new ethnic minority and international students step onto campus for the first time. It is estimated by 2020 that more than half of all students will be ethnic minority. At the same time, opportunities are budding for ethnic minorities and those from other countries who are serving as faculty at every campus across the country.

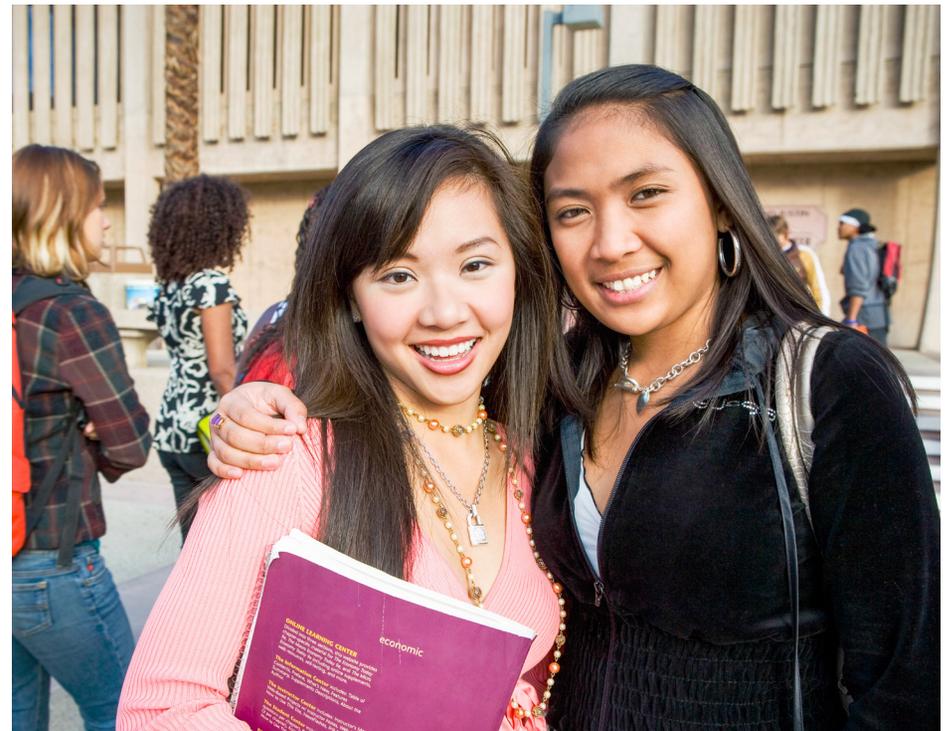
In Cru, we've always dreamed that every student and every faculty would have the opportunity to know Jesus in their own heart language and that they'd be able to share His love with friends, family, community and world. In Ethnic Field Ministry, we intentionally reach out to students and faculty from ethnic minority and international backgrounds and trust the Lord for movements to spring up around them.

As partners together in sharing the love of Jesus with every student and faculty, and in seeing new ethnic movements planted, we've prepared this Destino partnership guide. The partnership guide represents a collaborative effort of Campus Field Ministry, Ethnic Field Ministry and all of our National Ethnic Ministries. It is designed to help further clarify the critical steps needed as we partner together to see scores of new ethnic ministry movements planted.

May the Lord richly bless you as you take steps of faith to believe Him for new ethnic movements on your campus!

Godspeed and God bless!

Sam Osterloh
Executive Director
Ethnic Field Ministry





DESTINO

WHO WE ARE

The Destino Movement seeks to raise up a generation of Latino and Hispanic leaders to change the world.

WHAT WE DO

We show God's love to Latino students by building relationships with them, meeting their felt needs and engaging them in spiritual conversations. As Latino students come to know Jesus Christ, we challenge them to be a part of a movement of students involved in sharing the gospel, building other students up in their faith and launching them as leaders on campus, in the community, and throughout the world.

