

Holly Tate: [00:01](#) Welcome to the Vanderbloemen Leadership Podcast. I'm your host, Holly Tate, vice president of business development here at Vanderbloemen. Today's episode is produced by Twelve:Thirty Media, who can help you transform the worship experience at your church. Check them out today at twelvethirty.media. On today's episode of the Vanderbloemen Leadership Podcast, I have the opportunity to talk with Tom Nelson.

Holly Tate: [00:23](#) Tom is the president of Made to Flourish, which is a pastors network for the common good. He is also the senior pastor of Christ Community Church in Kansas City and author of many books including "Work Matters: Connecting Sunday Worship to Monday Work". Tom is a regular speaker and facilitator on faith, work and economics, and I loved learning from him on all three of these topics in this interview.

Holly Tate: [00:47](#) We discussed how to overcome burnout, the changing culture in churches and advice on how to connect with the members of your congregation. So tweet your takeaways from today's show using the hashtag Vandercast and check out today's show notes to join our Facebook group where we post behind the scenes content and giveaways. Without further ado, here's my conversation with Tom Nelson.

Holly Tate: [01:13](#) Well, Tom, thank you so much for being with us today on the Vanderbloemen Leadership Podcast.

Tom Nelson: [01:18](#) Holly, it's awesome to be with you.

Holly Tate: [01:20](#) Well, I even love, for those of you who are just listening today, I would encourage you to go to our Facebook group where we post behind the scenes video, because Tom looks awesome. He's got his Made to Flourish background and I'm sure it's way more beautiful in Kansas City than it is in Houston, Texas today where we're dealing with storms. So I love it.

Holly Tate: [01:39](#) Well, Tom, a lot of people know who you are. I mean, as an author, as a pastor, founding pastor of Christ Community, you've been so influential to so many pastors and church leaders and just Christian leaders out there that are trying to figure out this concept of faith and work, and the theology of work. But I would love for you to share your journey with us here today of starting where God has brought you and how he's led you to where you are today.

Tom Nelson: [02:05](#) Well, Holly, I'd love to do that and yeah, it's an amazing story of God's extruding me into my own failures. But briefly, I came to

faith when I was a young boy and so I've had a long journey with Jesus, and you'd think I'd be more like him by now, but I'm working at it with his help. But yeah, I had the joy of starting a wonderful congregation 30 years ago, and during that 30-year period, the lord's redirected me.

Tom Nelson: [02:33](#) I've done a lot of learning, unlearning and relearning and one of the big areas you're alluding to, Holly, is that few years into planning Christ Community here in Kansas City I realized that I had a massive Sunday to Monday gap in my thinking, and there's all kinds of reasons why we could talk about theologically in my background, but I really had missed something really important for all pastors and that pastoral malpractice was, I was equipping people not for the majority of their life, but the minority of their life.

Tom Nelson: [03:01](#) Imagine that. I mean, we're called to a... For a pastor, you're called to equipped your congregation, but really I was much more about Sunday and how well I did on Sunday, transparently. Not how well the people God entrusted to me did on Monday and it was driven because I had a massive Sunday to Monday gap in my thinking and my theology. And so the last 20 years or so we've been trying to live more fully into a rich theology of faith and work and how the gospel speaks into every nook and cranny of life and how we equip people for Monday.

Tom Nelson: [03:28](#) We really are a church for Monday, not just for Sunday. Now Sunday matters, but our focus is how well our people do Monday. And that's been a massive shift at Christ Community and has brought us into a national conversation with Made to Flourish and the other areas, we're trying to [inaudible 00:03:41] churches and pastors to help them be more focused on Monday.

Holly Tate: [03:43](#) Well, it's such an important conversation because in the work that we do here at Vanderbloemen, we have conversations with a lot of pastors and church leaders that are burnt out and they're tired. And I think a lot of it is because of what you're speaking to. And so I would love to hear from you, what are the red flags that maybe you saw in your own life or that you see in a lot of other pastors or church leaders or Christian leaders lives that caused that realization of something is not aligned here? Something's not right of that Sunday to Monday gap.

Tom Nelson: [04:14](#) Yeah, I think there's probably even more of a deeper aspect of that Sunday to Monday gap. It's more of the gap between belief

and behavior. So if we were just go back, a text that has been very formative to me as I've tried to live a whole life and be an effective leader, both in a growing context is Psalm 78:72 and this verse has guided me for 30 years and I'm just beginning to learn its importance. So David shepherded them according to the integrity of his heart and guided them with skillful hands.

