

Doug Smith ([00:05](#)):

Well, Hey leader, and welcome to episode number 325 of the L3 Leadership podcast, where we are obsessed with helping you grow to your maximum potential and to maximize the impact of your leadership. My name is Doug Smith and I am your host and today's episode is brought to you by my friends at Beratung Advisors. If you're new to the podcast, welcome, I'm so glad that you're here. And I hope that you enjoy our content and become a subscriber, know that you can also watch all of our episodes over on our YouTube channel. So make sure that you're subscribed there as well. And if you've been listening to the podcast for a while and it's made an impact on your life, it would mean the world. To me. If you'll leave us a rating interview on apple podcast or Spotify or wherever you listen to podcast that really does help us to grow our audience and reach more leaders.

Doug Smith ([00:45](#)):

So thank you in advance for that. Well, when I started the podcast, one of my goals was to expose you not only to great leaders, but great organizations. And today I'll get to do both. In today's episode, you'll hear my conversation with Ed Glover. Ed's been on the podcast before. He is the founder of the Urban Impact foundation here in Pittsburgh, Pennsylvania, which is a nonprofit that Laura and I have supported for years that provides Christ-centered programming to inner city kids. And they do incredible work. And in Ed's work at Urban Impact over the years, he really saw that the detrimental impact the fatherlessness was having on our nation. And so about 10 years ago, he partnered with the coach of the Pittsburgh Steelers, Mike Tomlin, to start a conference called ManUp. And they've been running this conference for 10 years now. And the whole goal of the conference is to help men become better husbands, better fathers, and to challenge them to be a father to the follow this.

Doug Smith ([01:31](#)):

And it's been an incredible conference I've gotten every year. And any of the opportunity I get to share the work that Ed is doing through Urban Impact. And ManUp, I want to, I want to take advantage of it. And so that's why I recorded this conversation. And so you'll hear Ed talk about why he started ManUp and, and really what the impact of fatherlessness is. And then you'll hear him talk about what we can do about it. So I think you're gonna love this conversation. And again, if you're in the Pittsburgh area, and even if you're not, I encourage you to check out the Urban Impact foundation and the ManUp conference. But before we get into the conversation, just a few announcements. This episode of the L3 Leadership podcast is sponsored by Beratung Advisors, the financial advisors at Beratung Advisors, help educate and empower clients to make informed financial decisions.

Doug Smith ([02:10](#)):

You can find out how Beratung Advisors can help you develop a customized financial plan for your financial future by visiting their website at beratungadvisors.com. That's BeratungAdvisors.com, securities and investment products and services offered through LPL financial member, FINRA, and S I P C Beratung Advisors, LPL financial, and L3 Leadership are separate entities. I also wanna thank our sponsor. Henne Jewelers they're jeweler owned by my friend and mentor John Henne, my wife, Laura, and I got our engagement and wedding rings at Henne Jewelers and had a wonderful experience. And not only do they have great jewelry, but they also invest in people. In fact, for every couple that comes in engaged, they give them a book to help prepare for marriage. And we just love that. So if you're in need of a good jeweler, check out, HenneJewelers.com. And with all that being said, let's dive right in. Here's my conversation with Ed Glover,

Ed Glover ([02:58](#)):

It's hard to believe we're sitting here. It's been 10 years. We were just talking about since you started the original ManUp at Orchard Hill Church. And here we are with over a thousand men gathered today at victory family church. But for those who are just watching this who are connecting with you the first time, kind of give us the vision of why you started this conference and what you want the impact to be.

Ed Glover ([03:15](#)):

Yeah, well really started. I was in a church, Tony Dungy was speaking and he said, I wanna make an impact with urban kids. And the Lord just spoke to me and said work with that guy said, I, I don't know. So next thing you know, Tony's calling me on the phone. He and his people talking about that. They wrote a, they wrote a book and they wanted to read it to the people in the city. So they connected with me. I got him connected and we were sitting in the library after he talked to the kids and I said Hey, how would you like to impact men and impact kids? He said, that's a great idea. And I, I I'm open to that. So couple weeks go by, we played phone tag and man, I just kind of said, you know what, Lord, I need another thing to do like a hole in the head.

Ed Glover ([03:57](#)):

So I said, I'm done. And Lord just kind of said, and I didn't ask you. I told you. So if you don't wanna go out in the wood shed, go back and deal with this. I said, man, okay. I got, so I knew that Mike Tomlin and Tony had really good relationships. So I went down with Mike, I was telling him about what I wanted do, and I wanted to impact men. And I wanted to impact the fabulous. Mike looks at me and says, I wanna do that. Hmm. And I said, Mike, you're too busy. You can't do that. He said, ed, you don't have any idea. But I just buried a father two weeks ago that I never knew. He said, so you're asking me to impact kids and impact men, especially fatherless kids, because you see if it wasn't for my, my grandfather or, and later on my stepfather who stepped into my life, I would've been a fatherless kid. So he said, I'm all in. So that inspired me. And we got started. So what do we do? We impact we impact men and we impact their families. And we impact the fatherless in their, in their communities as well as in the city of Pittsburgh.