YOUR OPPORTUNITY

There are over 3 million Latino students on America's university campuses. This is the largest ethnic minority group on 4 year campuses today yet there is little to no outreach designed to reach them. This means you have the opportunity to be on the cutting edge of God's work right on your campus. You and your students can grow in cultural awareness by engaging Latino students. You can have a fuller picture of the image of God as you get to know Latino students and their families personally. The spark for a future STINT or ICS experience may be ignited through Destino on your campus. We invite you to partner with us—to glorify God and help fulfill the Great Commission.

OUR VALUES

In addition to "win-build-send", Destino holds some unique values:

- **EMPOWERING LATINO STUDENTS TO LEAD**

It's tempting to lead the ministry yourself. But, from the start, we value communicating with Latino students that they can lead a Destino movement. This is connected to our very purpose which is to "raise up Latino leaders to change the world." This starts when they are students.

- **ETHNIC IDENTITY WHOLENESS**

We value students knowing who they are, where they came from and finding wholeness in that. This means we talk about being "Latino in Christ". Nobody is culturally neutral. We each have a culture (or ethnicity) that we identify with. We believe it is important for a believer's complete identity, including ethnicity, to be made whole by Christ in community.

- **REDEMPTIVE FAMILIA**

Familia is a core value in Latino culture. There is so much good that results from close, supportive families. There can also be damage done and we want to see Destino be a familia where students can be vulnerable and find healing from past abuses and learn new, godly and healthy ways to be family for each other and their families of origin.

- **ADVOCATING FOR THE MARGINALIZED**

Some of our students are undocumented. They are living on the margins of American society. This can bring a great deal of shame. We want to actively support undocumented students and create a safe environment for them.

- **ACADEMIC ACHIEVEMENT**

When a Latino student graduates, the whole family graduates. The whole family is counting on their son/daughter to make it through college and, at the same time, the family needs their son/daughter to help out at home. We want Destino to be a place that helps Latino students academically achieve.



PARTNERING USCM GUIDING PRINCIPLES

TO PLANT AND GROW movements that bring the reality of Jesus to every student and every faculty member will require a radical level of cooperation within the movement of Cru, as well as the greater body of Christ. As leaders in the USCM, we work in overlapping spheres of responsibility, influence, and scope, but with a common aim and mission.

All of the above necessitates having agreed upon principles for working together and partnering. These principles are presented in order to lay a foundation.

Our hope is that we will be able to build on them and capture this moment in history when God has given us so much, and yet, there are so many who remain untouched and unreached.

PARTNERING USCM GUIDING PRINCIPLES



TIPS FOR PARTNERING WELL

1. Don't use email as your only communication.
2. Carve out time to be face-to-face.
3. Invite partners to participate with you in strategic planning and direction setting.
4. Include partners at strategic venues.
5. Learn about majority/minority context & issues.
6. Ask questions to discover where your vision and plans connect, or don't seem to fit, or you just don't understand what is being said.

RELATIONSHIPS FIRST

The bedrock to effective partnering is trusting relationships built between leaders over time. Trust grows and understanding increases as relationships are built.

This will take time and money, but an investment made in relationship builds the foundation of trust necessary to weather the storms of problems and confusion when they come. The ease or inability to address partnership problems is directly related to the quality of relationships between leaders.

Mistakes will be made, problems will come up, but there must always be a commitment to full disclosure, not silent toleration. This could include dealing with wounds of the past, trust issues that have surfaced and moving towards forgiveness. "Relationship First" means building trust, communicating fully, and honoring one another at all times, privately and in public.

PARTNERING AS PEERS

Every leader comes to the table as a peer and as an adult, not one-up, or one-down. We view one another as being both in need and in having something to offer. It is not healthy to only send or only receive. Learning to humbly receive and generously give is for growth and maturity for each person and each ministry. Every plan should include ways in which partners both give and receive in the mission.

SHARED RESPONSIBILITY IN SHARED SCOPE

No single entity has all the necessary resources, but when we work together we can help fulfill our mission in reaching each student and faculty member of every culture, in the United States and globally.

Shared responsibility opens access for collaboration in leadership expertise and knowledge, and allows us to learn of opportunities to contribute that go beyond just people and money. There is an open handed spirit that says to other leaders, "We need you, we can't do this alone, and don't want to do this alone." We affirm a commitment to strong mutual, urgent and specific goals and partners should strive to that end.

