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On today's episode, we're going to talk favorite vacation spots. Why doesn't Grace preach directly from the Bible all the time pursuing discipleship in different size churches and what true ownership looks like. Hello, Derek.

I feel like I need a disclaimer right out of the gate.

You do? I know I did on purpose because I was like, I wrote something harsher, but I wrote, why doesn't Grace ever preach out of the Bible? Because that's usually the way it comes across.

It's kind of that way. Yeah. Hello.

We'll get to it, but no spoilers. People just stop listening.

Yeah, we've just gotten, we

Just lost eight pastors. Sorry. How are you doing?

Hi, Danielle.

I would like to talk about how I have found out today that I am way too reliant on the internet and I will not make it through the apocalypse.

Oh my

Gosh. I'm not going to make it

Really, I don't think I'm, I mean, just in our conversation, the number of times we needed the internet for the five minutes before we just started

Five minutes of prep to this.

Just think about things about our life in general in memory

Farm and stuff.

No,

No.

Yeah, cutoff. So the internet has been down at our offices today, and

You would think it was Covid again,

Right? The entire operation is

Down. Everyone's just kind of, someone cleaned off our whiteboard and put everything on paper.

People are doing stuff like cleaning out drawers. I'm like, wow.

Listen, it may be a test run. I mean, all the conspiracy theories. Why do you think Steven's not around today? Why do you think? I mean, they are hunkered

Down. Well, he said at one meeting he's like, if I don't come back after this, you guys know where I am. I do. And I'll be there. I will definitely be there with

You. Yeah. He's got stuff in tinfoil in the microwave, protecting it from government, whatever.

Nobody's going to care about this. No. He was in that meeting. He looked out, I knew we were in trouble. I was like, I think it's actually the end. He looked out the window and he goes, the sun is still shining.

Oh boy. And I'm like, oh,

He's going there.

It's not nuclear winter. He's going there. Alright.

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Okay. Wow. Okay. Speaking of internet, not really, but I thought we would talk today. We don't have everything in common, but we have several things

In common.

We love to travel when we can love to, and I'm going to do a disclaimer for my own personal self. Some of these places that I'm going to list as my favorite places. I think people are going to be like, how did you even get there? So two things. Number one, we did not have kids until we didn't have get Dax until we were 40, like 39 and 40.

So you had lots of years of, yeah,

We kind of did our retirement first when we realized we weren't going to naturally have kids, we just kept going. That's one thing. The other thing is we did this thing called creative missions that took us around the United States and Canada. So we got to go places or tack on vacation time to places that we went to serve and stuff. So we were really lucky in our first couple decades of marriage.

I was thinking about this because when you asked me this question coming in, it was like Kim and I both loved to travel. Neither of our families were really traveling families, which is kind of weird. And it's like where did that come from? This little

Not being able to leave,

Maybe this little wander list that it's like, yeah, maybe it was going to Sarasota every summer for one week. Looking at the same condo.

Wadsworth, Ohio. This okay. No shade.

I had it better. Watt's worth Ohio.

That's where my aunt lived.

Okay. It's

The furthest relative at the time. Is

That where they're eating dogs and cats?

Yes. Yeah. Yeah. It's near there.

Okay. All right.

Well, all right, here we go.

Took a weird

Turn. So what top so many?

Three.

Three. Oh, good luck.

Got to be three.

All right, I'll pick one.

You want to do one at a time or are we doing all three at once?

Let's do all three. Go ahead. You ready?

Yeah, I can do all

Three. Go ahead. You go.

Okay. So all of mine are overseas.

Cool. Yeah, makes sense.

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And I don't feel the need maybe to give a disclaimer, but we did really prioritize travel when our kids were little. I'll tell one quick story about that when I get to the place. So one of the places we went that was one of my favorite was near Frankfurt, Germany, a little town in Germany. So we flew into France first, spent a couple days in Paris and then took the train to Germany with all three of our kids. And we have a family friend there that grew up next to Kim here in the States. And so we get to stay at his place. And he had a sauna in the basement as Europeans are want to do

From time to time. I didn't know, just sounds creepy to me, but it's great you have a sauna in your basin. Cool.

So we walked in with towels and bathrobes with practically our names on it. And it's a little weird, but very hospitable. And so yeah, that was a great trip. And it was just, I love going places. Where do you get to see the place with somebody who's from there? And we avoided all the touristy places and drove. He gave us a car to drive for the week. That's cool. And so we just got to go around and visit awesome places. We saw the castle that Disney's castle was kind of made after and all this kind of stuff. It's right in this little town. Walked to the bakery every morning for fresh baked rolls from this little old German woman with it is great. So anyway, that was a good one.

And you said near Frankfurt?

Yeah, right near Frankfurt.

Okay, cool.

And I just blanked right now. If I had the internet, I could look it up.

Yeah, no worries.

I'm blanking

On the're. Only half human without that thing,

The name of the little town. And second one would be, as you might expect, would be the Holy Land. Kim and I got to go to Israel way back in the day. This was before we had kids long, long time ago. And that was a great trip. Amazing. Moving, powerful. One of the things that we joked about at the trip is that one of our highlights of the trip was not in Israel at all. And so it was kind of a Christian group that we were there with and everybody was very Christian. And so

We just lost eight more pastors.

The holy sites were the most, and obviously those were incredibly moving, but we went to Petra, which is this lost city that they didn't find for a long time. Fascinating. And you literally have to hike down three miles through these super narrow passes and you get kind of to the bottom of it, and all of a sudden this thing opens up in front of your eyes and it's the one, people have seen pictures of it. It was like the colorful rock formations. It looks like rainbows in the cage. And we were just like, I mean there were people on our trip that are like, we're not going to this place because it's not a holy, they sat in the tour bus and we got back to the bus. We're like, this was the best part of the whole trip. But you can't say that when you're in Israel and you're a pastor and you have to be like, it was all right. It was fine. All the other places were better. Awesome. And then I guess the third one that I would say was just a recent one. We just went last summer to the Azores, which is a little island chain off of Portugal,

Which was nowhere near Portugal. It's further away from Portugal than Hawaii is from the mainland to the United States. So it's out in the middle of the Atlantic Ocean.

It feels like Europe in the city parts. They have the European everything, the walkways, the restaurants, the churches in the center of town and the city square and all that kind of stuff. But then there's

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rainforestry places. There are some beaches, although they were more rocky than sandy farmland. So you drive right out of the city and you've got cows, and it's the only place in Europe that grows its own tea.

Oh, neat.

