

2008 Church Network Overseer Training

Steve Morgan, June 2008

1

1 *Steve Morgan:*

2 Thanks for being here. It's fun. I love looking around and seeing how young the overseers
3 for the churches are. I love it. It's fun to see. Larry has us on age, but we won't hold that
4 against him. He only has me by 20 years. That's all. Twenty-one. I like it, Larry. It's
5 good.

6
7 So, in the middle of your table is a paper that we've been working on describing how we
8 understand the local church as a group of churches. It is not a Bible study on it as much
9 as it is a practical explanation of what we do in our group of churches and why. And what
10 we were thinking was that we would like to have all of you that are overseers of the
11 church, read that and know what the lead pastors are thinking, what we're talking about,
12 how we're understanding the church. There's a whole section in there, just overviewing
13 boards and overseers and how does that work.

14
15 And so, I just encourage you to read through it, soak on it. If not, don't distribute it. It's
16 not really for anybody but the lead pastors and the overseers. It was written with that in
17 mind, so it's not been sensitive to everybody's thoughts or concerns. It's just been for that
18 purpose. And so, hold on to it for that, if you would, and hopefully, it'll be helpful for
19 your board in focusing and in understanding you're not just your board, some of your DC
20 pastors not on the board, but for your overseers and understanding what we're doing,
21 where we're going as a group of churches.

22
23 So, we're going to look through some scriptures on the role of overseers, and we're going
24 to talk some about the practical function of overseers, and then boards. How does that
25 work? How does that all work together? And then we're going to spend some time talking
26 about the overseers' responsibility to see that the lead pastor's wife is taken care of, and
27 talk about how that happens, and maybe give you some ideas to get started on that.
28 Something we've never done before. I'll talk to you about why in a little bit.

29
30 First, let me just talk to you about how the process has worked for a group of churches
31 because the idea that the overseers are supposed to be leading the church, comprising the
32 board, and a right understanding of pastors as the Bible talks about it, is new for us as a
33 group of churches. It wasn't how we thought as we first planted Vine. And so, there's
34 been changing in our understanding biblically of the role of overseer and how that
35 connects to the practical issues of a board functioning over the past several years.

36
37 So, we started out when we planted Vine with what I would call now a financial board.
38 That is, basically, we just saw the role of the board is, doing the budget and being sure
39 that I wasn't stealing money. Remember that, Larry, way back in the day, sitting around,
40 and Jamie you were there too, we would sit around at Larry's house and the budget, the

41 whole budget, is \$30,000. Trying to figure out how we're going to spend that and spend
42 that well to plant this church, and that's basically what we did. And then all of the other
43 responsibilities for overseeing were mine, with counsel from them as I sought it out. We
44 just didn't have any maturity about understanding biblically how that's supposed to
45 function; How does an overseer function well? How do they work alongside and with the
46 lead pastor? And what's the responsibility there?

47
48 One other shift that's happened with us is, in the old days, we used the word pastor
49 loosely, not biblically. And so, basically, we used it as synonymous for a staff member,
50 or maybe more accurately, synonymous for a leader. Once somebody was a staff member
51 leading something, we typically would give them the title "pastor", like kids' pastor,
52 worship pastor, those kinds of things. And we've changed in our thinking of that,
53 understanding that pastor in the Bible is used interchangeably with overseer and elder, a
54 bishop with some translations. Those terms are used interchangeably.

55
56 We've also started trying to use those terms correctly. It's really important because it
57 leads you to the verses in the Bible that layout what are the requirement and
58 qualifications for those that are overseers, pastors, elders. That's changed as we've gone
59 through, obviously, the issue that we've been through in the past couple of years of
60 understanding the Bible correctly that the overseers must be chosen from among the
61 faithful men. That's a big issue that men and women both are not overseers, elders,
62 pastors, and that the Bible's clear about that. And so, working through that whole issue
63 forced us to go to the Bible and say, "What does the Bible say about this role of overseer,
64 pastor, elders?"