In the case of reaching ethnic minority and international students within the United States, our organizational norm is to plant and grow contextualized movements in partnership with the National EFM Ministries.

MUTUAL STEWARDSHIP OF GOD'S PEOPLE

We share stewardship for the students and faculty of the world. We are not the sole stewards.

Partnership means moving from...

- » sole stewards to mutual or shared stewardship
- » personal responsibility to shared responsibility

» autonomous working to collaborative working

» Isolated to connected

» "mine" to "ours"

» single to multiple

» independent to partnered

» insulated to communal

VALUE CONTEXTUAL EFFECTIVENESS

The strength of a global organization grows in its ability to regularly bring together contextual insights, organizational expertise, skill-sets, etc. This promotes a great exchange of ideas and best practices, allowing us to truly be a ministry that is always learning better ways to reach the lost and build multiplying disciples. This ripple effect will increase the campus ministry global effectiveness because of regularly embracing and implementing contextual insights. We approach partnering as humble learners.

A UNIFIED PLAN

There will be confusion unless there is a firm commitment by the partnering leaders to speak with a united voice. Without this, frustration will result for the teams and trust will erode between leaders. Building bridges of understanding between potential partnering leaders is an essential responsibility and skill for the ministry leadership. If understanding is built between leaders, then they can move effectively toward the objective as the Lord calls forth laborers and provides financial resources.



ETHNIC FIELD MINISTRY VALUES

FAITH

We rest in the faithfulness of God and we boldly take steps of faith in accordance with the promises of His Word. We are people of faith that lead by faith. (Hebrews 11:6; II Corinthians 5:7)

FRUITFULNESS

We desire to see lasting spiritual fruit produced, both in our development as Christ-like leaders and in the fruit of our ministry through changed lives in every ethnic community. (Galatians 5:22,23; John 15:16)

GROWTH

We aim to be humble learners that realize that being in community with others of different cultural backgrounds will enable us to experience the truth, grace and love that is needed to become the people that God has created us to be. (Proverbs 4:5-6; I Peter 3:8)

ADVOCACY IN PARTNERSHIP

We view one another as being both in need and in having something to offer. We acknowledge that trust can only be built when relationships are prioritized. We will choose to believe the best of one another and live out power-giving leadership in which we seek the development of leadership within every ethnic community. (Romans 12:4-5; Philipians 2:3-5)

HONOR

We respect and platform the unique experiences and contributions that each person and each culture brings to the body of Christ. (Romans 13:7; Matthew 7:12)

COMMUNITY

We value a safe, open, honest gospel community that is, in our approach to ministry, not dichotomized from family, church, and other communal connections beyond campus life. (Exodus 20:12; Acts 2:42)

UNITY IN DIVERSITY

We affirm our oneness within the Body of Christ and our desire to see the gospel flourish within every ethnic group on the planet. Biblical unity recognizes that each culture possesses a unique identity and expression of faith that can bring glory to God and contribute to the fulfillment of the Great Commission. (John 13:34-35; Matthew 28:18-20)

ETHNIC MINISTRY LAUNCH PROCESS

CFM NDs, LD ND's, EFM NDs and National Ministries.

As the USCM continues to move forward, there are two evident things happening in our midst. First, we are seeing an increasing number of ethnic minority and international students and faculty on our campuses. Second, we are seeing a greater number of Cru staff and volunteers intentionally reaching out to ethnic minority and international students and faculty.

To assist National Directors and National Ministry leaders, we have created this Launch Process flowchart in order to guide us as we partner together in planting and growing ethnic movements.

DETERMINE PRIORITY LOCATIONS

National Ministries determine and communicate their priority locations (along with the criteria used to select these locations) to the EFM National Team. CFM & LD will receive this information from the EFM National Team (e.g. each National Ministry submits priority locations to the EFM Director's Team each spring and they will disseminate it from there). CFM MTL's, in partnership with their CFM ND & EFM ND, determine their EFM priority after decoding their campus(es). Note: National Ministry Context Directors should also be involved in this process if they are present.

