

Holly Tate: Well, Ryan, thank you so much for being with us today on the Vanderbloemen Leadership Podcast.

Ryan Romeo: Holly, thank you so much for having me. It's an honor.

Holly Tate: Well, I am pumped to dive into this important topic and hear all about your book. But before we do that, I would love for you to let us know who you are. Tell your story and how God brought you to where you are now.

Ryan Romeo: Yeah, um, recently, in the last few years, my claim to fame has been being the co-founder of a tour called the Outcry Tour. It's a big worship tour and we did about 90 cities and had almost a million people come out to outcry.

Ryan Romeo: We saw about 50,000 people give their life to Jesus and it was just an unbelievable - you know, you have those moments in your life where you're like, this is a pretty big moment, you know, and the last few years for sure has been that

Ryan Romeo: But there was a lot of dreaming that led up to that point and

Ryan Romeo: But right right now. I wrote a book on the outcry tour called outcry, that's my first book and I co wrote it with people like Jen Johnson and David Crowder, and kari jobe and it was amazing. It was awesome to do that.

Ryan Romeo: But now I have a new book coming out and it's called head in the clouds feet in the ground and so that is been something the last couple years that I've been pouring a lot of effort into

Ryan Romeo: But the outcry tour, it's funny when you see it on the outside or you see it on social media you like, man, it was so huge and so amazing and

Ryan Romeo: Behind the scenes. There's just a handful of us, you know, just really being faithful with what we felt like God is calling us to

Ryan Romeo: But for me, my story goes back and I became a Christian. When I was in high school.

Ryan Romeo: And I played guitar and I met a young youth leader and he asked me, you know, would you come lead worship at my small group.

Ryan Romeo: And I was not a Christian didn't grow up a Christian, like I grew up in Tucson, where it's like, it's very normal to not ever meet a Christian and

Ryan Romeo: So I was like, I have no idea what leading worship or a small group is but ok I'll come play guitar for you, you know, and I always joke that I started leading worship before as a Christian.

Ryan Romeo: And in that small group is where I met Jesus and my life really changed, but it was, it was like the mid to late 90s, which is kind of dating me and And around that time delirious was a really big deal.

Ryan Romeo: Passion yes fashion was like just starting. People like Chris Tomlin who's that guy, you know, like

Ryan Romeo: It was this brand new sort of thing going on with these big live worship events. And I remember listening to a live album from delirious and

Ryan Romeo: And I just had this general impression from God, that this is something I was going to be a part of. I wasn't sure how or what it was going to look like, or when

Ryan Romeo: But I just had that kind of general sense and and over the next 10 years God brought me along a lot of different places. I spent time with why wham did missions work with my wife and

Ryan Romeo: But ultimately I found myself randomly in art school one day and

Ryan Romeo: I thought you know if I'm not leading worship, I think, artists, something that I would really like to pour myself into. So I went to the UVA in Tucson, and was in their graphic design program.

Ryan Romeo: And in the middle of it. I had this sort of thought that you know if I'm going to be successful in graphic design.

Ryan Romeo: I'm going to need some sort of like client. And I'm going to need somebody that like gets a lot of attention and

Ryan Romeo: So I jumped on and I cold emailed just anybody that I could think of. And I said, hey, I don't know who's doing your graphic design or web design. I would love an opportunity

Ryan Romeo: And I sent an email out to a whole bunch of people, the only the only guy that got back to me was David Crowder, and

Ryan Romeo: David Crowder got back and said,

Ryan Romeo: We'd love to look at some ideas. If you got them you know so i i was like man this is my moment you know David Crowder, so

Ryan Romeo: I'm cranking out web designs and he had an album out at the time called remedy and it was like this kind of white and green album and I would stay up to like two in the morning, you know, designing stuff and finally, you know, like a week later, I'm going. I can't let this grow too cold. I'm going to send them an idea week later, so I sent him a couple ideas and within an hour he got back and said, We love it. Let's, let's move forward. And so from that point on, I felt like the Lord is really leading me into this world not maybe not in the way that I thought it was going to look like, you know, it's kind of this round about like okay I guess I'll be doing web design for David Crowder, you know? And I'm slowly started doing more and more graphic design forum until one day he called me and he said,

Ryan Romeo: I'm doing a conference called crowder's fantastical church music conference in Waco, Texas, and he said, Will you run the design for it and I was like, of course, you know,

Ryan Romeo: So we did this crazy off the wall stuff. And we had, you know, like the civil wars were there but Leland was there and it was just this wild mismatch of people that

Ryan Romeo: It was fantastical. Absolutely.

