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WELCOME – Bobby & Hannah Schuller

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

HS: Welcome first timers and church family. We are so happy to be with you. It is not a mistake that you are here today. God has a word for you. You are loved.

BS: Let's begin with a word of prayer. Father, we thank you so much that you've called us here. Thank you that you love every single person in this building and watching online or on television. You love us just as we are, not as we should be.

We thank you, God, that every day you're calling to greater purpose and calling. We pray most of all that you'd help us be more and more like your Son Jesus. Help us to love our enemies, help us to pray for those who hate us, help us to be kind to our neighbor, especially when we feel stressed and angry and hurried. We love you, God, and we thank you that your Holy Spirit is here filling our hearts and minds. We love you, it's in Jesus' name we pray, amen.

HS: Amen.

SCRIPTURE – 2 Kings 2:9-12 - Hannah

2nd Kings 2:9-12: When they had crossed, Elijah said to Elisha, tell me, what can I do for you before I am taken from you? Let me inherit a double portion of your spirit, Elisha replied. You have asked a difficult thing, Elijah said. Yet, if you see me when I am taken from you, it will be yours. Otherwise, it will not. As they were walking along and talking together, suddenly a chariot of fire and horses of fire appeared and separated the two of them. And Elijah went up to heaven in a whirlwind. Elisha saw this and cried out my father! My father! The chariots and horsemen of Israel. And Elisha saw him no more. Then he took hold of his garment and tore it in two.

Church family, like Elijah, may we also see leadership as investing in people. Amen.

INTERVIEW – KAREN EHMAN

Karen Ehman is a speaker and author who has written over a dozen books and study guides in the past twenty years. She frequently addresses topics that are overlooked but are vital to Christian living. Her newest book, *When Making Others Happy is Making You Miserable: How to Break the Pattern of People Pleasing and Confidently Live Your Life*, looks at how constantly saying "yes" to others can stand in the way of saying "yes" to God and His greater plan and purpose. BS: For those who maybe don't know a lot about your story, maybe we could just begin there with your faith journey.

KE: Sure. I was raised in the Midwest state of Michigan. I still live right in the middle of the mitten, we like to refer to Michigan as the mitten, and I had one older brother. When I was in second grade, my father suddenly and very unexpectedly left our family, so I was raised by a single mom and it caused quite a bit of turmoil and heartache in my life. But thankfully my mom was a believer, she told me about Jesus, and also my 4th grade teacher took me to her church so I could sing in the church choir, and there I heard more about Jesus, so I responded to the gospel when I was 16 and became a believer. Went off to a Christian college, met my husband. We still live in Michigan and we have three adult children and two bonus children by marriage, and I love to write and speak and encourage women and men to live their priorities in front of the watching world, who we can just lay the gospel to.

And my greatest joy right now in the last two years is that my parents reconciled with each other before they both passed away. My dad passed away about two years ago, and my mom passed away in April. But I was able to see that lifelong prayer answered as they forgave each other.

BS: Amazing. Wow. What a great story. Now you've written many books, and this one I think is near and dear probably to a lot of Christian leaders. Today, in fact, we're even talking about this topic, about the importance of serving others and servant leadership, and we want to always put people first whenever we're leading, but sometimes especially if you've been doing that for a long time, certain personality traits, too, really struggle with this, is when you become a doormat, or people pleasing becomes a bigger deal than speaking the truth or being honest even with yourself. And you've written a book on this, and I think it's great. Let's begin there. I mean that's an issue for Christian leaders today, isn't it.

KE: Well it is, and the reason I think so is because it's a strength that gets carried to an extreme, and now its.. well I'm not going to say a weakness. In our house we say a non-strength. It's now a non-strength because it's great to love people and to want to serve and care for others, as Jesus calls us to. But when it's not left in check, we can quickly make it morph into people pleasing. No longer are we doing something because we feel God is calling us to do it, we're doing it because the other person expects us to, and maybe it's because we don't want to disappoint them, or upset them, and so we've crossed the line from loving and serving to now we're letting other people call the shots rather than God.