65
66 The term that you're going to hear your lead pastor using on this is "overseer". We don't
67 want to be confused with terminology between the churches. We're not using the term
68 "elder", although we biblically could because, in many people's minds that implies old. I
69 heard somebody just use it recently talking about somebody old saying you have to obey
70 your elders or honor your elders or something. We're not using that term because of that.
71 We don't use Bishop because of the church baggage that comes with it. And overseers of
72 the terms that use seems like the most innocuous as far as it doesn't carry with it other
73 extra baggage. For many people, it's a new term for talking about those that are called to
74 oversee and lead the entire church. But that's the term that we use. Does that make sense?

75
76 The other thing that shifted in our thinking is the understanding of 1 Timothy 3, that
77 when Paul writes to Timothy as he's overseeing in Ephesus that the issue of the deacon
78 that it talks about is almost synonymous with the term that we would use, being a leader.
79 And so, we would use the biblical term "deacon" and "leader" interchangeably. Those
80 that are overseeing people or leading people in some segment of the church, but not
81 responsible for leading the whole thing, overseeing the whole thing. Does that make

82 sense?

83

84 So those that are responsible for some segment of leadership, and because again, the
85 word "deacon" in some people's mind carries with it the old man with sticks that whack
86 people in the back if they don't listen. We prefer not to use the term "deacon" as much as
87 describing it practically, so people understand. So we use the term "leader". You'll
88 frequently hear me say the term "deacon-leader" together, trying to explain those
89 distinctions. Those have been big shifts for us in understanding what our job is as
90 overseers. And anytime we're talking, you guys can interrupt and we'll talk about
91 answering questions, that kind of thing, as we go through.

92

93 Let's look at the major texts in the Bible. I'm not going to teach through them, but I want
94 to read them. And then we're going to talk about what are the issues and principles of our
95 role and responsibility that's there. I've asked different people to read. There are four of
96 them. You can turn there if you want. The first one is 1 Timothy 3:1-7. Jamie is going to
97 read that one. Go ahead, Jamie.

98

99 **Jamie:**

100 "Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a
101 noble task. Now the overseer must be above reproach, the husband of but one wife,
102 temperate, self-controlled, respectable, hospitable, able to teach, not given to
103 drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must
104 manage his own family well and see that his children obey him with proper respect. If
105 anyone does not know how to manage his own family, how can he take care of God's
106 church? He must not be a recent convert, or he may become conceited and fall under the
107 same judgment as of the devil. He must also have a good reputation with outsiders so that
108 he will not fall into disgrace and into the devil's trap."

109

110 **Steve Morgan:**

111 Okay. So, that's kind of the primary classic detailed description that Paul gives to
112 Timothy as he's appointing and leading overseers in Ephesus. That list, it ought to make
113 you, it definitely makes me go, go before God. `That, man, I have to be what I believe.
114 I've got to walk out what I believe with integrity. It's super important. In the old days, in
115 our Vineyard days, we would frequently say about that verse because John Wimber
116 would say it, is that it was prescriptive, not descriptive. And what he meant by it was you
117 don't have to be those things, what he meant was, that none of us were perfect on all of
118 that. But in saying that, I think sometimes what happened is people end up using it so
119 loosely that people were overseeing pastoring that just plain flat biblically did not meet
120 the qualifications of an overseer. Because it was pretty prescriptive in the hopes that
121 eventually there'll be a comment.

122

123 If you consider it prescriptive, you can make somebody an overseer, hoping someday
124 they become an overseer. I've done that too. But we see it differently now. Now, we
125 would say it's descriptive with mercy. Does that make sense? That it's mostly descriptive,
126 though none of us are perfect in it. But it needs to be mostly descriptive for it to be useful
127 for us at all. Paul was telling Timothy, "Here's what you're looking for." Right? And so, I
128 don't know how many times with both overseers and deacon leaders I have almost made
129 the mistake of putting somebody in one of those responsibilities but then, I would stop
130 short as I felt nudged to read the text. And I'd read it and I'd go, "Oh, well, that's the
131 standard you're evaluating on." No, they're not. That's not where they are. Does that make
132 sense?

