

Holly Tate:

Welcome to the Vanderbloemen Leadership Podcast. I'm your host, Holly Tate, vice president of business development here at Vanderbloemen. On today's episode, our founder and CEO, William Vanderbloemen talks with Jimmy Rollins, who's the pastor of i5 City church in Glen Burnie, Maryland and Rufus Smith, who's the pastor at Hope Evangelical Presbyterian in Cordova, Tennessee, William talks to Pastor Jimmy and Pastor Rufus about the seeds of racial unrest in the church and steps we can take toward racial reconciliation. They discussed the need for leaders to step out of their comfort zones and answer the call for diversity while ultimately looking to the Lord through the challenges that will arise.

Holly Tate:

Tweet your takeaways from today's show using the hashtag Vandercast and join our Facebook group, where we post behind the scenes content. We'll even post today's show notes and a behind the scenes video from this conversation in that Facebook group. So without further ado, here's William's conversation with Pastor Jimmy and Pastor Rufus.

William Vanderbloemen:

Well, hey everybody, thanks so much for joining us for a pretty special podcast today. I've got a longtime friend and a brand new friend here joining us and particularly around the subject of black lives matter and how we as a church can learn and listen in a way that would instruct the church that's been the most segregated hour in America, has been said forever to becoming one that it's not just saying, Oh, we ought to do better, but proactively doing something that leads in the way that Jesus would lead against anything that is evil. So joining us today, Rufus Smith and Jimmy Rollins, and it's probably Dr. Rufus Smith and most Reverend Jimmy Rollins or kind of thing. So no disrespect, but Rufus, can you introduce yourself? We met in Kali. Has it been 15 years ago or something like that? Long time.

Pastor Rufus Smith:

Houston days. Yeah. About 15 years ago in Houston. I was telling Jimmy I was raised in a small town in Texas called Houston. I lived there most of my life and the last 10 years in Memphis, Tennessee. And so I met you William, of course we were preaching colleagues in the same city.

William Vanderbloemen:

Yeah. Yeah. And you did remarkable work, Yellowstone Academy, still just doing such a good thing there. And just [inaudible 00:02:34] I understand now you're at Hope Church.

Pastor Rufus Smith:

I'm in Hope Evangelical Presbyterian Church in Cordova, Tennessee, right outside of Memphis, Tennessee.

William Vanderbloemen:

Yeah. I appreciate you being with us. Jimmy introduced us, Jimmy and I been in the same green room many times and brushed by and have a lot of mutual friends, but I don't know that we've ever had a real chance to sit down one-on-one. So a new friend today. Jimmy, introduce us to you and your church and your ministry.

Pastor Jimmy Rollins:

Absolutely. Well, thank you for having us on. I'm really honored to be a part of the conversation. And I'm glad the conversation is happening just globally. And yeah, pastor here, a church called i5 City right outside of Baltimore in Maryland and I've been doing that, I launched it eight years ago. It'd be eight years in September. I took over my parents' church and relaunched it. And it's been great. And I think since the beginning, I mean we, on the flip side have just built our church. We went from a predominantly African-American church in my parents' past, and one of my big values or greatest values was building a diverse church. And so we've been at that for a while. And so we've had seasons of success and seasons of not success, but God's been blessing it. And I built our church just around outreach, the idea that we're not a church that does the outreach, we're an outreach powered by church. And so it's been fun and I'm honored to be a part of the conversation.

William Vanderbloemen:

Well, thanks, Jimmy. And Rufus, Hope is kind of the flip side of that, right? It started out as dominantly, a white church, and Memphis is not known for great racial relations.

Pastor Rufus Smith:

Correct.

William Vanderbloemen:

So tell us a little bit about how you ended up there. I mean, that was a pretty strategic hire on their part other than we love Rufus. And if you've heard Rufus preach, he's smooth as silk. All right. But it was pretty strategic. It was a very intentional move, wasn't it?

Pastor Rufus Smith:

Correct. It was. So, yeah. When I came to Hope 10 years ago, basically it was 99% predominantly, I mean 99% Caucasian congregation, but had a holy discontent because it did not reflect the immediate neighborhood of Cordova, Germantown, which was probably about 26% African-American, 3% other. And it certainly didn't reflect the larger Memphis landscape in Shelby County, which is over 60% African-American. So Dr. Richard Craig Strickland and Dr. Eli Thomas Morris, both who are lifelong Memphians, had this holy discontent to not just work among in the city, but to worship with. And as we began discussions, which took place for about a year, it was strategic and designed to reflect the 1-3-5 mile radius of Cordova.

