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[00:01:00] Least. [00:01:00]

[00:01:04] Hi, how's it going?

[00:01:06] Well, it's going OK, but in the midst of everything else, my computer updated last night.

[00:01:14] Always seems to cause [00:01:15] more trouble than good, doesn't it?

[00:01:17] Well, the good news is and now it looks like my desktop at home, the bad news is I did not use my desktop at home after the after the change.

[00:01:26] So all of the.

[00:01:32] All [00:01:30] of the requests to enter are coming to me.

[00:01:37] Ok, Jared, have you transferred hosting to you?

[00:01:49] Sex [00:01:45] is already on. I will sign on separately and he can transfer hosting to me then, OK, I'm not going to let Reggie and Hey Arturo, how are you going [00:02:00] to do?

[00:02:01] Hi, Jim. Hi, Lisa.

[00:02:03] Hi, Arturo. Como esta?

[00:02:06] Muy bien.

[00:02:08] Wayburn, Dr. MacNeill, good to see you.

[00:02:14] I read [00:02:15] your mucus.

[00:02:21] Reggie, you're still muted.

[00:02:23] Yeah, let me get me situated here, I was OK, focusing on the horrible image that [00:02:30] I have of myself.

[00:02:32] And you, of course, realize that Zoom adds 30 pounds. I do. I completely do. I think more.

[00:02:42] Actually, I'm I'm with [00:02:45] you whatever we can get out of this.

[00:02:49] I got on a call yesterday and I was like, do I look as haggard as I think I look?

[00:02:54] You know, I actually thought about this with this call that I should come on know burnout and compassion [00:03:00] fatigue. I should dress up somehow. I would tell you, Reggie, I'm starting a new social media campaign.

[00:03:09] You and I are old enough to remember in men's fashion, you know, we've gone from suit and tie to [00:03:15] sport coat and dress pants to sport coat and jeans. I see no reason why we can't go to sweat pants and a sport coat when combat is over.

[00:03:24] You know, you're exactly right. I mean, you it's not. And there's a reason this is all on me. You get to see, [00:03:30] you know.

[00:03:33] Now, Jim, I see you on here twice.

[00:03:36] Yeah, I am.

[00:03:38] The other Jim Litsky is actually our our tech guru, and I just transferred host over [00:03:45] to him.

[00:03:47] And that shouldn't happen.

[00:03:50] And there he goes now he he went back to being Jerrett, but now he's Jered, but he still has this ugly picture that will get rid of rats out of your kitchen. [00:04:00] Oh, my goodness. Let me let me try to kill some more light here. I feel like I'm just delusional right now.

[00:04:09] Jared, I assume you have control of letting people in now, is that correct?

[00:04:14] That is correct. Thank [00:04:15] you. Appreciate that. Jared, are you in Grand Rapids?

[00:04:20] Near Grand Rapids in the Highland area, where at in Holland is that where you are, Lisa? That's where I am, yes. [00:04:30]

[00:04:30] I live in the more righteous Zeeland, Michigan. We're Christian Reform Center reform. So, OK, great. SRS or North Hollinghurst.

[00:04:41] So s s. S I would look the more [00:04:45] righteous side of the town.

[00:04:46] Okay, I'm I'm from Holland, Michigan, as is Lisa. I'm actually in Norman, Oklahoma right now because we have a three week old grandson that I'm I'm visiting while I'm working nice. [00:05:00] And his four year old sister. And then we hang out with their parents every now and then.

[00:05:04] But it's really the grandkids that we're here to see. So I get that totally.

[00:05:09] So I'm rearranging some stuff here. I like this. I'm looking smaller and smaller as [00:05:15] time goes on. By the time we get down to forty people on this call, I'll be invisible.

[00:05:23] Hang in there.

[00:05:23] Reggie Powers, good to see you. Or be logged on from what part of the country. And I'm in DC. [00:05:30] In DC. Fantastic. We've talked to some great people over the last couple of days in DC. So what part of DC do you live in?

[00:05:38] I live in and just outside the beltway there.

[00:05:41] So evidently I lived in Landsdown for five years. [00:05:45] I, I worked in prison fellowship. So yeah, I'm familiar with that area. I love it and really miss it. Tommy, how's Houston?

[00:05:56] It's cold today, coldest, 45 [00:06:00] to 50 degrees lower die up in here, that is cold for you guys.

[00:06:04] My goodness. Hang in there.

[00:06:05] Turn the fireplace on or something in my house. Fireplace goes on. It's 70 percent to 70. My wife wants [00:06:15] a log on the fire.

[00:06:17] Hey, are you guys how are you doing with all those hurricanes and storms down there? You're recovering or things looking OK in Houston?

[00:06:25] I mean, Houston's great really helped launch the southwest Louisiana response. We got [00:06:30] a 50, 60 churches there. They got killed. So we're doing a lot to help them. And I'm kind of glad to have them. Part of a network they're close enough to and a half hours away that we can really support. Well, and so it's kind of our first step, really kind of brought out the southeast Texas. [00:06:45] But it's a nice fit. So they're they're doing amazing stuff, cranking away churches from across economic racial boundaries. First time they've ever really kind of worked together as a whole. Wow. That's about a five hundred thousand. That whole [00:07:00] southeast Louisiana is about five hundred thousand people. So it's a good size. So it's exciting to be working with them and kind of lean into them and help them watch that kind of authority talking about movement type stuff. So that's exciting.

[00:07:14] Craig, man, [00:07:15] let us know how we can serve and thanks for serving them. What they've been hit twice this year is that two storms through there and they got two storms that glance to third.

[00:07:25] So it seemed like everything that popped up was headed towards Louisiana [00:07:30] right now.

[00:07:31] I know, man. And, you know, in the midst of everything going on in the presidential election, we didn't even see a lot in the in the national news. It was kind of like our country was a little bit oblivious what was happening in the south.

[00:07:44] And we're [00:07:45] pretty far along. So normally they don't like Charles doesn't get much flooding and they didn't get much flooding. But, you know, 80 percent of homes had damage, 80 percent, 80 percent. It was just crazy. So, yes, [00:08:00] it was a lot like when that stuff happens around here, you've got you've got margin for people to go serve and love their neighbor and those kinds of things. They're like they don't have the same level of margin just due to the fact of everybody got hit it. So [00:08:15] it was and it was a 60 mile wide tornado.

[00:08:20] 60 mile wide. Yeah.

[00:08:23] Managing this family can do to help, sir, please let us know, Tommy. So, Ed, you're in the middle of that whole presidential election thing [00:08:30] and continue to do so. So hopefully everything's quieting down a little bit there in D.C., if that's possible.

[00:08:36] And it's always pretty continuous, but it's still a beautiful city.