Ryan Romeo: Very David Crowder, and

Ryan Romeo: And I met a guy there named Shane quick and

Ryan Romeo: And we just kind of met and hit it off. Talked a little bit and I left and I would have never assumed that it would be a relationship that would be so important in my life and

Ryan Romeo: Fast forward a couple of years graphic design business started doing kind of bad, I started working in manufacturing, which for me was like a slow death. I'm going

Ryan Romeo: Out and I go from like

Ryan Romeo: And I was always working in the local church. Like all along the way. I was always leading sure you know worship at a little church or doing something

Ryan Romeo: And I'm going, Man, manufacturing, it's terrible.

Ryan Romeo: And one day I finished a board meeting and I looked at on my phone and it said I was getting a call from Shane quick and I was like, man, that's so familiar and I got on the phone, he said, I'm thinking of starting a worship leader conference called outcry. What do you think, and we jumped on the phone and I think he was thinking I was just going to give him graphic design ideas and I was gone. Man, as a local church creative as somebody who leads worship and a local church leads in the local church. I'm going - These events are so cool, but they're also so discouraging. It feels like you show up to these big things and you go, this is so

awesome. But I'll never be able to do that, you know, I don't have the budget for that. I don't you know.

Ryan Romeo: And I said, I want to be a part of something that encourages the local church that reminds the local church that there's something really, really important.

Ryan Romeo: And if they're coming to this event thinking this is the end all be all in life. I want to put all of that back out and go, know what you're doing in your week to week really really matters. It's the greatest movement in history, called the church and

Ryan Romeo: So we started that conversation and four years later, many, many elevator pitches later lots and lots of meetings, lots and lots of jumping on airplanes and my wife going

Ryan Romeo: Why are you still dreaming about this thing, you know, it seems like it's never going to happen. And I was right there with her going, man. I have no idea if this is going to ever happen one day finally Shane gives me a call. And he said, I just got off the phone is Joel Houston.

Ryan Romeo: He wants to do a tour in America, but he doesn't want to do a hill song tour. He said, What if we turned out cry into a tour and five months later, we were on the road, and we were, we had 12 buses and four semis about the same size as

Ryan Romeo: Katy Perry's first tour.

Ryan Romeo: We had Hillsong united Jesus culture Bethel passion, David Crowder kari jobe we took a risk on a young artist named Lauren Daigle

Ryan Romeo: Who sent us her demo album and real. Like, I guess, I guess we could find room for her.

Holly Tate: That worked out pretty well it worked out great. Yeah. And that is, I mean,

Ryan Romeo: Sorry, that was like a shotgun blast through my through my life but there's a lot of things that led up to that moment without cry.

Ryan Romeo: And there's a lot of little things that felt so haphazard along the way but like life is you look back on and you go, ah, it makes so much sense, in hindsight, you know,

Holly Tate: Isn't that cool and our story is. And we see that every day here at Android woman, where we help our clients find their key staff as we're interviewing candidates. We always say, God doesn't waste anything. And sometimes it's really hard when you're in it to remember or to believe it maybe

Holly Tate: And then when you are ending up in your sweet spot. It's like, oh my goodness, Lord, you know, you really do work all things together for your good and I like your story is such a good reminder of that. But then you're also on staff at your church in Phoenix living streams church right

Ryan Romeo: Yes, that's right. So, um, I have always had, you know, I think some of the things like outcry or writing always kind of take up

Ryan Romeo: A lot of space on space on social media and a lot of what people. Maybe would you know know me for

Ryan Romeo: But my day to day job. The thing I spend most of my time doing is local church work. And so I oversee our worship and creative arts team. We actually just did a little conference here in town called that was really, really fun. And really, really hard. You know, and everything in between.