ENTER INTO PARTNERSHIP

EFM ND (or another representative from the EFM National Team if no EFM ND is present) and CFM ND's take the information from National Ministries and MTL's and determine what ethnic ministry launches should be prioritized in a geographic location. As a value, we want to ensure that we are "in this together" and desire strong collaboration between our local missional teams, CFM ND's, EFM ND's and our National Ministries. As an organizational norm, National Ministries (Exec. Directors, Field Directors, coaches, etc.) should have a conversation with the EFM ND about a specific team or campus within a geographic region before speaking to MTLs about a potential partnership. This values the contextual insights of those most knowledgeable about that location.

EFM ND's or a leader (e.g. a Context Director) with the National Ministry discusses the Guiding Partnership Principles and the Partnership Agreement of that National Ministry with local missional teams, helping them to understand the partnership between their local team and the National Ministry. MTL's bring the partnership agreement to their team for agreement. EFM

ND communicates new launch partnerships to National Ministries and Regional Leadership Team.

LAUNCH A NEW MOVEMENT

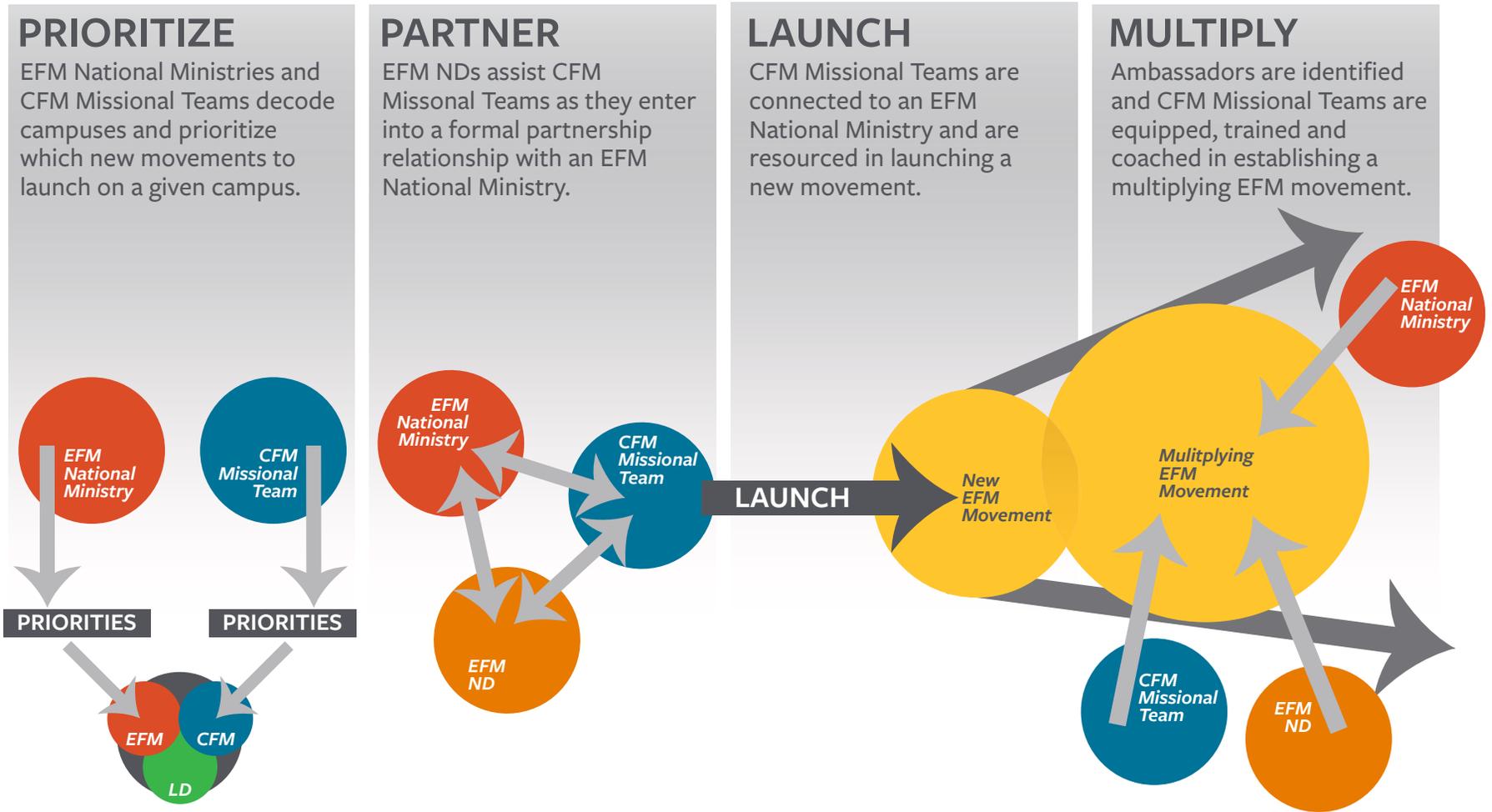
Local missional teams make a connection to the National Ministry in order to establish a relationship, build trust and learn the values of that National Ministry. The National Ministry winter conference may be the first point of formal connection for staff member and/or students but informal connections (e.g. e-mails, phone calls, etc.) will likely occur before then. Resources will be shared with the local missional team such as the Five Postures article and other resources from National Ministry.

