

Speaker 1:

This episode is part one of our podcast series where we're sharing the truth behind starting a new job during a pandemic. In this series, we're talking with ministry leaders who were brave enough to take a new job during 2020, the year of uncertainty. These leaders arrived at their new church homes during the same year as COVID-19, when church buildings shut down, social distancing kept us apart, and there was an immediate shift to online operations.

Speaker 1:

We helped place these pastors in their roles in a year unlike any other, and we wanted to catch up with them now as we end this year to share their stories of trial, success, and agility. We all pushed boundaries this year adapting to new things. We hope these conversations explore relatable situations and pose insightful questions to consider in the new year as we put what we've learned from 2020 into practice.

Speaker 1:

In this conversation, Ricky Jenkins, the senior pastor of Southwest Church in Indian Wells, California shares his vulnerable story of navigating 2020 as a spiritual leader. He shares how he and his church prepared for the impacts of COVID-19, how they navigated the implementation of a multi-ethnic church strategically and with love, and how to stay committed to your church's mission through times of trial. Their conversation provides practical ways to find rest in the challenges of the pandemic as we enter a new year. Enjoy William's conversation with Ricky Jenkins.

William:

Well, hey everybody. Thanks so much for joining us for this special series that I've got a couple of working titles for. The one I like today is, "So I got to my new church and then so did a pandemic." We're talking to people who are in their brand new setting, and in their first year or two or maybe three, on comes 2020. I don't know about you, if you're a pastor, but I went to seminary at Princeton. They didn't have a class on pandemics. I got a lot of Greek. I got some Hebrew, but I didn't get any pandemic. So we're all learning as we go, unless you happen to be 102 years old, which some Presbyterian ministers are. Then you're old enough to say, "I was there when." But if you're not, then we're all figuring it out. And today I'm so glad I've got my friend, Ricky Jenkins on. Ricky is at Southwest church. And I know a lot of people know you, Ricky, but I'd love it if you'd just tell a little of your story, of where you've been and how you ended up where you are.

Ricky Jenkins:

Yeah. Yeah. Well, thanks for having me, man. It's just a blessing to be here to share. So yeah, some of my story is born and raised in Jackson, Mississippi, and kind of pastored all over Jackson, then Oakland, California for several years, kind of an inner city setting. Memphis, Tennessee, was with Bryan Loritts there for several years. Then started a PhD up at Trinity Seminary, helped out some churches in Chicago. Back to Memphis where we thought we'd be forever.

Ricky Jenkins:

Then all of a sudden this church in the middle of the desert, Coachella Valley, Southwest Church calls on me and my wife April to come and serve. It's just been such an imperfect fit that it fits, and it has been a blessing. We've been serving now almost three years with our three children. And you said it best, man.

None of my seminary classes, even when we talked about church history, they didn't deal with the church history when they went through pandemics. So I am on the ground. The plane has taken off and we're trying to build wings in the middle of the [inaudible 00:03:30].

William:

You know, years ago we were doing a strat ops session with our lead team and the guy running the thing said, "Tell me how things work around here." And I said, "Well, I've often said on our lead team, we're really good at jumping out of planes and then building the parachute on the way down," which is kind of what everybody's doing right now. Right?

Ricky Jenkins:

That's what it feels like.

William:

And then my dear friend, Holly Tate, who's been on our lead team for a long, long, long, as long as it's been around, the consultant said, "Actually, I think we're just good at jumping out of planes." So tell me what that's like. You get there. I mean, you kind of walked into a bumpy situation. We managed the search and helped the committee and you all find each other. And I know every church has its own challenges, but you walked into a unique setting. Right?

Ricky Jenkins:

Sure. We did. We did. So kind of a series, William, of what I would call is three unfortunate endings to the three previous pastorates that were kind of community shaking. I'm not going to go into the trauma of that story, but I did become a part of a congregation that had experienced pretty significant trauma with previous epics of leadership. So the staff was wounded and a lot of the people were wounded. We had a certain kind of reputation in the community.

Ricky Jenkins:

I came into all of that. The guy that handed it off to me, Ray Johnson, was amazing and brought them to a measure of healing. And then I got to come and kind of he pitched a softball and the church has been flying. I mean, I think 2,500 people have come to Christ in the last three years at this ministry. We had just started to kick off, before the pandemic started, a \$7 million campaign to start building and start doing some compassionate initiatives. Our launch pledge night was scheduled for March 17th, and then there was a virus coming from a place called Wuhan and the world changes, right? So we went from this kind of terrible traumatic history to like, "Oh gosh, I think we're experiencing revival in our times, and a pandemic." That's kind of the setting right now.