Tom Nelson: [04:47](#) So three components there really quickly, one is the primary metaphor of spiritual leadership as shepherding. And that has all kinds of implications for wholeness and being shepherded by the good shepherd, right? The leadership is first and foremost followership with the good shepherd and we can't miss that, that we need to be shepherded as leaders, body, soul, heart and mind, and he is our constant provider, protector, guide.

Tom Nelson: [05:09](#) Psalm 23 and these texts are not just for when we die. They're from how we live and for leaders to serve. So I'm just saying this shepherding metaphor has been important, but notice also in Psalm 78, Holly, that verse 72 gives a progression that David shepherded them and that David wasn't perfect, but he had a heart after God and he shepherded them according to what the integrity of his heart and guided them with skillful hands.

Tom Nelson: [05:32](#) So I'm a fan of Hebrew, I love Hebrew. I'll give you just a little bit of that because the Hebrew text is so important here. The first phrase is integrity of heart and it's tom lave. And this idea of tom is an integral life, a life of the heart that we lead out of the overflow of our soul and our heart.

Tom Nelson: [05:46](#) We are heart people, relational heart people. But not only that, then skillful hands and literally the Hebrew is [foreign language 00:05:52]. It's an artistic hand. It's a growing skill of leadership that's artistic. So I'm just saying that text has really guided me and I think that's a really important text to remember, that we lead out of the integrity of our heart. That's an ongoing life of discipline, of serving Jesus and being an apprentice of Jesus. And then out of that, we lead increasingly with effectiveness. The last thing I would say is I've tried to keep two things in mind and I think as I talk to pastors, I think we get in trouble when we confuse adequacy with competency because God is always our adequacy. We look to him for life every day to lead, to serve, but God expects us to grow in competency.

Tom Nelson: [06:33](#) But when we confuse those two, right? When we think we're adequate then we really mess up. So I just think that's really important for all of us to continually anchor our lives, that God is our adequacy. The moment I get out of bed in the morning,

I'm above my pay grade. The moment I move out of that, I need his help, guidance, and wisdom for whatever I do, but I also have a sense of I have a stewardship to continue to be a more effective leader. So I'd say those are a couple of things that have helped me at least frame, I think, a more integral journey and we try to help pastors really live a whole life, but also be effective.

Holly Tate: [07:08](#) I love that, but tell me more about, because one of the things that I heard you say was, and especially in ministry, it's to give our whole heart to it and to be wholeheartedness in what we're doing. But sometimes I think that we can get unhealthy and not sense because we think that wholeheartedness means working 24/7 and having meetings all the time and putting the church first. So what would you say to that pastor who is saying, "I am giving it my whole heart, but I'm tired." What does that look like to give our whole heart, but then also to have healthy boundaries so that we're making sure that we're focused on the Lord and taking care of ourselves.

Tom Nelson: [07:48](#) That's such a really astute question. And I guess what I would say in response is we always look to Jesus. We embrace Jesus' precepts and his practices, not just as precepts. So yes, we want to put our whole heart into love [inaudible 00:08:03] God with all your heart, soul, mind, strength, [inaudible 00:00:08:05]. We want to be all in. But notice for example, if we look carefully at Jesus' model, Jesus modeled intense engagement of service, but he also modeled intense withdrawal.

Tom Nelson: [08:16](#) And I've just come off a week fast of technology and solitude in the mountains. No, that's not an option for me, that's essential that I have intense engagement, but also intense withdrawal. So these spiritual disciplines of withdrawal, solitude, quiet secrecy have been a vital part, but Jesus, for example, in the gospel of Mark, when all this stuff is clouding in on him and all the disciples, he tells the disciples, "Come away and rest for a while. Come away to a lonely place and rest for a while." I think it's Mark six, but we need that rhythm in our life. If we're always on point, then we're not nourishing our soul. So we need the discipline and engagement and then withdrawal and that's not laziness, it's obedience and health.

Holly Tate: [09:03](#) Do you feel like there are specific ways to withdraw that every pastor should do, or is it different for every pastor the way that God has wired them?