So there are tea fields everywhere that we got to walk through and tour and stuff. But one of the things, and this is what I want to come back to and then we'll get to yours. We were hiking and down to this beautiful waterfall, and my son's a big hiker, and so we're all exhausted at this waterfall. This was his choice for us to do this hike. So we're all dead except for him. He's like, this is great. So we're at this waterfall and we had met some people along the way that were from Great

Britain

And we're down there enjoying the falls, and this guy walks over. We had kind of seen them on the trail along the way, said Hi. And he comes over and he goes, can I ask you a question? Oh boy.

Oh no.

And he said, why would you ever leave the United States?

Oh, wow.

He said, you have the most beautiful topography. You've got everything you could ever imagine. Have you seen the whole United States first? And then you come here, or why would you ever leave? There's so many vacations you could do in the United States. And it made me think for a minute. It was an interesting thought pattern. And one of we're sitting there with our kids and when we talked about it, and one of the reasons was our kids when they were little, we really valued taking them outside of the United States because it puts you in a position where you're not a majority

For sure.

Nobody speaks your language and you have see the world through a different lens. And we just wanted them to experience that early and have to survive somewhere where they didn't just have everything easily handed to them, even though we were on lovely vacations and stuff like that. But it was a fascinating conversation for somebody to go, why? Why would you ever leave? Anyway.

Well that's a perfect segue to my list.

There we go. They're all in the United States.

Well, they're all North America at least.

Yeah,

Perfect.

Okay,

Let's hear. Not for any amazing reason. That's what it turned out to be. Just what it turned out to be.

Well, one of the reasons, to be honest, is most of our vacations involve some sort of road trip. Even if we fly somewhere, we always intentionally have some sort of road You

Like to drive.

Yeah. Because convinced other than God and whatever those road trips are, why we're still married, honestly. Wow. I'm not trying to be overdramatic, I'm

Being honest because of the conversation.

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Oh yeah, yeah. There's no escape. You just like, and positive, negative, neutral conversations, just whatever. But yeah, very formative. It's stuff we go back to all the time. I can visually remember what I'm looking at when we're talking about stuff.

Wow.

Yeah, just good stuff.

So it almost gives you that spatial

Yeah.

Shared history or

Something

Like that.

Yeah, it was really formative for us. Okay. So first one is we drove the US one from Portland down to San Francisco. That's the stretch we did.

Wow.

And so we did Mount St. Helen's and we had to stop at Yosemite. And still, Yosemite is for sure my favorite park for sure. I mean,

Yosemite is awesome.

It's so beautiful. So that was just a lot of driving. I also developed my fear of heights on that trip, which is hilarious because some guy kept telling us to go up higher. And it's one of our favorite trips, stories Dave was taking. He was great. Love video and stuff. So we're on this cliff. I did not want to be there already.

I'm like, I don't like this. And he's just videotaping. And he's real close to the edge. He's not paying attention and he is, but I feel like he's not. So I'm just crying, freaking out, get off the edge, whatever.

I'm crying. He has a video of me crying in a bald eagle going over my head and he's screaming at me.

You're missing everything. So you have highs and lows,

America.

Yeah, exactly. Just bawling in an eagle

It to be a poster.

I know. It should

Be a poster.

We got to find that. Anyway, that was an awesome trip. That was really cool. Secondly would be, oh man, I have too many on my list and I'm having a hard time. I'm going to say Alaska. So that was another creative missions one. Alaska is just, I can't even talk about it. It's just we're very like, we drive, but we get out, walk, do stuff, go see sites and dah, dah, whatever. So we tend to pick picturesque stuff,

But

It's gorgeous there. It's like nothing else. It's cool. My absolute,

I haven't been there. Yeah, we need to,

It's hard to get to If we hadn't done, honestly, we probably wouldn't have been there if we hadn't done creative missions,

But

It's really worth it. It really is. It is not oversold. So my number one of all time is we did a trip to the Canadian Rockies that includes Banff, which is the coolest little city. It's like super European. It's like

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England feels like, and just gorgeous. There's this thing called the Ice Field Highway that you drive from Banff to Jasper. Oh wow. So you're near Calgary, you have to get to Calgary and then you kind of Alberta get to the

Yeah.

Amazing. So cool. I dunno. All I can say is just cool. That's where we walked on glaciers and we had a elk almost take our car out. Just cool stuff. But just again, another one of those driving trips. That was really cool.

That's awesome.

Canada is where it's at.

Bam is on the, oh, I was just going to say the downside of that is you have to go to Canada.

I know. And we just lost the other two pastors. Derek and I have an ongoing joke about Canadians. We love Canadians, but we would a joke about Canadians,

Right?

But no, but Canada, you can see why they're happy.

Oh yeah.

It's amazing up there. Any who?

There's been a lot of buzz around Banff these days, so that's another place

Pastor just got back

From there. Yeah, we need to get up there

Too. Listen, you need to go to Bam before you go to Alaska. Oh wow. I mean, I'm serious.

Yeah, okay.

And Dave has a whole itinerary. You can. Sarah followed it. It's

Amazing.

You need to do it for real. And the kids would like it too. The grown kids. I mean it's good.

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Now that I think about it, it doesn't make a lot of sense. Brought

To you by fossil fuels, take a road trip. All right, this one's not going to air. This one is not going to air. If this cuts, if you're coming back to my voice right now, just don't worry about it. Okay. So let's get into your inbox. So we like to do this to give some just perspective, help everyone feel like, hey, you're not alone. If you're a ministry leader and you're dealing with these questions, we're dealing with them too. And we want to give you the resource too, if you want just someone else's perspective research, you can get that from the show notes and feel free to use that. And some of 'em tend to be kind of those hot topics. And for us, this is one. So summary question is why doesn't grace use verse by verse preaching only?

And

I'd like you to answer this.

This is a different question than you teased at the beginning. I

Know I said, why don't we preach out of the Bible?

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But they're kind of conflated in people's minds.

Yeah, it's the undertone, especially when people don't understand the

Full right. Yeah.

Thing.