William:

So when it first hit, I mean, you're in California, Southern California, this is a pretty politically charged place. How long did it take to settle in? How quickly did you realize this is going to be different? And just to follow on that, did you have any idea it would last as long as it would?

Ricky Jenkins:

Well, I'll be honest with you. I'm kind of looking at Wuhan, right, December and January, and I'm talking to doctors and nurses who are saying, "Yeah, this happens every seven, eight years, and it never is a big

deal." But I would tell them, "But it's a global economy and people in China fly over here every day. So what does that mean?" And so I was one of the weirdos in January, in February, who was thinking this thing's coming at us. We don't get to be free from anything, because we're global now in our world.

Ricky Jenkins:

So I was one of the ones who sounded like a conspiracist in February. I'm telling my exec team, "This is happening." I remember when all the churches in the country, late February, early March, were saying things like, "Hey, we're going to start washing our hands. No more hug time." I remember telling that to our church thinking, "We're not going to be here next weekend. We are not going to be here next week." And sure enough, lock down, and there we are. And so I was one of the few who just, call it being a worrywart, but I was thinking, "Yeah, this won't be a two-month thing. This will be a real thing."

Ricky Jenkins:

And I have friends now who tell us, "We thought you were nuts back in February and March in saying prepare for a year of weirdness." So I will say, in God's grace, he did give our church a sense of if you will, wisdom and clarity to come into it preparing for whatever we thought would be a long haul, which I said, "Hey, Easter, 2021, I think is kind of going to be the other side of the new normal." So that was something we had going for us, William, looking like complete idiots and the sky is falling all through [crosstalk 00:07:49].

William:

You know what? We've got a lot in common because there a lot of people think I look like an idiot too. So it's all good. Now, you're more optimistic than I am. I'm thinking back to school '21, by then I'm hoping we'll have our normal sort of back to school deal. And we might have a great Easter. And who knows, we might have something sooner than that. But we did the same thing. We battened down. I made the mistake of reading an article by Andy Crouch and another fellow, called Leading Beyond the Blizzard.

Ricky Jenkins:

Yeah. I read that.

William:

Yeah, it's the great article. But don't read it right before bed. It's not a bedtime story, but basically back in late February, early March, they pegged it as 12 to 18 months of a mess. And that's where it's been. And you guys, Southern California, it's been a little bit more of a mess. I mean, you guys, you've got a governor that's made some headlines and we had an election this year. I don't know if you realize that.

Ricky Jenkins:

What?!

William:

Tell me how all that played in, because I mean, you're in a pretty unique setting. You really are in the middle of the desert.

Ricky Jenkins:

Yes. Yes. We are. Coachella Valley is somewhat of a conservative bastion politically. And then Governor Newsome, which I would say is largely on the opposite side of how most folks operate here politically. So you've got the awkwardness of a pandemic, quarantining, locking down. I'm in a retirement community, right, where most of our folks are like, "Hey, this affects older people." And this town is mostly older folks, coupled with now our governor, I guess seeing numbers that he's got doing his thing to keep us safe, but in a place that really feels like it's, "Ugh, that's a bit borderline religious freedom. That's a bit borderline, hey, why do they get to be open and we not be open?" And so man, you name it. And then obviously the racial strife that has kind of onset in our culture in this moment. So I would say a perfect storm. There have been days where I wish I was pastoring in Iowa. Let me just say it that way.

William:

Not today. The Midwest is not where to be right now while we're filming.

Ricky Jenkins:

Not today.

William:

So during this perfect storm... Hey, I didn't talk about this ahead of time so I'm hitting you blind. But like, all right, you're Black.

Ricky Jenkins:

I'm Black. Last time I checked.

William:

Your church is not, you know? When this racial tension hit, how did that uniquely hit you and your family, because you're kind of in a different setting than most people would find themselves?

Ricky Jenkins:

Absolutely. Well, we have aspired to be a multi-ethnic church since I got here three years ago, William, but we still do not know exactly what that means. I feel like it's going to take us a generation to really unpack that biblically and create that in our culture. But yeah, brother, if I can be vulnerable with you, the George Floyd, Ahmaud Arbery, the Breonna Taylor flash points, when those things happened because of my significant experiences, those things break my heart. Those things stir up fear in me. Those things help make me extra careful for the care of my children.