William Vanderbloemen:

Well, that's where I want to focus the conversation today. There's so many different directions you can go. And I'm trying to do more listening and asking questions. I just got a ton to learn and I think it's awesome that we were able to get to good leaders of churches that have tried to become diverse, but in different directions and just kind of see what are the common themes. Because I would say probably even before Mr. Floyd's death, we were probably about one out of six of the searches that we were asked to do, we were asked to intentionally look to diversify. And that might being, hey, we're in Southern California and it is becoming more and more predominantly Asian. So we've got to go that way or it could be any number of during the South Florida. And they said it's 88% Latino now. We can't just be a white church.

William Vanderbloemen:

And I'd love to take the unique stories God's written and is writing with you all and see what lessons you've learned that we might learn as well about diversifying the church. So Rufus, let me start with you. And then we'll go to Jimmy. What do you see were the biggest obstacles that Hope and you faced? And then if you can go a step further, what do you see are the obstacles that churches face now? And if they're seeing it, how do we act on a holy discontent and try to become more diverse? So what are those biggest obstacles?

Pastor Rufus Smith:

Well, I think the biggest obstacle is theology and that is a lack of conviction that what we call multiethnic churches are biblical. So when we look at Acts 2 afresh, we see that the church, or I like to say the church at its birth, being the church at its best, started out as multiethnic. They leaned into the tension of the Jewish and Gentile conflict. And so I think if a church believes that as far as conviction is concerned, then some of the other issues would take care of themselves. So in effect, I think it's theology first. And then I think it's an improved delivery of the Great Commission. I know that may sound cliché, but when Jesus said to go and make disciples of every nation, the word *ethnos* and ethnicity, he was not only speaking globally, which we've translated that to be, but he meant locally. And so if we improve our deliver of the Great Commission and look at it locally versus just globally, then it will impact the way we look at our surrounding community. So I think... Go ahead,

William Vanderbloemen:

Hope put a pretty tactile strategy part that you mentioned it, the 1-3-5 radius, was is it?

Pastor Rufus Smith:

Yes.

William Vanderbloemen:

Tell me about that. What does that look like?

Pastor Rufus Smith:

So within the 1-3-5 mile radius of Hope, we looked at age demographic and we looked at ethnic demographic. And so we wanted to look like our neighborhood in that 1-3-5 mile. And so that's what we began to look at. Right now, our church does not look like our 1-3-5 mile demographic. What do we need to do to help it get there?

William Vanderbloemen:

And in that journey, I assume you've made good progress.

Pastor Rufus Smith:

Yes, sir. By God's grace, we have made good progress. When I got to Hope, 68% of our congregation was North of 40. And today that's about 59% and we were 1% African-American or so, and today we're about 30%.

William Vanderbloemen:

Wow. Wow. That's awesome. Were there obstacles you didn't see coming that you had to hit head on that we might learn from?

Pastor Rufus Smith:

Well, I will say I'm grateful to God for the experiment and experience in Houston at the City of Refuge Church where I was 12 years. So I was involved in a multiethnic ministry sort of like a relaunch that Jimmy talked about for 12 years, that really prepared me for Memphis. So I can say that there were no surprises based on that 12-year history, but there were obviously disappointments. I mean, we lost probably 10% of the congregation over a 21-month period, \$1.3 million in revenue over that 21-month period, as people were trying to get accustomed to what a new normal would look like. And it was just a slow, painful journey before the uptick started. So there were no surprises, but pain you cannot really get used to.

William Vanderbloemen:

Wow. That's good. Jimmy, tell us in your story, your [inaudible 00:11:15] an issue, how do we become more diverse and probably how do we get a little younger? I would imagine that was something to face. Like what obstacles did you all face and what obstacles do you see churches that are trying to become more diverse facing right now?

Pastor Jimmy Rollins:

Yeah, I think the first obstacle that we faced in being a predominantly Africa- American church is church has been a safe place. Church has been a place, even if you watch certain movies, if you go back and watch 12 Years a Slave, that church was the place of solitude. Church was the place of safety, church was the place where us as a culture could ourselves. And I don't think I really understood that in the beginning of just the sacredness of, I mean, I remember saying casting a vision and a lady said, "Why can't we just have church to ourselves?"