- Tom Nelson: [09:14](#) Well, I think it's a little both. Okay, we're wired differently in one sense, but Jesus is our model and Jesus was the perfect human being and the perfect leader. I think the best we can do is saying there are certain principles that Jesus models and practices, he modeled fasting, he modeled solitude, he modeled intense service. Right? There's some of these basic disciplines and he modeled Satis. So what does that look like? We don't do it in a legalistic way, but what does that principle look like in my context? The season of life matters. You have small children and I'm an empty nester.
- Tom Nelson: [09:47](#) How do you do Sabbath? How do you do these disciplines? How do you practice the presence of God and nourish your soul with him? The most important thing we can do, we do a lot of work, but the most important thing we do as a primary calling in our life, if we understand what scripture teaches, is to become an intimate apprentice of Jesus. Intimacy first, and intimacy then flows to integrity and influence. This is Genesis 17 because the Abrahamic covenant, when God says to Abraham, "Walk before and be whole," he begins literally, my face, "Walk with me." He invites us to intimacy. Out of intimacy, we become whole. That's the word tom, integral. And then he builds a new identity in fruitfulness and we have to go in that order. Right? Intimacy leads to integral life leads to influence.
- Holly Tate: [10:33](#) That's so good. I love that intimacy to integral life to influence. So often, I know for myself, I want to jump straight to influence. Right?
- Tom Nelson: [10:41](#) And fruitfulness and accomplishment you've had and that's good. It's a good thing.
- Holly Tate: [10:44](#) Yeah. But ultimately it starts-
- Tom Nelson: [10:46](#) It all flows out of the first two.
- Holly Tate: [10:47](#) Yes. That's so good. Such a good reminder. So when you... One of the things that you said in your story was that you realized personally that there was a gap, a Sunday to Monday gap, and that you needed to change some things at Christ Community. So I would love to hear more about that. When you came to that realization that something wasn't right there and you wanted to change the focus from Sunday to Monday and fill that gap, what were some tangible changes that you made as a leader at Christ Community to change or turn the ship around?

Tom Nelson: [11:18](#) Yeah. Holly, it really was a paradigm, well, a paradigm adjustment if not a major shift. It was driven by theology, particularly early chapters of Genesis and the reformers. We began to see how central vocation is to the gospel and to mission in our work. So it came from a theological conviction. So once we got that down, we saw what the scripture taught from Genesis to the maps and the central thread of people were made for relationship and for work. These are the two major themes in the Genesis, an accomplishment. I use the word contribution, not compensation. Then we began to change language. So I'm just saying one of the most important things of a servant leader is the culture we form around us personally and institutionally, whether it's a family business or a church, right? We are culture makers by using Andy Crouch's language.

Tom Nelson: [12:14](#) So we began and one of the main artifacts of culture is language. So I'm just saying we begin to shift language and Mark Twain has said, "The difference between a great word and a dumb word, is a lightning bug and a lightning bolt." Language really matters. We embody culture, we communicate it, but language is the main artifact. So I'm saying, we began to realize we were using language that was non-integral and non-biblical for example, just one example, I grew up in the language full time Christian work and that's unbiblical, completely unbiblical because we're all called in one sense to full time Christian work. Now we use different language for those who are called to 501C to vocational ministry, but I'm saying when we say full time Christian work, and we mean those who are pastors and missionaries or 501C people.

Tom Nelson: [12:57](#) What other people think? What are they in? Right? It's demeaning. It's not biblical. So I'm just... One example where we were very careful about using the word sacred secular because there's often a divide, and biblically there's not. We began to be aware of the language that was not integral and instead we emphasize language that was integral. So I'm saying one of the biggest things... All our pathways, preaching illustrations, benedictions and I'll use one example if you'll let me.

Holly Tate: [13:23](#) Yes, please.

Tom Nelson: [13:25](#) We not only connect Sunday to Monday in how we equip people for their Monday worlds. We define work as the Bible defines it. So first of all, work is a contribution, not compensation first. So we are from creation or from our cradle

to our grave, we are contributors. We all are called to contribute wherever God has us.

Tom Nelson: [13:43](#) So we reframe work itself, right? So then we think about how do we equip people for where God has called them on Monday? If they're a stay at home spouse, if they're in the pickup line, if they're running a company, if they're turning burgers, whatever it is, as a pastoral team, we are focused on them being already deployed. We don't deploy people. That's another unbiblical idea, right? We might commission people, but God's already deployed them, most people in their own spaces, but we come alongside and equip them. I get kind of animated here, but we have a lot of paradigm problems that lead to principle and impoverishment of our congregational mission. So it really starts at paradigm. But I'm saying we not only connect Sunday to Monday, we bring Monday back into Sunday. So our Sunday service or our weekend service, when we're the gathered church, not the scattered church shifts, pastors language change, our illustrations begin to change to embody God's people's main worlds, work, art, all the things of their life.