Ryan Romeo: And so we so yeah we're responsible for every Sunday morning, even after we finished a conference. We got to get right back in there. And so it local churches my day to day, it really is my main thing and I'm the kind of creative on this executive team.

Ryan Romeo: I'm like the only creative on that team.

Holly Tate: That I even have a take a seat at that table is awesome.

Ryan Romeo: And also on the elder board as well. I have a seat at the elder board, too. And so I kind of feel like I for the first time of my life really get to infect the whole culture with this sort of creative culture.

Ryan Romeo: Which I know for churches is not always the case. There's always like you feel like you're the stepchild, you know, and you're like, creative

Ryan Romeo: Pastor or somebody off to the side. But I, I've always seen such a huge, huge value in the creative pastors that are out there and the people that really give it all to the local church.

Holly Tate: Absolutely. What do you think causes that tension in the church. And we see this, no matter if it's an actual church or a Christian nonprofit or a ministry.

Holly Tate: There always seems to be this tension between the more business minded folks, you know, whether that's the senior pastor or the executive pastor

Holly Tate: And not that they aren't creative, a lot of senior pastors and executive pastors actually are very creative.

Holly Tate: Yeah, but there's often this this rift between the creative team, whatever that looks like for some churches. That's one person for other churches. That's a team of lots and lots of people. What do you think causes that Rift.

Ryan Romeo: Well, there's, I mean, obviously there's a big cultural you know like we we've come out of baby boomer generation. And a lot of that is like geared a lot toward

Ryan Romeo: Preaching and good business practices and and this nothing wrong with any of that. I mean we really, really need that we really need people that can keep their head on 1000 things that have it.

Ryan Romeo: Now, oftentimes as a senior pastor that's like got the scatter brain enough to like hold down all this stuff, you know,

Ryan Romeo: But there's this especially when you're in. When I joined the elder team on at our church. I started to realize, gosh, there's so much more happening around here.

Ryan Romeo: Than just the crew and even when I was on the executive team. I didn't quite appreciate it until I moved up to the elder level and you're going

Ryan Romeo: Wow, there are, you got to make like 18 really really consequential decisions every day, you're sitting at this table, you know,

Ryan Romeo: And and sometimes as a creative, it's, it's hard to remember that it's hard to remember that. And I've always pushed my team.

Ryan Romeo: We strive really hard to honor our leader and keep an eye on him. And so when we're making albums or doing anything.

Ryan Romeo: We really go out of our way to like send him rough tracks of songs and go do you do you vibe with this is, there's some words that you don't like in this, you know,

Ryan Romeo: And for creative, sometimes it's hard to slow down enough for that sometimes you with the senior pastor, you are opening yourself up to a a barrage of critiques.

Ryan Romeo: And you kind of know that if you ask any senior pastor. What do you think of this thing they'll have at opinions. That's just the way that it happens. Yeah.

Ryan Romeo: But I i've always told my team like let's err on the side of honor.

Ryan Romeo: And whenever we can. Let's just send him some notes on what we're doing and invite him in to come speak to our team, things like that, that were ever there the responsibility lies on us. We do our best to really create unity.

Ryan Romeo: Because unity is where God commands a blessing. So it's like, I know that it's important. It's a lot harder. You got to slow down.

Ryan Romeo: So I do think there's just that natural tension. And I was actually just speaking about this and I was talking about that tension between like the creative people. And oftentimes, actually, the senior pastor is in that role of creative

Ryan Romeo: Absolutely. And they're going to come to you at on Thursday and go. I got this great idea, let's make a crazy video and we're going to do all this stuff. And we're going to do it this Sunday.