BS: And sometimes what happens I think too if you aren't good at sort of.. I think of the ounce of prevention is a pound of cure. I think of like if we're not good at dealing with it, sometimes we just blow up or we melt down or disappear completely. You ghost someone, they never hear from you again. But God doesn't want that either, right? So it really.. is it kind of like a skill, do you think?

KE: It is and I think it.. well it's something I've struggled with for decades. I learned to people please because I never wanted to upset my mom because she had so much turmoil in her life and I just let that kind of morph and grow. And I was such a people pleaser, but I realized that it was because I didn't put boundaries in place in the first place is the reason that I let it get out of hand. There's an old saying out there that you teach people how to treat you, and it's very true. We teach them by our behavior, by our response time, by how we run in and rescue them all the time. We've taught them that it's okay to people please us because we're just going to respond and rescue them when they need it.

BS: It's interesting too, I think in an age of like cell phones and social media, too, it's almost like we don't have enough real conflict. Like all the conflict we have is very safe, and so it makes it easy to be kind of a jerk. But the real conflict, like you'd have in real life is like we're all bad at it, especially after everything we've gone through with not having a lot of human interaction. I feel like the younger people are, the less they've developed this skill of having a good old-fashioned argument in a way that's not deeply wounding and deeply personal, like it seems like it's hard for people today to just have a normal argument that's healthy and has boundaries. Do you see that happening sociologically?

KE: Yes, I think the whole digital age has had added a new layer to things because there's this online opinion slinging that goes on, and you like to come back with a snarky comment, and yes, you're right, we don't have those honest and kind conversations where we can agree to disagree on something. We have to come up with some come back that we hope goes viral and we hope gets a lot of likes, and it's just added a whole new dimension that I just really don't like. I like to ask myself; would I say this to that person if they were sitting across the table from me? And if I wouldn't, then I shouldn't say it online.

BS: Yes, I mean nobody voted for your guy because they lost an argument to you online. Nobody came to Jesus because they lost an argument with you on Twitter. It's just not useful.

I feel like it helps us get something off our chest, but at the end of the day, I think when I get.. I don't anymore, but back in the day I used to do some of that. It just makes me feel bitter, and I begin to just turn inwards and it becomes like an echo chamber. It just seems really unhealthy. And I wonder, too, if a lot of that's just because we're not good at having real conflict in our real lives with people that we're actually doing life with.

KE: Right, and I think there's this false notion out there that if you have a conflict with someone, then you can't have a relationship with them. Like you certainly wouldn't be friends with someone that voted for the other guy or the other gal, right? But we can learn that we can still say no to things with people are asking us to do something, or we can still say no I don't agree with you on something, and still be someone's friend.

BS: Is there any trick to saying no without hurting someone's feelings that you can give people?

KE: I learned to just let that internal dialogue that's going on in my head actually come out of my mouth because often I think I would just blurt out the answer that I knew they wanted to hear, rather than just say you know what, right now I'm thinking I'm so afraid of offending you that I hesitate even sharing the truth, but I know that if I were in your shoes, I would want the truth, so here it is. And just let that come out what you're thinking.

BS: Yes, the vulnerability, I think, really helps open the door. That's awesome. Well your book is terrific. It's called *When Making Others Happy is Making You Miserable*, by the way, I think we've all been there, and the author is Karen Ehman. Karen, thank you so much for joining us, and thanks for this encouragement.

KE: Yes, thanks for having me.

BS: God bless you, thanks.