Tom Nelson: [14:43](#) Pastoral prayers, not only for grandma who was in the hospital, but we're praying for that person has to lay off a thousand employees this week. It changes our perspective. What we read in the benediction, let me just say benedictions are commissioning. One example of Psalm 90, at the end of Psalm 90 it says, "Lord, confirm the work of our hands. Yes, confirm the work of our hands." Now think of what that says to the congregation as you go on mission to be the scattered church. It's amazing. So we began to change our culture, our language, our discipleship pathways changed. Another thing is pastoral practice has changed. So one of the most important practices we did... Thirty years ago, I did hospital visits and we still do, but today it's as common on our staff, and we're a much larger church, for our staff to do workplace visits as a hospital visit.

Tom Nelson: [15:33](#) That's woven into our mission. If we really care-

Holly Tate: [15:36](#) Okay. Tell me more. What does that look like? A workplace visit. Tell me more.

Tom Nelson: [15:39](#) Yeah. One of the most transforming things that takes place in a church for Monday is a staff who are really discipling people for all of life, for the majority of their life is that staff, and more pastors are doing this around the country, which we're hoping we've made to flourish, set up appointments with their congregants. Now again, that has to be done sensitively and

some contexts are different, but they take the initiative to say, can I come by your work and learn from you and find out what your world's about? It's absolutely transformational for the pastor and for the congregant, and I can tell you more and more stories, but you can pray for your team better. You love them better. You're more connected to that congregation.

- Tom Nelson: [16:20](#) Workplace visits is probably one of the most practical transforming things any pastor church could do that will radically change the culture of that church and mission.
- Holly Tate: [16:28](#) Wow. I love... I've never heard of that before.
- Tom Nelson: [16:31](#) You've never heard of that? Yeah. Okay. Well, Made to Flourish, we're trying to help pastors weave that in. In fact, some congregations have used the language of take your pastor to work day. You remember take our kids to work day?
- Holly Tate: [16:43](#) I love that.
- Tom Nelson: [16:44](#) It's absolutely transformational when you do workplace visits as a regular part of pastor, you think differently. You become the learner rather than the teacher because you're often in a place where the congregation, you're teaching them, they're teaching you about their world and it emphasizes the priesthood of believers. It's unbelievably transformational. If there's one thing I'd encourage pastors to do and staff to do is begin to build workplace visits into your schedule.
- Holly Tate: [17:09](#) That's amazing and I would imagine, Tom, too, as you were just talking, what came to mind for me as well is I would imagine that it would help the pastor see how they could utilize that congregant, their skills and their gifts much more in the church rather than just standing on stage and saying, "Hey, we have an event coming up and we need volunteers." Or, "Hey, we still need more volunteers in the children's ministry." Because you have seen firsthand how that person is wired and gifted to contribute to the workplace, to understand those skills and how the church can benefit from those contributions as well and whether it's leading people or in the finances or whatever it might be. I think that must be so powerful for pastors to be able to have that glimpse into how that person spends most of the hours of their week.
- Tom Nelson: [18:03](#) Yeah, it's absolutely transformational. I love the connection you're making, Holly, because it does add value to a staff person or pastor to not only see their congregant in their workplace,

but to begin to understand their world, the challenges and joys, but also the skills they have. So what I would say is that it's dual. I think any good pastoral leadership team is deeply committed to asset mapping, but most of our asset mapping is looking at the community, what's there, and figuring how we can build flourishing in our city or community. And asset mapping is good like other entities. What's most important though, is the asset mapping of each individual congregant. That's when a church for Monday really sings because then you know Jane is a CEO of this corporation and she's there on Sunday morning. How do you support her in her primary calling in that CEO role?

Tom Nelson: [18:57](#) Right? But also then you know she has certain gifts and you have a leadership task force for an expansion or something. You go, "I wonder if Jane could give us 10 hours of her best thinking in the next year to serve in this way." So it's really both. The danger is, I don't want pastors to think if I go to that workplace, that I'm really only thinking about how Jane can serve the institutional church on Sunday or whatever. That matters. I call it family chores, right? We need to do that, but it's much more, how do I come alongside to help her in her primary place of mission? And that is in her work that she spent 70 hours a week doing, right? That's a big shift. 30 years ago, I had no idea how that fit.

Holly Tate: [19:37](#) That's a huge shift.