Doug Smith ([05:02](#)):

Yeah. And for those listening, who may not be aware, why is fatherless in this such a big deal? Is it a big deal in our nation? You know, what would the stats say?

Ed Glover ([05:09](#)):

Yeah. You know I'll just I'll quote, see us lose for a moment. Fatherhood must be the core of the universe because the creator of the universe is himself, a father. So we do it because it's a passion of the father. Yeah. I mean, we have 20 million children in America growing up without a dad. Geez. And we know this by stats that the kids who are fatherless are more likely to be poor four times more likely to be poor than you and me. So if you want to deal with poverty, you've gotta deal with fatherlessness. But here's the impact that it's happening. The impact is this 90% of homeless and runaway children are fatherless 70% of juveniles and state operating institutions fabulous. 71% of high school, dropouts 75% of adolescent patients and chemical abuse centers. 85% of youth in prison. 71% of teen pregnancies are girls who are fabulous. 63% of youth suicides, fatherless. I can go on and on with these stats. Wow. So fatherlessness is destroying the family. It's destroying the very fabric of our country. I think if it's not the number one problem, core problem, it's in the top three in America today.

Doug Smith (06:34):

And you know, we're talking to a community of leaders right now through the podcast. Someone's listening to this and saying, I like coach Tomlin. I want to do something about that. What can people do? How can people get connected?

Ed Glover (06:45):

Yeah. Urban impact. And we do it every day. We're working with it and we do holistic ministries. So we're impacting people physically, mentally, spiritually, emotionally, socially, financially. Cuz I really believe we gotta get back into cities. We gotta get back and bring leadership and we gotta get back in impacting people holistically. I'm not saying that people in rural areas or suburban areas, aren't in need of that, but it's in spades in the city. So we, we gotta get, we gotta bring that back. And there's a lot of leadership that's there, but they just need support. So what we do at urban impact, we have these people called missionaries and they have to raise their support. They have to live in the city on the north side. And that's where we earn the right to be heard and begin to communicate and demonstrate the gospel. So what they can do is come alongside of that right there.

Ed Glover (07:28):

The mission that we're doing, we do that through sports and education, arts and options, helping kids transition outta high school, into life, helping to go to college at trade school, get a job, amazing. Go in the military ministry. And I'll say this to God be the glory, but we have a hundred percent of our kids graduating. Wow. And 97% transitioning. So what I'm trying to say is that you wanna get involved, get involved in that, come down and volunteer, give, pray, just be engaged because I, I just think people are looking for coaches. They're looking for mentors. They're looking for people to engage, make sense. Yeah. Comes back to relationships.

Doug Smith (08:47):

Yeah. So and so with the conference, you also created this for dad model that I love, that I think is extremely practical for those listening. Can you run us through the four dads?

Ed Glover (08:55):

Yeah. It really is. Next year guys, you can come all of you 15 years old enough, you know, come be part of it. But we're all about impacting men and impacting the fathers and their families. So we have dad one dad, two dad, three dad, four. The idea of dad, one is just to challenge us men to, to love God, love our wives, love our kids to be that father, that godly father to be in the house, be where our feet are and be what God called us to be. Second is we're encouraging men to get engaged in their community, the impact, the fatherless and there's, there's so many people, so many kids in communities that do not have a father or they have a father that's disengaged. So we're encouraging men to be those role models to the, be those mentors. So instead of just going, if you will, to the park or to the baseball field or going to the soccer match just with your family or on your own, take one of those young men, take one of those kids with you be that role model.

Ed Glover (09:55):

Then dad three is all about impacting the fatherless in the city of Pittsburgh. And you can do that through Urban Impact by praying cuz nothing, nothing moves without prayer. You know what I'm saying? And in the ministry, any effective ministry always moves on its knees. So you can lock arms with us and pray with us. Second. You can give third, you can get involved. You can come down and volunteer

and then last but not least is that we do dad, number four, dad, number four is this that you come back next year, but you don't come along. You come alone, you multiply yourself, bring somebody back. So those are the four things that we're calling guys out to.

Doug Smith ([10:31](#)):

Yeah. And then if someone's listening to this and their dad and maybe they're in an empty nester season, maybe they feel like they missed the mark. You know, they weren't as present with their kids as they wanted to be. What advice, what encouragement would you give those dads to, to how they can turn around their family or, or maybe be more present?