Pastor Jimmy Rollins:

And the pain behind that and the heartache behind that statement really made me lean into tell me more about that. And it was, well, you know, we live in a white world and I experienced racism at work, I experienced racism in the grocery store, I experienced segregation and elitist and whatever you want to call it at the soccer football games, and church is the only place that I don't have to experience that. And so I would say one of the obstacles for me was just how the hurt and the pain and the history behind church being a safe place, expression, being able to express getting freed from the struggle, if you will.

Pastor Jimmy Rollins:

And so undoing that was wow. I mean, it was real. And then the thought of just how, if you will, the sacred cows, if you will, I call them sacred cows and pink elephants that are in the room that were cultural, but not necessarily scriptural and some of the things were why or what for, why are we doing that. So I started asking the why behind the what of everything. And we lost, I think when I took over, there was about 600 people there and quickly we were 200 people. And I'm.

William Vanderbloemen:

Getting a revival.

Pastor Jimmy Rollins:

Right. So yeah, we had a Gideon revival, but they were fighting me, come on somebody. And I think just the pain and hurt was a big part of it. And then I would say what Rufus said, theology, like my idea is that

when I read the gospels, that when we give our lives to Christ, that although my ethnic culture is super important and it is, I am African-American, I am different. My history is different, but when we become believers, our ethnic culture becomes a subculture to the kingdom culture. And to me, what that means is, is that now my neighbor is the Asian. It is a different social economic, it is gender inclusivity. I could go on and on, in different levels of diversity.

Pastor Jimmy Rollins:

I think that the idea of that wasn't preached much in our church. The idea of unity, the idea that there's no such thing as justified unforgiveness, even though the pain is real, even though the hurt is real, that when Jesus was on the cross and said, "Father, forgive them for they know not what they do." Understanding that if we're going to change it, we're going to have to be called to it. And so all of those things were difficult, but I see the obstacle now, even so more in predominantly white churches who I'm a part of with the arc and is people want a diverse house, but they necessarily don't have a diverse heart.

Pastor Jimmy Rollins:

So I've been struggling with, well, why do you want diversity in your church? Do you want diversity in your church because it's the right thing to do right now? Or do you want diversity in your church because it's a heart conviction on the inside? And so I've been struggling with this. I did a little research on you guys and I love that you've been championing this because I've been really struggling with God give me compassion for people I can't convince. Right. But I've been, I'm just the one that's saying like, hey, let's look at the heart of the lead pastor before we looked at the heart of the seats in his church. Right. So that's just my thought.

Pastor Rufus Smith:

You know, William, let me hasten to add, because in conversations like this "multiethnic age" or diversity becomes what people think is the end goal. It's not the gospel. So I often have to let people know that the end goal of course, is not being multiethnic, intergenerational as such. That is not. So in our mission statement, for example, we recrafted that to basically say just that. And that is to engage our unchurch neighbors of every age and ethnicity. To what end? To experience Jesus. And so I think it's important that people understand that experiencing Jesus and all of his peace and power and purpose is the end goal, not being age and ethnic diverse.

William Vanderbloemen:

That's great.

Pastor Jimmy Rollins:

That's great. I would say too, Rufus, that's a great thought. And I always say that in our church, because I preach on this, I've been preaching on this for eight years that diversity is the layover, but unity in the gospel is the final destination. Diversity is just the layover. We can't just stop because we're diverse. No, our only goal is unity in the Body of Christ, which to me is the message of the Great Commission and the message of the gospel.

Pastor Rufus Smith:

I love that. And I will steal that. I'd given you credit. Thank you.

Pastor Jimmy Rollins:

Absolutely.

William Vanderbloemen:

So I've heard of the senior leader Jimmy you mentioned. Rufus, I assume the story of Hope Church would not be what it is without the senior leaders that proceeded you. Is that fair?

Pastor Rufus Smith:

Correct, without question.

William Vanderbloemen:

So how would you two advise a senior leader who's sitting here and listening to this podcast and I want to do something, I want to become more diverse. How would you advise them? Like what should they be prepared for and what are the first steps they should take to try and becoming a more diverse church?