[00:08:43] I know we Lisa and I were on a call with an [00:08:45] individual. I was sharing that. I'd spent some time in an elementary school in Washington Heights and about 80 percent of the children there had an incarcerated parent. And the kids had never been to the Washington Monument, they could see it out the window [00:09:00] of their school, but they'd never been there. And by God's grace, we were able to help them rent a bus and actually go stand at the Washington Monument, stand at the Lincoln Memorial, stand where Dr. King delivered the I Have a Dream [00:09:15] speech.

[00:09:15] But it was just a real stark reminder that in many parts of our great country, there is great poverty and great need. The church needs to be engaged and everybody is here long enough to know that we were providing Spanish translation and so were the [00:09:30] city network across the US is expanding into bilingual José Duran wave there. Jose is is our new city catalyst for Latin America. So he's working throughout the Caribbean and and Mexico and Central and South [00:09:45] America. And we understand that that work starts in the major cities of the US. Tommy and your city in Houston, a large Latin American population in Miami, New York, Chicago, everywhere across our country, L.A. And so Jose's helping us move into that. Arturo [00:10:00] rowhouses on the phone with us. He's part of our Latin American contingent and staff. And so please invite your Latin American speaking friends and let them know that we want to serve in their mother tongue. Jose would tell me is the heavenly language. [00:10:15] And we want to be able to serve that way as best we can. So please spread the word. And Jose is already working in about a dozen cities in Latin America with unity, prayer activity going on and really cities [00:10:30] heading towards movement and what Port au Prince is coming online, really quite cozy. And just a quick update. While people are logging on here, what's happening in Latin America?

[00:10:40] The U.S. meeting with leaders in Haiti, Port-Au-Prince, [00:10:45] Port au Prince, and that will itano over there. There's two places over there. We have teams that are building teams saying what they what what about a city? Also Chile, Venezuela, Puerto Rico, Puerto Rico. [00:11:00] We are right here that need that done. So they are all around it. They had no business with us. We're building a team in Brazil with my dad.

[00:11:15] We're [00:11:15] very excited about it, but whatever we're learning here in the US, Jose is helping translate into Latin America. We truly want to build a learning community where every citizen learner and every citizen teacher. So you have questions [00:11:30] are you have things that you think, man, I can really help. And let's let's get connected. It's a complete team effort. It's not about building an organization, but the movement of Jesus Christ to bring the kingdom of heaven to cities. That's what we want. So please, no, that's becoming available. And I appreciate [00:11:45] all of you because you've all had a hand in that. Where are you logging on from?

[00:11:50] Let me just a second here. I think there's noise in the background, I'm I'm logging in from Spokane, Washington. Awesome. And I bring you [00:12:00] greetings, love from the sort of the Lisanne Workplace Ministry world. And I've had the privilege to connect and be involved there. And I think Jerry White was just with at least somebody a week ago. And Bob [00:12:15] Dobbs is certainly, in fact, here, obviously. So anyway. And then I anyway, that that's that's kind of a part of my world. And and then I've done probably 15 or 20 years of prison ministry work. [00:12:30] So back in the Chuck Colson days, I got to hanging out with Chuck at Lompoc Federal Penitentiary in Santa Barbara. But I just relocated here a year and a half ago with my wife to Spokane. So great, great. I know most of this is [00:12:45] kind of on the eastern side, but I'm just so thrilled. It's been so wonderful over the last many months to see and hear and then and then dream about some things. Having gotten a series of books here and [00:13:00] meeting with some leaders here in the Spokane area just to see what how God might might work and and what we can do in this in this region of the country. Thanks for the inspiration, the encouragement, love that all that's been going on here. [00:13:15]

[00:13:15] So thanks, Stephen. Great to have you on. I Love Lucy on there. They're actually, in some ways a mother of us. So we appreciate that. I like you. I miss Chuck Colson every day. It's we could use some of his wisdom.

[00:13:27] Hey, Bob Seymour, if [00:13:30] you're new to the call, you probably already seeing that you need to be prepared to answer a question, because I may call on you, Bob. You guys have an event coming up on Monday.

[00:13:39] How about a shameless promotion here? Before we get going, tell us what Glenn is up to.

[00:13:44] Shameless [00:13:45] promotion. I mean, we get we gather our we gather at the site every year that Douglas and cities that that their whole objective is to transform communities and we gather [00:14:00] them the 1st to December every year. Well, this coming Monday, since we cannot gather, we decided to do a virtual and from ten to one o'clock, we're going to make it public. And we have two of my favorite speakers. We have Eric Swanson and Rick [00:14:15] Ruza, who are going to talk. Eric is really going to address two big things. One is flourishing communities. Two is building the collective. And then, Rick, surprise is going to deal with metrics and measuring the effectiveness. And you could register [00:14:30] for that. I'll put it in the chat, which you can register for that. It's free. It's Monday, ten to one. And here's the registration. I just put in the chat and it's we'd love to have ignite transformation. [00:14:45] That city is the registration link again free. Just a great couple hours with Rick and Eric talking about how to transform your city.

[00:14:55] Hey, thank you, Bob. I would highly encourage all of us to be part of that. Eric [00:15:00] and Eric were part of this call when it originated, when covid began. Eric and Rick. Rick, I know you're a humble guy. You don't like me saying these things when a lot of ways, Eric and Recher are somewhat elders of the city movement in the US. And [00:15:15] just two great guys to listen to. Bob, thanks to Glenn for putting that on and the great partnership we have with you guys.

[00:15:21] Recommend I come to you next. But, Adam, I want to I want to stop with you. Adam. Great. First Thursday prayer in New York City today. Could you just let everyone [00:15:30] on the call know this is what lead NYC does every first Thursday in New York City? Give us a little update on that.

[00:15:37] Yeah, thanks so much, Jim. So this is a prayer meeting that started twenty five years ago by Dr. Mac Pure. Some [00:15:45] leaders would gather at Calvary Baptist Church in Manhattan. We had shifted it at the beginning of this year to Church of the City Passage of Places. Ministry said it was going to host us and it had been about three or four dozen or so leaders that [00:16:00] would gather together on the first Thursday of every month from eight to nine a.m. We'd put out some bagels and some Starbucks and and pray together, one for another. It was a real safe place for leaders to be able to be vulnerable, to pray for one another, to pray for pastors. And in a short, encouraging [00:16:15] thought, they had always tried to end by nine. One of my favorite things in the whole world, Jim, was going out for pancakes afterwards with a couple of guys and doing that. Unfortunately, when covid hit, we couldn't do it. We wound up going online and it exploded. And [00:16:30] so the first Thursday, a prayer meeting of every month now for the last, I guess it's eight months has been going virtual. We've got anywhere from eight or nine other leaders praying for a prayer moment or for needs [00:16:45] that people could post in the chat or specifically for pastors and leaders that are exhausted.