DECLARATION – Bobby Schuller

BS: Would you stand with us? We're going to say this creed together as we do every week. Hold your hands out like this as a way of receiving from the Holy Spirit. Let's say it 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 "Spiritual Parenting"

That is such good news that God loves you just as you are, just on your journey. Yes, He wants you to be better, do better, but man, He's always only seen the best in you, He's for you, He's on your side, He favors you, He loves you, He forgives you. When God sees you, it's the same way that a perfect father or mother sees a child. You may be saying to me Bobby, I'm pretty old. God's very old. God's a lot older than you are. He's like the oldest thing there is. And I want you to know that when He sees you, He truly loves you. I want to begin today by starting with an old friend Joseph Campbell, professor of literature who's since passed, very famous. I talk about Joseph Campbell a lot, and this won't be the last time I visit it, but he's famous for talking about this thing that's located within so many of the great stories, the great myths, whatever, epics, and today movies, and that is the hero's journey. You might have heard of a number of famous writers who loved Joseph Campbell's hero's journey. The guy who did *Community* and *Rick and Morty*, I can't remember his name; famous writer or you might have heard of George Lucas, or J.J. Abrams. All of these guys, they follow this pattern of a story called the heroes journey where a hero was pulled out from his safe place, usually by a hero, joins a group of friends, almost dies, and then goes home a changed person. There was really two key people within every hero's journey story. There's obviously the hero, but there's this second person called the guide that's key to every single hero's journey, the guide. The guide. The guide is the one who comes along to help the hero know where their path goes and how to walk that path with honor. How to do it right. How to fulfill what they've been called to be.

I want to talk about the importance of Christian leadership. The way Jesus frames it is very much more like being the guide than it is being the hero. Man, do we live in a world full of heroes. Everybody wants to be a hero. Everybody's looking for a cause. They're looking for something to live for, and rightly so. We want to have a purpose in life, but all you have to do is go on Instagram and find a list full of heroes; people that are doing something and are bragging about what they're achieving or accomplishing. But what if that's not the best way to be a hero? What if the great irony about heroes is that most villains start by trying to be a hero and most heroes start by trying to be a guide? That's what I'm going to assert today, that to lead like Jesus means to desire more about guiding others and investing in people than it is as much about getting to a goal. Goals are important, vision's important, these are all really important, but the most important thing is one person – the person you're called to comfort, to lead and to guide. You might have heard of St. George. I don't know a lot about St. George. I really should have done my research on this one. I think he's the patron saint of England, but he's famous for killing a dragon; not a real dragon, obviously. I don't think there were dragons in the third century. Maybe it was a pterodactyl, which is spelled with a "P" that is something I know. St. George, though, there's this myth that he killed a dragon, some evil dragon and there had something to do with gold and killing villagers or something. After he kills the dragon, he becomes this great hero and this saint and it's this amazing thing. Well there's this second story about St. George that many of us don't know. It's apocryphal. It's also a myth, but the story goes like this that after St. George killed the dragon and after he had all the accolades and all the awards and all the attention and the money and the praise, well he got bored after a while and he thought that dragon thing worked out for me. I'm going to go try and find another dragon. He went out on his horse and shining armor and went to find another dragon somewhere to slay and simply couldn't find one. Eventually he was able to kill a lion and a bear, he saved a damsel in distress and a village from this thing or that thing, and killed lions and bears until there were no lions or bears left. And when they run out, he started killing wolves and snakes and little critters that would harm people, but kind of needed to be killed, and when they were all gone, then he started killing rabbits and mice and little rats and little birds. And finally when all of them were gone, the story says that you could see old St. George on a hill swinging a sword at nothing. There's something to learn about this apocryphal story. There's something about people who have slayed a dragon that need dragons. There's an old saying that says be careful when you're killing monsters that you don't become one yourself. I think in our age we are a cause crazed age. Everyone wants a cause. Everybody has a cause to live for and causes are great! There are many causes that need to be fought, but very often when we suit up, when we lock and load, when we put our armor on, we get ready to go fight a battle, to fight a cause, we forget that as believers, we are first called to people before a program! We are called to help others way more than we are called to change whatever thing is bugging us about whatever it is that is our cause. I have seen a million times too many people who want to be the hero when they're called to be the guide, and too many of those heroes become villains. You keep saying what do mean hero/guide? What are you talking about. So to give you some examples and stories of heroes and guides, the best story ever told other than the Bible.. this is a statement, not an opinion, this is true, is *Les Misérables*. I mean *Les Mis* is the best story ever. I love it so much. In *Les Mis*, there are really two key characters. There's Inspector Javert, the villain, and there's the main character Jean Valjean. And when you read the story, I promise you that Javert, Inspector Javert thinks he's the hero in his story. The villain believes without a shadow of a doubt he is the hero. He's removing the world of criminals, and I guarantee to you that the true hero Jean Valjean doesn't think of himself as a hero. He thinks of himself as a guide to his daughter. And in being a guide, he becomes the hero. You see that's the great irony. It's always the guide's that become the hero's and it's the so-called self-proclaimed hero's that often become the villains.