Ricky Jenkins:

And I'm in a place where largely there's not many who have similar experiences that can understand that. And so I was really not just battling the weight of the pandemic and the political stuff, I was balancing the weight of, can I be here longterm with so many people that don't understand how I look at the world versus how they look at the world? Is this a safe place for me? And all the other lies that I kind of had to wrestle with. But through prayer and reflection, God in his own way kind of said, "You know what? I'm not surprised by what's happening. And I sent you here anyways."

Ricky Jenkins:

And so I knew what I was doing, trusted in that. And I have found our people to be very, very eager to learn my side of the story, my side of the perspective. It's hard. It is not easy. A lot of us have Rachel Maddow and Tucker Carlson preaching to us instead of scripture. And you've had to navigate the thickness of that. But I'm seeing light at the end of the tunnel. I'm having conversations with guys who don't look like me, or don't think like me, talk about our common faith that we have in Christ.

Ricky Jenkins:

And we're inch by inch, we're gaining a little understanding. So just George Floyd pops off. I'm supposed to be preaching about Joseph. There's no way that I can handle that well with what's going on in my heart and my soul. And I just preached the theology on racism and what God has to say about reconciliation. It was one of the hardest messages I've ever preached in my life, to largely a congregation that has never had to contend with those things. But the encouragement, the embrace, the receptance that came in that moment for our little old church has been huge for me. Conversations now with my elder board about race and what do we want to be celebrating in 20 years racially? What do we want wins for our kids to be as we navigate these moments? How do we equip our people?

Ricky Jenkins:

It's been hard. And to be quite honest, this summer I was probably a depressed pastor. But on the other side of that, having real meaningful conversation is literally why I moved to this place in the first place. So God brings fruit, man, out of wilderness each and every time.

William:

Springs in the desert.

Ricky Jenkins:

That's right. That's right. Isaiah 43. Anyways, wherever it is, it's in the Bible.

William:

It seems like that COVID is the great accelerator, whether it's churches going online or whatever. But the racial tension thing, the heat came faster, and I'm hoping the healing will come faster. We've launched a diversity practice and we've been at this a long time. But I'm just hearing folks say we're taking a few more inches than we usually would. Not like we're going to solve it. You know, I'm task oriented. I want to find the three steps to fix it and then move on. But I'm hearing those incremental steps are going a little faster than normal.

William:

Let me ask you something, Ricky. You said you thought you were a depressed pastor. I was talking to a friend of mine recently. He pastors a really large church, and he was saying some nice things to me about the work we did. And I said, "Well, thanks man." And he said, "Well, my prayer is that you steward the next 24 months well." And I said, "Well, thank you. I appreciate that." He said, "No, you're about to hit your busiest 24 months ever." Wow. Like, well now you just being nice. He said, "No, you know me, I don't say nice things. I say truth. And here's what I know, William, eight out of 10 pastors I've talked to are about ready to quit. There's going to be more churn in the kingdom than ever before, and you guys need to be ready for that."

William:

So I've dropped back and I said, "Okay. Maybe there'll be churn. Maybe we'll be busy." But like, just to think that this pastor, who's very wise and very in touch with thousands and thousands, eight out of 10 pastors depressed. You just mentioned a couple months ago you were at that depressed spot. I'm guessing there are people watching or listening right now who are on that border of depression. I mean, I see people putting out their holiday lights in October, and I'm like, "Okay, somebody needs some joy."

William:

What got you through? What are some tangible steps that got you through those moments of depression that you might be able to share with listeners right now?

Ricky Jenkins:

I will. I will. And, William, to be honest, it's the stuff we all know as pastors. But 2020 is the year where you're forced to practice what you say you believe.

William:

Oh, wow.

Ricky Jenkins:

One of the things we say we believe is that I'm supposed to work hard, then rest well, work hard and then rest well. And I found myself just like you, the pandemic starts, I'm working more than I ever have before in my life. I'm working six days a week, seven nights a week, and that's literal. That's not hyperbole. I had a mile marker conversation with the chair of our elder board. His name is Scott Walker. Scott's a great friend and a wise man. And I put my vacation off. I usually take July off, because in July the desert's temperature goes to hell plus. Usually it's just hell. July it goes to hell plus and we get away.