So yeah, this verse by verse preaching sometimes it's called expository preaching. Sometimes it's called exegetical preaching. There are some different kind of names for it theologically. But it essentially comes down to there is a subset of people who believes that the only proper dealing with the scriptures is to go verse by verse excuse books of the Bible. Now, it's a little weird to be dealing with this right now because ironically, we are in the middle of a two year series through the gospel of Mark. But even that, we have learned our lessons along the way. We break away from that from time to time to do a more topical series here and there. As we go through that, and people will often make this question sound very holy and they'll say, I don't want to hear what some preacher has to say. I just want to hear what the word of God has to say. And in that case, you can read your Bible on your own. The only problem with that is that there will still be a person in the middle and that is you because there's always a person in the middle to suggest that. I only want to hear what the Bible has a say, suggest that there's no interpretation needed for the Bible. And there is

Because it was written a long time ago and it was written in very different places and it was written by very different people. And so there's always these other factors that go into what the Bible actually says and means that we need to work our way through. So anyway, let me give a few for pastors out there. These are maybe five little points around this. So I want to just acknowledge that preaching is of central importance. And I think everybody agrees on this. People that ask this question, and we all agree on this, God has always used spokespeople. I want to acknowledge that. So gospel proclamation or preaching is God's chosen method of bringing truth to his people and changing their lives. I've always found it interesting that preaching even among world religions, preaching is a uniquely Christian practice. There are not a lot of other religions that have preaching as kind of the central mode. Often there are traditions or practices or motions that you kind of go through or whatever. But Christianity preaching is in the center of ours. I find it also interesting that the very first sermon ever spoken was by God. When the universe came into existence, he spoke a word and Jesus was announced, his ministry by John the Baptist preaching

Jesus own ministry began with preaching. When the Spirit came at Pentecost, the apostles immediately went out and preached. It was kind of the first thing that happened. And the church was born through preaching. 2000 people began the first church and the last sermon of history where we preached by an angel, we find out in Revelation 14, nine. And so again, this is just very, very central. And I just want to say this as a starting place, that we agree that preaching is very important to our faith. The second thing I would say is that preaching is central to Christianity, but there is no prescribed method of preaching in the Bible. So often this question comes from people who are very passionate about the Bible. And so they'll say, I only want to obey the word for word Bible. And my response often is, if I'm trying not to be too

Snarky,

Is to say, show me in the word for word Bible where it said that preachers have to do verse by verse preaching

Because it doesn't say that. In fact, the Bible makes probably more of a case by example for topical preaching or theological preaching. Most of the sermons that we find in the Bible are more topical or theological. So you'll see Peter and others going back into Israel's history and tracing the workings of God through history, but they're not. And remember they had the Old Testament at the time, so they

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had the holy Word, they had the scriptures, but we don't see them going verse by verse through the scriptures in their own preaching. The third is, when I'm responding to this, I'm just often reminding people that I'm deeply committed to preaching what I believe God wants me to preach based on a series of questions that I will often ask and go through. And that has been a really important practice for me over the years. And so I'll try to get away for a portion of the beginning of the year and just work through what are some of the things that I believe God is leading me to preach about over the coming year. And so I'm thinking like I'll just give a couple of questions. There's about 10 of them that I work through. But questions like what is God calling us to preach at all of our locations? I always want to have that filter in there. What does the church need to hear right now?

What does our mission and vision demand? Are we balancing? And this is a literal question. Are we balancing exegetical and topical and theological and practical preaching? Are we exposing the church to a variety of solid spiritual voices?

That's good.

And so those are a handful. I've got a number of more, but I just sit down literally with that list at the beginning of the year and just begin to have a time of prayer and reflection with God and be open to where he's leading. And hopefully God leads us to the right place. So I like to remind people that I don't take that lightly. The Bible suggests that teachers will have a greater accountability before God. And so if they think it's important to them, it's really important to me.

Yeah, I can attest to that. I mean, you definitely take it seriously. It's another level

For sure. Another thing that I like to point out is that there's actually a deep theological tradition around topical study of the Bible. In fact, there's a word for it. It's called systematic theology.

I remember when you showed that to me the first time in the book, I was like, okay, cool.

This is big. And basically what it is, it is a topical look at scripture. It takes common topics from the Old Testament, the New Testament, and brings them all together and kind of labels them topically and then says, what does the Bible say about this thing? And so pastors, if you want to make it sound more spiritual, don't say we're doing a topical series. Say we're doing a systematic theology

Series.

Damn. So we did a series, for example, in August before we jump back into mark on toxic emotions. And I would just say having come through a series like that, and again, when I go through my preparation, even in topical series, I try to pick a key text. But you do want to take the full counsel of scripture on a subject. And so if you think it's watering something down to talk about what does the Bible say about anger, which was one of the weeks that you haven't really studied the Bible, the Bible has a lot to say about anger from beginning to end. You go all the way back to Cain and Abel and God's talking about emotions and what to do with those emotions. And so from the very beginning to the very end, there are examples of what the scripture says about anger. And that's not watering anything down to go. What does the Bible say about this one particular topic? That's

A good point.

Yeah. So the last thing I would say is that just to remind people that sermons aren't for information there for transformation. And so sometimes that verse by verse approach can get, if we're not careful, and even with me, it can get very heady, it can get very intellectual. And some people love that.

There's nothing

Given. Not at all, not at all. But we also see this consistent testimony from the scriptures that says knowledge puffs up, love builds up, says things like even Jesus in his teaching. And he says, if you know

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these things, blessed are you, if you do them. So it doesn't stop with the knowledge. We got to get to the practical. We've got to get to the what do we do with this stuff. And so I'll never forget a story that I heard. I was at a seminar with a big Bible producer and distributor, let's put it that way. I guess I won't name them, but

Sponsor

Big Bible producer and distributor. And the person was up in this seminar and he was talking about how they measured success as a company and they'd had this internal moment where we're measuring wrong. He said, we found ourselves measuring as we shipped the Bibles all over the world, we measured success by tonnage. How many tons of bibles have we shipped? And again, you can see that's a metric.

It's an easy metric to get.

It's an easy me to get. But he's like, we realized those crates of Bibles could be going into countries and be sitting and nobody's head have read them or looked at them. And he said, we realized we need to dig deeper. And it always struck me, not just because of that, but because I walked away going. I do sometimes I think a lot of pastors do measure the success of a sermon by biblical tonnage. In other words, how many verses, how many cross-references have I crammed into this thing? And I've often had the thought, I would rather have people leaving hungry

Than

Leaving hungry to read the Bible for themselves out. In fact, you and I have even joked at times about what would it look like to change preaching entirely and never use the Bible from the sermon and just raise a whole bunch of questions and that people are actually dealing with. And go, you can find the answer in Mark seven. If you go read it this week, come back. We start next week going, what'd you find in Mark seven people? That'd be

Amazing.

And so it's like that creating the hunger instead of stuffing people so full of the Bible that they feel no need to explore it to

Themselves. Right.