Think about it in your life. The great hero's that we have in life, that we think about. They're not people who set out to be a hero, and they're usually not even people who set out for a cause. They're people who set out for people to encourage, love, lift up their neighbor, help somebody get through something and got a group of people together and got them moving, so there was a cause, but it wasn't about the cause, it was about the person. In Saving Private Ryan, the hero is Tom Hanks. He's the guide. In Goodwill Hunting, it's Robin Williams, the guide who's the hero to Matt Damon. In Pinocchio, who's the hero? Jiminy Cricket! Jiminy Cricket is the hero of Pinocchio, for sure! And if you don't think Rafiki is the best character in The Lion King, then we cannot be friends. Rafiki is the best character. He's the hero. He's the hero. So often we fail to recognize that the people who make the biggest difference in the world are the people who make a difference in people; the people who invest in others, and that brings us to our passage. Before we get to Kings, I want you to shift your thinking from 'I need a cause,' or 'I need a hero' to being 'I need to be a guide to someone.' I need to be less like whatever, The Lion King and more like Rafiki. I need to be less like Inspector Javert and more like Jean Valjean. I need to live to encourage a person, a person, and not get my ego wrapped up. The book of Kings, which is the main scripture for today that Hannah read from, Kings is actually one book. Yes, in the Bible we have first and second Kings, but that's because back in the day, old rabbis, when they rolled all of Kings into one giant scroll, it got very hard on their backs to take it and put it on the top shelf, so they split it into two scrolls, and that's how we have first and second Kings. Kings begins with an ominous story about the great King David on his deathbed. He's there and he's trying to sort out what's going to happen to his world, and as you're reading into it, it would be very much like reading a story that begins with the death of King Arthur. There's this epic king who's sort of made everything happen, and you wonder what's going to happen in the story. And in Kings, you will see this sort of dissolving and falling apart of God's kingdom where the kingdom of Israel is broken into the northern and southern kingdoms, there's multiple kings and queens who come in, and Israel continues to follow into the same traps that they always fall in: idolatry, harm to the poor. And because of this, many prophets enter into the story to prophesy against the kings and queens of Israel and Judah. The two most famous are Elijah and Elisha. Everybody say Elijah (AUDIENCE RESPONDS) with a "J". Eli-SHA (AUDIENCE RESPONDS) there's two different people. Elisha's the young guy, all right? Elijah's the older. Elijah's story in Kings begins with Elijah, the hero. He's a young buck and he's upset at Ahab and he's got a cause! And it's a good cause and he's living for it with all his might. He's constantly preaching against Ahab and Jezebel and their false gods, the gods of Asherah and Baal. Now when you read about this idolatry and you're like well what's the big deal, it's just another religion. Don't think about it that way because the worship practices of Baal and Asherah poles almost always incorporated child sacrifice, among other horrible things. So it's not just the bizarre worship around that, and it is, but it's the horribleness, the murder, the torture that goes with it. So it was just a complete falling apart of God's perfect and divine order for His kingdom. Elijah, in a challenge against Jezebel, who is the evil king's evil queen, she has all of these prophets, and he has this sort of.. I always think of it as like a wizarding duel. You remember on Sword in the Stone when Merlin and what's the evil wizard girl, I forget her name. Mad Madam Mim, yes! So there's like this wizard duel, it almost feels like, where the good prophet and the evil prophets go and so these 950 prophets, the challenge is who can light a fire with a prayer? The first one goes, there's 950 of them, they set up this altar with really dry twigs and a sacrifice, and all day they're constantly praying, and as they're doing it, Elijah's teasing them – where is your gods? Where are they? Why aren't they doing this? And they begin to cut themselves and do all this stuff. At one point he says maybe they're out to lunch. Nothing happens and then finally it's Elijah's turn, this great heroic moment. He steps up to the plate, prays this prayer, does these things, and has them pour water over it and everything so that they know it's like legit. And this huge plume of flame comes and consumes the altar.