[00:16:50] Retired or with a church to rise up in our city, to put up this demonstration, the gospel on display or even for the harvest of souls during this Christmas season, this [00:17:00] morning was tremendous. We've been averaging anywhere from 15 to 20 leaders from across the metro area. Now, I mean, this morning in the chat, you know, you're in Michigan. We've got people from Tennessee and and [00:17:15] from all the way down to Virginia and up to Boston. And and they're just posting the chat and saying, hey, I'm joining you from here and there. And so it started for a bunch of leaders here in New York. But it's it's really blown up. I think our most attended one for the whole hour [00:17:30] was Israel. Hotan lead worship. And we had about three thousand leaders back a few months ago. And so we're super excited about what that looks like in twenty, twenty one and going forward. And we may see each other in person, but we're not going to stop broadcasting. There's too many leaders [00:17:45] gathering for it. That's really been incredible to watch.

[00:17:48] Thanks, Jim and Adam. Thank you for your leadership. Everyone, if you're interested in how to replicate that, please don't start from scratch. Ask Adam's team and his team will share anything with you that [00:18:00] they've learned. I want to put the invite out to everyone on the call. Now, we're over about 50 people. If if you have stuff happening in your city, if there are some things God is causing you to do, that is just really happening. Hey, let's share that. This call can be a call. The best practices. [00:18:15] It doesn't have to be on the call. Email myself or Lisa or Adam or or Mac and and let us know. Let's get that information out. Let's truly be learning and teaching. This is a community. It's the Church of Jesus Christ. And it's in our unity that when I our that we [00:18:30] learn and that we serve and we want to get on to a really important topic today. And Rick Scott, some stuff for us. And and then we've got a great guest, Dr. MacNeill is going to share with us about this issue of of, you know, kind of compassion fatigue. [00:18:45] I pastored for almost three decades and pastored some challenging and larger ministries and then went into faith based, not for profit leadership, prison fellowship. And in all honesty, that ministry with six million dollars [00:19:00] in debt.

[00:19:00] When I got there and it was hard work in five years, kind of doing a turnaround. But I'll be really honest with you, I don't think I've ever been this tired. I don't know if it's a combination of not being with people or just constantly being kind of in [00:19:15] response mode to the crisis, not knowing when the weekend is.

[00:19:19] You know, I used to be you'd leave the office, but I know, but I don't leave any offices. I'm actually sitting in my grandson's nursery right now in Norman, Oklahoma. So wherever I go, my office is there because my [00:19:30] laptop is there. And it's really contributed to what I think we see not only in ministry, but in business and politics, the division.

[00:19:37] We feel the struggle we have, the response to the needs and sometimes just the feeling that we're not going to get over this hill, like [00:19:45] when is this crisis going to end? And everybody just tires us out. I think we've seen some struggles with leaders, some leaders leaving ministry, some leaders kind of moving into a place of failure. I can't help but [00:20:00] think the evil one is using the tiredness to really create a situation that's discouraging and destructive. Rick, we want to go to the data first. We want to get a grip on, OK, what is this? In our emotion, we can kind of get away from [00:20:15] real information. We don't want to do that. But I know you guys at Glew partnered with Barina, with others. You've kept a pretty good feel on this pulse. What are you seeing in this area of compassion fatigue and struggle with leadership?

[00:20:28] Yeah, I think, one, I'm [00:20:30] looking forward to registering you. It's like all these awesome nuggets that I've been a groupie for a long time, so looking forward to that. But the combination of sustained trit, sustained [00:20:45] stress and and extended ambiguity are like a cocktail for depression or anxiety, one end or the other end.

[00:20:53] And if you think about it for Pasha's in the spider network that I helped lead, we were working with thousands [00:21:00] of pastors. And and there is this ongoing ambiguity about what's next. Right. And there's the stress of finances. What do we do with staff? How are things happening in our city? Various, whether we're opening or not opening. I was on with a young pastor today, [00:21:15] church at four thousand. He's in his mid thirties. And they were they were they'd opened back up in September. They were really starting to gain momentum toward Christmas. And then five of their staff have covid got and they were setting up for their Christmas stuff, [00:21:30] gave it to about another fifty people. And they're doing so. They're shutting down. That is creating this massive stress. Let me share my screen of the show.

[00:21:37] A couple of things, Barbara, and some of the things we've been pulling out with them. Basically, [00:21:45] if you look at this graph here and this is over.

[00:21:51] How are you doing today?

[00:21:52] So there's about six to eight thousand pastors who responded to this in varying times, and this has taken us back over through [00:22:00] periods of time, through covid and and what we've seen actually here recently, we haven't had a survey go out for the last month. But what we've seen is there's been a really dip in those who are saying they're doing very good or good and more are [00:22:15] landing in that OK camp. And and that's not a great sign only because, you know, OK means I'm not doing so well. How's your family doing today? Similar kinds of trends that we're seeing [00:22:30] in that for people. And this was about ministry staff speaking that way. And then how are people in your church doing today? Again, we're seeing really similar trends. So there really is this sense of we don't know [00:22:45] how we're doing and that's coming around. I want to want to kind of just hit these again. So I keep bouncing here. What your church currently doing for worship services right now, it's a mix, as you think about going forward. How is your attendance [00:23:00] been doing? Again, our we were people are wondering. The single biggest question I hear from pastors today is, and how are we getting new people? It's what's happened to the people we used to have.

[00:23:12] We don't know if they're with us or not with us [00:23:15] right now. What's the greatest priority? Again, adjusting our ministry strategy to talk about ambiguity. Again, not sure where we're going. What's your opinion of online or digital? Again, pretty high saying we ought to do this. But if [00:23:30] you look at that middle of that second to top bar, it's it's here to stay. So we might as well learn how to leverage it. In other words, we're not sure what we're going to do with it, but we know it's headed for the future. How do people engage with your church? Again, when [00:23:45] you look at that, 40, the bulk are coming through an online. They don't know who they are and they don't know if it's the same person from last week or if it's a new person or if it's the regular attenders or not, just the real challenges around that. So all [00:24:00] of that to say, I think we're we're in this season of a long stress and ambiguity, and that is a cocktail for especially for leaders, [00:24:15] for either depression or anxiety or some combo of those.

[00:24:20] And recognizing that that term cocktail, I think, is perfectly descriptive. We leaders don't do well in ambiguity. And that is that is not a comfortable [00:24:30] place for us. And a lot of times, if we're honest, it feels like failure. If we can't lead, if we can't say, hey, here's where God's taken us, it's really tough on our sense of self. Rick, my question for you, I mean, [00:24:45] you you engage in a circle nationally with leaders of leaders.

[00:24:52] What is your sense when you when you look at leaders of leaders, what is the sense there? Is there more hopefulness there or is it that [00:25:00] same sense of ambiguity just from your personal experience?

[00:25:02] I think there's there really is more hopefulness that, hey, there is opportunity in this.

[00:25:07] There's they're looking at how do we reach into a sitting right to opportunity for us to get this good back [00:25:15] in my old days of partnering with schools or helping in the social service, the stuff that our church does with single moms, that growing compassion side really exist.