Pastor Rufus Smith:

I think it was wise that Richard Craig Strickland, Eli Morris, started with their leadership. So in the Presbyterian Church, of course there are sessions, ruling elders, teaching elders, and they started casting that conviction and vision to them. And then pragmatically, we, as we were talking, they also cast that conviction to the top donors in the church. And I think that's an important conversation to have because people who are supporting the church, you got to have their buy-in and see where their heart is. And so having those conversations with the elders in the session and then the high-capacity donors in the congregation, and then also speaking to the staff and giving them time to hear not just saying, this is what we're going to do, but basically given the theology behind what you're thinking, being very upfront and transparent in terms of casting the vision and heart. They did an excellent job of doing such.

Pastor Rufus Smith:

And so Eli also who really would say, members of hope would say gave the heart of what was called in those days, inner city ministry to the church, built upon that tradition. Now some churches call it mercy ministries. So I think it's important for them to talk about how do we leverage these mercy ministries and not just work among people, but there to worship with people. So I would start there. One, I would make sure that I'm in my own heart theologically sound, but also talk to my leaders at every level, giving them time, having deliberate, candid discussions, letting them ask you questions for them to buy in.

William Vanderbloemen:

That's great. Jimmy, what would you add?

Pastor Jimmy Rollins:

I would add what Rufus is saying is like, it starts at the top and I want to give just a pragmatic or a systematic way of maybe wrong choice of words in this season. At the leader, what I've struggled with or whatever I've been confronted with in talking to a lot of leaders in this is just the idea that they have to search their own heart, right? And so what I'm finding is it's either racist or non-racist. And I don't think that that's where we need to start. I think we need to start is, do I like to be comfortable? Yes. Is my comfort is my preference? Yes. Have my preference cause me to create an ingroup that has to become a

standard? Wow. Yes. I'm not racist, right? Or I'm not like, but God search my heart. Have I become comfortable? Has my comfort become preferences? Has my preferences created a standard that now I have a stereotypical thought that I'm not in proximity with anybody that doesn't look like me? Right?

Pastor Jimmy Rollins:

And so now I have stereotypical thoughts because I'm only looking at what's on CNN, MSNBC or Fox. And now I'm stereotypically thoughts. Now I prejudice, which is prejudice, which turns into racism, superiority. And so I'm asking not to give the 10 steps to make your church diverse, but let's start with the five that we need to search our hearts as leaders. And ask God, man, get me at comfort. God change my heart at preference. And if leaders would take, here's the biggest, I want to say it this way. I have found it difficult William, that leaders are so used to becoming voices, they don't know how to be ears.

William Vanderbloemen:

Oh wow. I'm stealing that.

Pastor Jimmy Rollins:

And this is the first time, right, this is the first time that I am the most frustrated and the most hopeful I've ever been because white evangelical churches are having the conversation. It's amazing. But I'm trying to let them understand, this is not an event. This effects eternity. And we've got to understand that I've got to search my heart and this is an anointing that if I'm called to be a part of the solution, not the pollution that I'm going to champion this, not just this month, not just next month, but until Jesus returns. And so you will never have a diverse church until you have a heart that breeds diversity.

William Vanderbloemen:

Tell me, I want to back up a little bit, Jimmy, talk to me about you use the term sacred cows. What does that mean? What'd you have to get rid of if it was a tradition?

Pastor Jimmy Rollins:

Well, I'll say this because I want to be careful here. Some of the things that God was calling me to do was different, not better. And so young leaders come in and I was a young leader. I was 35, I'm 46 now. I don't even remember. My math isn't right. I'm 46 now, I do know that. And different is not better. Different is different. And so when God's calling you to do something different, there are certain things that have been tradition that could be a sacred cow, that if they just did it because their mama did it, their grandmama did it, their great grandmother did it and there's really no scriptural or no thought behind it, or even no cultural context of why we're doing it. And so how we found those things is when people couldn't answer the question why, we realized it was a sacred cow. And so we went on a cow tipping and pink elephant hunting exploration.

William Vanderbloemen:

What does that play out in real time? Do you still have like a watch night at the end of the year?

Pastor Jimmy Rollins:

Yeah, we still do. That's again, to me the why behind that was not wrong for us, it was people want to set the year, hearing a word from God for the house of that house that will set the frame for the rest of their year. And that's a great why.

William Vanderbloemen:

That's a good one.