That's good. One last example and then we can move on to our guests. But I'm thinking about, so we have an example from Jesus. We have lots of examples of Jesus preaching, but one that's actually called the Sermon on the Mount. And so we have this, the best sermon ever preached. Let's put that Matthew five through seven, a verse or a few chapters worth. So if you just break it down, if you just look at what happened

There. Yeah, this is cool.

Jesus began by sharing eight secrets of genuine happiness. That could have been his series title, the Beatitudes.

Blessed means Happy. Happy are those who. So eight Secrets of Genuine Happiness. Then he talked about living an exemplary lifestyle, controlling your anger, restoring relationships, the issue of adultery and divorce, very practical issues. Next, he talked about keeping promises, returning good for evil. He moved on to other practical life issues like how to give with the right attitude, how to pray, how to store up treasures in heaven, how to overcome worry. And then he wraps up his message by telling us not to judge others. Encouraging persistence when asking God to meet our needs and warning us about false teachers. He concludes this sermon with a simple story that emphasizes the importance of acting on what he's taught and put into practice what you've just learned. In Matthew 7 24, he closes out the sermon says, everyone who hears these words of mine and does them will be like a wise man who built

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his house on the rock. The rock in the sand is that closing illustration. And so when you just look at how Jesus preached, if we want to use him as an example, he preached topically. He preached to, this is a bad word, he preached to felt needs. What are people going through? Let me bring truth to that. So anyway, those are just some of the ways that I would respond to this verse by verse question.

That's great. Thank you. And again, you can find that info in the show notes. If you don't want to look it up, you can just copy and paste, use it if you want, and you can also submit your own question that you might've received if you want Derek to look into that for you. Okay. So we're going to move on to our reinventing church topic. And you recently had the opportunity to sit down with Dan Nichols.

Yes, Steven and I did.

Oh yeah, that's right

Steven.

And you did? Yes. Dan was part of it. Yeah. Cool. So we're going to cut to that and cut to that interview there. And we'll be back.

Yeah, lemme just set it up this way. Dan Nichols is the pastor of Grace Christian Fellowship in Cortland, New York. He's the founder and president of Northeast Collaborative. He's a certified leadership coach and an adjunct college professor. He's been a church planter, a freewheeling Bible teacher and leader. He's now the pastor of an older, larger established church. And so he's really seen it all. He's done some amazing work specifically on the idea of discipleship. So he recently sat down in a conversation with us and it's good. I told him at the time we would introduce him here. So we're

Introducing. I was going to ask you. Yeah. Should I introduce him or,

Yeah, that's all right. Welcome. I behind the curtain

Enjoy this interview.

Hey, I'm here with Dan Nichols. Good to have you, man. What's up? Yeah, good to have you. And Steven is going to be a co interviewing. That's right. You guys knew each other before all this. Oh, we go way back. Yeah, way, way back. Before I knew either of you. That's true. You guys knew each other, so that's cool. But hey, we're talking about, it seems like a love story. Yeah. Okay. We're at our reinventing church topics of the day. I just need to move. And the topic is pursuing discipleship in different size churches. And I usually begin this segment by just talking about why we're talking about this topic. And as you guys know, for us, this has been a renewed emphasis as we're going through this awake the lake journey,

A renewed emphasis for our church on discipleship as we're trying to transition our model. And so we've really tried define discipleship locally. We've been asking the question, what does a disciple at Grace who is prepared to reach our region with the gospel, what does that kind of a thing look like? And we've started to put definition around that, build trainings around that, develop tools for that to really develop what we're calling our dream disciple. And I think it's always good to be able to come back to the basics and just ask some basic questions and make some basic definitions. I think discipleship is one of these terms that has gotten confused. It's gotten conflated with a whole bunch of other things. I think a lot has to do with a person's background about what pops into their mind when they hear that word discipleship. So that there's this, if you grew up in a certain setting that meant Sunday school class every week, and you can't miss if you grew up in another setting, it means coffee at some ungodly hour of the morning with one 4:30 AM 4:30 AM with one other person asking deep and probing questions for another.

It's kind of sitting knee to knee on a couch with a couple of people and studying deep passages of the Bible together. And so I think depending on somebody's background, when they hear that word discipleship, and probably some people kind of on the fringes of Christianity or maybe outside think

almost of a cult cultish idea. And so Dan, you've done teaching. One of the reasons I wanted you to come in and talk about this is because you've taught on it, but you also practice it. You're living this out and you've had experience in a whole bunch of different kinds of churches, new churches, old churches, small churches, big churches. It's not like a Dr. Seuss book, but we'll have to get that rolling. Yeah. PT that real fast. Okay, thanks. We'll have a better edit of the episode. So hey, I would just love for you to give us a little bit of history around your own just ministry and trajectory of ministry and even really as it relates to discipleship and those different expressions in the church. So just give us an overview first and then we'll get into some

Specifics. Yeah. Well, first of all, huge shout out to my parents because they discipled me in the home. And I think that's really where discipleship should start is in the family. And so thankful that my mom and my dad discipled me, but not just dumping information into my head, but actually modeling a passionate pursuit of Jesus in everyday life. So I'm really thankful for that. On a church level, I grew up in a more independent Baptist fundamentalist type of camp. And so the emphasis in discipleship was theological information and holiness. This concept of not sinning, right? Doing everything you can to not sin. And yes, grace is there, but the real thing is don't sin and get a lot of information. One of the things I thought that was interesting growing up is anytime anyone came to church who wasn't a follower of Jesus, the whole church knew about it.

Now it was good. Like, oh my gosh, there's someone here who's not a Christian. That's amazing. But I started to think about that as a kid. I was like, shouldn't that be every single Sunday? We be just constantly rubbing shoulders with people who are from different backgrounds, different beliefs. So that was more of my growing up. Then I went to college and obviously in a Bible college setting, there's so much focus on information and not so much on transformation, unfortunately, in some of those environments. Now, in my dorm room experience, I did see a lot of that modeling taking place. And especially from my dorm parent whose name is Boykin, he just ministered through the power of presence, just simply walking in, especially as a freshman. So freshman year, every single night he would walk to every freshman's room and just be present for them if they needed him, which is huge. And I think it's a huge part of discipleship. And then I became an urban church planter and learned a lot of discipleship in that. Started with the four of us, and God did some amazing things. And then now I'm in a 220 3-year-old church that started when Thomas Jefferson was president and we're working through all of that. So yeah, lots of different and a bigger church than the church plant, A large church for our region, I would say not nationally, but for central New York, definitely large

And established. And so discipleship probably looked a little bit different in the church plant with four people as it does in the 200 20-year-old church.