133

134 It's descriptive with mercy. It's describing mostly what we are. But none of us are perfect
135 in it. It's descriptive with mercy. And it's important because Paul's intent was, that Tim
136 would choose the right people. The people that were called, and the people that had the
137 character and integrity to walk out what was before him. Right? And we know that some
138 of you have experienced recently how heartbreaking it can be when somebody doesn't
139 walk out what's before them, what Jesus has appointed them to. And so, we want him to
140 be mostly there with that. Look at the next one. Titus 1:5-9.

141

142 ***Jamie:***

143 "The reason I left you in Crete was that you might put in order what was left unfinished
144 and appoint elders in every town, as I directed you. An elder must be blameless, faithful
145 to his wife, a man whose children believe and are not open to the charge of being wild
146 and disobedient. Since an overseer manages God's household, he must be blameless—not
147 overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing
148 dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-
149 controlled, upright, holy, and disciplined. He must hold firmly to the trustworthy message
150 as it has been taught so that he can encourage others by sound doctrine and refute those
151 who oppose it."

152

153 ***Steve Morgan:***

154 Okay. Paul to Titus on the island of Crete, telling Titus the same thing he told Timothy.
155 Approximately the same words, laying out again the qualifications for the overseers. I
156 love in that the clear direction that he must hold to sound doctrine so that he can deal with
157 people in the church that are teaching something different, or saying something different.
158 I mean, clear description of what the role is of overseer. Look in Acts 20:28, just a fun
159 description. I'm teaching the whole of this text, I think it's tomorrow night on community.
160 But look at this challenge that Paul gives to the overseers at Ephesus as he meets with
161 them before he heads off to Jerusalem. Verse 28-31.

162

163 **Jamie:**

164 Is there a verse on it?

165

166 **Steve Morgan:**

167 Verse 28-31.

168

169 **Jamie:**

170 "Keep watch over yourselves and all the flock of which the Holy Spirit has made you
171 overseers. Be shepherds of the church of God, which he bought with his own blood. I
172 know that after I leave, savage wolves will come in among you and will not spare the
173 flock. Even from your own number men will arise and distort the truth in order to draw
174 away disciples after them. So be on your guard! Remember that for three years I never
175 stopped warning each of you night and day with tears."

176

177 **Steve Morgan:**

178 So Paul's head now for Jerusalem, he's meeting with these overseers for what he believes
179 at the time is the last time. And what's he telling them? He tells them to watch over the
180 flock and then talks a lot about their role of protecting. That's the biggie, right? Watch
181 out! There's going to be savage wolves that come in among you trying to destroy you. We
182 know that the evil one is in the business of trying to destroy Jesus' church. That's what he
183 does. And Paul tells them, "You got to watch out for them. You have to be alert to them."
184 And he tells them the heartbreaking news that some of them are going to rise up from
185 among you. Awful, but true. It happens. It still happens. We still experience it. The
186 overseers have this job of watching over, guarding, protecting the church, through all of
187 that. And it's not the only job, but it's a super important one that I think most of the time
188 has fallen almost exclusively on the lead pastor because we didn't understand how that
189 was supposed to work biblically. Does that make sense? Then, Ephesians 4:11-16.

190

191 **Jamie:**

192 "So He Himself gave some to be apostles, some to be prophets, some to be evangelists,
193 some to be pastors and teachers, to prepare God's people for works of service, so that the
194 body of Christ may be built up until we all reach unity in the faith and in the knowledge
195 of the Son of God and become mature, attaining to the whole measure of the fullness of
196 Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown
197 here and there by every wind of teaching and by the cunning and craftiness of people in
198 their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up
199 into him who is the head, that is, Christ. From him, the whole body is joined and held

200 together by every supporting ligament, grows and builds itself up in love, as each part
201 does its work."