[00:25:23] I think what the struggle is, there's hopefulness, but it's but it's shaded [00:25:30] by not exactly sure what the expressions of these things are going to be. Our mission hasn't changed, but the modality has changed. And it's really figuring out how do we translate? I mean, every business on the planet has [00:25:45] to think about delivery and the delivery systems have changed again for us. And it's really trying to understand how we're best going to do that, as I see that even from a local church perspective.

[00:25:55] Wow. Thanks for that, Redgate, maybe.

[00:25:58] And Dr. MacNeill, we're going to come [00:26:00] to you. And I'm Lisa to introduce you and to really kind of take you through an interview. Could it be I mean, let me just talk kind of hypothetically that in this moment, maybe in this Advent season, it could be a time of Sabbath [00:26:15] for some of us, you know, between this time of where we were and where we're going, is there an upside in God's sovereignty? Could there be an opportunity here? And Dr. MacNeill, we're looking forward to you sharing your wisdom with us before we go there. Some of you weren't on when I mentioned [00:26:30] we are translating into Spanish. It is part of a request we've had from Spanish leaders here in the US and in Latin America. And I see we have someone from Puerto Rico and other parts of Latin America. Welcome, welcome to the family. And this is going [00:26:45] to be an ongoing thing now with our monthly calls will be translating into Spanish and. Reaching to our brothers and sisters in an extension outside of our immediate country borders, but not beyond the borders of the Church of Jesus Christ. So it's so great to have all [00:27:00] of you here. Many of your cities have Spanish speaking ministries and in a place where speaking in Spanish is easier than English, please invite them on this call and that we need their wisdom. We need how they're seeing their cities and [00:27:15] we need them as a vital part of the family to keep moving forward. Lisa, will you introduce our guest for us and then kind of take us on a little journey with Dr. MacNeill as we talk about what it means to recover from compassion fatigue?

[00:27:30] Thanks, [00:27:30] Jim. Hi, everybody. Hi, Dr. Reggi. I'm so delighted to have this time with you today. I just was just the short time that we've been together, we just become fast friends. And Reggie is 20 [00:27:45] years as a pastor and a college professor. He's written a lot of books. And one of the things I was noticing when I was looking through the list of the titles of your book, Reggie is the word kingdom is important to you and really helping the [00:28:00] church and church leadership understand what that means and how to live into it. And your most recent book, Kingdom Collaborator, Collaborators, eight signature practices of Leaders Who Turn the World Upside Down. We're going to share that in the chat [00:28:15] so people can make sure that they get that, because that really informs a lot of the conversation that we're going to have today. So just welcome and we're glad to have you with us.

[00:28:25] Oh, I'm delighted to be with you. And I know some of the folks on the call, [00:28:30] which is always shocking that there are on the call. Since I know him already, I figured they must be here to collect something that probably am. But anyway, it is it is good.

[00:28:42] And by the way, I want to affirm the work [00:28:45] that you're doing, not that you need to hear it from me, but two of the real expressions as the church, as we're going through this shift of narrative that's actually being accelerated by covid from a church centric to a kingdom centric [00:29:00] kind of ministry orientation. Two of the the the green edges of the movement are both expression of macro church, which in your case is the is the field you're working in, where the city church movement, [00:29:15] where we're seeing, you know, crosses all boundaries and there's a larger stewardship of the community, not just a little flock here, there.

[00:29:25] And in the second expression is the micro church expression. So we're seeing on both [00:29:30] sides and and of course, you are. And that's the rise of the network church moving us past the congregational modality as the only expression of church in North America or the main expression of church for the last seventeen [00:29:45] hundred years in the West. So these are tumultuous times, enormous shifts going on. And and you're right, though, the kingdom is the north star for us, not churches, institution, not trying to reorient [00:30:00] ourselves back to, you know, gauging where we are based on how church expressed itself and in its most institutional expression, but how church is situated inside the larger story, which is the kingdom.

[00:30:14] So [00:30:15] I appreciate your mentioning that even as we talk about these important personal issues today, you're right. Kingdom is really big, really big for me.

[00:30:27] And I love that it is for me, too. And I [00:30:30] do want to say to our listeners that as we're going through this conversation, if you have questions, be sure to insert them in the chat because we're going to monitor that and then we'll have a little bit of a Q and A based on the most frequent question [00:30:45] towards the end of this conversation. But just to get us started off here, why are we encountering so much exhaustion among spiritual leaders right now, Reggie?

[00:30:55] Yeah, well, you know, I think Jim and Rick did a great job of distilling [00:31:00] out some of this that I planned to talk about in this opening piece about where's this coming from? And we all have several senses of it. And I was just picking on a few things that they said, really. Rick and Jim both talked about anxiety [00:31:15] and I mean, anxiety. Is that that constant drain right now on everyone?

[00:31:23] I mean, that drains wide open. And so the emotional strength, the psychological strength, spiritual strength, it's [00:31:30] always being I mean, that is just going out all the time. So, in fact, I was listening, just ran out some and ran out to do some errands earlier today. And there was a radio commercial about, you know, stock up on your emergency prepared food, you know, [00:31:45] and they talked about a shelf life of twenty five years. I'm thinking, my lord. That's got to be pretty tasty, you know. Twenty five years from now at 90, I'll pop the can opener. But I mean, you know, how can we keep people in other words, we just constantly being bombarded [00:32:00] with ways that our anxieties raised. And at some point, by the way, that feeds into depression, all neurologists know that the brain can only take so much messaging and then it treats every other message, whether it's good, bad [00:32:15] or indifferent.

[00:32:16] I just it treats every other message as anxiety.

[00:32:20] And so we're in an over message over and informed over social media and social media inflicted folks. And so we're reacting [00:32:30] as anxious, even if we have no particular reason ourselves to be anxious in the moment. We're just we're just anxious. And that takes its toll over time. I think the loss of rhythm, both guys already referred to that. You know, [00:32:45] the church had a rhythm and our jobs had a rhythm, but that's been obliterated with so that every day I've sung to executive coach a couple of days ago. And he was I mean, he coaches folks in London and China around [00:33:00] the world, France. He was on a call just before I spoke with. And what's happened during covid is no one knows when to quit. I mean, it's you know, we're on all the time. And we had firmly established [00:33:15] rhythms. We'd leave the office, we'd go to the office. We are whatever boundary there was there. And and now it's like Jim said, no matter where you are, you go visit and grandkids, you just don't know when to quit. People, leaders and managers especially, [00:33:30] are consistently working longer hours during a time where they're not having to show up physically. It's almost as if we're making up for it and over making up for it by our hour long hours. Isolation's [00:33:45] a key to to burnout. And and so we're just the physical isolation. I know a lot of spiritual leaders are used to getting a lot of personal attaboys out of girls. Thank you so [00:34:00] much. We really enjoyed what you said today. You know, thank you for your prayers all this well, when you're not guilty and we're wired for that. I mean, many of us went into ministry not because we just like people and want to be miserable. I help other people be miserable. We actually [00:34:15] enjoy knowing that our life is impacting someone else in a positive way. When you cut off a large part of that emotional feedback loop, the isolation of that can can be pretty, pretty emotionally [00:34:30] arresting. And then I would say above all this, there's just grief and we don't call it that.

