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### INVOCATION – Bobby and Hannah Schuller

BS: This is the day the Lord has made. We will rejoice and be glad in it. Hello.

HS: Welcome visitors and church family. It is a joy to be with you today. You know, I've really felt it on my heart to remind you that God says I am the Lord that heals you. I am the Lord that heals you. If you need healing today, take Him for His word. You are loved.

BS: Yes, and of course all of us are going through various things and what a difficult time and trying time for our country and for so many people today. It's already been tough because of coronavirus and economic woes and all of these things. So today we're going to take some time to just be together to love each other, to rest, to relax and to just receive from the Holy Spirit the word that we need from Him today. He's got a word for you, and I believe it's going to touch your heart, and its going to lead you to wherever you need to go this morning or this evening, wherever you're watching. Father, we thank you in Jesus' name for all that you've given to us. We are so grateful for your Holy Spirit and we're thankful for the cross. Thank you, Lord that we can come before your throne boldly as beloved sons and daughters. We pray, God, that today would be a new day, a fresh day for our families, our friends, our countries. Lord, we thank you so much for all you've given us and we love you, it's in Jesus' name we pray, amen.

HS: Amen.

HAVEN: Turn to the person next to you and say God loves you and so do I.

### SCRIPTURE - Matthew 22:36-40 - Hannah Schuller

In preparation for the message, Matthew 22:36-40:

Teacher, which is the greatest commandment in the law? Jesus replied, love the Lord your God with all your heart, with all your soul, and with all your mind. This is the first and greatest commandment. And the second is like it – love your neighbor as yourself. All the law and the prophets hang on these two commandments. Lord, help us to fully embody these commandments in your powerful name, amen.

### INTERVIEW – Bobby Schuller (BS) with Dr. Hugh Ross (HR)

Dr. Hugh Ross is an astrophysicist who founded the organization Reasons to Believe, which researches scientific discoveries and provides evidence to prove Creation, Christianity, and God's existence.

Dr. ROSS: Well, there's this perception within the church that you can't reconcile science with what the Bible teaches.

The organization showcases that science and a Biblical faith can intertwine and work together cohesively. Dr. Ross has shared his findings in a number of books, as well as news articles and podcasts. He's also a teacher at A.W. Tozer Seminary and Southern Evangelical Seminary.

BS: Dr. Ross, welcome. What a joy it is to have you virtually with us this morning and I wish you could be here in person but of course you've got a lot of fans in the house and on television. It's such a joy to have you with us. Thank you. I know most of us I think here are familiar with your work, but for those who haven't heard it, can you tell us a little bit about your story and sort of how you came to this place of both being a scientist and being, I mean I would think of sort of a teacher, Christian teacher.

HR: I was born, raised and educated in Canada. Didn't really get to know Christians until I showed up at Cal Tech at age 27. But I started studying astronomy reading four or five books a week from the age of 7 onwards.

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I knew from age 8 onwards that I would become an astrophysicist. It was my research and studying astronomy that persuaded me the universe must have a beginning. If there's a beginning, there must be a cosmic beginner. At age 17, I went on a quest to find that cosmic beginner. I first looked for him in the writings of the great philosophers, discovered they had the wrong concepts of the universe and then I began to go through the world's holy books. And when I tell people I really didn't get to know Christians until I was 27, I did see two from thirty feet away when I was 11 years of age, and these were two businessmen that came into our public school and put two boxes on our teacher's desk. But in those boxes were Gideon Bibles. I began to go through my Gideon Bible starting at age 17, spending about an hour or two a day kind of going through it, putting it to the test, discovered how different it was from the other holy books, actually predicted future scientific discoveries and future historical events. I was especially impressed that it predicted all the features of big bang cosmology thousands of years before astronomers had a clue that this was the correct description of the universe. At age 19 I became convinced that this book, the Bible, was the inspired inerrant word of God, and wound up signing my name in the back of the Gideon Bible, giving my life to Jesus Christ. This is the very Bible that I signed my name in way back then. And having spent two years fine tooth combing the Bible, I realized giving your life to Jesus Christ is making a commitment to publicly demonstrate that Jesus is the most important person in your life. I began to look for people I could share my Christian faith with, starting with my physics lab partner, and went on to share my faith with our colleagues at the University of Toronto. And when I arrived at Cal Tech, that's where I really met serious Christians for the first time, and they said Hugh, it's great that you're leading these astrophysicists to Christ, and that had happened: several atheists had come to Christ, but they said have you ever thought about sharing your faith with non-scientists? And I said well where do you find these non-scientists? They said well walk off the Cal Tech campus. I literally did that, I walked off the campus, just started talking to people on the street and discovered that they were far more receptive to the scientific evidence that the Bible is the word of God, and that led me into a fulltime ministry of using the book of nature that God has given us to bring people to the book of scripture and to bring them into a relationship with Jesus Christ.