202

203 ***Steve Morgan:***

204 Okay. So, this is the classic key clear text about the job of the church and starting with
205 the job of overseers, that he goes down the list. Apostles, prophets, evangelists, pastors,
206 and teachers, I think all of those are overseer roles. I think they're distinctions in specific
207 responsibilities of those that are overseers of the whole church. And he says, and we talk
208 about this text a lot, that he appointed us so that the body of Christ may be built up so that
209 people will grow up so that there will be maturities, that the Church will grow up to the
210 full stature of Christ. And so, there's this issue of the overseers. It's not like we just pick
211 somebody because they're available. We think Jesus appoints overseers to care for,
212 protect, help, equip his church.

213

214 We talk a lot about the primary role of a pastor overseer is not counseling, it's equipping.
215 It's equipping the church. It's calling them to maturity. It's giving them what they need so
216 that they will grow up. And so, put all of that together, those four primary texts on the
217 role of overseer. And here's what I would say. First is, the job is given by Jesus, though
218 appointed through existing proven overseers. Does that make sense? But it's given by
219 Jesus. It's something that Jesus gives. Now, let me also say, it's not positioned in the way
220 that we might typically think of position. I constantly have people come through Blue
221 Sky that they just make a point to tell me, "Oh, I'm a pastor. I was ordained." But they're
222 not pastoring anywhere. They're not leading anybody. They're not overseeing anybody.
223 It's just that somebody laid hands on him once upon a time, frequently, wrongly,
224 probably, and called them, gave them this position. And because the gifts of God are
225 irrevocable, they think, "Okay, so I'm this for life." It's not like that.

226

227 We think that it's not about position. Some of you may not be serving the role of overseer
228 next year or after. That has to be okay with you. If it's not, you're like the worship leader
229 that says, "No one else can ever have this." Or the electric guitar player that says, "This is
230 my spot." And that makes God mad. You know, that won't do. And so, we see it as an
231 appointment to a function and we understand that as within the realm of the period of
232 time that God has you serving in that role. Does that make sense? And it's the same for
233 me. It's the same for me. If something happens where I'm not able to keep leading, I won't
234 be a pastor overseer. I'll just be Steve the Christian. And that's good enough. Does that
235 make sense?

236

237 So, that's the first thing is, we don't think about it as a position and you'll note it. I mean,
238 it's in our style. It's in our genetics as a church. So we don't go around calling somebody
239 overseer so and so and stuff like that. And we don't want people calling us pastors so and

240 so. It's because of that. It's a function. We just do it quietly, doing the job that Jesus gave
241 us to do. And so, in all of those texts we saw we're to serve, we're to teach, and the
242 interesting thing is, it does say that we have to be able to teach, but not all, will teach. I'll
243 explain that more in just a second.

244

245 We have to correct people. We have to lead people. We have to protect the church. We
246 have to equip people. We have to provide for the church like a husband would provide
247 for his wife and kids. We have to provide for the church, see that the resources are there,
248 that are needed. All of that is together, we've got to provide. We have to guard doctrine,
249 guard biblical belief, all of those things. And I don't mean for the list, I just went through
250 to say every little thing that we do, but I'm saying these are the main things that our role
251 includes as overseers. The overseers are responsible for all aspects of church life. So,
252 we're to be overseeing the whole deal. Decisions on direction, doctrine, staff leaders, and
253 finances. We'll talk just a second about what happens as the church gets larger and the
254 role changes from a large church to a small church. But let's move on first.