Ricky Jenkins:

And I said, "You know what? No, not this year. People are struggling. We've got a food ministry where there's a few hundred cars out there. Our folks are suffering. I'm going to stay and suffer." And I work all this way through July, which is usually when my mind and heart is saying, "Hey, we're tired. Get us away with the family." I ignore that voice, and I have a conversation with Scott Walker who sits me down and basically says, "Ricky, the pandemic will be here when you get back. So you may as well do what you need to do for you so you can be strong for others."

Ricky Jenkins:

And you know, the thing we all preach to ourselves, to our people when we tell them the rest, when you get on a flight, the flight attendant says, "Hey, if it happens and the mask drops, don't put it on the kid first, put it on you so you can get what you need to put that mask on someone else." And that's what I would say to my fellow pastors out there. Don't ignore rest. Don't ignore time with the family. Don't ignore your own devotional life because you can't help anyone in crisis if you aren't being helped yourself. So the turning for me was getting away in the month of August, and getting pastored, and getting loved on, and hearing from God afresh. Fishing. One day I caught eight bass. I just think your audience needs to know that by the way.

Ricky Jenkins:

But it was through those retreats, right, where I was restored and able to kind of come back to what God had called us to. I have more joy, more peace now in the midst of a crisis. We are still in this thing. And so just practice which you preach.

William:

Yeah. I was on a flight before all this mess. I flew Southwest and they're not known for being too serious. And this guy said, "If you're traveling with children, if the masks drop, put your mask on your own face first, then pick your favorite child and put the mask on."

Ricky Jenkins:

That's so good. William, I've got three kids. I've got two boys and my baby is a girl. And I always tell my church I love my children equally. They're of equal importance in my heart. But if the house catches on fire, I'm getting that girl out first.

William:

She gets a mask first.

Ricky Jenkins:

That's right.

William:

Yeah. I'll tell you though, that rest yourself and self-care is something that we say forever. I remember the first year I was senior pastor of a fairly large church and, gosh, they told me to take a month off. And I'd been in smaller churches where you can't do that because somebody always dies. You've got to go back. I mean, there's nobody else to go the funeral, right? You've got to do it. I took that first month off and I thought, you know, the world's going to catch on fire. I remember driving back into town after being gone a month, and as I rounded the turn on the freeway, the church sits not too far from the freeway, there was the steeple. And I thought, "That's right where I left it."

Ricky Jenkins:

It didn't go anywhere.

William:

The church didn't fall apart. And I think, you know, we can laugh about it all. And we can say, the pandemic will still be here, the steeple still be there. But I think that, particularly for places that have had to lock down, the boundary between work and rest is blurrier than any other year in history. I was talking to Rich Villodas up in New York not too long ago. He's in an 800-square-foot apartment. And I said, "What room are you in?" He said, "Well, right now it's the podcast room for the pastor. It will be the headmaster's office in a minute. And then it will be our bedroom later tonight."

Ricky Jenkins:

I hear that.

William:

So like never before have we lost our sacred spaces like this. And I just want to reiterate what Rick is telling. Anybody that's listening out there, you need to find sequestered spaces even if it's just... I have a chair in our house that I wouldn't do anything but my spiritual discipline in during that pandemic time. Somebody else might have sat there and done something, but I wasn't sitting there unless I was doing that. And if I was wanting to sit there and do something else, I wouldn't do it. So find ways to keep those boundaries.

William:

So rest and self-care. That's one thing that got you through the depression. What would be another example of something that pulled you through this far?

Ricky Jenkins:

Yeah. And I appreciate you asking. I think the other side of it was I've been trying to lead my people through what I call the three CS. This is just in Ricky's mind. It's not anything I share with them, even though they may listen to this and be like, "Oh, okay, now let's see what he was doing." But it's context, comfort, and clarity. Context, comfort and clarity.

Ricky Jenkins:

Context. William, when the pandemic started, I read voraciously everything I could on pandemics, and what did the church do in pandemics. And brother, I was shocked to see a hundred years ago, by the way which is when they wrote the hymn, Turn Your Eyes Upon Jesus, Look Full into the Wonderful Face. That was written during the Spanish flu. And I looked, and I read in newspaper clippings where Americans are fighting about whether to wear a mask or whether or not to wear a mask. There are conspiracy theories about what the government was up to. And everything, almost everything to the T that we're experiencing right now, we're going through a hundred years ago.

Ricky Jenkins:

Then I looked up the black plague. Then I looked up what Martin Luther had to deal with. Augustine. And found out, Oh, pandemics are part of a fallen, broken world that happen every 10 to 50 years somewhere in the country. This one's global, so that's weird. But I reminded myself that God's been here before, even though I haven't.