BS: That is a danger, isn't it, in the academic circles, especially with professors and grad students and pre doc and post doc students, you have this sort of arrogance that's kind of like I know everything. I know I was that way when I was in my 20's when I was in grad school, I thought I was the smartest guy ever until I got in a room of course full of people that were a lot smarter than I was, but that's a hard barrier, I think, to break from a sharing your faith standpoint.

One of the things that I think, as a fan of history, that I think is so interesting is how the church and science oftentimes have been at odds. You think of things like theories about how the solar system worked, was at odds with Christian theology for example in the medieval world, and yet many Christians and churches have been at the heart of building these universities, like Harvard I think was established to train missionaries and Isaac Newton wrote a systematic theology.

There's certainly been a background. Why do you think.. I guess the question I'm getting at is why do you think so many leaders in the scientific community want to draw this line for people now, I feel like more than ever, where it's like you can't be a serious Christian and be a serious scientist?

HR: I get that all the time when I attend scientific meetings, they say you know it's obvious that the Bible is scientifically flawed. I said well who told you that? I found out that the guy hadn't even opened the book up. I said well look at the Bible, follow the Biblical testing method. It's no accident that the scientific revolution and the scientific method exploded out of reformation Europe. And they're stunned to discover that the scientific method is actually in the pages of scripture.

If you follow that, you will come up with a more accurate interpretation of the Bible, and it's the perfect fit with the established scientific record. I mean that's how I actually engage my fellow scientists and bring them to Christ, but you have to be patient. I mean it took me two years and so I actually give these scientists the opportunity: put it to the test, go at it step by step, ask questions, and I want them to be totally confident that indeed this book is the inspired and narrative of God, completely compatible with the record of nature.

BS: That's awesome. One thing, Dr. Ross, I really enjoy is your heart to lead people to the Lord. And that's something, you know, we're a very missional church and we want to see people who feel like church can never be a place for me. We want to show them that the house of God is the best place for people like whoever you are. And I love that in this book Always be Ready, you're encouraging people how to share their faith and I think that's so important.

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For people that are watching, I think that there are a lot of people who have this intellectual barrier that want to come to faith. What do you say to someone who just feels like they can't believe in God, or to someone who's just really struggling with believing in an afterlife, or believing in spiritual things in general; that's a barrier for them.

HR: I wrote this book *Always be Ready* to make the point, yes, we can document miraculous events of creation in the scientific record. But for us human beings, we need to personally experience the miraculous power of God within us, and so this book basically says hey, we've got a guarantee in 1st Corinthians 3:15, if you will prepare good reasons for your faith and hope in Jesus Christ and can deliver those reasons with gentleness, respect and a clear conscience, you will see God miraculously bring you people into your life that He has in advance prepared them to receive and respond to your good reasons. To give you an example, before the pandemic, I was flying all over the world, and about over half the people that I would get to engage on airplanes were people with PhD's in science or doctorates in theology. And you and I know that doesn't make up half the flying public. It's just a very tiny percentage. But God was putting me in the same seat across on an airplane because He knew I was prepared, He knew they were prepared, and I was able to see many come to faith in Christ. I remember one time I was in the hospital, I got visited by five chaplains. Four of those five chaplains were not Christians, and I said well why? They said because its science. I said well have you ever actually talked to a scientist who believe the Bible is the word of God? They said we don't think such a scientist exists. I said well you're actually talking to one, and an opportunity. I mean what are the odds that I'd be visited even by one chaplain, let alone five chaplains and four of them would not be Christians, and four of them were not Christians because of what they thought were scientific issues. This is no accident. When it happens two or three times, you might think it's a coincidence. But this book documents – it happens hundreds of times. It's just like the book of Acts. The book of Acts is not finished. It's still operating. And I notice people are going to be much more focused and on their Christian faith if they actually see God working through them in these miraculous ways. I think we all need that.