Ryan Romeo: Yeah. And a lot of the creatives on our team are actually producers, so it's like we get the creative ideas we go, what do we do with this and just speaking at this conference, I said you know the the tension between the producers and the creatives is not attention to be solved.

Ryan Romeo: It's attention to be managed. So it. There's always a sort of give and take. And I've always told my team like strive really hard to have a posture of yes toward our leader, so

Ryan Romeo: He comes in because I got this great idea, you know, there's no way you could get it done instead of going, there's no way I could get a ton he respond

Ryan Romeo: Man, I would love to do that for you. That would be so awesome.

Ryan Romeo: But I just can't imagine that there's any time I have to get it done, or maybe a little bit of money will help me get it done quicker, you know,

Ryan Romeo: So those are some things I tell my team like we have to like manage that tension between the two worlds and understand that it's probably never going to go away, you know, but  
Holly Tate: That is gold Ryan what you've just said about having a posture of yes I call that a propensity for yes

Holly Tate: Yes, because with creatives. One of the worst things you can do is shoot down their ideas. Yeah.

Holly Tate: And that, that's just really discouraging for someone who has a million ideas. And so I love your advice there is to have that posture of yes and then communicating what yes looks like.

Holly Tate: Exactly. And you gave a couple of really great clear examples of that, whether it's, you know what I need to get it done. You know, this is what

Ryan Romeo: This is. And a lot of times I've, you know, it's a funny. I'm the creative, but I have had lots of those sort of moments where someone's going Ryan, I got this great idea, let's do this thing.

Ryan Romeo: And on the inside. I'm going, I don't know, you know, and

Ryan Romeo: I see it through and I'm amazed at the end I'm going, I'm so glad I had that that person pushing on me to do something beyond what I thought I could do. And then you could look back and be really proud, you know, so you need you need both camps pushing on each other.

Holly Tate: Absolutely and that's actually a great foundation for talking about your book. So it's called a head in the clouds feet on the ground. And I love that tension, because it explains exactly what you just said, where

Holly Tate: The ideas are your head head in the clouds. But then there's a reality that

Holly Tate: Especially in the church world Sunday comes every day. I'm sorry, every week.

Ryan Romeo: Yes, it feels like every day. Yeah.

Holly Tate: Exactly comes every week. So talk to me about the inspiration for this book. Where did it come from.

Ryan Romeo: Yeah, so, um, I started what's funny, as I started writing a book initially called eyes open, and it was a creativity book value for creativity in the church and

Ryan Romeo: I had learned a lot from people like Carrie job and and he'll song team about how they do creative stuff. And so I felt like man I have all this, this, this.

Ryan Romeo: All these philosophies, I want to communicate. And so I started connecting with Zondervan and

Ryan Romeo: As I started writing it. I was writing it on the road. And so I had no excuse. Like there was, I had no kids hanging on me. I'm like, I should be able to write

Ryan Romeo: And I just kept having a really hard time and I spit out, you know, probably three chapters and just stopped you know you have that sort of blinking cursor and I'm going, Oh Lord, I don't know.

Ryan Romeo: And it was right at the point where Zondervan was like, we're really excited about this book, we actually want to give you a contract.



Ryan Romeo: And right before I had a really big meeting with with them. I was just having on vacation, having a normal kind of quiet time reading the Bible out and

Ryan Romeo: I read the story of Joseph and I'm going, man. This is a guy with a dream. He's been given this like kind of general dream this you're going to be a man of great influence

Ryan Romeo: We don't know how we don't know why he has no idea what it's going to look like he kind of foolishly just like blurted out to everybody and even his dad's like Joseph. Take it easy. Here, you know,

Ryan Romeo: And he gets this big dream from God, and then his life just like goes down the toilet, you know, it's like everything goes wrong for Joseph and he's he's he's imprisoned, he's a slave.

Ryan Romeo: And he's wrongfully accused all of these things that that fell on to on to him and in every turn. I love like when he was in part of first house.

Ryan Romeo: He's a slave and part of his house and Potter for says, I see that everything you do succeeds, and that God is with you.