MULTIPLY THE MOVEMENT

Local missional teams, in partnership with the National Ministry, steward the partnership and seek to identify an Ambassador for the team (if they haven't already done so). However, it should be teams, not individuals, that steward the partnership. The local missional team receives on-going training, equipping and resources from the National Ministry, in partnership with LD, to assist them in the process of planting and growing an ethnic movement.



EFM Launch Process



CFM-DESTINO PARTNERSHIP AGREEMENT



We'd love for you to partner with us in ministry among Latino students. If you choose to partner with us, here is what you can expect Destino to commit to:

COACHING

We will provide a monthly Destino Ambassador Summit, video conference call hosted by our Ambassador Liaison to connect you with other staff giving lift to Destino movements, and to give you the ongoing resources you need to launch and coach Destino on your campus.

EQUIPPING

Every year we have a Destino Winter Conference where our Ambassador Liaison will host a training seminar for Destino ambassadors and student leaders. In addition, you will receive "Destino Tracks," a bimonthly coaching email.

RESOURCES

We will provide a variety of culturally relevant venues to send your Latino students to: fall retreats, winter conferences, and summer projects. We will keep our main website for students, destino.org, up to date with all these venues. We will also continue to add new resources to our main website for staff, ambassadors and students leaders, DestinoYearbook.com (current but soon to change to staff.destinomovement.com), so that you can learn more about ministry among Latino students.

HERE IS WHAT DESTINO EXPECTS YOU TO COMMIT TO:

COMMUNICATION

- We value two-way communication, and we realize this requires time out of your busy schedule. But it is vital for an effective partnership that you commit yourself to:
- Reading periodic informational updates from Destino via email
- Reporting information and statistics to Destino on a monthly basis

EQUIPPING

- We respect the training and experience you have already acquired, but we know that no ambassador for Jesus can be fully effective without continuing to learn. As you begin to launch a Destino movement, it's safe to say that you'll need input in dealing with Latino culture. Destino wants to assist you through these resources:

- Training and tools available on our websites (destino.org and DestinoYearbook.com - current but soon to change to Staff.Destinomovement.com)
- Periodic phone connection with an experienced Destino Coach
- Participation at a Destino venue. This means attending one of the following: Destino Fall Retreat, Destino Winter Conference, Destino Trek, Destino summer project or Destino staff conference.

LAUNCHING STUDENT-LED MOVEMENTS

We desire that you reach, build and mobilize Latino student leaders to lead Destino movements. It's tempting to lead the ministry yourself, but it is more strategic to train Latino students. Therefore, we are challenging you to define your partnership with Destino as an endeavor that focuses on student leaders.