BS: Dr. Ross, thank you so much and for encouraging us. I believe in those divine appointments to encourage people and to share your faith and pray with people and I'm so grateful you're encouraging people to do that. Thank you so much for joining us today. I want to encourage you if you're at home to get a copy of this book, especially if you have someone in your life from the scientific community that you want to share your faith with. Dr. Ross, thank you. God bless you!

### DECLARATION – Bobby Schuller

Whoever you are, would you stand with me today? Hold your hands out like this as a way of receiving from the Lord. We're going to say this together: I'm not what I do. I'm not what I have. I'm not what people say about me. I am the beloved of God. Its who I am. No one can take it from me. I don't have to worry, I don't have to hurry, I can trust my friend Jesus and share His love with the world. Amen!

### MESSAGE – Bobby Schuller "Head of a Servant Leader"

Today we're continuing the second part of our series on Lead Like Jesus. The messages in this thing are going to sound a little corporate sometimes, which I can feel kind of uncomfortable with, and I won't get into as much of history and a lot of those things that we like, but I think there's some other stuff that I think is valuable to be found when we learn what it means to lead and influence others, not in the way that the world teaches us, but in the way that the Lord teaches us. That we are taught to be more like servants than like emperors, and that in God's kingdom, when we lead in order to serve, when we lead in order to protect, to bless, to encourage, to share our faith, that we actually find that that's the best way to lead. We talked about that last week. We talked about the heart of Jesus and what it means to lead in that way, but today we're going to talk about the head of Jesus. In other words, what is the philosophy of leadership that Rabbi Jesus was teaching His disciples, and what we can learn from that in terms of our own leadership. Again, I want to remind you that you are a leader. You think I don't have any followers. Well of course you do. Anytime you try to give influence to your spouse, if you're married, you're a leader. If you've got kids, you're a leader. If you're sitting in the pew right now, you're a leader.