255

256 We've started calling our pastors or what we used to call senior pastors, lead pastors,
257 mostly because the term senior held with it more the idea of position and status rather
258 than function. And lead pastor, which implies much more the idea that that's the overseer
259 that's leading all the other overseers in overseeing the church. And so, I think most of us
260 or all of us use that terminology now. The lead pastor's job is to lead the other overseers.
261 You might say to champion the vision that God has given and to have a vision for where
262 this is going and what we're doing, and then to lead the other overseers in that. Some
263 overseers serve on the board, but not all if the church gets larger, like Blue Sky. All of
264 our overseer pastors are on the board. Not all of our overseers have teaching
265 responsibilities, though. James doesn't teach but has an important responsibility as a part
266 of the board. And so, some are on the board, some may be DC pastors, some may be staff
267 pastors.

268

269 The pastors that serve on staff are the ones primarily responsible for programming and
270 daily decisions in the church function. Does that make sense? The pastors that serve on
271 staff are primarily responsible for the programming, leading the people what's next with
272 all of the things that have to happen for the program, and for the daily decisions with the
273 church function with the lead pastor communicating with the overseers that are not staff
274 members regularly to see that everybody hangs together. People know what's going on
275 together. That you're unified in it.

276

277 Let's talk a little bit about the Board of Overseers. Again, some of you serve on the Board
278 of Overseers, some of you don't serve on that. There're several functions. One is a legal
279 function, and one is a spiritual church government function, and they're different. The
280 state that you're incorporated in requires you to have board members that served the legal

281 function, right? That you're one of the overseers. They would use the term "board
282 members" of this nonprofit organization. For them, it's just a legal function. And so, our
283 boards serve that. Our boards are responsible for the state. You can't forget that. It's very
284 important that you don't forget that. We have to do both those things well. Be responsible
285 to the state, and do the spiritual job of overseeing the church.

286
287 In that role, it's incorporating the nonprofit. It's approving bylaws and then following
288 them. And if they're not followable, change them to where they are followable. It's
289 overseeing finances. It's being sure that the church's decisions are legal. And that the IRS
290 and other powers that be, that were subject to would agree that we have made legal
291 decisions. And it's keeping the necessary records, both so that the state understands we're
292 doing what we're supposed to do, and that there's accountability and a good record of
293 what we've decided when all of that. That has to be done. It's a very important part of it.
294 We don't just do minutes. We do minutes for us, right? Because if you're like me, I get to
295 the next board meeting and I can't remember what we did last time. So, the minute saves
296 me to go back and look at what I have to do. But it's also to protect you. It's also that you
297 have legally followed the requirements that the state puts on us to be a nonprofit church.
298 And so, we have to do that.

299
300 The spiritual responsibility makes us responsible to Jesus, and it's to lead in the church in
301 all areas of belief and practice. It's what it is. To lead in the church and all areas of belief
302 and practice. And so, in a small church, the board is generally all of the overseers and
303 they're responsible for everything, with the lead pastor leading the vision with them.
304 That's in a small church, how it works. In a larger church, where there's only one in our
305 group of churches, Vine here, it changes as the church grows, where the staff pastors, the
306 overseers that are on staff, are taking care of lots of the ongoing decisions, lots of stuff
307 that happens. And the board overseers do more the big decisions and the financial stuff.
308 And that, we think, will continue to be the trend as other churches grow into large
309 churches that there'll be some changing of that.

310
311 We know that just practically, the staff overseers have to be entrusted to the ongoing
312 decisions as it gets bigger and more complicated. They can't have to check in on every
313 little thing with all the board members. It just simply won't work. And so, our decision-
314 making is made on our boards with the lead pastor directing, leading, seeking the wisdom
315 and counsel from all the others. You know, that's how we do it, right? That's how we've
316 always done it. That's how we did it from the start. Our bylaws talk about voting and
317 majorities and those kinds of things because they're required to. But our churches
318 function with those bylaws talking about voting, and we vote very oddly. We vote like
319 Christians. We vote-seeking agreement together with the lead pastor having the authority
320 to lead. And so, our voting is; we talk together, we counsel, and then we come to an
321 agreement. That's how we do it, right? We don't say, "Okay, all in favor say..." Like a

322 high school photography club.