Ed Glover ([10:46](#)):

What's wonderful about that is this that God, every day is a new day. Hmm. Yeah. And God can multiply. I've seen him do it. He can take, if you're willing to be obedient, willing to get started right now and get engaged, then God will multiply that time. Now people really get down on repentance, repentance. I've never had anybody walk up to me, Doug and say, oh pastored. I repented in my life is horrible. Never happened.

Ed Glover ([11:13](#)):

You know, today we constantly think repentance is a bad, it's the greatest thing that can actually happen to your life. Yes. You repent and God redeems it. He multiplies your life at that point. So you repent, you turn around, God will use you and you'll build a legacy from that point on. So don't give up, don't quit. Get involved. Yeah. I really mean that.

Doug Smith ([11:36](#)):

Anything else on your heart for fathers this year? I feel like you've had a different message on your heart. Each year for men.

Ed Glover ([11:42](#)):

Yeah. I, I would say men really. We need to be where our feet are, but I all. And what I mean by that is it was a good friend of mine. You know, I don't mean to drop who it, to me, you know, Clint Hurdle, you know, he said to me and I try to be with my feet. I try to be, if I'm in the dugout and dugout, if I'm with my wife, I'm with my wife, you know, I'm with my kids. I'm with my kids. Try to be your feet are, but I will say this. I think men today need help hope and healing healing, physically, mentally and, and emotionally. And I think because of what's gone on in the last two years, I think we all all have PTSD. Very good. Cause it's like, we've been in this spiritual or invisible war, but it's really impacted people emotionally and mentally. And I think we, we really need to heal. We need to help each other find healing in Jesus Christ. I really believe that.

Doug Smith ([12:41](#)):

Yeah. I absolutely agree. I'm not sure if I shared this with you, but yeah. I went through a mental breakdown myself in the fall of 2020, and God really had to do a big work in my life, but I'm so glad that I was willing to do the work to get through the healing. So I'd absolutely agree if you're a man listening to this. And as we close last question, it's a leadership podcast. I loved your thoughts on leadership. What's on your heart for leaders these days. What would you leave leaders with?

Ed Glover ([13:04](#)):

You know, I'm gonna say, I was gonna say to everyone, you know, integrity, but guys, I just think we gotta pray. I think men have gotten really. And ladies, gentlemen, every, we, we have to pray because it's beyond us. It's way beyond us now. Wow. And we have to figure out to pray and then put feet to our prayers. I really mean that we gotta get it done because lemme say this, okay. I've been preaching in certain churches. And I talk about this healing. Whole church comes for, I go to men's group, whole men groups come for, I it's. There is, there is a movement that the spirit of God is doing and he wants to bring this healing, but we're never really gonna see it. If we don't really get lock arms with one another and really pray. And then, and then be obedient. Yeah. Trust and obey for there's no other way to be in Christ Jesus trust and obey. So that's what I'd say to the folks out there.

Doug Smith ([14:07](#)):

Yeah. Well, I thank you so much. I've known you for a long time. I've admired you for a long time, followed you. Thank you for your obedience and doing ManUp. Thank you for obedience with urban impact. Thank you for your faithfulness as a leader. So many leaders don't make it to the finish line and, and you're far from your finish, but thank you just for being a leader that lasts. It means a lot to our generation and look forward to what God has in store for you.

Ed Glover ([14:27](#)):

It has been an absolute I'm support to you too, though. And you are growing and moving, walking your talk, talking your walk. I thank you for what you're doing, Doug I, God bless you.

Doug Smith ([14:37](#)):

Thanks Ed.

Doug Smith ([14:38](#)):

Appreciate it. Well, Hey leader, thank you so much for listening to my conversation with ed. I hope that you enjoyed it as much as I did. You can find ways to connect with him and links to everything that we discussed in the show notes at l3leadership.org/325 and leaders always. I wanna challenge you that if you want to 10 X your growth this year, then you need to either launch or join an L3 Leadership mastermind group. Mastermind groups have been the greatest source of growth in my life. Over the last seven years, you don't know what they are. They're just simply groups of six to 12 leaders that meet together for at least one year in order to help each other grow, hold each other accountable and to do life together. So if you're interested in learning more about joining a mastermind, go to l3leadership.org/masterminds. And as always, I like to end every episode with a quote and today I'll quote none other than John Maxwell. And he said this, the function of leadership isn't to gather more followers it's to produce more leaders, make sure you're focusing your time on that leaders. Hey, I hope you enjoyed this episode. Know that Laura and I love you. We believe in you. And remember don't quit. Keep leading the world desperately needs your leadership. We'll talk to you next.