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No matter where you are, what you're doing, if you ever speak, if you ever respond, you ever react to people, you are in small ways and big ways influencing, and that makes you a leader, and the more you influence, the more you're sort of seen as a leader. I want you to think of yourself as a leader, and think about the way that you lead as having a philosophy, or as having something to it where you think I got to lead the right way. The first thing you recognize that makes Jesus different as a leader than the more notable leaders of history: Alexander the Great, Caesar, various Presidents and others that we think are these great leaders, is that Jesus Himself really didn't really do much outside of His little circle. In other words, Jesus didn't travel probably more than 30 miles from the place He was born. Jesus was probably not wealthy. Jesus never actually wrote anything down Himself. He never built anything. Well He would have been a builder so He would have built stuff for other people, but He Himself never built anything; He never built a synagogue with His name on it or something. Jesus personally never toppled any kingdoms or led any revolutions against any governments. And yet you can see that the after effects of Jesus' life and ministry led to the writing of some of the greatest books in history, including the Bible, led to some of the biggest crowds that have ever gathered. We've seen millions of people gather in churches and places like Africa even today. He never built a building but some of the greatest cathedrals and churches and government buildings and universities were built because of Him. I can make the historic argument – I don't have time today – that Christianity toppled the Roman Empire, and toppled many other bad empires and things like that. My point is when we look at Christ, we can see that if you never leave your hometown, and if you never write a book, and if you never build a building, and if you never have giant crowds, you can be the most influential leader in history. There is something to learn from this. That if you want to have a true impact, you need to look at the way Jesus led. One of the first things you see is what Harry Truman said: it's amazing what you can accomplish if you don't care who gets the credit. When I look at the biggest difference between Jesus' leadership style and most of the great leaders of history, I see lots of things, but the biggest thing that stands out that I'm going to really harp on today that you need to get if you leave here, is that although vision is important, and a mission statement is important, and where you're going is important, the most important thing to any family that you want to thrive, any business, any church or organization, anything, is its culture. Its culture. Its values. The culture is greater than the vision. Okay? This is where you need to have an impact first if you want to have the philosophy of Christ in your work. Or as Dallas Willard says: Christ cares more about big Christians than He does about having big churches. What you see from the Lord is that even though there's big crowds that follow Him, He doesn't seem to like those crowds. He invests in 12 disciples and then maybe a broader group of 70 disciples. He's constantly using the challenges that they face to grow them as people. He's constantly using their situation to show them how they can understand God in a fuller and deeper way. And so Christ is all about building the kind of people that will change the world, rather than being the guy that changes the world directly. I've seen this in lots of different ways, but like in the church, you have seen many leaders who lead like the world, and many leaders who lead like Christ. One of the best examples, I wonder if you knew him, Tim, is Chuck Smith. I don't even really know what Chuck Smith looks like, actually. I think I do, but you look at the legacy of Chuck Smith from the Jesus movement in the.. did you know him, though, by the way? It started here in Costa Mesa where I live. I live in Costa Mesa. Chuck Smith in the 60's and 70's, and the Jesus movement, had just an incredible profound impact on the world. There are now thousands of Calvary Chapel churches all over the world that exist because of this guy's culture and leadership. But he didn't make it about himself, whereas many of his contemporaries had incredible ministries, incredible buildings and influence, but after they passed away, most of their influence went away, too. For you, I just want to say first of all that these big questions that we ask in life, the philosophy of God changing and doing things

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in your life is that God cares more about building you into the right kind of person, or maybe I should say it this way: first God wants to change who you are before changing your circumstance. He wants to change who you can become; He wants to make you stronger, smarter, more loving, more joyful before putting you in the situations where you're going to see a lot of these big dreams and goals in your life accomplished. Okay, let's keep going. This is something I learned, this idea of cultures and more important than the vision, this is something that I learned on many of our missionary trips. Hannah and I have done multiple missionary humanitarian international trips around the world. We actually met in Panama, and we did these things multiple times. Here's a picture of me in Nepal. This is my last mission's trip. I was 25-years-old with a half beard and long hair. What a good-looking guy. I'm talking about my brother-in-law, the guy standing behind me. And behind him is a guy named Chris Frantom. This bridge.. can I just step back for a minute? This is in Nepal. This bridge is several hundred feet long, made of steel. It's coming from a place in the middle of the Himalayas, not too far from Everest, actually, called the last resort. That's the word play. I don't know if I've told you guys this story, I probably don't have time but I don't care, I'm just going to tell it anyway. It has nothing to do with my sermon. One of the greatest things about missionary trips is chaos. That you teach people that the best way to be in life is someone who thrives in a chaotic environment. And this particular day was one of the most important days of my life. It was the first day we could see in Katmandu, you could actually see Everest, which was over a hundred miles away. I didn't think that was possible because of the curvature of the earth, but in this case the sky was clear enough after some rain that you could actually see Everest way off. There was an Australian guy who was there with me, I'll still never forget what He said. He was like 'Bobby, there's two types of places. There's coffee places and there's tea places. Nepal's a tea place. You're not going to get any coffee here, my friend.' I was like kind of bummed about that. Sorry to all the Australians for that very terrible attempt at Australian accent. But we saw Everest and when we went out, we had this whole thing. We had this tiny little van full of 15 missionaries. The Maoists in Nepal had taken over the government, overthrown the government while we were there, and so there were a bunch of communist college students who were shutting things down. They did this shelter in place thing, not like we do, but where it's called a travel ban. You're not allowed to travel. This is what the communists had ordered. But we were supposed to bring insulin to this little village up in the mountains and eyeglasses and stuff, and so we were feeling a sense of emergency to get there. So we packed this tiny little van with these little wheels and we drive up the mountain and there were multiple times during these like tsunami rains just coming down, that we went almost barreled over the Himalaya's like.. I think that's the closest I've ever come to dying. It wouldn't have just been me, it would have been my wife and my brother-in-law and my brother, and a couple people from the church. But God spared us. And it was raining and we ended up breaking down in the middle of nowhere and then this pastor with a motorcycle, with like an off-road motorcycle took us hiking up this mountain and we went across that bridge, and then this light turned on and it was this like really sweet resort that we stayed at called The Last Resort, and that was the next day. When we got there, all the dudes were like jumping up and down, high five'ing because it was like we were in a fantasy novel and all the girls, Hannah said, went back to their rooms and just started crying. It was so stressful.

