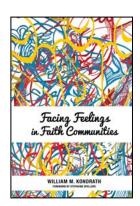
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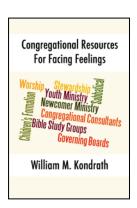


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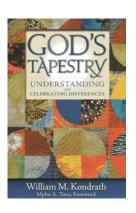


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#### About the Author

William M. Kondrath is a consultant for VISIONS, Inc., a multicultural consulting and training organization; an executive coach; and co-editor of the Journal of Religious Leadership. Visit his website at www.billkondrath.com.

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