William:

That's right.

Ricky Jenkins:

And I just started to rehearse to our leadership team, this isn't the first pandemic. If he carries this won't be the last. And brother, it gave me some sense of wherewithal in a place that in a moment so precarious and seems where the foundation is crumbling, I was reminded the church has been here before. The church's doors have been closed before for pandemics.

Ricky Jenkins:

And sometimes you got to tell yourself that this isn't unique. It's not unique to God. It's unique to you, but it's not unique to God. It's not unique to his church. And so just the weight of history, rehearsing that and learning that, gave me a little bit of relief in my soul. The comfort was just, "Hey, give us this



day our daily bread. We are blessed beyond measure. We're so privileged. Praise God for being in America, hallelujah to the lamb."

Ricky Jenkins:

But because of that, man, we are, let's call it. There's some people out there who have lost their jobs, who are truly suffering. But most of us are suffering from the thought of suffering. I ate today, and I got the poundage to prove it. And so, because of that, what does the Holy spirit, John 16, John 17 comfort have to say in this moment? And I think one of it is, you had this luxury to plan your vacation in Mexico next year. You had this luxury to pick which NFL game or concert you're going to. That's gone to now the fruit of one day at a time, this day our daily bread means something in 2020 that it didn't mean in 2019.

Ricky Jenkins:

And then clarity. Clarity is if the doors of this church, if the pandemic gets worse, Matthew 16, I think it's Matthew 16, I will build my church. If there was one thing I knew that would survive at this moment, it's the church. And I just decided, I'm going to tell myself that every day. Now, April and May, I was pretty scared and depressed. But once June hit, I started telling myself that every day, and so far so good, man.

Ricky Jenkins:

I think it's okay for surviving to be the new thriving in a crisis, and so I've kind of weaned myself off of the idols of everybody has to like me and everybody has to like my decisions. I am cured of those idols. Surviving is thriving. I still got a job. I'm still preaching the gospel. My wife still loves me. That's a win.

William:

That's good. That's so good. You know, I was talking to pastor Chris Hodges not too long ago. I told him, "I'm so tired of the word pivot. I could go the rest of my life." I had a guy tell me, "I'm going to write a book. I'm going to title it Pivot. What do you think?" And I was like, "Man, you don't want to know what I think because that's the dumbest idea I've heard." So he said, "Well, here's the word I'm tired of, unprecedented." This is not unprecedented. This has happened before. And a lot worse. And last I checked, Christians are not getting sawed in half in the United States right now.

Ricky Jenkins:

Last I checked.

William:

Like this is not. And I just had to think, and I thought, you know, Ricky, I've gotten punch drunk on church growth. Like, oh, how many are we running today? Like that's the thing you say, how many are you running? You know, I'll tell you a verse that's just haunted me since we've started to reopen, and you've seen these levels come back of 20% over this time last year. 40%'s a good number right now. Guys are depressed and I'm taken back to, it's in Esther.

William:

It's where the second wave of exiles is coming home from Babylon. And they see the temple that's been built and it's smaller than the temple was before. And there's this amazing verse in the third chapter where it says the older folks who came back and saw the smaller temple started weeping so loudly. But

the new people were so excited to have the temple and they were praising so loudly. And the mixture of those two sounds could be heard all throughout the land. I thought that is where we're living right now.

Ricky Jenkins:

Wow, wow.

William:

Isn't that it?

Ricky Jenkins:

That's the best metaphor. That's it. I'm a fourth generation pastor. My dad said when this started, and my kids are six, four, and two. Dad said, "This will be the best year of your kids' lives."

William:

Yeah. It'll mark them.

Ricky Jenkins:

Because all they're going to have is daddy and mama. And I was going through the worst year while they're going through-

William:

The only casualty in this will be their grandchildren who for every family dinner for the rest of their life is going to have to, "Well, back when I was in high school and we were."

Ricky Jenkins:

Yeah. They will know our kids in 20 years as the pandemics.

William:

That's right. I want to touch on one other thing, just because I'm privy to a little bit of what's going on at Southwest because you guys have hired us to do a couple searches here and there, even in the middle of this. And not just, "Oh my gosh, our worship pastor left. And we need a worship pastor." I didn't manage the search. I saw we did like a Spanish-speaking search. And it was like, yeah, basically they wanted this, this, this, and this. Tiny little pigeonholed, like preferably bilingual, preferably one of them is Spanish mainly, and one of them's English mainly and preferably and preferably. And I said, "What'd you tell him?" He said, "Oh, we got it. We'll do it." And apparently they did. So that's cool.

