



THE CROWN PUBLISHING GROUP

MAYA MAVJEE
PRESIDENT & PUBLISHER

November 4, 2014

TO EVERYONE IN THE CROWN PUBLISHING GROUP

It is with mixed emotions that I share news today that **STEVE COBB**, our beloved colleague and one of the most highly admired and respected leaders in the world of Christian publishing, has decided that he is ready to embark on the next chapter of his life and will be retiring in March 2015.

In his capacity as President and Publisher of WaterBrook Multnomah, Steve has provided inspiring and dedicated leadership for our religion publishing program for nearly twenty years. Steve joined our company in 1996 as a founding executive of WaterBrook, when the imprint was launched as an autonomous evangelical Christian publishing division of then Bantam Doubleday Dell. He subsequently played an instrumental role in the purchase of Harold Shaw Publishers in 2000 and the acquisition of Multnomah Publishers in 2006—both of which contributed to the dramatic growth of our Christian front and backlist program. In 2005, Steve's portfolio of responsibilities was expanded when he took on oversight for Doubleday's longstanding Image, our Catholic-focused publishing line. In 2012, recognizing that a growing segment of the consumer marketplace was underserved by mainline evangelical publishing, he founded Convergent Books, an imprint focused on the interests of progressive Christians who are redefining faith through the lens of contemporary experience.

Steve has led and managed a business that has realized consistent profitability while building an extraordinary legacy as a nurturer of author talent. With passion, purpose, and acumen, he has overseen the acquisition and publication of innumerable important, and bestselling, books by such noteworthy authors as Kay Arthur, Liz Curtis Higgs, Stephen Arterburn, Joanna Weaver, Shaunti Feldhahn, Kerry and Chris Shook, David Platt, Randy Alcorn, David Gregory, Shannon Ethridge, Steven Furtick, Andy Stanley, Francine Rivers, Cindy Woodsmall, Joshua Harris, Nick Vujicic, Mary Neal, and Bruce Wilkinson, to name just a few.

Eighteen months ago, when Steve first broached the topic of retirement with me, he made it clear that he wanted to step down with full confidence in the future of the publishing program to which he has dedicated so much of his career. It is a testament to his unwavering loyalty that he graciously agreed to postpone his departure in order to be able to work closely with Tina Constable, who earlier this year was named Senior Vice President, Publisher, Crown Business, Crown Forum, and Christian Publishing. Over the past five months, Steve and Tina have worked together collaboratively, sharing a vision and commitment to grow the core business areas under our Christian group of imprints. With Tina now ready to announce a new leadership and organizational structure for our religious publishing program the time has come for us to let Steve pursue his future dreams.

I personally have greatly enjoyed working with Steve these past four years. He is a man of great integrity and dignity, with an open mind and a high moral compass. He has been a tremendous colleague, friend, and mentor to so many within our publishing group and beyond. We will all miss his devotion to his staff and our authors, and his commitment to bringing their powerful messages to the largest possible reading audience.

Please join me in expressing deep gratitude to Steve for all of the significant and valuable contributions he has made over the years to the Crown Group and to our Christian publishing program, and in wishing him and his family all the very best in the years to come.