HANNAH: It was very, we almost died.

BS: Yes, she said it's hard because we almost died. That's true. We did, multiple times. What you learn from trips like that, I don't think I've ever been on a missionary trip that was quote unquote unsuccessful. And the reason was because the organizations we went with focused on the culture of the group more than the goal of the trip.

So the goal of the trip was very clear. In every case there were supplies or education or other things we were supposed to do, but at the heart of it, every day they always wanted

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every missionary to have quiet times in the morning for at least an hour. And then we had times of worship together. They made sure that we were friends with one another. They made sure that we learned the culture of the place we were in: language and food rules and hospitality rules and gender rules and things like this, and that we abided by those as guests in a country. We had de-briefs, we had rest. All I'm saying is the only way you thrive in chaos as an organization is by first building the culture before the goals and vision. Goals and vision are super important, and we're going to get to that, but it's all about building the culture. If you want sustainable results, if you want people to come back, you have to build a culture. Look, every one has a great vision. You can find the worst businesses and worst organizations in the world and they're going to have an awesome mission statement. Try it out sometime, it's amazing. How consistently bad organizations have amazing mission statements, and amazing visions. You can see all sorts of places like that that have these great vision statements, but at the end of the day, the greatest companies and the greatest organizations have an obvious culture. You kind of get a feel for what it is. Maybe at the top of my list, and it's not just because their food is good, is Chick-Fil-A. At Chick-Fil-A, everybody's like.. if the government had given this whole thing to Chick-Fil-A, it would be gone by now, the virus would be gone. Chick-Fil-A, I had a friend that once said you can know somebody worked for Chick-Fil-A by just saying thank you. No? You have to go to Chick-Fil-A to get that joke. Everybody at Chick-Fil-A always says "my pleasure." Chick-Fil-A, or Disney. I mean you go to Disneyland, an amazing culture. Now I haven't worked there and a lot of people here do, but just as a visitor, it does seem like Disney has a clear-cut culture. I don't know what their mission statement is. Maybe you do. But I do know that there's a way in which they think. Many of these great companies, you can't say what their mission statement is, but you can clearly get a feel for what their culture is. Here was the Crystal Cathedral mission statement: to inspire and motivate persons through possibility thinking to grow in a loving relationship with Jesus Christ so they can be the person God dreams, desires and designed them to be. Isn't that wonderful? But when you look back at when the Cathedral started, I don't know what the mission statement was back then, but they clearly had a culture of positivity, of friendliness, of big goals, of big dreams. And my point is simply this. My friend Sam Chan said this: culture eats vision for lunch. Its culture all the way. If you have a great culture in your family, in your church, in your business, you are going to see great results. So you have a family and an inner circle, and you've got friends, and you've got businesses, and you've got places. If you want to have an impact, before you talk about what you want your family to accomplish or all these things, try and think about what kind of a family you want to become. What kind of kids you want to have. What kind of organization.. what's it going to be like for people if you're like a middle manager, to come to your meetings or to come into your office. What kind of culture do you want to develop? And that's the biggest question to ask. When we lead like Jesus, one of the first things we have to say is developing people is just as big of an accomplishment as developing the vision. So developing people is just as big of a win as accomplishing the vision. Now if you're hearing what I'm saying, I was tempted to almost say that developing people is more important than the vision, but what we'll see is that the vision helps develop people. But developing people is just as big of an accomplishment as accomplishing the vision. Therefore, we not only want to develop people, but we also want to empower people to use the gifts that God has given them to make a difference in the world they've been called to have an impact in. For example, in Luke 9 and 10, Jesus gives His disciples all this power, tells them to go out with nothing, and says don't even bring money, don't even bring an extra jacket. Don't bring a sword into a world where there's all sorts of hostility towards them. Just go and proclaim the kingdom of God, and come back when your thing is accomplished. We see this a lot, don't we, where in organizations and groups you have what the Lead Like Jesus seminar calls the quack, quack model. So you have policies and things that are put