323

324 We're working through, as overseers responsible to Jesus for His church, what needs to
325 happen. All of the years I've been doing this, I don't think I've ever made a decision that
326 the overseers needed to be in without everybody being together. I don't think I ever have.
327 Why? Is it because I couldn't? No, legally, by the bylaws I could. If there was a
328 difference in opinion, a disagreement, I could make the call. But I don't think I ever have.
329 Why? Because I trust our overseers. If they're concerned, I'm concerned. Sometimes that
330 may be a concern that we're just not all worked through yet. But I don't think I've ever
331 done it. If they're concerned, I'm concerned, because I trust them so much. I know their
332 integrity. I understand their heart. I know that they've been proven. I know they're
333 trustworthy.

334

335 I think that's the difference. If you just pulled together aboard, as a financial board, not
336 meeting the requirements of the spiritual oversight of the church overseers, you won't
337 have unity. You'll constantly have fights. We don't operate like that. We make decisions
338 in agreement. I think back to things, like when we were making the decision, would we
339 lease Dogwood Plaza, that grand office over there behind Panera? We agonized together
340 over that. Do you guys remember that? Agonizing of, can we afford it? We don't know if
341 we can afford it. It's \$600 a month. Can we afford it? And we thought, "No, we can't. We
342 don't have enough money to do it." But we were in agreement. We got to do it anyway.
343 We had faith together. It was time to risk that God was gonna come and provide that.
344 And we did. We do. That's how we make decisions.

345

346 Let me talk just a minute about accountability. Because when you talk about making
347 decisions like this, especially with people that have long church backgrounds, the issue of
348 accountability comes into play. And I've been thinking about this a lot over the past six or
349 eight months because I want to be accountable. I never want to be in the spot where I
350 don't have a group of men around me that I am accountable to. It's so important for our
351 safety. And that's supposed to be the other overseers that are around me. But our problem
352 is, we frequently think of accountability from a perspective of suspicion. Do you follow
353 me? What we think is, I'm going to watch you and be sure. We think of accountability
354 from a perspective of suspicion. But I don't think that's Christian accountability. I think
355 Christian accountability is from the perspective of trust. Does that make sense?

356

357 That we can say you about your lead pastor and us about you, that I so trust you. I trust
358 you, not based on some I've just met you so but I trust you because you look nice. I trust
359 you because I know you and you know me. Do you follow that? Does that make sense?
360 And accountability based on trust is a completely different thing. It is to protect. It is the
361 safety that God means for the overseers to have amongst themselves and the lead pastor
362 who has to champion the vision for it to have not accountability based on suspicion, but

363 accountability based on trust. And we can trust because we know each other. We've
364 confessed our sin to each other. We know each other's stories. We're transparent with
365 each other. There's trust. And in that atmosphere, it's safe. It's, I would say, true
366 accountability. Accountability that is redemptive. Does that make sense?

367

368 It's really important. Most people see a board as functioning from a perspective of
369 suspicion accountability. That's how our cultures work. But it's not how Jesus' church
370 ought to work. And that's why Paul says things to Timothy in 1 Timothy 5:19, "Do not
371 entertain an accusation against an elder unless it is brought by two or three witnesses." In
372 other words, if it's two, I'm not sure if I'm even going to entertain this. But if it's three, I
373 have to. Those who sin are to be rebuked publicly so that the others may take warning.
374 And I think publicly there means in front of all the rest of the overseers. I don't have time
375 to explain why I think that right now, but that's what I think it means. And if it was
376 visible teaching, preaching overseer that's been in front of the church all the time, it has
377 to be in front of the whole church, probably. At least in front of the team meeting.