Pastor Jimmy Rollins:

But for us at our church, I couldn't answer the question of the culture as Rufus says that I'm in, in the community that I'm in and males in this area, the demographic that we were going after only 10% or 12% had to wear a suit to work. And then they had to go out and buy a suit for church. We just started asking the why. So I don't dress down because it's the cool thing to do, I dress down because I'm trying to present the gospel in a way that's culturally context in my community. So yeah, we don't have chairs on the stage anymore. Well, for us, that was a barrier because I was trying to teach everybody that everyone is ministers. And I was trying to break the paradigm that you didn't just have to get prayed on or prayed back from me to feel Jesus. So we started just going through those things. And so at first it was, I just thought I had the best idea. And then it was, let me get the whys behind the whats. Sorry, I took so long.

William Vanderbloemen:

No, that's okay. Rufus, let me ask you a question. So church calls me and says, hey, we want to become more diverse. So we're going to hire some diverse staff and that'll solve it. All right. We're all done, but there's some truth to, if you don't have a staff that's diverse, you're not going to have a church that's diverse. I mean, help me if I'm wrong on that, I want to be corrected. But you were brought in as, were you brought in, in associate pastor role or co-pastor or senior pastor? I can't remember. It wasn't the only senior pastor at the time, right?

Pastor Rufus Smith:

Correct. We did not bring me in as even heir-apparent although that was what we and leaders understood behind the scenes. I came in as a senior associate pastor. Well not even senior, just an associate pastor over discipleship those first two years. And it was in an area of my strength, but also in an area of Hope's weakness, as Craig would say, we were perceived to be a mile wide and an inch deep. And so I was able to bridge that gap, irrespective of who I was in terms of ethnicity. But yes, it was a situation where I came in as an associate first, just so the staff that was their leaders and so forth could get to know who I was, cultivate relationships with them and so forth.

William Vanderbloemen:

And do you... So here's ignorant white guy here, right? Teach me. How do I advise-

Pastor Rufus Smith:

You're anything but ignorant, William.

William Vanderbloemen:

... I mean, literally I do not know, ignorant, right? What is the right way to hire a person of color in a predominantly white church without making the candidate feel like they're a token? Does that make sense?

Pastor Rufus Smith:



That's a tough, but I have learned in 22 years of ministry and multiethnic and intergenerational churches, that I would suggest three things. Number one, that as strange as it may sound, you need to let your staff know what you're doing and get their buy-in, or at least attempt to get that buy-in. Not that you're asking their permission, but secondly, you also need to use some type of assessment so that they can understand their implicit biases. Although on the outside, they would probably not have a problem with it. But when the new person comes in new in age, new in race or whatever, they're going to feel like an outsider. So those dynamics are no, they cut across age and ethnic lines.

Pastor Rufus Smith:

One of the assessments that my favorite one to use is building a house of diversity. And there's an assessment there that Roosevelt Thomas has. And I like it because it's not just church-based. It's brought a culture base, business-based and so forth. And it gets at the heart of some of those issues. So people can take that in 30 minutes and then discuss it. And then the third thing I would say is make sure that the staff understands that we want this person to assimilate and not acculturate. So acculturate means they come in and they completely adopt to your culture as opposed to there's some simulation where you began to not just tolerate them, but also began to appreciate them and ultimately celebrate them. So I think it's important that there is preparation by a staff in order to bring in. Whether it's a female, whether it's someone of a younger age, and certainly if it's someone of a different ethnicity.

William Vanderbloemen:

Okay. I would think the best thing to do if you're interviewing a candidate is just own it and say, look, I've been working with my staff. We've got to be more diverse and I don't want to argue that you're talented, but honestly, I'm also want to hire you because you're different and diverse and you look like our communities surrounding. I mean, is that too forward or blunt or?

Pastor Rufus Smith:

No, no. Absolutely. They need to know. I mean, I would. I think every person would appreciate that going in. And so, because what you're looking for also is a pioneer. I must say that I've had churches to talk, call and talk about this because their black staff is not fitting in. And I really say to them on the one hand you knew going in that this was going to be hard and God has probably wired you to be a pioneer and a pacesetter. And that's your calling. And so some of the jabs you're getting is part of the cross you have to bear for the greater good of the kingdom. So it's a two-sided conversation, but William you're exactly right. You have to be completely upfront and candid about what you are trying to accomplish here.

William Vanderbloemen:

Jimmy, have you had similar, I mean, is your staff fairly diverse? And if so, what have you learned about hiring people that are going to feel a bit like an outsider coming into?