AIMING FOR SUSTAINABILITY

As you focus on student leaders, begin to build three long-term, local relationships. We will encourage you to build three key partnerships that will help you sustain a Destino Movement that will endure for years to come. This 1+1+1 model will provide a long lasting, culturally relevant impact for Christ:

- 1 Hispanic, Destino Part-Time Field Staff member (they will be your long term staff member who can direct and coach student leaders)
- 1 Hispanic local church and/or Hispanic faculty member (they will be your long term partner who can support the Destino PTFS member)
- 1 CFM team (this is your team providing encouragement and community for the Destino PTFS and staying connected to the local Hispanic church and/or Hispanic faculty member)

Signed _____
Campus Field Ministry Representative

Date _____

Signed _____
Destino Representative

Date _____





ARTICLE

HEART EXPANSION: CARING ABOUT PEOPLE DIFFERENT THAN YOURSELF

by Jim Sautner, Destino Executive Director

Our journey into ethnic minority ministry began long before we ever started serving with Destino.

HOW BIG IS GOD'S HEART?

Where were you in the fall of '96? Kelley and I were at a fall retreat in a northern Wisconsin camp with about 40 students from the University of Wisconsin-Stevens Point. We had come back from a Thai summer missions trip, and we had just adopted our daughter, Maddy, as an 18-month-old from Bangkok.

And so, on a crisp Saturday morning at that retreat, I stood up and spoke to the students about two verses of Scripture:

"(God) wants all men to be saved and to come to a knowledge of the truth." 1 Timothy 2:4

"...He is patient with you, not wanting anyone to perish, but everyone to come to repentance." 2 Peter 3:9

In other words, I told the students, God's heart is for everyone. God's heart is as big as the world. I challenged them to let their hearts grow toward God's heart just as our heart was growing to care for Thai people.

Later that evening, one of the students in the worship band said she was inspired to write a song, and so she sang the following:

"This is my world. Lord, I pray you make it bigger. Help me to see the people beyond. Make my heart as big as the world."

It was a great moment, and the students loved it. Sitting next to me was Bob Francis, my boss from Minneapolis. Bob leaned over to me and said, "Wow, Jim, I've never inspired anybody to write a song." You kind of had to be there—it was pretty funny. But it was also a really special moment for our students and a great season of heart expansion for all of us.

SEEING PEOPLE I NEVER SAW BEFORE.

Here's why I am telling you this story. Before going to Thailand, and before adopting Maddy, I never noticed any Asian students on campus. After going to Thailand, and after adopting Maddy, it was like all of a sudden all these Asian students showed up on campus. What changed? My heart. When our heart grows toward God's heart, we see people we would otherwise never see.

Through the 90's and into the new century, our ministry at Stevens Point really took off, and after 10 or so years there, we were averaging about 400 students at our weekly meeting...that was about 5 percent of the campus! Many came to faith, most were in small groups growing in their faith, and, over the years, we saw God send students from Point to every continent of the world as full-time missionaries! Our hearts were growing as big as the world.



But there was this one problem we began to notice. Ethnic minority students would come to a weekly meeting then never come back. African-American and Asian-American (especially Hmong) students would show up once but then we'd never see them again. We began to pray..."God, would you give us one person who has a heart for ethnic minority students...somebody who would care for them..." We prayed for two semesters. Nobody fell from the sky into our laps. At the start of the third semester of praying, I sensed that God wanted me to care. That led me to some students who helped

start a Gospel Choir. And all of a sudden, African-American students that in the past wouldn't have returned to Cru were faithfully coming to a Bible study with us. They would come to our house and eat lasagna and chili with us. It finally hit me. You have to do different things to reach different groups of people.

As fruitful as Cru at Stevens Point was in reaching one kind of student and in sending students to the world (and may Cru succeed even more!), we were completely missing a whole other group of students. We had a heart for the world

but not for Samaria (see Acts 1:8). All this time our hearts were expanding to the world, we missed a parallel universe right next door—ethnic minority students.

Around this time, Kelley and I were asked to go from being a local director at UWSP to being a regional director in the four states of Texas, Oklahoma, Arkansas and Louisiana. So we moved to Austin. We moved from an area of the country that was 98% Anglo to an area of the country that was well over 30% Latino.

A LOT TO LEARN.