And this amazing display of Yahweh God's power in Israel. And as soon as this happens, the mob of Israelites who have been watching this thing all day, grab their swords and pitchforks and they kill every single false prophet. That's 950 people. When this happens, Jezebel says Elijah's going to die and Elijah runs. He runs all the way to Mt. Sinai. I think this is the only other time Mt. Sinai is mentioned in the Old Testament. And while he's there, he begins moping. Why is he moping? He's moping because one, all of his friends are dead. She had already killed all the other prophets. And two, even though he slayed his dragon, it didn't really, in business you would say move the needle. Didn't seem to make a difference. All those false prophets are gone, but they're going to be replaced with another 950 that want a paycheck. Everything's the same, and now his life is in danger. And then there's this famous story where an angel comes and says Elijah, the Lord is coming, get up and three things happen. First there's the great wind, and the Bible says that the Lord wasn't in the wind. And then there was a great earthquake, but the Lord was not in the earthquake. And then there was a great fire, maybe a big tornado fire like the one that consumed the altar, but the Lord was not in the fire. The Lord then came in a whisper and that is where Elijah heard from the Lord. Now if you've gone to church your whole life, you've heard this story before. The metaphor is how he listened to the gentle whisper of God rather than the loud noises that often surround us in the world. But what we often forget is what God said to Elijah in the whisper. You ever heard a preacher tell you that? Do you remember? Okay, this is just Bobby's interpretation of this passage, okay? But God specifically tells Elijah to go down and anoint Elisha. I would say that what I'm trying to teach you today is that in a way, God says to Elijah, stop being a hero, go and be a guide. Like stop moping and feeling bad that even though you got everything you wanted, nothing's changed, it's time for you to invest in a person – Elisha, and he's waiting for you. Isn't it amazing, by the way, when we're feeling sorry for ourselves, when we're down, when we're in a rut, when we're stuck, and we decide to stop focusing on ourselves and help someone: a child, an elderly person, someone in trouble, we decide to mentor someone, how somehow that pulls us out of our own rut? When you build someone up, you build yourself up. It's just something that happens. When you encourage other people, you start to feel encouraged. When you start being thankful for other people and you tell them you're thankful for it, you start to feel happier. There's something weird in life that when we are called to a person rather than a program; something changes within us. It's because we were made for people, not programs. People not programs. Someone over something. Culture over vision. It's about a person that needs you. Someone needs you today. Someone needs you. Someone needs your prayer, someone needs your encouragement, someone needs your voice. Listen to the Lord. When God speaks to us in a whisper, He's very often pointing us to a person, not a thing, and that's what He did for Elijah. He went to Elisha and there's Elisha, he's a young kid. He's got 12 oxen; it's like his life savings. Elijah puts his mantle on Elisha's back. Doesn't say anything, and then takes it and puts it on his own and begins to walk away. Elisha instantly knows what this means. It means he's calling Elisha to be his disciple, and so he runs in, tells his parents he's following the great prophet, and then he takes these 12 oxen, which are very expensive, kills them all, uses the yoke, the wooden yoke as the fire, and then serves all of his neighbors this delicious steak dinner. That'd be like imagine a prophet came to you and said 'come and follow me,' and you're like 'hold on, I have to liquidate my 401K, buy a bunch of wagyu beef and throw a BBQ for my friends and I'll be right there.' That's what happens! He has all the safety in the world, he's set for life, doesn't want it. Don't you wish our world had a little bit more of that? I got a 401K. I believe in being fiscally responsible, but isn't it a tragedy when all we live for is safety? God calls us to live for people. Elijah and Elisha become attached at the hip like a disciple and a rabbi, and that gets us to the final crescendo of their story where they have to split up because in the story Elijah the elder is going to go to heaven.