Pastor Jimmy Rollins:

No, our staff is not ethnically diverse. We're generationally gender style. But I say we're over-white. I have found it difficult, more difficult for a Caucasian person to come into our context than it is for an African-American to go into, I'm not saying that that's the norm, that's just my history, to go into a predominantly white staff. And I will say that because I have found that white people don't know how to be the minority. And so I'm used to being a minority, so I go into every circumstance I'm in. So, but we have struggled to, and I don't even know if it's just all ethnic diversity. I think it's also just urban

diversity. We live in an urban area and confrontation is a must arch, we don't hide anything. We got to talk about it.

Pastor Jimmy Rollins:

I'll never forget this, and I think it'll help the conversation. We had a girl that we hired in worship, and we have a gospel, our singers can sing and she can sing, but I wanted Bethel, I wanted Hillsong, I wanted Elevation. And she was trying to be what they were. And I was like, "I don't need that. I need you to be you." It was very, a lot of friction, but one thing she said, I'll never forget. And I didn't say this. She said it. She said, "Black people," this was her thing in my one-on-one, "African-Americans, they tell you about yourself in your face." And she said, "White people, we talk about each other behind our backs. I prefer talking about each other behind our backs." She said that. And I said to myself, this is going to be difficult.

Pastor Jimmy Rollins:

But as Rufus, Pastor Rufus says, you got to be called to be a pioneer. And I think if you're going to blaze a new trail, you're going to have to get some, I'll say you're going to have to take some injuries. I say, all of our staff is family and we're called to sharpen each other. And as an iron, if we're going to be sharpening each other, they're going to be some sparks flying.

William Vanderbloemen:

Well, I can't thank you guys enough for taking time. And I mean, I can't imagine how much advice you've been asked and podcast to be on. And Jimmy, I see you speaking in a different church every time I open up Instagram, I don't know. I just appreciate your willingness to let me listen and learn. And hopefully it's helping other folks out there. It does feel to me, this is easy for me to say as a white guy, but it does feel different to me this time that there's more of a real conversation happening and we're going to do everything we can to help foster that conversation and make the church look more like Pentecost.

Pastor Rufus Smith:

William, let me say, and I appreciate that. Let me say that the platform you have is going to sustain, I believe this kind of conversation and you're way ahead of many peers. But that being said, you also said something that's also critical, and that is, yeah. We are asked to be on this and that and so forth. I try not to answer the question that I'm asked. That is, what do I do? That's the wrong question. The right question is why is this different now for you? And let's just talk about that. And then if it is then how does the gospel speak to the seeds of racial unrest and protests? And I don't need to give you answers because if you ponder those two questions, then the anointing you have, the Spirit of God that's in you, the context you have, he will give you the wisdom to work it out.

William Vanderbloemen:

That's gold.

Pastor Jimmy Rollins:

That's brilliant.

William Vanderbloemen:

That's good. I'm going to ponder those two questions the rest of the day. That's good.

Pastor Rufus Smith:

To God be the glory. Yeah.

William Vanderbloemen:

Well, God bless you both for making time. I thank you from the bottom of my heart. And what a cool, cool thing to see these two stories of churches becoming more diverse from different angles of the spectrum, so.

Pastor Rufus Smith:

And thank you for introducing me to a new friend. I'm going to call you offline, man, so we can chop it up. All right.

Pastor Jimmy Rollins:

Absolutely. It was great speaking with you. I stole like five things from you on here. So if you hear them preach, I'll give you credit the first time.

Pastor Rufus Smith:

I know the drill needed to be, as I've always said, right?

Pastor Jimmy Rollins:

That's it. Absolutely.

Pastor Rufus Smith:

I hear you. God be with you. Take care.

William Vanderbloemen:

And everybody listening today, you heard links to this assessment and all of that's included in the show notes. So if you're not subscribed to that, you can go to [vanderblast.com](http://vanderblast.com). We won't bug you with marketing emails, we'll just send you the links and show notes and let you know what's coming up next. But thank you guys. I appreciate your time so much.

Pastor Jimmy Rollins:

Absolutely.

Pastor Rufus Smith:

God's be.

Holly Tate:

Thanks for listening to today's episode. At Vanderbloemen, we help Christian organizations build their best teams through hiring and succession planning. If you're looking to reorganize your team, hire someone new or thinking about succession planning, we would be glad to help. You can email me [holly@vanderbloemen.com](mailto:holly@vanderbloemen.com) or give us a call at (713) 300-9665.