Oh yeah.

Talk about some of the similarities and differences and what kind of stays true, no matter what size church you find yourself in and what needs to change around the concept of discipleship.

Well, one of the ways it was similar was in whether it was inner city, Wilkes bury or more rural, central New York is just that genuine care for each other. So that was very real. One of the differences though, is when you're starting a church from scratch, you have to reach people far from God, no other reason to start, or else you're just creating another show. And that's a whole nother podcast, a whole nother conversation. So passionately pursuing evangelism versus in established churches, oftentimes discipleship is so separated from anything that has to do with evangelism. It's almost like they're two separate things, but they're not. They're one in the same process. And so yeah, there's a lot of helping people see themselves as salt and light and ambassadors in their spheres of influence. And in church planning that comes a lot easier in an established church context, that's much more difficult.

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Yeah, that's true. Hey, listen, so I do want to get at some just basic definitions here. And there are a few statements. I brought you in to do a discipleship training for one of the classes we were teaching in pastoral leadership, and you started the class with a couple of statements that I've stolen a hundred times. I've

Probably stole 'em too,

But I just want to walk down through these and just have you comment on them a little bit because I think they're profoundly helpful in kind of just setting the stage for what we're talking about. So you said every human being is a disciple of someone or something. So talk about that because I don't think most people would make that connection.

It was funny, I just went to dinner with a family in our church and we were talking about music and there's this 30 seconds to Mars Music video of their song closer to the Edge. And at the start of the music video are all these testimonial videos almost like I am second or life change stories that

We, I second. That's a throwback.

I think they're still going. Tyler Tony from Dude Perfect, just did a really good one with his wife. But on Sunday mornings where we do these life change stories, these music fans are sharing their life change stories with their religion of music and the language they use. You have to look it up on YouTube. It's so spiritual and it's so soul level, depth. We were talking with this family who have come back to Grace in the last few months about how religious music is, and music is a religion, and there are disciples of music. So when we say every human is a disciple of someone or something, I mean, just think of sports.

My friend Justin and I were just at a Syracuse University football game and it was looking around and the millions, probably hundreds of millions of dollars they've poured into all the technology and all this stuff. It's like this is a religion. Sports is a religion, music is a religion. Everyone worships gives worth value of priority to someone or something. And so the question is, what is that for you? And for us, it's Jesus. For others it's other things, not politics for any other. Yeah, politics would never be a religion. I never a connector. Come on, Gary. Especially in America.

Hey, listen, Kyle McCord for the Syracuse Orange

Is

A

Buckeye,

A Buckeye

Transport. Yeah. I forgot to mention I did grow up in Cleveland, Ohio, so I am a Buckeye. Shout out to the Ohio State

University. Yeah, I got my daughter there in school right now, so that's cool. Alright, the second statement that I thought is helpful is every human is becoming who they are by who or what disciples them.

Oh yeah.

Talk about that.

Yeah. Oftentimes I don't think we really understand what is shaping and informing us. So just recently I recorded some motivational minute segments for a local radio station, actually it's a classic rock station. They let me have a one minute thing, and I started out this one segment saying, have you ever thought about what you think about what informs our thoughts? What informs our values? What informs the person we are becoming? And all of us have things that are doing that. It's just what voices are we listening to? And I think in America, the biggest voice we listen to is our own voice. We listen to

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ourselves more than anyone else. And scripture says, the heart is deceitfully wicked. We can deceive ourselves. Sometimes we think listening to ourselves is the best way forward when it really isn't. Sometimes it's external, sometimes it's internal. But really the voice we should be listening to is the voice of God, which is in today's culture, the hardest voice to hear.

Yeah, that's really good. And I think that as we even think about just some of the classic disciplines, spiritual disciplines and stuff like that, so many people see those things through the lens of things. They need to check off a list. And the real kind of purpose behind that is this. It's whose voice are you dialing into? So when you say, when we talk sometimes get first voice out of bed in the morning,

Is

It your newsfeed? What are your own thoughts? Or are you on your knees next to your bed just or in the word of God or whatever, and letting God be the first voice. And it's not because, oh, I need to check my devotions off of my list that I did 'em this morning. It's saying, we are becoming who we are by what disciples us and by what our intake is.

Well, I think what you're talking about there is so important. It's less about the external actions and it's more about the posture of our heart and the attitude of the heart. Isaiah 66, God says, this is the one to whom I will look, my gaze will be focused on this kind of a person, he who is humble, broken or contrite in spirit and who trembles at my word. So it's not, Hey, here's the checklist. It's where's your heart? And if your heart's there, yes, a lot of these disciplines will follow, but the why matters because you're really needy for God and not trusting yourself.

Yeah, that's great. I'm ask one more and then you can jump in, but I'm going to combine these last two statements. One is in the New Testament, Christian is used three times and the word disciple is used 260 Times.

And so in our culture, we use the word Christian a lot more than we use the word disciple. But because of that statement, it should make us curious anyway as to what that is that should in contrast maybe to what we think of as a Christian. The second statement here is discipleship is more caught than taught because it's primarily relational. So again, these two things together, the Bible talks about being a disciple a whole lot more than it ever mentions being a Christian. And so there's that, and part of the definition, which I'd love for you to just kind of unpack for us, is it's relational. It's not this set of beliefs that we ascribe to or doctrines that we look at or whatever, that there's actually a life on life component to this. So go ahead and just kind of opine on those ideas for a

Second. I'll opine as best as I can. Let me put my glasses down on my nose a little bit. Listen,

I do it all

The time. He's definitely an opin for sure.

So I'm pretty sure Dallas Willard was the one who recognized that and said, Hey, disciples 260 plus times in the scripture and Christians only three times, it may have been someone else, but in Willard's teachings, right? It's about heart attitude. And I'm not a Willard I by any stretch of the imagination, but one of the things that I think he brought to the table is this focus on relationship that has got to be a real relationship. And so our church, when we were planting in Wilkesboro, it's called Restored Church, we went through this process of saying how do we measure success in discipleship

That isn't based on metrics that come more from modern American culture but are truly biblical and truly what Jesus would want? So we've come up with five relationships or a relationship with Jesus, with his word, with ourselves, with others, and then just with life. So we would say the ultimate success metric in our relationship with Jesus is abiding to abiding crisis. He says in John 15, in relationship with God's word, it's transformation. Not just knowing more. I know a lot of Christians who know the Bible

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inside and out, but it has not transformed their Monday through Saturday all that much in our relationship with ourselves. Again, kind of like I said before, we all have a relationship with ourselves. We need to grow in humility with others. Love is the ultimate ethic. And then in relationship with life, this thing called wisdom of which Jesus is the epitome of. So anyway, I think measuring success and discipleship through those five things, and for a lot of people with certain personalities, they're like, well, that's not concrete enough. And I'm like, well, if you really get into discipleship, I'd hate to break it to you, but the whole pie chart

Fit

On the graph. Yeah, the whole up into the right thing, not going to be reality. Because when you're really doing discipleship and living discipleship, it's crazy, messy. It's a beautiful roller coaster, but it doesn't fit on a spreadsheet super well.