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in place, which are good, but when something so obviously should happen, but it doesn't happen because of bureaucracy, you get some person that says 'I'm sorry, quack, quack, our policy says quack, quack.' All you have to do is go to the DMV or the post office and you're going to get people who don't have a great culture that are just going to say quack, quack. Quack, quack. Right? Sorry if you work at the DMV or the post office. Post office is getting better, actually. But the opposite of that are people who are empowered to break the rules because they understand the big picture. A culture of people who understand where we're going. So Ken Blanchard tells this story about when he went to Southwest Airlines and he'd forgotten his driver license, and so he arrives at the curbside thing, and this is pre 9/11, and he arrives and he's got his bags and they want to check him in and give him his tickets, and he's like oh no, I forgot my wallet. I don't have my driver's license. How am I going to get on this flight? And he says can I ask you a question? I wrote this book with Don Shula, who's not related, by the way, but a famous coach, and Ken Blanchard and Don Shula are on the cover of the book, and he goes can I use this as a form of ID? And the Southwest Airlines guy goes you know Don Shula? This is you for sure! Come with me. He takes all of his stuff, walks him in, he's like they might give you a hard time, I'm going to help you. He walks with the guy to the front desk, helps him get onto the plane. That is an airline that has a core value, a core culture that was better than his competitors. And he says when I was flying back on another airline, I tried the same thing because I still didn't have my wallet, and the guy at the curbside said, oh I don't think you can use that. Quack, quack. Let me ask my manager. And so he brings the manager over and the manager says oh, our policies don't allow for that to happen, quack, quack. He says we need to bring in a supervisor. And the supervisor says quack, quack, we've never seen anything like this before quack, quack. You see the difference between the cultures. For sure Southwest probably had some policy in place, but the culture trumped whatever it was, the bureaucracy. In Luke, there's something like this that happens, so this happens a lot, but in Luke, there's a story where Jesus.. in Judaism in Jesus' day, the oral tradition is being developed, and so you have the Torah, which functions in Judaism as a core document of faith, and then you have the Tanach which are the other: includes the Torah and all of the other books. And this functions as a core rule for how to live as Jews in the first century and even today. And then around that comes this thing called the oral tradition where rabbis, teachers and scribes are sort of trying to think of other ways in which they might be at odds with one another and how to enforce it. One of these oral tradition rules, the Torah says you shouldn't work on the Sabbath. So one of the questions that comes up is can we heal on the Sabbath? And some schools of rabbis said yes, and others said no. So when Jesus comes into a synagogue, there is a woman who is hunched over, she hasn't been able to walk for 18 years, and she comes into the synagogue on Sabbath and Jesus heals her and it's this incredible miracle. And it says that the synagogue leader who is surrounded by pharisees and rabbis who are trying to work through this oral tradition, the synagogue leader comes forward and he says now, now, I know she's been healed, and I know this is an amazing miracle and we've all known Jane to be hunched over for 18 years, and yes its lovely and all that she can walk now, but our tradition says quack, quack. We don't heal on the Sabbath. That's not what we do. There are six days of the week. Jesus has been here all week. She could have come here yesterday, He's going to be here tomorrow, she could have come tomorrow. But He didn't do any of those things. This is kind of the picture, right? He says there are six days of the week, you're not supposed to heal on the Sabbath. He looks back at these old guys, these old pharisees who have written this, and he's like right guys? They're like yeah that's right. That's exactly right. She should have come yesterday, she could come back tomorrow, quack, quack. Jesus then says "you hypocrites.