Tom Nelson: [19:39](#) But it's profoundly transformational. It's like life. It's like HD pastoral ministry versus black and white.

Holly Tate: [19:45](#) I love that.

Tom Nelson: [19:46](#) This is why so important, Holly.

Holly Tate: [19:48](#) It's so important.

Tom Nelson: [19:49](#) So transformational.

Holly Tate: [19:50](#) Yes. So let's transition and talk a little bit about Made to Flourish. So just a quick story here on my end. One day I came into work and had a piece of mail on my desk and thought what is this? And open it up. And this beautiful magazine publication was inside of the envelope and it was from Made to Flourish and it was articles about the concept of faith and work and so it was from you guys.

- Holly Tate: [20:15](#) And so I reached out to Made to Flourish, because I had never heard of Made to Flourish before, even though I work with pastors and church leaders all day every day, and got connected with Luke and Rebecca on your team and realized the connection with you and Christ Community. And just what an amazing organization that you all are and the work that you're doing is so important. And so I would love for our listeners to hear more. On your website, the mission that's there says, "We empower a growing network of pastors and their churches to integrate faith, work and economic wisdom for the flourishing of their communities." So I would love to hear from you, where did this vision come from for Made to Flourish?
- Tom Nelson: [20:57](#) Yeah, well, it comes out of my own failure. My Sunday to Monday gap, I've already talked probably way too much on it, but.. Yeah, so we're only four years old. So I'm sure you haven't heard about it. Now you have, Holly.
- Holly Tate: [21:13](#) Now I have and now everybody's going to hear about it.
- Tom Nelson: [21:15](#) Tell others. Tell others because we do think it's an important part of a broader movement of what God's doing in our nation to renew the church. So, yeah, out of my own failure of equipping people for the slimmest minority of their life, but not really being involved in whole life discipleship, that led to a series of years and conversations and national leadership about launching another ministry that's focused specifically on pastors and church leaders to live a more integral life, to connect this Sunday to Monday and to really see the flourishing of the church, the pastor in the community. Our change theory that's launched us is we really believe, and there's lots of backup here sociologically, theologically, historically, our change theory, is that when pastors flourish, think of leadership and your organization, leadership matters, it sets the culture.
- Tom Nelson: [22:11](#) Organizations, institutions, churches go as leadership goes and pastors, most pastors are a major part of that leadership of that church. So when pastors flourish both in their individual wholeness and wellbeing and in their effectiveness as leadership, both wholeness and effectiveness, when pastors flourish, then congregations flourish. And when congregations flourish, now think about the church on mission, the scattered church on mission, then the community flourishes, right? So we think of pastors, churches, and communities. So our mission is to try to help move that change process forward and we do it in many ways. We're very excited what God has done already in building a national team, an outstanding national board. We

have a new magazine, which you heard about and we have a national conference. And so we're still young, we're still figuring this out, but we're just trying to be a positive catalytic encouragement to pastors and leaders to really live this life that God has for us, an integral whole life and then churches that are deeply come out committed to whole life discipleship, focusing on the majority of people's lives.

Tom Nelson: [23:18](#) So it's kind of what we already talked about. It came out of our own failure at Christ Community and my own failure and God's been gracious to at least help us make some important adjustments to be faithful and fruitful in our mission. And we hope we can share that and learn from others in a collaborative spirit as this network is building. We're in 27 cities right now, in four years. And so there's a great hunger and a great need and the mission of the church, the opportunities, they are stunning for this kind of whole life discipleship, both for reaching people for Christ, but for discipling them.

Holly Tate: [23:51](#) Well, and we love that mission here at Vanderbloemen because in our work, helping churches and Christian organizations, whether they're a Christian school or a nonprofit, we're really digging into the cultural DNA, which starts with the senior leader. And if that senior leader is not owning it and casting that vision and living that out in their own life as a flourishing leader or pastor or a CEO or whatever the organization might be, it's going to be very difficult for their teams to flourish. And so we just love what you guys are trying to do at Made to Flourish. So let's talk a little bit about this concept of flourishing. So it's a great word. I think it's a very pretty word, but what does it actually look like? What does a flourishing pastor or flourishing church or ultimately a flourishing community look like? So define flourish for us.