[00:34:38] But there's a grieving going on that is palatable. And, you know, grief has [00:34:45] multiple stages. And, you know, the shock of the pandemic. But now we know in our gut that things you know, everyone's talking about a new normal and all that kind of stuff. But there's part of that old world that we as [00:35:00] we're releasing it, I mean, it's it's hurtful.

[00:35:04] I mean, there are things we miss and we know we're going to miss, even if we can't spell it out yet exactly what the the hybrid solutions are going [00:35:15] to be or the radical, you know, solutions are.

[00:35:18] We're grieving the loss of a world that existed as recently as February and has gone away. I remember on Easter Sunday, like many of you [00:35:30] listening to Andrea Bocelli sing outside of the cathedral there in Madrid. And and but it is stunning, as his voice is. And I'm always moved by him and that, of course, that setting. But it's when he stepped out of the church and [00:35:45] they went to video shots of the streets of New York and London and Paris, I just bawled. I mean, it's like the world's never the same. I mean, and so this kind of, you know, an unintended to [00:36:00] grief that we're carrying around, I think is contributing to it.

[00:36:05] Wow. I really resonate so much with with what you're saying. And one of the things that I've learned about the grief journey in particular is there's [00:36:15] a whole lot of acceptance that has to happen in order to move through grief.

[00:36:21] And I think it's it's really hard to accept that this is our new normal. And and I don't even know what that looks like. But [00:36:30] one thing I want to ask you, Reggie, is so if it sounds like burnout is making a comeback as a leadership challenge, so talk a bit about the warning signs. Oftentimes we are watching ourselves as much as we're watching [00:36:45] the people were leaving.

[00:36:46] Well, you know, and just to pick up on the. Aim of what you just said in stages of grief, you go through depression and bargaining and all that before you get to acceptance, and that's where we are. We're in that pre acceptance moment [00:37:00] because it takes time. You can't grieve this over overnight. So there's burnouts making a comeback because we're in this depressive stage of knowing it's where we've left Egypt, but we're not the next [00:37:15] chapter in the when this wilderness. And and so that's that's exactly why burnouts making a comeback. Now, you know, Herbert Freudenberger is the guy that gets the credit for turning the phrase psychologists and and [00:37:30] he lists a number. And I'm just going to race through this. We've all read through these before. And I can tell you, at any given time, I would be burned out. Just pick a few of these, you know, but that's not what you're looking for. You're looking for a combination [00:37:45] or swelling or an intensification of several of these factors in your life to suddenly realize, wait a minute, you know, maybe I'm courting this thing, for instance, to detachment. Well, I mean, that's been forced on us. And some of [00:38:00] us have taken too much advantage of that, maybe impatience, irritability. Gosh, I see this in everyone but me, you know, not feeling appreciated. You know, no one cares. I mean, [00:38:15] what you know of paranoia, a little bit psychosomatic complaints, just aches and pains and ailments.

[00:38:23] I was talking to my doctor the other day and people are coming in with all kinds of strange stuff. And of course, everyone's thinking that's [00:38:30] covid or the the some other pandemic that has some boredom, you know, suicide, even suicidal thoughts. One of my friends has a daughter, a 20 something year old, who quit her job [00:38:45] and moved home. There's going to be there for three weeks. And then it was going to move to New York. And that happened at the end of February. And she's still at home because there's no there's no where to move to. And so she admitted to them finally last week. [00:39:00] Twenty four years old, bright as the sun shut down, one world looking for another world, the doors are closed. And she talked about her suicidal thoughts for them. And they're, you know, so, again, it's not that if you have one or more of these, it's the [00:39:15] if you see a combination of these coming together, what do you observe it in others? But you're right, Lisa, observing in ourselves or just asking people around us because, you know, it's fascinating self-awareness. We never come to buy ourselves. Self-awareness [00:39:30] is always something we've got to get from somebody else. You know, some people that can speak in to make some observations say this is what appears to be going on with you. Now, what's up?

[00:39:43] And I think and I [00:39:45] don't didn't mean to interrupt you, but I think one of the things we've got to do, you know, I'm a brown, I'll be quiet.

[00:39:55] I just realize I'm irritable and talking about, you [00:40:00] know, I guess the question that was coming up in my mind and I've been talking about this with other people is, you know, when you work in community and we're communal people. Right. Right. And if you're a little bit down on one day, you [00:40:15] know, the people around you are going to say, hey, Lisa, looks like you're a little bit down. What's going on? Right. And then that helps me see what's going on and helps me articulate what the problem is. What now? We've lost that feedback system. So what are some things that we [00:40:30] could potentially put in place that would keep us from going down that slippery slope without a feedback system?

[00:40:38] Well, I would the first place I would look at, of course, our tendency in burnout is to blame all the external factors. [00:40:45] And there are plenty of candidates lined up there. You know, they're pretty awesome and pretty threatening and they're real. But I also think we've got to take an inner journey here to say what sets me up for this? What is it? When [00:41:00] Jim talked about the enemy coming at us, I mean, our enemy, the kingdom we're trying to invade, he's very crafty and and he never misses an opportunity. I mean, Jesus temptations are very seldom what is it? Liberty. Liberty? It says [00:41:15] you don't you only pay for what you need. It would customize your car or whatever.

[00:41:19] Well, I mean, the devil customizes his attack on us based on our own internal wiring and everything else, just as he did with Jesus in the wilderness. I mean, I don't [00:41:30] you know, I've not been tempted to throw myself off of a pinnacle, you know, and stuff, but that was unique to Jesus. So there's something. So the leader needs to take stock where my potentially vulnerable, like, for instance, do I have a Anapra, an overactive [00:41:45] approval need? And so, you know, where am I getting that approval from? Have I relied too much on other people? Where can I get that? Atta boy. Atta girl. You know, way to go, you know, or [00:42:00] can I make that happen? More of that said. But but is it am I too dependent on that or am I to achievement and performance based to at. Gosh, I can remember. And Rick, [00:42:15] I know you guys are helping with some organizations tracking. It's like in the congregational multimodality. You know, we do not many people showed up for church. We counted them, you know, and there was just this flurry of activity around the [00:42:30] online. What do you actually count is a drive by viewing count. How many seconds? I mean, I just looked at all of that, just shook my head. I thought, you know, what a performance what kind of weird score card is this? We're beating ourselves to death over that kind [00:42:45] of stuff, you know? But but if we have a score card that demands that kind of performance, then we're going to figure out ways to you know, that's the score card, the wags, the tail. You know, we also got to figure out if we're paying attention to our own margins, [00:43:00] creating margin, our own boundaries. And so because the tendency is always to blame it on and that's just the way it is. But take that inner journey. First of all, where am I susceptible?