378

379 So, why does Paul say that? "Do not entertain an accusation against an elder, an overseer,
380 a pastor, unless it's probably by two or three witnesses." I think he's saying you better
381 know these overseers well. You ought to know that they're trustworthy. And you've got to
382 know that the evil one will try to accuse them. And if you harm the relationship and break
383 trust by not protecting them and defending them when that happens, that is there're
384 accusations being brought without clear evidence of sin. You got to know this is not
385 talking about character weaknesses. I don't mean that. That's not what I mean. I don't
386 know what I mean. This is not talking about those kinds of faults that do not sin. Like me,
387 for instance. Our overseers frequently have to explain what I meant when I said
388 something like an idiot that I didn't get it out quite right because I don't always get it out
389 quite right. Do any of you always get it outright? Larry does, but none of the rest of us
390 young guys do. That's what experience does for you.

391

392 And so, what happens when somebody comes to me and would complain about Andrew,
393 or complain about David Chery, or Ern? I know exactly what to say. I say, "Wait, I trust
394 them completely. I know inside and out. You better have something worth talking about,
395 and there better be a couple of others of you that can verify it or I will not even listen to
396 you, because the Bible tells me I may not. I may not even listen to your accusation. If you
397 don't have any proof, you better shut up." And I have to say that. The Bible requires me
398 to say that, to defend and to protect. And that's the same role that our overseers have in
399 defending and protecting me. It's not because they're the boys and they're going to cover
400 up all my sins. If I have sinned, I'll confess it. If I have sinned, I'll say I sinned. Here it is.
401 It's not like that. It's not a good old boy club trying to get away with something, but it's
402 that the church and the leaders are not safe if the rest of the overseers don't understand,
403 you do not entertain an accusation against the lead pastor or a fellow overseer if there are

404 not two or three witnesses.

405

406 Other overseers, not the lead pastor, if you hear that, man, you got to be telling the lead
407 pastor about that, because that's one of the main roles in protecting the church. It's so
408 important. It's safety for the lead pastor. As a lead pastor, I absolutely cannot lead if I
409 don't feel safe. And there are lots of times when I've not felt safe because things were
410 happening. And where it always comes back to safety for me is when our overseers and
411 I've experienced it over and over through the years, here and in Blue Sky now, when the
412 overseers get around me and protect me and say, "Speak truth to me. We got this. It's
413 okay. We're together." All of that stuff, well, then I'm safe. But if I wonder about that, I'm
414 not safe, and I can't lead.

415

416 And what I personally do, in all of our personalities, styles, and weaknesses are different,
417 but what I personally do is I start shrinking back from leading. Because one of my
418 tendencies is to become a little afraid and not want to assert myself where I shouldn't.
419 And so, I'll start pulling back. But if I feel safe, I'll lead. I remember years ago when
420 Sándor and I were trying to figure this out for the first time. Remember all that, Sándor?
421 People would come to Sándor and complain to him about me. And it's always subtle and
422 sweet, right? It's always, "I just have this problem I'm working through" And they would
423 tell you, by the end of it, he'd realize, "Oh, I just got fired. What they meant to do was
424 complain about Steve, and they acted so sweet." And then finally, back in the Vineyard
425 days, Dave Stark sat us down. Up in St. Louis, wasn't it? And he started talking with us
426 about that and talking to Sándor because I didn't know what to tell him to do. I had never
427 done this before. What did he say, Sándor?

428

429 ***Sándor Paull:***

430 He's really helpful. I mean, [inaudible], I've done my job. [inaudible]

431

432 ***Steve Morgan:***

433 Right. So don't think that that's going to be innocuous. I mean, those kinds of accusations
434 come from hell. And the evil one is true to his character. He always mixes partial truths
435 in, right? That's how he tempted Jesus. He always mixes partial truths. I mean, man, if
436 you want to find weaknesses in me, you can find them. I can list them for you. He always
437 mixes them together. And what Sándor learned that day was a few lines. I remember
438 when he first started using, he'd be so excited because at first, it was getting so he could
439 catch it. When it first started happening, before it went very hard. Because what
440 happened was, even if it didn't take me out, it would end up hurting Sándor, because he
441 listened to words designed from hell. It would cause him to doubt, suspicion, fear, all of
442 those kinds of things.