Doesn't each of you on the Sabbath day untie your ox or donkey from the stall and lead it out to give it water?" Now this is called a mercy law, so a part of the oral tradition said on

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the Sabbath you're not allowed to work, but you can take your animals to water and to food. Why? Well because part of the Torah is to treat animals with respect, in a way. There's a right way to slaughter animals, there's a right way to care for animals. And so one of the rules is it's horrible to let your poor donkey not drink water because you don't want to work, so you can take him to water, right? And then He said, "so if that's true, then should not this woman, a daughter of Abraham whom Satan has kept bound for 18 years be set free on the Sabbath day from what bound her?" Do you hear what He's saying? "You care more about your donkeys than you do about your children." You are saying quack, quack, quack, quack, quack. At the end of the day the culture trumps the bureaucracy. The culture even trumps the vision. It's the culture. It's the heart. Okay. So we have to empower people to break the rules sometimes. We do. And that's important. I like to think that that's a key thing. Finally number three, and I'll just finish with this, I can't say that vision is not important because it is important. When you build the right culture and the right team, yes, having big goals is also important. If you build a big vision, the vision will build your team. That's really important. Again, I'm sorry to remind you that I enjoy video games. It's a downer for my family, my colleagues. But I do. And there is something like what happens in video games when you face challenges, your characters typically get boons, like special things, or they level up. And I think this is true for your team, that if you're not leading your team through challenges, you're not seeing them develop. So like every challenge you face is an incredible time to develop the culture in your staff. Like COVID has been such a good time and season for us to focus on our culture because there's been so many challenges. Unpredictable challenges that no guidelines have been written for how to handle a global pandemic. I know it's impossible to believe that. But we have a culture for how to thrive in chaos, so it's been a great time. There is something about having a crystal-clear vision and almost making sure that it's hard enough that there will be enough challenges along the way to build your team. For example, I heard once a guy say who had retired from the Navy after I think it was second world war, an old guy, and he said the reason I retired from the Navy after the war was over, is I hate to say this but I liked wartime Navy more than like peacetime Navy because peacetime Navy, we didn't know what to do with ourselves. Swab the deck. But in the war, there was a clear vision. Or in Alice in Wonderland, there's this famous scene. There's this thing where Alice goes, and there's a fork in the road, and she's asked the Cheshire cat which way should I go? And he says to her well where do you want to go? And she says, well I don't know. And then he says to her, then it doesn't matter which way you go. And that's true in life. Okay, all of this to simply say that what we learn from the Lord is if you have an impact on just 12 people, if you're a parent, let this encourage you. If you don't travel a lot, let this encourage you. All you have to do is impact 12 people and create a deep enough culture in their heart that will live after you to change the whole world. You don't have to write any books, you don't have to have big crowds, you don't have to be famous, but if you invest in a handful of people, you can see how generations later, investing in a culture of someone will make all the difference in the world. Very often in our sort of ego driven world, it can feel sometimes like I'm not doing much with my life. I don't have a lot of things I can look to. But I want to encourage you that if you continue to invest in people, that's going to be a much bigger impact than a lot of the other things, and God will get you there. If you have a big dream, I believe God will get you to your dream. But first He wants to build you and build your team and then you'll get where you need to go. Father, we love you so much and we thank you for your Holy Spirit. And I just pray, God, that you continue to draw us to you, Father. Continue to build inside of us your life, your goodness and help us, Lord to grow and be more like Christ. Help us to be dynamic leaders who focus on people. Lord, we love you so much, it's in Jesus' name we pray, amen. Would you stand with me?