[00:43:13] You know, am I working outside [00:43:15] of my strengths? For instance? You know, I mean, we've now we've now had twenty plus years of strength based leadership narrative in our country, thanks to Don Clifton, the great work at Gallup, and then all the spin [00:43:30] offs from that. And so, you know, we do know that a lot of stuff that gets attributed as burnout is simply people that are bored with working with tasks in positions and [00:43:45] in tasks that are just boring to them.

[00:43:48] I mean, it's like being a lot of it comes from dealing with prolonged trivia. And so if if I mean, it's like being eaten to death by, you know, or about [00:44:00] a thousand toothless piranha, you know, I mean, I just work at it. You're the issue is, are we really doing the stuff that we do? Well, because that's going to be our greatest sense of satisfaction, not that we and a lot of times [00:44:15] we're sharing stuff now and somebody has to take out the trash. I get all that. But still, we can be smarter sometimes about how we're allocating our own energy. But I think way back there, you know, this this feels kind of like the presidential debate.

[00:44:28] I know the question you ask, [00:44:30] but I had an answer I wanted to give so it will appreciate what is important. Just to blow off your question, you know, I can't remember what it was.

[00:44:39] It was probably germane to the topic. I think it was something like. What can we do about this?

[00:44:45] It [00:44:45] was a very profound question.

[00:44:48] Well, I don't know. I'm a consultant. I'm just building in the return visit. You know, you're just not ready for that yet. I'll have to come and charge you again in a month. But if [00:45:00] I were going to make stuff up, it would sound something like this. So after you do some analytics on the sourcing of this burn out for you, you know, Jim mentioned something I'm going to talk about in January if I could come back. And that [00:45:15] is the whole of the whole notion of Sabbath thing and practice of servicing. We've been so poor at it. Of course not. Not you guys. I'm just thinking about all the other city leaders that aren't on the call today. But, you know, [00:45:30] there you know, there's just a we just don't know how to do it. So I want to talk a little bit about that in January. It seems appropriate.

[00:45:38] I think we've got to figure out.

[00:45:42] How to spend time with people that give us energy. [00:45:45] Now, I know physically that's hard to do now for some of us, we could still make it happen physically. We just need a little more innovation around it. As long as we don't announce to everybody, I'll stay home. I'm going to go somewhere. But but if if you [00:46:00] can make some of that happen. But it's important to hang out with people that give you positive energy. Now, by the way, I'm not saying people you like that's different. I mean, there are some people I like that even when I hang out with them, it's not positive energy. I mean [00:46:15] I mean, they they go to my lowest common I mean, in 20 minutes, we've talked about everyone in the Christian world and spirit of prayer, us and and we've just done a real rundown on how terrible things are. And I leave there feeling [00:46:30] like a I need to take a bath or or, you know, get that stuff off of me or just go somewhere and lay down in front of an 18 wheeler and beg.

[00:46:39] I mean, so this is not just people we like, it's people who actually give us positive energy. [00:46:45] Now, if you can't physically get to them, you know, you'll figure out a way to do it like this. Even reading their authors that I'm finding myself drawn to now in this this time, because just being in their company, [00:47:00] in their brain gives us so, you know, stuff like that. I've I think I've got forty eight more suggestions. Just be patient. Just sit there and take it.

[00:47:11] You know, I, I think this is a good time [00:47:15] for us to update skills as we think about what might be required of us. And it gives us something to work on. I mean, if we can't with all of our energy, turn the old crank and have stuff happen. The way is to find some sun, a new crank. And [00:47:30] oftentimes that is what do I need to add to my portfolio of skills that may be requisite for me as I think about the future. Just two more and then I promise I'll let you ask another [00:47:45] question.

[00:47:47] I think we should pay attention to our bodies. I mean, what's it us?

[00:47:55] I see a lot of psychosomatic manifestations [00:48:00] in the leaders that I'm around, you know, and particularly in the area of sleep, but I'll come back to that and then simplify. This is a great opportunity for us to simplify, believe it or not. And [00:48:15] most of us would be well served if our lives got simpler, not more. You know, I just think hell is the most complicated place in the universe. I mean, it's just it's it's machines and stuff going all the [00:48:30] time. And it's just complicated. And I think the medieval theologians were right. I think God is simple. You know, I don't mean simpleton, but simple in the you know, there's simple truth here. And I'm amazed [00:48:45] if I can just talk about church for a moment. I'm amazed at how many pastors are still still trying to figure out how to bring this programming back online. That, by the way, was it producing disciples anyway? And we knew it, but we're desperate to get this thing up and running again [00:49:00] as soon as we can. I'm gone. Are you kidding me? What a great opportunity of, you know, to quit doing something. Although I had a friend of mine who said to me once that he's really telling the truth, said the hardest thing to kill in church is something that's already [00:49:15] dead. And so, you know, I'm watching folks. They feel like the more activity, the more frenetic energy, the more whatever they're making up of we we [00:49:30] we substitute activity for vitality and and a. Yeah. I'm sorry. I'm tired of tired of talking.

[00:49:41] Now, I just said that's a quotable I. I [00:49:45] resonate very much with the concept of simplifying and activity for the sake of activity doesn't necessarily lead to redemption.

[00:49:57] So but you know, I just want to transition [00:50:00] a little bit and make sure that we leave a little bit of time here to talk about this concept of compassion fatigue, because you do make a distinct distinction between those two reggi. So what is compassion fatigue and what what causes it?

[00:50:15] You [00:50:15] know, I was I ran into this concept a few years ago when I was down to a number of years ago now down on the Gulf Coast with a client. I was a city movement there, and the city had just undergone one of those storms [00:50:30] that we've seen too often now and the flooding thousand year flood. And and so the local hospital.

[00:50:39] Put on a luncheon and an after lunch seminar on compassion fatigue, [00:50:45] I'd never heard the phrase, but as soon as I heard it, you know, it's just like those phrases you hear, like emotional intelligence or or whatever, that as soon as you hear it, you got it externally focused. You got that's it. I just want you to know, Rick, I was painted, [00:51:00] so. Yeah. So I mean, no one's ever coined one of my phrases, but but the the truth is this phrase compassion fatigue does come out of the medical community. And even though [00:51:15] I'm going to talk about it with you guys, I think we need to be a little careful about it, because is this is actually comes out of a war where people are actually caring for people, not just caring about people, but they're caring [00:51:30] for people. So, you know, and and I know that you are dealing right now with a lot of people in your network.

[00:51:38] It may or may not be you, but who are at at the, you know, ground level are [00:51:45] just overwhelmed with the impact of a virus that we're still learning about and still waiting to have some relief from. But there is there's a list of of.