Kelley and I began to feel the same way we did when we came back from Thailand. Our eyes had opened to the needs of ethnic minority students in Wisconsin, now they were opening to ethnic minority students in Texas. We couldn't believe how many Hispanic students were at the University...and we couldn't believe how little was being done to reach them! So though our day job was to oversee Cru in four states, we really began to fall in love with Destino and Latino students, not only at UT, but also at Texas Tech and the U of Arkansas and in New Orleans and South Texas.

And wow, did we have a lot to learn...

We started at UT. The Cru team introduced us to Rene Cacheaux, a Latino student involved with Cru. We met him at a Starbucks near campus and connected with his same heart to reach Latinos. Rene helped us set up a table on campus, and we enthusiastically handed out Destino Freshman Survival Kits. About an hour into it, Rene took us aside and said, "Um... Jim and Kelley...um... you guys are doing a great job...just realize that about half the students you're handing FSK's to are not Hispanic, they're actually Middle Eastern students." So, yes, we were awkward, pasty white Northerners. But here's the thing, God still made it work. About 30 came to our first party, and of them about four to six started coming regularly to a co-ed Bible study. All of them were students that a traditional Cru approach would not reach.

At one of the Destino Bible studies, I shared a growing conviction I had. I felt God was telling me to call my Mom more, specifically once a week to stay in touch with her. So I challenged the students to call their parents more. And I went around the circle and asked each student, "How often do you call your parents?" The first student said, "Every day," the next student said "Twice a day," the next said, "At least three times a day." And so I said, "OK, stop right there, I have a lot to learn from you

guys!"

We went to Sabado Gigante (an annual kick-off event gathering all Latino student organizations) to meet students and felt completely out of place and uncomfortable. Over time, that uncomfortable feeling was something with which we learned to be comfortable.

We read the "Destino Handbook" and found it helpful, especially learning how none of us is culturally neutral. At the end of the handbook, it was instructive to take the "cultural self-awareness" test and realize how my upbringing had shaped me. Even more helpful was studying the book "Being Latino in Christ." Not all people are in the same place – some have low ethnic identity and low assimilation, others have a high ethnic identity with high assimilation, still others are gradations in-between. It's important to know this and to value that students are in different places in their ethnic identity and assimilation journeys. There is so much to learn about this. In Destino, we call it ethnic identity wholeness.

- Probably the most helpful thing was simply being with Latino students and getting to know them personally at the Destino Fall Retreat, the Destino Winter Conference and Destino Summer Projects.
- Most are the first in their family to go to college.
- Most have little to no financial safety net. If they are \$1,000 short they drop out of college and get a job. For some that means going home to help with the family's business.
- Some are undocumented or have family that are undocumented, and they wonder if they can trust you with that information.
- They don't all fit in one, neat category of "Latino." They are individuals. And they aren't all the same. Some are Cuban or Puerto Rican or Dominican or Mexican or some mix of South American or Central American, and each has a unique heritage.
- Many speak Spanish; some don't and/or don't know the language. Many are bi-lingual and bi-cultural

and wrestle with feeling they aren't Hispanic enough at home and/or American enough at school. Their duality is their reality. For many that's been negative, for some it's becoming a positive.

- There is a desire for many to connect with their heritage, but they often don't know how to talk about it.
- Shame is a more common experience than guilt. Guilt says "I've done something bad." Shame says, "I am bad." The gospel is a cure for both, but it's important to emphasize how Christ removes our shame as well as our guilt.
- Their family isn't just their mom and dad and siblings, it's their whole extended family. So ask about their family and don't offend them by saying, "I just mean your parents and siblings." And we learned that some events could include parents and siblings and our relationships grew to the whole family.

And on and on. But I will emphasize just two simple but profound concepts:

1. Latino students will respond to a relationship with you.

Dr. Jesse Miranda (godfather of the Latino evangelical movement and CEO of the National Hispanic Christian Leadership Conference) says, "We don't need tips, tricks and techniques. We need touch. We need transformation." By building a relationship, you are providing the touch needed by students.