Ryan Romeo: And it's like, it hit me. I'm going, man. This is a guy who never really loses track of who he is, he's he's actually barreling towards the dream that that God gave him whether he knows it or not.

Ryan Romeo: But he's teaching treating every season with a bunch of purpose and he's like doing it with 100% and even his slave owners going I see you're like you're doing really great work here, Joseph like you're I'm really noticing you

Ryan Romeo: And I started frantically like writing down notes. And I thought, man, that's kind of actually sounds like Nehemiah and the wall, and he was ready to like tell the king. What he what he wanted to do and

Ryan Romeo: And I'm like, it's actually a little bit to like Moses and the more I started writing things down. The more I was going alright I'm seeing a lot of parallels.

Ryan Romeo: And then, of course, at the end of the of the morning I was going actually see parallels in my own life all over this, you know,

Ryan Romeo: So I wrote down a bunch of these things and it ended up being the outline for the book. And at the top. I thought, What is, what do I want to say about this like dreaming and you're pursuing something and I just said head in the clouds feet on the ground.

Ryan Romeo: And and the next week. I had a meeting with Zondervan and

Ryan Romeo: I sat down the morning before the meeting and I was like, Okay, God, I'm having such a hard time writing this creativity book. Do you want me to write the creativity book.

Ryan Romeo: Or do you want me to read the head in the clouds book and like clear as day I felt like God said head in the clouds.

Ryan Romeo: And I jumped on the phone and on defense like man. Good news, you know, we're, we want to give you a contract on this creativity book and I was going

Ryan Romeo: That is really good news, but I have a curveball, I want to throw at you.

Ryan Romeo: And so basically from that point on, started from scratch and but it was so worth it because every day. I just sat down so excited to right

Ryan Romeo: And so this was for me, I always had this tension in my mind, of being a dreamer and imagining what if I did this, and what if we did that which my team sometimes loves and sometimes hates

Ryan Romeo: Going. What if we took that idea, but did it like 10 times bigger, you know, and that's just kind of the way that I'm wired.

Ryan Romeo: But I also have this Dewar And me too that wants to boil it down into some actionable things like there's there's kind of 1000 people I've interacted with that are like big dreamers.

Ryan Romeo: Very few of them actually put it down on paper and start pursuing it.

Ryan Romeo: So I wanted this book to have both of those, like, keep your head in the clouds. Keep dreaming keep imagining what if God did this in my life.

Ryan Romeo: But also do not neglect where you're standing right now and treat right now with the same purpose and passion as you're imagining you're going to do when your dream comes true. You know, so like develop that develop that attitude now.

Holly Tate: That's so good. So let's talk for a second.

Holly Tate: To that creative it's listening right now, whether they're creative director at their church or for their nonprofit or whether they're the marketing your communications director or the worship pastor

Holly Tate: You know, there's this role is very different depending on the organization. But let's talk to that creative that's listening right now who says Ryan This so resonates with me. I feel like I live in the clouds. I have all of these ideas.

Holly Tate: But I have trouble seeing things through and getting things done. So what would be your number one piece of advice to that person that's listening today where they can just start where they are to have their feet on the ground.

Ryan Romeo: Yeah, I mean, I would say, first things first, is you really have to take some of your dreams. You have to write them down. I'm really in the habit of doing that. I have a, like a good creative. I have a mole skin notebook here somewhere.

Ryan Romeo: And I write down all my creative ideas you know like anything. I feel like sometimes it's in a quiet time. Sometimes it's in the middle of a meeting and

Ryan Romeo: And when the meetings over I'm going, man. I got this great idea. Some of those I write down. I look look back on you know day or two later, and I'm like, I don't know.

Ryan Romeo: What I ate that day or something.

Ryan Romeo: Some of them I look back and I go, Okay, I think that that is really valuable and I take a lot of those to the Lord, and I just read a statistic recently that said you're 40 times more likely to do something that you write down versus something you just keep in your head.

Ryan Romeo: So for creatives. I think that first step of faith.