[00:52:00] You [00:52:00] know, again, signposts for these, I'll just blow through these you can you can Google compassion fatigue and you'll get the same list probably, but it's, you know, emotional, mental, physical exhaustion. That's not news to sleep [00:52:15] disturbance. This is very often this very often is a symptom or one of the ways that compassion fatigue shows up. People are either sleeping, typically it's interrupted sleep and typically [00:52:30] it's less sleep. But there are cases of, you know, a need for more sleep and an excessive need for more sleep because it's another way of defense. If I'm just unconscious, I don't have to deal [00:52:45] with this anymore. Cognitive debilitation, people in compassion fatigue, that's usually a pretty sharp can suddenly be kind of slow to the party, little unfocused. They [00:53:00] miss a lot of stuff. And this then slows flows over into some lapses of judgment. And so people that you are around that you say, gosh, they generally are a little more fair and [00:53:15] balanced and grounded and stuff than that. I mean, this could be a sign that their system, their compassion fatigue is taken over. Morale loss is a huge we have a friend up the street [00:53:30] who's a nurse. And of course, these frontline workers, every one of them is dealing with this issue right now. Every single one. Yeah. And even if they're not in the covid ward, their world has been so impacted by, it's just [00:53:45] amazing.

[00:53:45] And I have two sons in laws who are in the medical world. And even though they don't deal with one's a physical therapist and another there's a family doc sportstalk. And so, I mean, it is it's the ripples throughout the whole [00:54:00] health system. And that employs one out of every I mean, Rick can tell us who can tell us one one out of six dollars is spent there. So I don't know if that's one out of 60, but it impacts so many people. And what we're seeing is, is the [00:54:15] loss of morale. My neighbor, you know, it's like what's the use? I mean, with and now with the second wave or third wave. I'm telling you, if you've got friends in the medical world, pay attention to them, come alongside [00:54:30] of them. You know, they need a shot of enthusiasm right now because they're really struggling when you know the flat in the car. Were you kidding? I mean, this thing is coming like a tidal wave in so many places. A good friend of mine said [00:54:45] the other day, she said a friend of Cafe Me I could go through with Thanksgiving with my table empty. I don't know how I want to make it to Christmas, you know, and I mean, it's just a whole different deal.

[00:54:57] Increased anger is [00:55:00] because what happened? Well, anyway, I've got to hurry. I just forgot what time it is and you'll matter if I go over. That's right.

[00:55:09] And by the way, I would be better if I had a check already, but I just thought I'd mention that. But the, [00:55:15] you know, feeling trauma, hyper emotional withdrawal, some you know, those those kind of go along with with with the whole compassion fatigue.

[00:55:28] Now, there are some things we can do [00:55:30] about it, which I probably assume is your next question if you have one.

[00:55:34] Well, how can leaders keep themselves safe from compassion fatigue?

[00:55:38] Well, you know, and as much as for the people around you, I wanted to talk about this because some of you may not be [00:55:45] dealing with this, but everybody in on this call knows someone who is whether or not they've admitted it or we've learned to spot it, help people who are dealing with compassion fatigue. And if you are yourself not to blame [00:56:00] other other people, I mean, I knew a doc once who just who is in the burn out of compassion fatigue. And he was an OBGYN. He delivered three thousand babies, like in three weeks or something like that. I mean, he just got to the point he was mad at [00:56:15] people for being pregnant. I mean, you know, so you you begin to blame other people for this. You know, why in the world you get this thing, what were you doing? But also, don't blame yourself for having the feelings, you having your feelings. You know, I grew up with my mom, [00:56:30] me, you shouldn't feel that way, which is one of the dumbest things you can ever say to somebody. My mom is a good lady. She's just someone who told her that. She repeated, I mean, feelings are feelings. Now, what we do with them, that that's where we get into assignment of values and all that [00:56:45] and judgment. But if you're these are normal feelings and so, you know, to blame ourselves for having them, we're not super human. It's important that people with Firtash compassion fatigue, you are a friend of yours who's dealing with it.

[00:57:00] To [00:57:00] talk it out, you've got to talk it with somebody, it's toxic, it's got to get out and but a few suggestions you can make for them or take for yourself, change the schedule if you can somehow alter the schedule [00:57:15] because you're in a rut of in a rhythm that's that's not doing a good play more. And it doesn't necessarily mean that you have to go skiing for three weeks or something, find something that lets your brain [00:57:30] play in your body if it can go along with it, you know, just get outside more time, just play figure out ways to have some fun is is as bizarrely simple as that seems when you're in compassion fatigue [00:57:45] and you've lost morale and you're kind of angry at yourself, you don't feel like cut yourself any slack and you feel like somehow taking time off just to be fun is a dereliction of duty. It's not. It's absolutely self-management, self care. I [00:58:00] would say, you know, on the negative side or kind of a couple of things don't to do avoid self medicating. You know, this is this is water. I just want to say that, you know, but with tobacco or [00:58:15] other stuff that we do, it's pretty easy to slip into that just so you numb yourself and then also resist the temptation to do something drastic, whether it's, you know, something illegal, [00:58:30] illicit or otherwise.

[00:58:33] I will tell you back to burnout. When I was director of denomination's leadership development, we had about twenty five hundred leaders in that network.

[00:58:44] And so [00:58:45] that meant that on a fairly routine basis, too often we had folks with affairs and stuff like that that were, you know, caught in trouble and all that, I promise you, 90 plus percent of that I was dealing with burned out people. [00:59:00] You know, it just puts you in a compromised way and you're trying somehow to either feel alive or feel something. You've gone dead. Same thing can happen in compassion fatigue. You just something to alleviate the pain. Stop [00:59:15] it just to feel differently for a little bit.

[00:59:22] These are such critical reminders for us as leaders. And what you're saying, Reggie, it just I hope it strikes a chord [00:59:30] in your heart to just do that personal evaluation that that if you're getting in a little bit of trouble there, man, I know Jim is for you. I'm for you. Jose is here. So reach out to us if if you don't have someone in your own network that you [00:59:45] can reach out to such a critical time to just do that, check in and reach out for some help if you need it.

[00:59:53] Jim, I know you had a couple of questions in the chat that maybe we could hear those. And then [01:00:00] I know we're going to need to wrap up here in a little bit.

[01:00:03] Reggie, thank you so much for your wisdom. And I completely agree with Lisa. And I think there's other faces here. Stephanie Wevers on the on the call. Anyone you see on here you think you can reach out to WI [01:00:15] leaders are really not good at self-analysis.

[01:00:17] And I think, Reggie, you encourage us to kind of look at our own warning signs.

[01:00:23] And I look at Tommy. I mean, Tommy's with Houston Relief and he's been helping form a new [01:00:30] organization in Louisiana and two hurricanes hit in the midst of covid. So, Tommy, I can't imagine what the leaders there are looking at. We had a question comes kind of along that line, Reggie. So here I am. [01:00:45] I'm in the midst of this.

[01:00:46] But I see around me there are some pastors, community leaders, who really need me to hold up their arms.

[01:00:52] So even in the midst of being weary, how can I safely hold up the arms of other people?