The chariot of fire that you see in the story is Elijah and Elisha are going to be split up. The chariot of fire doesn't take Elijah to heaven. I was actually surprised; I couldn't find correct iconographs to show this. Everybody seems to think a chariot of fire takes Elijah to heaven. It doesn't. The chariot of fire is God Himself and the purpose of the chariot is to split up Elijah and Elisha because they were so bonded together as disciple and rabbi. When the chariot of fire goes through, it is in a whirlwind that comes and takes Elijah to heaven. And right before this happens, Elijah says to Elisha – what do you want from me? He says I want a double portion of your spirit. And spirit in Hebrew is the word Ruach. It's a very weighty word. It's what God breathes into Adam and Eve to bring them to life out of clay. It's the last thing that you breathe when you die. It's the Ruach. It's the very life of you. Elijah was known as the prophet of passion, and so he's saying to Elisha, I want a double portion of that. I want double passion, double power, double life, double of whatever you have. Elijah thinks about it, and he says this is a very difficult thing that you're asking me for. And he says I'll tell you what, if you can see me as the Lord is taking me away, you'll receive it, but if you can't see it, you won't receive this portion. And so this chariot of fire splits them, a whirlwind takes Elijah up into heaven. As it's happening, Elisha in a loud voice cries out "father! Father!" There's just another symbol of how much Elijah meant to him, and after everything clears away from the sky, that cape, that mantle that he put over his shoulder's years and years ago, falls from the sky. Falls at Elisha's feet and he takes it and he puts it on his back. He did get a double portion, by the way, of Elijah's spirit. In the Bible, Elijah does seven great miracles, but Elisha does 14. Isn't that great? It could be, and it probably is that the greatest thing Elijah achieves in his ministry, and there are many great things, the greatest thing Elijah ever achieves is Elisha. Think about that for a moment. The greatest thing that makes a person a hero is how good of a guide they are. And although in our stories and our movies they waver, in real life the greatest heroes are the guides. And the greatest villains are the heroes. That is people who set out to be a hero often end up being the worst thing there is. Like St. George swinging at nothing on a hill. And the greatest hero's the ones you really think about that really made the difference, they never set out to be a hero. They set out to be a guide. They set out for one person and that made all the difference. This model of Elijah and Elisha, by the way, becomes THE model for discipleship; that this is how you make a Christian. Let me ask you a question, if you've been a Christian your whole life. If you've been going here for a long time, you know what a disciple is. It doesn't mean just someone who proclaims Jesus is Lord and Savior. A disciple is a student. It's someone in seminary. The Biblical definition of a disciple is someone who's disciplined. Someone who's focused on becoming like the rabbi. Can you be a Christian and not be a disciple? I actually don't know the answer to this question. I really don't. I don't know. I don't mean to make it real, but.. I know that a disciple though requires a mentor, requires a teacher, you can't have a disciple without a rabbi. And when Jesus comes on the scene as a rabbi to His disciples, the relationship is in the midst of a temple era where they begin to re-ask this question – what is a temple? Let me ask you that question. What is a temple? In Jesus' day, it was plain. A temple is a house of God. It's a building where a god lives or where God Himself lives. So pagans believed, right, that Artemis had a temple, and Jupiter had a temple, Neptune had a temple, Mercury had a temple, and God had a temple. Yahweh God had a temple in Jerusalem. A temple was a building where God was. But the answer to that question began to change after Jesus when the Holy Spirit left the temple and entered into a person on Pentecost. A temple became simply wherever God resides. And at Pentecost, God got a new address. So the question should have shifted from what is a temple to who is a temple? Who's a temple, by the way? Well you are. So am I. Is a sick person a temple? Let me ask you: is a sick person a temple? And what about a little child, like a little three or four-year-old child? Is that a temple? What about a baby? Is a baby a temple? What that means is the same power that is in your favorite person is in you, and that also means that the same power that is in a believer that you don't like very much is also in you.