2. Latino students will respond to a relationship with Jesus Christ.

Dr. Daniel Sanchez (professor of missions and director of the Scarborough Institute of Church Planting and Growth of Southwestern Baptist Theological Seminary) says, "Our emphasis should not be on religion but on relationship. Leading people to receive Jesus Christ as their personal Savior and Lord is the most effective way to help them have the spiritual resources they need to face the challenges of life on this earth and have a strong sense of assurance about their eternal destiny." By inviting them to trust in a relationship with Christ, you are providing the transformation needed by students.

THE NEXT STEP.

After several years of volunteering with Destino, it wasn't a stretch to respond enthusiastically to the invitation to take on the role of Executive Director for Destino. Even though that hadn't been our "real" job, that's where our hearts were most engaged. And that's what we've been doing ever since.

And God has worked greatly these past few years. We started with eight staff members and now there are 92. Destino was on 10 campuses involving 240 students. Today we're on 25 campuses with more than 500 students involved reaching nearly 8,000 students every year with the gospel! And we trust the Lord to someday be on 100 campuses with 2,000 students wholeheartedly following Christ with us. Why? To raise up a generation of Hispanic and Latino leaders to change the world—one life, one family, one campus, one community and one nation at a time.

So, where are you in your journey with ethnic minority students? There are a ton of things you can read and watch to help you get started with Latino students.



RESOURCES

The Destino Handbook. Written in 2004, it's a quick read and good primer on understanding Latino culture and how to start Destino. Email me at jim.sautner@cru.org if you'd like an electronic copy.

Being Latino in Christ. Orlando Crespo, director of La Fe (InterVarsity's Hispanic outreach), writes about his experience growing up Puerto Rican in America. He does a good job of helping you on your own ethnic identity journey. You can get a copy at amazon.com.

"Waiting on the Alchemist." Written by Oscar Torres and produced by SimpleBulldog, this powerful short film was produced for Destino. It's a great way to connect with students. You'll see what it's like to grow up trying to pursue your dream but also to stay connected to your family. You can find it at GlobalShortFilmNetwork.com.

Hispanic Realities Impacting America: Implications for Evangelism and Missions. Dr. Daniel Sanchez gives perspective on what it's like being Hispanic in the U.S. and what the implications for evangelism and missions are.

One of the most thorough books I've read on the topic. You can get a copy at amazon.com.

Santa Biblia: The Bible Through Hispanic Eyes. Justo Gonzalez will help you discover that there isn't just one way to see the Scriptures. We bring our cultural lenses to the Bible. A common experience for many Hispanic-Americans is feeling marginalized, and that shapes their view. This perspective can bless the body of Christ with a critical understanding of who God truly is as He reaches out to us. Available on amazon.com.

"One Guy's Journey: How to Start Destino on Your Campus." This is a brief article I wrote based on an email from Alan Toigo, who started Destino at the U of Missouri. You will read what he did and learn from him. Email me: jim.sautner@cru.org and I'll send it to you.

"Destino Stage 2: Principles We Used as God Grew Our Movement from 10 to 100." Eric and Kristy Robinson (former Destino staff) wrote an excellent article on all the things they tried, including mistakes made. They provide a number of great ideas.

"Destino Ambassador Training." In a 90-minute

training, Dr. Gus Reyes teaches about the difference between 1st, 2nd and 3rd generation Hispanics in the U.S. He also tells you how to use the five cultural tenets of ministering among Hispanics. Google "Destino Ambassador Training" to find it.

Stayed tuned for a new site, Staff.DestinoMovement.com. We hope to have these resources and more available for you at this location someday soon.

WHAT'S YOUR NEXT STEP?

Perhaps most important is simply to ask God what next step He wants you to take.

How is your heart growing like God's heart for every person, which includes Samaria?

Are you willing to learn a new approach, a different way to reach people that are unlike you?

Who will care for Latino students on your campus?

What's the next step for you to take to reach the exploding population of Latino students?

ARTICLES FOR FURTHER READING

Five Majority Culture
Postures Towards
Ethnic Minority Ministry
<http://is.gd/5postures>



Six Postures Of
Ethnic Minority Culture
Towards Majority Culture
<http://is.gd/6postures>