[01:01:00] I [01:01:00] think Lisa's hinted at it already. I think some proactivity on our part, it'll it'll it'll be good to get out of our cells for a moment and and help somebody, you know, I mean, I know that we've been helping them, but just helping [01:01:15] in a different way, reaching out in a proactive way of just saying, hey, I thought about you today, even if it's an email or of course, I'm bigger on personal contact is right now to [01:01:30] help people with this. But even if that's the best you can do, leaving a voicemail or something, I don't know of anyone who's ever expired from over affirmation. So, you know, but I know plenty of people who've thrown in the towel from just feeling like nobody [01:01:45] cares. I remember talking to the pastors about 2:00 a.m. we were vacationing together. I don't normally talk to pastors at two a.m., but we come in from Cravan or whatever it is. And and I just remember him telling me, he says there is nobody. And he was in the middle of a big deal. And as [01:02:00] I was unpacking that with him, he said, you know, and I asked him, I said, who's praying for you? And and he said, I don't know a single soul. Well, I knew his wife was because she talked to me earlier, [01:02:15] so I knew one person. But, you know, if if we can actually bring people to pray for folks and if we tell a colleague, you know, my church group is praying for you, I have a maybe I haven't told your name, know what? Whatever is appropriate. But [01:02:30] if I know that someone's praying for me, that's a real encouragement. And I just think we don't we don't pay enough attention to that.

[01:02:38] I love that we have another question, Reggie, I think is really pertinent to the time, you know, how do we walk [01:02:45] together in this affirmation and encouragement loving each other when I may be in total disagreement with another person's opinion? You know, we're living in a very divided time. I've had a lot of leaders tell me, hey, used to be 10 percent of the people would agree with [01:03:00] me, 10 percent disagreed with me. So I work with the 80 in the middle. Well, we can make a decision now and 50 percent agree and 50 percent disagree. We make another decision. It flips. It just feels so divided right now. So how do we walk together in [01:03:15] an emotional, healthy way in these times when we just disagree with some people on their issues?

[01:03:21] Well, I think it's more important that we do it now than when we had 80 percent agreement. I mean, this we need to model this and that's another whole discussion. [01:03:30] But the church in North America, we need to be people of hope right now. Too often we're just we're just cast in our lot in with whatever side we agree with. And we demonize the other side just like everybody else. And we're no different from. [01:03:45] I'm not talking about you on this call. I'm just thinking about people I've talked with earlier today. So, I mean, you're hitting at something where loving your neighbor really gets pretty personal. And, you know, the Samaritan did [01:04:00] in their view, the guy was out cold on the road. You know, I'm sure they had differences. And just by virtue of ethnicity and everything, I think we got to go out of our way to be conciliatory and reconciliatory and [01:04:15] and even admit, hey, Paul. Hey, Susan, I know you and I don't share similar worldviews.

[01:04:22] So or we have different conspiracy theories we're operating from currently. But but, you know. This [01:04:30] is something that I'm with you on, because you still matter to me in relationship trumps our differences. I think we've got to learn to say stuff like that.

[01:04:41] Relationship trumps our differences. OK, I'm going to see [01:04:45] how many of you are going to tweet that here in the next little while. I think that is that's a high mark for us with the Imago day, the image of God and people, human dignity. Are we models of that in our cities and really purveyors of hope like [01:05:00] Dr. Mangino? Unfortunately, we're whininess up. I have you march. We are bringing you back. You have volunteered. And so we're going to we're going to take advantage of that. I've just put my email in the chat. [01:05:15] If any of you are feeling like you need a life preserver, would you just email me and we'll keep it private? And and I'd love just to pray for you. If you have prayer request, send those out. Stephanie Weaver, you're on the call here, and I'm going to ask you [01:05:30] to close this call in prayer. You know, Stephanie and a number of people. Lisa Holiday, we'd love to be there for you. Stephanie's one of most caring people I know, and she still hangs out with me. And so I appreciate that a great deal. And Stephanie's done a lot [01:05:45] of work just interviewing city leaders, just talking to them and finding what they need and how to help Stephanie closing thoughts and closes with prayer, would you?

[01:05:56] Thanks, Jim and Reggie. So nice to see you. And I. [01:06:00] I don't know about you guys, but I'm ready for the next psychology and stand up show. That felt like a really good combination. I felt like it didn't take us too far down, but but was so [01:06:15] such great nuggets that I thought did just, you know, all I know to do right now is to to let scripture just remind me of who God is. And and so I thought I would just read some forty [01:06:30] six over us and then and then we'll disclose.

[01:06:35] God is our refuge and strength, an ever present help in trouble. Therefore, we will not fear through the Earth though the earth give way and the mountains fall into the heart [01:06:45] of the sea, though its waters roar and foam and the mountains quake with their surging, there is a river whose streams make glad the city of God, the holy place where the most high dwells. God is within her. She will not fall. [01:07:00] God will help her. At break of day, nations are in uproar. Kingdoms fall. He lifts his voice and the earth melts. The Lord Almighty is with us. The God of Jacob is our fortress. Come and see what the Lord has [01:07:15] done. The Desolations He has brought on the Earth. He makes wars cease to the ends of the Earth. He breaks the bow and shatters the spear. He burns the shields with fire. He says, be still and know that I am God. [01:07:30] I will be exalted among the nations. I will be exalted in the Earth. The Lord Almighty is with us. The God of Jacob is our fortress. Lord, let these words fall on each of us. Meet each of us right where we're at. [01:07:45] Lord, there isn't anything you don't know. And we just thank you today. Thank you for Reggie. And we just pray that you would bless his ministry. Your name. Amen.

[01:07:56] Amen. Amen. Lisa, Stephanie, Reggie. Thank you. Adam. [01:08:00] Mother's on the call. Really appreciate seeing you, Rick. Thank you. Awesome job with glue. Hey, do something today kind of unique. Would you reach out to the mayor in your city and just tell them thank you or her? Thank you. Probably one of the most thankless jobs in America [01:08:15] right now during covid. And I just think Reggie has hit on something. How do we people how do we be people who just say thank you and are hoping for people? If you need some help, please reach out. If you know others need it, please reach out. You're all awesome.

[01:08:28] And we're not going to [01:08:30] see each other for Christmas. Merry Christmas. Enjoy it. If you're down south, enjoy it more than those of us up north. So I love all of you. Have a great month.

[01:08:40] Thank you, Reggie. Love to take care, everybody. [01:08:45]

[01:08:48] Bye bye, guys. Before. Adios, Armando.

[01:08:56] We were in the mall when one of the ideals [01:09:00] at the highest levels of Puerto Rico item on the Sears Tower Entertainment.

[01:09:15] I [01:09:15] could not able to go and buy novelas olio the limos, all of this.

[01:09:27] Look at the lucky one in the ideas, [01:09:30] Joe.

[01:09:39] No, but it's in our mind it somewhere else. Yes, [01:09:45] we were both for a.