William:

But, but aside from that, I just thought how cool is it? Ricky must have his church marching forward on mission even in a state where it's locked down. Am I close to right on that? And if so, how in the world did you do that?

Ricky Jenkins:

Well, I'll say this much. That is our North star. So one of the things we were compelled to do when all this started was to reaffirm how our mission is not pandemic dependent, or is not peace dependent.

That it is pandemic proof. And so gospels, multi-ethnic, intergenerational. We love discipleship that is our mission. It works with a closed building. It works with an open building. It works in war time. It works in peace time. Because that is the heart of the gospel.

Ricky Jenkins:

So we retaught our mission for months in how to get our mission done when the church is closed. And I feel like those for whom are truly in love with Christ and with that mission, they're on fire right now. They're moving forward. And I think the church responded to that in the way of faithfulness in generosity, faithfulness in their prayerful support.

Ricky Jenkins:

And honestly, as we asked you guys, Brian Jensen. I literally said, "Yeah, so Brian, your job is to go find the Messiah. We need the Messiah. Go find that guy." But it's amazing. I think the people that we've been hiring, and that we've been talking to, are seeing that commitment in the midst of this brokenness. We refuse to wait till a vaccines here and the pandemic has gone to propound our mission.

Ricky Jenkins:

And honestly, we got three new pastors that are moving here in a few weeks. I think that won their hearts over, that we weren't waiting until pandemic has done to be this gospel-centered mission-focused church that God's called us to be. I'm not saying we're doing a lot of things well. The mission, I believe that we are doing well and it's why I love this place. It's why I love what's going on now. You guys been a part of that, man.

William:

Well, I love that you're staying on that North star. I'll tell you, if you're listening today and you're wondering how in the world am I going to convince somebody to move during a pandemic? I mean, who wants to add extra uncertainty to their life in 2020? Well, people that see a mission. People that see something like what Pastor Rick is doing at Southwest Church. And I just encourage you, up the talk about vision. Up the talk about mission. Jesus said, "You lift me up. I will draw people to myself." You know? And that's true for staffing too. You lift him up, and the mission he's given, and people will come to you. You said, go find the Messiah. I wondered why I approved a plane ticket to Nazareth. I don't know what he went down there for, but-

Ricky Jenkins:

It worked out. He even brought us some water from the River Jordan.

William:

Oh, Ricky, you're such a blessing, man. I know you're busy, I know you're getting rest, but I know you're still busy. And people don't know, you did this on the fly. I text you and within 24 hours here we are on a zoom call. Thank you so much for making time for us.

Ricky Jenkins:

Yeah. Well, we love you guys. It's an honor to come on and encourage this audience. Pastors, I love you. I'm praying for you everyday. I pray for pastors every day of my life. This is our moment. I'm praying for you. You got a cheerleader over here in the Coachella Valley routing for all you guys,

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William:

That's awesome. Blessings to you, Ricky, and Southwest Church. We love you and we're here for you.

Ricky Jenkins:

Blessings, my brother. Thanks, man.

William:

And thank you all for listening. Be sure and check out the rest of this series, where we're talking to people who got to a new church and the pandemic came right afterward. I think you'll find some encouragement and some tactical steps in listening to how God guides some of these pastors. So tune in again next time.

William:

If you need show notes, if you want to see links to Ricky and the church, and all those things, just go to [vandercast.com](http://vandercast.com). You can find everything you need there. God bless you. Hang in there, and we will see the other side of this. The one thing every pandemic has in common, they all end, every one of them. So bless you.

Speaker 1:

Thanks for listening to this special series. For more inspiration and insight on navigating the impacts of 2020 and moving forward with courage and focus, be sure to check out the other two episodes released in this series on the truth behind starting a job during a pandemic. Here at Vanderbloemen and our sister company, Christian Teams, we help Christian organizations build their best teams through hiring, compensation, and succession consulting services. Visit our website, [vanderbloemen.com](http://vanderbloemen.com) and [christianteams.com](http://christianteams.com) to learn more. And subscribe to the Vanderbloemen Leadership podcast wherever you listen to podcasts to keep up with our weekly episodes. Thanks for listening.