This is what I'm getting at. Every single person you meet, the limit of their potential is the limit of God Himself. And very often, the gap between those two things is who will teach them. Who will help them. Who will guide them. There is someone in this world that needs you. We don't need any more heroes. We need guides. We don't need anybody with a cause. We need a guide. We don't need someone with a plan, we don't need someone with a program, we don't need another person with a something, we need a guide. We need you! And that gets me to my final thing is that to lead like Jesus is to not be a hero and to not have a monument to yourself and to not be all about ego. It's to serve others and love others right where they're at. I'll finish with this. It's interesting because we really turned a corner as a ministry about three years ago, and this year has been a big year for us from a ministry standpoint. We almost.. I want to say we almost tripled our audience just this year alone. A lot of that is because of what we've just gone through. But the thing that we're celebrating as a church is not that our audience is growing, actually. What we're celebrating is the thing that got us to a place where we could grow like that and that is that we have an amazing team of people who love people. It's not something I created, it's something God created. It happened because we recruited the right people, but this year the other big milestone we got is we won this certification called Best Christian Workplace. It's taken by the employees of the ministry, they take a test anonymously and they're asked all sorts of questions about people in leadership and pay and treatment and what it feels like to work there, and they score the ministry. And we actually got this thing, Best Christian Workplace, which is actually saying that anonymously, that the people in this ministry love this ministry. The number one thing that they put, the number one thing we scored on was I love the people I work with. Isn't that great? See to me, that is an achievement. That achievement.. our audience will fluctuate, but that achievement can take us anywhere. That can take us anywhere! If you have the right people on the bus. I'll finish with this. I already said that, I know, but I'm still on the thing I was saying. To lead like Jesus, then, is effectively saying the same thing over and over. It's about someone over something. The something is very important, but the someone is more important. It's about a person over a program. Now if you're involved in this ministry, you know that almost sounds hilarious because.. Hannah, can you hand me one of those folders? I'm going to try and (MUFFLED) this is one of the most programmed ministries, maybe the most programmed ministry in the world. This is our program just for today. Look at this. This is thousands and thousands of hours of work that go into making a one-hour program. But the hour's got to have some power. You know, you got to plan to have power. The point is, you have to make those changes but at the end of the day, there's a way about it that people know that when you make a tough decision, that you love them, that you care about them, that it's the best thing for them, and they feel it. And that is my hope is that we understand that it's someone over something, it's people over program, it's culture over vision. Everyone has a good vision. Most people don't have a great culture. Think of the worst business you've ever been affiliated with, go on their website and you will find an amazing vision. That's what we change when you lead an organization and you want to lead it the way Christ would lead something, it's about that one person. It's about leaving the 99 for the one. It's about the value of the individual, loving people right where they are, and remembering that the greatest legacy that you can leave are not the goals that you achieve. Those are important, but it's about the people you touched along the way God's called you to serve and build up. Father, we thank you and we love you, and we ask in Jesus' name for an outpouring of your spirit through people, to people. We love you, God, and we just continue to listen to you. It's in Jesus' name we pray, amen.