Tom Nelson: [24:40](#) Okay, that's a really good question, Holly. You have great question. I would say, let me just put my theologian hat on. Okay, first, because there's an existential sense of flourishing that understands when we see something flourish. It's an organic metaphor, right? A living metaphor. When we see a plant flourish, we see foliage, one wilted. We can perceive existentially when someone is flourishing, or when something's living within its design with goodness and energy, but from a theological standpoint, the flourishing idea really comes from fruitfulness. Now think about that. So I, again, one of my last books is really unpacking the theology of fruitfulness, which bridges to economics. But let's just take, when Jesus says, "By this is my father, glorify that you bear much fruit and so prove

to be my disciples." Whereby Jesus has much in mind here, fruitfulness, not just faithfulness, faithfulness leads to fruitfulness.

Tom Nelson: [25:35](#) But fruitfulness is this sense of the fullness of God's design from Genesis, in intimacy of relationships with God, with each other, and community, but also our productivity, our creativity. So a fruitful person, a fruitful church is living in deep connected intimacy with God and others. Relational intimacy, right? They're living in a physical body with health and vitality, and they are living within community and they're expressing their God given contribution to the world, which deals, I use the word, both procreativity, which is a part of flourishing, of having children, but also productivity. So procreativity and productivity are the Hebrew idea of Parah, which is fruitfulness. That begins way in Genesis and continues all the way. And when Jesus says, "By this, will my father be glorified, that you bear much fruit," there is much more there than we often think. So it's a fruitful person, living fully into the life God has for them.

Tom Nelson: [26:33](#) And it doesn't mean there's not suffering in a broken world. That's another conversation we can have, but they're whole-

Holly Tate: [26:39](#) Yeah. We could have a whole podcast on that.

Tom Nelson: [26:41](#) They're growing. Yes, but that's a part of a broken world. But suffering is not antithetical to flourishing.

Holly Tate: [26:47](#) Oh man. Suffering is not antithetical to flourishing.

Tom Nelson: [26:51](#) It's often the pathway to it and I could quote Victor Frankel here, but Frankel, who is a psychiatrist, wrote the most important book, I think, apart from the Bible, at least in the 20th century, "Man's Search for Meaning". It talks about how we're meaning seeking creatures and one of the great lessons he learned in the Holocaust, he was a Holocaust survivor, is we find meaning, and this is right out of Torah, Old Testament, by the relationships we have, the work we do and the suffering we encounter, right?

Holly Tate: [27:19](#) Beautiful.

Tom Nelson: [27:20](#) So all of us face that, but flourishing is not antithetical to that. It's often the pathway to transformation and flourishing.

Holly Tate: [27:27](#) That's so good, Tom. So wise, man, I feel like we could do a whole series on this.

- Tom Nelson: [27:32](#) Yes, we could.
- Holly Tate: [27:33](#) So good.
- Holly Tate: [27:37](#) Well Tom, thank you so much for unpacking this with us today. Where can folks find out more about Made to Flourish? I know you guys are doing some regional events in different cities throughout the year as we look into 2020. So where can folks go to find more?
- Tom Nelson: [27:50](#) Well, Holly, We would just invite everyone to go to our websites, it's madetoflourish.org and I think that would probably be the place to start. Like most of us today, when we look at a place, we go to the website, right? So that will help guide you and there's a place to sign up on the network if you want, opportunities regionally and nationally because every year, every other year, we do national conferences and national events as well.
- Holly Tate: [28:10](#) Awesome. Well we're so grateful for you sharing your wisdom and your experience, what you've learned, as you said, from your own failures. Thank you for being vulnerable with us today and for casting vision of what a flourishing pastor, a flourishing church and a flourishing community can look like. It's definitely a vision that we believe in here at Vanderbloemen and we're so grateful for all that you at Made to Flourish and Christ Community are doing to make that possible. So thank you so much.
- Tom Nelson: [28:35](#) Thank you. And it's a joy to be with you and thank you for the good work you're doing with your team. God is honored by that and you're adding great value. So keep it up, okay?
- Holly Tate: [28:43](#) Thank you. Thanks for listening to today's episode. The Vanderbloemen leadership podcast is produced by our friends at Twelve:Thirty media from ready to use worship media content to custom media built from scratch for your church, to training for your staff and volunteers, Twelve:Thirty media can help you transform the worship experiences at your church. Check them out today at [twelvethirty.media](#). That's [twelvethirty.media](#). At Vanderbloemen, we help churches, schools, nonprofits, and values based businesses build their best teams by finding their key staff. If you're looking to hire your next team member or looking to build a succession plan, email me at [hollyatvanderbloemen.com](#) or give me a call at (713)-300-9665.

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