Ryan Romeo: Really is writing it down and it doesn't feel that special doesn't feel that momentous but there's like almost a little bit of accountability that comes through when you're like, Okay, I'm going to write this thing down.

Ryan Romeo: And then I always challenge myself to talk to one or two people afterwards and go okay if I think this is really viable.

Ryan Romeo: If I know why I'm doing it. You know, like everyone's talking about the why, like if I know why I'm doing it. And I know you know my motivations really are to make make God. God's name more famous I want to serve more people

Ryan Romeo: I want to expand the kingdom. Like if those are really still main motivators for you, then you got to take that dream and you got to take it to a few trusted people

Ryan Romeo: Without cry. Whenever I did graphic design. I would send my designs to the lead graphic designer at Hill song and the lead graphic designer at passion.

Ryan Romeo: Because they intimidate the heck out of me and I wanted them to see it and go, and it hurt. Every time I hit send on that email but I knew. I'm like, I need some opinions from people that are really, really trust.

Ryan Romeo: And there are people in your life when you're looking at that and you're like, Okay, who is some people that I really trust.

Ryan Romeo: And the beautiful thing is these days. You don't even really need to know them. I mean, I will get messages sometimes from people on Instagram. And if I've got time I'll respond to them and go, man. That sounds great, or have you thought of this, you know,

Ryan Romeo: So really bounce it off of people and go at the pace that the Lord has for you.

Ryan Romeo: But then that there's that weird thing of keep that in the back of your mind, but do not neglect what's in front of you and your Sunday mornings are important, what you do at your church right now is important.

Ryan Romeo: Staying like The Proving Grounds of what you do in the church is really what's going to be the same amount of effort that you're going to put into the big thing.

Ryan Romeo: And I always told people on outcry after you know 20 outcries it didn't feel special to me anymore. You know, I could walk out in front of an arena of 15,000 people and I would lose my train of Thought and I started to realize like any effort that I put toward a Sunday morning was like an echo of how much effort. I was going to put in on an outcry level.

Ryan Romeo: So the amount of work, you put in now that work ethic, you build. Now, the, the, the fortitude that you're building now in this season really does matter when you're looking at the

Holly Tate: That's so good. Okay, so now I'm going to flip the question.

Holly Tate: That a lot of leaders who are listening who are probably hearing what you're saying and going, yes. Ryan, I have this person on my team and they're driving me crazy.

Holly Tate: We have our meetings and then I need them to leave that meeting and go do the thing

Holly Tate: And yes, I'm back with more ideas.

Holly Tate: So what would you say that a leader, whether it's an executive pastor or a CEO or a head of school or, you know, a senior pastor, whoever it is, that's leading this team.

Holly Tate: Was creative team. How can they develop and this is key. I want to encourage all the leaders out there to take responsibility on themselves.

Ryan Romeo: Yes, absolutely.

Holly Tate: How they can develop their team so

Holly Tate: What are some key, you know, practical advice that you would give that executive leader who can better develop their creatives to also be that producer that execute or viewer so that they can be the both and without sacrificing the gifts that God has given them.

Ryan Romeo: Absolutely, I think, I think it's easy to let the distraction of business in the Church really take away attention from when really good ideas are put out on the table.

Ryan Romeo: And so I'd say for, you know, executives sitting there and a lot of times I'm actually sitting at a room full of a lot of creative people

Ryan Romeo: And you do reach a point in the meeting. We're like, Okay. Too many, too many new ideas. We've got to stop here, you know, and sometimes it's just the meeting needs to be over. And we need to go regroup, a little bit.

Ryan Romeo: But a lot of times if we're so in a hurry. We may miss a really brilliant idea that's given out by somebody on our team.

Ryan Romeo: We we're about to release a song that was written by one of our interns, we sat down and we listened to it. We're like, this is better than any of the songs we wrote, you know, like this is so good. You have no idea where gold is going to come out from from your team, you know, and a lot of times it's going to surprise you.

Ryan Romeo: So when you get so caught up in the business and you're so caught up and moving on to the next thing, and you don't pause just a little bit to hear the creative on your team, you may miss out on an amazing, amazing thing.