Yeah, it's good. The cement of discipleship never dries. I like it.

Alright, put that down. Let him opine on that.

I'm not an opin though, so I got nothing. Maybe that's about it.

One-liner opin. Oh wow. Okay, here we go. We can do this all day, man.

You asked at the beginning if we edit this, I just decided that we are.

This is gold man. This is gold. This is gold. It's not fit for podcast. Just like your light bulbs. These are gold and light bulbs. Nobody's commented on the light bulbs yet. A couple people, but just not on the podcast

People that walk in. I'm honored to be the first podcast guest that actually commented on the golden light bulbs.

That's awesome. So talk about the five things are awesome. They're great. Did you come out of the gate at restored with those or

Was progressive? No, we actually worked for over a year with many different leaders in our church. Went through conferences and trips and worked with a lot of people to come up with a definition. So here it is.

Talk about that

A disciple of Jesus is someone who desires to be like Jesus, who demonstrates the priority of Jesus in their life and intentionally engages in the process of knowing God and obeying his word in every area of life through the power of the Holy Spirit. That's the big definition at its simplest form. Discipleship is helping others become more like Jesus or becoming more like Jesus and helping others do the same different iterations of that. But we felt like this first one desiring to be like Jesus, demonstrating the priority of him and your life engaging in that process and then in every area of life and doing it through the power of the spirit we're just kind of essential components.

Yeah, that's awesome. So I think a lot of pastors can get locked in. We got some pastors listening to this and church leaders can get locked into going, look, so how do we do that? Preach more sermons, because sometimes that feels like the only tool in our toolbox to just, oh, I got to preach more about

This. Or the easiest tool

Or the easiest tool most accessible for us happens every week. We got people showing up when all you have is a hammer, everything looks like a nail kind of thing. We keep going, this is good. You have to get yours in. I see. I see what happens. I shouldn't use hammer analogies around all the light bulbs. So beyond just preaching, how have you seen this discipleship definition kind of lived out in your own life, in your life of church leadership beyond the pulpit? How do you actually see this living out?

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Well, I think we're experts at complicating the simple,

And the reason is when we don't follow through, if we make it not simple, then we don't feel as bad. Like, oh, this is so complex and I'm not following through, but it's okay because it's really hard. But the truth is it's actually really simple posturing your life to be available. My friend Jim Murphy has said that for many years. For some people it's just a ministry of presence. For others, it's diving into the word and learning more of the word. For others, it's getting clinical help. Like actual, here's a counselor who can help you with some trauma from your background. Every person is at a different point in their journey. So I really struggle with formulaic approaches to discipleship because every person is different. So throughout my 30, actually over 30 years now of following Jesus, it has looked very, very different depending on the person that God's calling me to help find and follow Jesus. That's

Awesome.

Yeah,

And I've seen you just personally as we've done stuff together, it feels like you've always got somebody with you. You bring people along for stuff, and I think that's just one of those simple, for people listening, that's one of those simple ways that I've seen you as an example of this, just personally just bringing people along to stuff.

Yeah. Again, my friend Jim Murphy would always say, do what you do and bring others with you.

So since modeling is one of the most important ways to disciple, because people really catch what you live out, and we know this from parenting, I can tell my boys, Landon and Declan, all the right stuff, but they're going to catch how I actually treat my wife Joy, how I actually treat them, how I lead, not just in preaching or in ministry leadership, but in the home who I am. So that modeling, it takes time. And so I would say if you're interested to get into discipleship, the first thing you've got to look at is your calendar and just go, am I actually carving out time? Again, we're experts at complicating the simple, this isn't a hard thing, but yet it is hard because it's not complicated. It's just we don't want to give that Up.

So if you're going to get serious about discipleship, you've got to look at your calendar and go, how much time am I actually going to take to be available to messy people who are going to be different than I am who are going to struggle with things that I may struggle with them struggling with? It's not an easy formulaic process. So that's one way. And then dive into tools. So there's so many great tools out there. One that I'm using right now, we at Grace call it the mentoring process. It's built off of this amazing thing called Timothy Initiative that I could talk about for a long time. My best friend Tim, is part of their national team. And he

Planted with you at

Restore? Yeah. So Tim Walker and I started Restore Church together back in, well, we started in 2012, but our grand opening was 2013. So it's weird. I feel like such an old Fuddy Duddy now. It's like over a Decade ago, back in the day. Back in the day. So you are an oin.

I am an oin. I knew it. But now Tim has been really involved with the Timothy initiative and our new discipleship, pastor John Heister camp has gone through their two year cohort. And so he is asking us to utilize this tool and it's fantastic. My friend Billy just came to Christ a few months ago. I was actually taking a few other guys at our church, and again, just carving out time, Hey, after I preach on Sunday, I'm going to eat lunch. How about you guys join me? We'll walk through it. One of my friends, he says he's 80% of the way there to

Following Jesus.

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Then a couple other guys are learning it. So we're there doing this mentoring process. Billy is sitting there and we've been praying as part of this, God give us opportunities to share the gospel with someone who needs the hope of Jesus. Billy is eavesdropping for an hour at the table next to us. We all notice it. I walk over and go, Hey man, what's up? He's like, I am crazy curious about what you guys are doing. Do you mind if I learn more about it? Yeah. So yeah, about a year later now, he's given his life to Jesus and now he is talking about his friend at SUNY Cortland that his friend is starting to ask him questions about his brand new faith. And he's already starting to share the gospel right off the bat as part of discipleship rather than the US Navy Seals thing, the spiritual Navy Seals team. That happens 30 years later.

That's great. So getting them when they're new is awesome. So Billy's an awesome story and you can inject that discipleship into a healthy understanding or view or approach to discipleship straight out of the gate. Talk a little bit about your experience, maybe trying to unwind some of the old hats. Perhaps you went from Restore to an older church, so talk a little bit about that, your experience with that.