Ryan Romeo: And it's, it's one of those things that I think there is, like I said its attention to be managed. There's like always going to be a little bit of tension there.

Ryan Romeo: But being able to be slow enough to hear them. It's going to be really, really important. And then on the other side. When you know, okay, that's a really crazy idea and I don't think it's going to work the way you're thinking of

Ryan Romeo: Don't be afraid to give them some feedback. And I think creatives. A lot of times we could get a little too sensitive when we're getting feedback from people

Ryan Romeo: And it's really easy. I mean, I get it, I every time I create something. I mean, I've got like this book is coming out and I'm a little scared about it. Like, there's always that moment

as a creative where you're like, I'm releasing this, you know, like, I'm not going to think about it anymore.

Ryan Romeo: And I, you got to know that creatives are hungry for that and they're going to get better when you give them feedback. So if you love them and you care about them.

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Ryan Romeo: Be open with them, you know, like I always tell my team.

Ryan Romeo: You'll know if I if I don't like an idea or, you know, like I'm never going to get passive aggressive with you. I'm always going to hear your idea out

Ryan Romeo: At in the moment, if I don't feel like it's great. I might just tell you, you know what, I don't think it's going to work. Because of this, and this.

Ryan Romeo: Or you might need to think about this and this and give them something actionable that they could take home, take back to their office, you know, maybe they're licking their wounds, a little bit.

Ryan Romeo: But give them something actionable. I always hate when when people say, Oh, I hate that song or I don't like that website, you go, I can't do anything with that. What What don't you like about it. What can I do to make it better.

Ryan Romeo: Instead. Take it, take it a little bit deeper and go

Ryan Romeo: You know what that idea would be a lot more amazing or, you know, I think it would have a lot more viability. If you thought about the volunteer power needed to get it done or the, you know, whatever is whatever sending off those alert bells in your executive leader head.

Ryan Romeo: Able to communicate those to your team, so that the creatives can take them back and make your ideas better

Holly Tate: Yes, I love how Bernie Brown says clear is kind and unclear is unkind. And so I think if we as leaders would all take that to heart and just be clear and give constructive feedback.

Ryan Romeo: Yes.

Holly Tate: Without being passive aggressive

Holly Tate: I think that's where we can cause

Holly Tate: Confusion is by saying, that's a great idea. And then they never hear back about it or they're confused why it's not happening or why

Ryan Romeo: We're not done. We know when the leaders going, Oh, that's a good idea. And we

Ryan Romeo: We don't believe you, like, just if you don't like it, just tell me you know

Ryan Romeo: And I think that that's the thing that's the iron sharpens iron in that moment where it's like, Okay, you're going to make the creatives better and everybody's going to have a lot more emotional health on the team. If you're just open with each other.

Ryan Romeo: And then you'll be amazed.

Ryan Romeo: At the ideas that come out of your team.

Holly Tate: You know, totally. Fantastic. Well, Ryan. Thank you so much for joining us today. It's been amazing and encouraging just to hear your story and how God has brought you to where you are in your heart for bridging that gap.

Holly Tate: In the church for creatives and leaders and I'm so excited about your book head in the clouds feet on the ground, everybody. Check it out on Amazon, or wherever you buy your book, Ryan. Where can people get in touch with you and keep track of what you're up to. Read head in the clouds calm is the book The website that publisher made and you could kind of see all the places where you could pre order and and if this is out after its out you could just see all the places where you could buy it.

Ryan Romeo: And then at Ryan Romeo on Instagram. I do a little bit of Twitter and barely do any Facebook and

Ryan Romeo: Instagram is like

Ryan Romeo: My weapon of choice. So at Ryan Romeo and Instagram is a great place to find out what's what's going on.

Holly Tate: Awesome. Well, thanks again for being with us and we hope to continue learning from you and seeing all the amazing things that God does through what your church and also through outcry.

Ryan Romeo: Thank you so much. Holly. I appreciate being on.