Yeah, so the Wesley Brothers, John and Charles Wesley had this holy club and they would ask each other 23 questions that are some of the most hard hitting questions ever. One of them is, am I becoming a Pharisee of Pharisees in my own discipleship journey? That's probably been one of my biggest Achilles heels because I have had a huge passion for people far from God ever since I was young.

That isn't true for your average American believer. And so I've had to check my own heart and go as I'm helping unwind things with people who've been in church for a long time, been Christians for a long time, or even been very mature believers, but yet that passion for evangelism has just waned. I've had to learn and go to God and repent of my own faira nature towards those who are faira, and it's hard. It's a difficult journey to go on. But I'd say the biggest thing is giving them a taste of it. So there were some of those guys in that group who, this whole thing with Billy, it is just rocking their world. I mean, they were sitting with Billy a couple Sundays ago and they're just like, Billy, we prayed for this and it happened, and we're right here right now. And once you get a taste of it, it's so powerful. And I think for the average American believer, I mean I don't even know what the stats are anymore, but somewhere the vast majority of American Christians have never shared their faith with anyone. And so yeah, when you are helping them to step in and see the fruit of that, I think it becomes very contagious.

I want to drill on that for just one second because, so you talk about these other guys that were part of the Billy process, and I think a big thing about disciples, Billy process, I like that. Listen, we're trademarking all kinds of stuff today. I think one of the things people often struggle with is just the selection process. If, who should I be discipling? Who are the people in my life? And so the Billy that just walked over to your table and was like, Hey, I'm curious. That's one

Thing,

But there was other guys at that table with you. How did you choose them to have lunch with you? I know pastor, especially with pastors, it's like we got all kind of people. I mean, do I disciple my staff? Do I disciple a guy at the gym? Do I disciple? I've got a key team I'm already working with. What about our key emerging leaders at the church? I be discipling all these people. How do you select you think about that process?

Yeah, there's an awesome book called Making Disciples, one Conversation at a Time by Demic Henderson, and there's a chapter in there, I forget what number it is, but the title of it is Focus on The Faithful.

So in my twenties, again, here I am opining like an old fart, but I wasted so much time in my twenties on people who were never really passionate to take next steps. I wanted it more for them than they wanted for themselves. And this is where we have to rely on the Holy Spirit. And I think especially where

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I come from, my theological tribe, we kind of diminished the role of the Holy Spirit. We were so pro Bible, which is awesome, that we kind of diminished the role of the Holy Spirit in discipleship. And I think this sounds cliché, and this sounds like a non-answer, but it isn't. You have to trust the Holy Spirit to lead you to people who are actually hungry

For it. And that chapter really blew my mind, not only because Demic Henderson comes from a completely different theological tribe, which I was so glad to start learning from other Christians from the broader capital K Kingdom, but he just gave me permission to go, you know what? Not everyone is going to get my full attention. I need to make sure that I'm focusing on the faithful and again, staying available for those who currently aren't passionate for it. So yeah, it is hard to let go of relationships. Or if it's obvious that people aren't wanting to take those next steps, you just say, Hey, you have my number. You can message me on Facebook, you can email me. But the people that I pour the most time into now are those that are hungry, whether they're still far from God or super mature and anywhere in between. If they're hungry, let's go. If you're not, then I'll wait until God prompts that in your heart.

That's good. Yeah. I've been doing this for 30 years too, and so I am aware of all of these pressure points. And I think one of the things that when people, even people on your staff, people in the congregation see the pastor meeting with a certain group of people and not them. There's this natural, oh, this, there's is all that, and you should be spending your time with the people who are outside of those hungry circles. And it's one of those things I've said before of just like, I could do it that way, but I think I'd rather do it Jesus's way because that's not the way he did it.

Well, right. And that's where you go back to, you have to go back to the source of where all this started. Jesus Christ, God in flesh choosing 12. And yes, he had hundreds following him, but he had the 12, and then even amongst the 12, he had the three. And if Jesus did that, I think we should too. So yes, clicks are bad, but I think clicks are about selfish motivations.

Yeah, that's

Good. But wise discernment about who we're going to prioritize our time for, because time is the most valuable resource we have. And yeah, clicks are bad. But definitely again, that chapter title, focus on the faithful.

That's really good.

So yeah, I spend the majority of my time with my family. So my wife, joy, Landon, Declan, and then people far from God who don't know Jesus and evangelism, and then those who are hungry to take next steps and then everyone in between. I'll spend time with them when they're ready to engage in that hunger more.

That's great. I got a final summary question, but I want to ask one more very painfully specific question if you're willing to answer it. It has to do again with that little circle of guys that you were having lunch with after services when you met. I don't want you to give away the whole program, but can you give us the quick framework of what kind of questions are you talking about in that little circle after over lunch? And again, I realize there's a whole Timothy initiative thing.

Oh, it's huge. It's global. They're seeing a church planted every day internationally because of this.

Could you give us the thumbnail of what does that conversation look like? Are there a couple of questions you always come back to? Is it always different? What's that?

Yeah, most of it is the reproducibility of it. So most discipleship programs are not very reproducible. This one is specifically geared toward anyone. Literally anyone can take this little pamphlet

And take someone else through it, and they will be able to lead someone else to Jesus, help them study the word, help them depend on God in prayer, and just give them, here's what the basics of the

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Christian life looks like. So that's been really cool. So yeah, we talk about our story. How did we come to Jesus? How can we share that with others? What does it look like to engage scripture? How do you raise the sail and untie the sail? So raising the sail is, God, I'm available today. Please give me opportunities to share your hope and your light. And then untying, the sails is confession, right? Just God, anything from yesterday that I need to repent of and just sharing our lives together. So every time we get together, we're getting gut level, honest about where we're at with God. Like I said, my one friend, he's like, yeah, I'm 80% of the way towards Jesus. But tons of other things that we're trying to work through, but most of it is foundational.

That's cool.

Yep.

That's awesome. Cool. So last question with the time we got, Dennis has been awesome. Thank really, thank you. What kind of lasting advice would you give to pastors who are, so they're listening right now, they're intrigued, big church, small church. What kind of lasting advice would you give?

It's been the same thing I've been saying for quite a while now. My dad has left me with four words that I think are just the most important words for anyone, but especially for pastors in this season and ministry leaders stay close to Jesus. Programs come and go. Strategies come and go. Fruitfulness in ministry comes and goes, but stay close to Jesus.

Love it man. Thanks for spending time with us. This has been a real blessing to a lot of people. Thanks for the opportunity. Appreciate it.

Cool convo. That was great.

Yeah, he's awesome.

He's a really cool guy.

Yeah.

And so that again, is just a look at kind of the stuff that we're looking at slogging through as we're reinventing this. So it's cool to get other perspectives. It's really cool. Alright, so let's talk about for us, what happened this week?

What happened this week?

Listen,

There's so much happening.

I know what's going

On. It's hard to even know what to talk about.

It is. And yeah, it really is. But it's a good feeling. We had a recent meeting where I just, in the meeting I was kind of like, oh man. But afterwards, I thought I would much rather be doing this

Than

Having these conversations and difficult conversations and sometimes frustrating things. I'd rather be dealing with this like, oh, where's the trust fund?

Right? Yeah. And even on a pastor pocket. So what some other pastors are having to go through

Is

Unbelievable. You have a board that hates you or people trying to run you out the church or you're dealing with moral failures around you, or, I mean, there's a lot of difficult stuff that goes on in the

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church. And so at least for this season, we've been through some of that, at least for this season. These things that are hard. It's a good hard, it's a good, difficult it is.

So we we're calling it our implemented, we need a new name implementation team. We had a really good meeting with that group and we started talking about the idea of ownership. And

Because one of our goals, that idea is built into one of our goals that by the end of year one, we will have established some ownership among our different key leadership groups.

And so yeah, hot topic right now, trying to figure out what are the measures of that? How do we know we're moving the ball down the field? And so great conversation and we just kind of ended it at the brainstorm level and we're like, let's take this and talk to Derek about it. And I thought we had a really good meeting, just a few of us just talking, hearing your heart about, well, our vision in general, but what does ownership actually look like? I thought that was a good conversation.

And again, I think on this level of a team approach, it's probably a different answer than just ownership in general. I do want to say that. And I think ownership in general, there's this idea of you have to move from them to we, this is what they're doing to this is what we're doing. I often think of even people who are fans of professional teams or whatever, that you can tell the real fans when they're saying we versus them or the

Team. It's personal pee of mine, but

Sure, I know. But it shows how deeply they buy in.

Absolutely.

And so there are some markers like that. This is more for the core team markers. So the team is responding to this new vision and having to do a bunch of new work and lead their teams in this direction now. And it's a change for everybody. This is not anybody on our team. This is not what they signed up for.

No.

So they're adjusting themselves around this new vision. And so what does ownership look like for that? And you guys brought the question, I tried to respond on the spot, we worked it out on the whiteboard, but I really narrowed it down to three things. So I think one of them has to do with language that people are just able to articulate. I think articulation is,

That's a better word. Yeah, that's good

That people are able to articulate kind of the key tenets of this new reality that we're in. So for us, it's mission stuff, it's vision stuff, it's value stuff. It's our new pathway, it's our new discipleship.

Yeah.

Dream disciple, dream disciple. Phrasing, descriptions,

A couple probably how we're like vehicles, like how we're doing certain things.

Yeah, exactly. How are we doing discipleship, how are we doing evangelism? How are we doing leadership development? So I think just a kind of conversant knowledge of being able to articulate those things. Not just knowledge, but being able to articulate those things to others.

And in your, I'm probably too passionate about this, but almost taking someone else's words, which are mainly your words, and being able to articulate it in your own way without not saying what you need to say. And that's a simple way to say that.

That's

Right. But it's different than Our goal will not be that you can memorize it.

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That's right. Yeah, exactly.

That's not the goal.

We're not going for word for word, but it is. It's the heart. It's the heart. And if somebody asks you a question about it, can you answer it in your own terms about here's what we're doing. So that's one. The second one is more personal, and that is understanding their own role, each person understanding their own role going forward and what kind of changes they're making or need to make. And so for some people it's like a step up kind of thing. I'm needing to step up into this. For some people it's a shift in even just their responsibilities. And so I think ownership then at this level comes down to working through what does this mean for me

Going forward? I can't just operate like I've always operated before. There are actual changes I need to make to my daily routines and the meetings that I'm in and what I contribute in those meetings and that sort of thing. So I think that there's a personal side understanding my part in this new thing. And then the third one is that there's a team side, because all of these people in this room are team leaders in some way. And really we kind of narrowed in on part of ownership is that person being able to create priorities for their team around this new direction that we're going in. And so again, just like the individual, the team can't just keep doing what we've always done. The team now needs to be inspired and the team now needs to be led in a different direction. And really that comes down to setting priorities as simple as agenda. Even just building agendas differently for our meetings. And that will show ownership. It will show an understanding of how this is impacting us moving forward. Because if those leaders are just creating agendas the way we've always created them and keeping their teams moving this direction, it shows that they don't own the vision.

They don't own this new direction. And so I think those are the three areas we boiled down to ownership.

Yeah, I'm excited to take it back to that other team and see how they react land. I think it'll land great. I mean, they were, all of the stuff that I think people were brainstorming would Nestle under. There were more methods, I would say that they were brainstorming. So I think they all kind of nestle under there, which is

Cool. And I think some red flags that rise up is when you do hear what shows that there isn't ownership is some of that us them language. And that can really come out in

Teams.

If a leader hasn't fully owned something that it can easily devolve into, well, this is what they told me to say to you guys, so I'm just doing what I'm told. Or when there's this, I'm a middleman that I kind of passive aggressively don't agree with it, but I'm doing it. I've been told to do it. Those are some big red flags to go, we need to work on. Well, I'm sure we need to work on a lot of other things at that point, but ownership is one of them.

The other thing you said in that meeting that I appreciate, it's kind of off of this, but we also need to maintain the attitude that it is not that person's sole problem that they're doing that

It's

A leadership issue.

Yeah, exactly.

So whether that's letting something be permissible for a long time or whatever it is, it's something we have to own on some level. So I think that was super helpful too.

Yeah, there's a rubber meets the road moment where it's like you can't blame

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People

Downstream for not getting it at some point. If you're a leader, it's like, this is my fault and my problem solve. It's my I need own it. I need to own. And that's an ownership for the leader is to go, man, if there are troubles downstream, it's my job to deal with that.

Yep. That's good. Okay. I think that's it for today, huh?

It's enough. That's it. It's enough. It's

Enough. Yeah. So as a reminder, go to derek-sanford.com. You can get the show notes. You can also subscribe to Derek's newsletter, which has this really cool favorite things section, which I,

Yeah, it's getting a lot of feedback.

Yeah. Cool. Yeah, I bet it is. People

Are appreciating that.

So yeah, go do that. And if you wouldn't mind, leave us a rating, however you're watching or listening, and subscribe wherever you can. That'll help us get this to the people that need it. So we will see you next week. Thanks.

See everybody. Bye.