443

444 But once he learned to say, "Listen, it sounds like you have a problem. I know Steve, and
445 I trust Steve." Once he started saying that, that you're going to have to work through your
446 problem and discerning when it was something big enough that it became from a leader
447 or something like that when he had to send them to me. And when it was something to
448 say, "Your heart's not right. You have a problem. You better just deal with it and get over
449 it and not send them to me." It took a while, kind of learning what's what on that so I
450 don't have to deal with every grapy person in the church. But once he started doing that,
451 amazing, the spiritual difference. He stepped into a protectoral.

452
453 How can you do that and have accountability? Because the Bible tells us we must. Do not
454 entertain an accusation against an elder unless they're two or three witnesses, and those
455 that sin. So we know he's talking about sin, not weakness. Right? He's not talking about
456 weaknesses. He's not talking about me sometimes being impatient, he's not talking about
457 me saying things flippantly sometimes, that is misunderstood. He's talking about sin.
458 Those who sin. Then you have to deal with it from an issue of sin and we have provisions
459 for doing that. Does that make sense?

460
461 Accountability-biblically is based on trust. If you don't trust the lead pastor, you need to
462 just resign and get out of that spot, that's not right. That's not right. And lead pastor, if
463 you don't trust your overseers, you have the wrong people on the spot, you need to
464 release them. Give them freedom. Don't put them in the impossible spot. Does that make
465 sense? Where there is unity among the overseers, where there is fierce protection of one
466 another, the evil one cannot come in and breathe lies.

467
468 And the safeguard force is we know what to do where there really is sin. Rebuke them
469 publicly. So that the others may take warning and not sin too. Okay? So it's not like
470 there's no provision for if we really do sin. I mean if I sin, if I screw up, if I had an affair,
471 there's a lot of provisions and we're all set up to know what to do with me. Right? Just
472 like any of you overseers, if you did that, we know exactly what to do with you. We'd
473 rebuke you publicly. Deciding whether that's in front of the other overseers, in front of
474 the team meeting; depending on what your visibility was, if you're visible in front of the
475 whole church, it would be some explanation in front of the whole church so that
476 everybody else, especially the other overseers will take warning and not sin. Makes
477 sense?

478
479 Okay. And really, this is about redemption. I mean, any of you not sin? I mean the list of
480 sins in my life is so long it would kill a cow if they tried to swallow it. It's bad. But I don't
481 live like that now. I don't live like that anymore. I just used to. I think in the midst of all
482 of the pain and heartache of watching Noble and our dear friends in the cater go through
483 the decision process to close that church. The thing that has given me the most joy is how
484 the other overseers, Ray Senderwick[?], Vic Mays[?], and Andy Heinz[?] have stood

485 with Noble. Ray has been a rock, hasn't he, Noble? He has been a rock. His heart may be
486 most broken in just the fact that he does not have any place to go.

487

488 Vic and Lori[?] are going to go up to Bloomington, it looks like. And Noble and
489 Lanader[?] are going to be coming down to Carbondale. And Ray and Julie are just kinds
490 of... and he has been a rock. I thought that's an overseer. That's an overseer. Faithful
491 through everything even shutting down the church with integrity. Amazing. And the
492 good? No fighting among them, no arguing about stuff, no accusing each other, none of
493 it. I mean, even going through the process of running off about 40 troubled people before
494 they did this because it was necessary because they would have caused great heartache
495 and pain. And they did it without any conflict among themselves. They did it in the unity
496 of the spirit. That's what's the overseers are supposed to function like in good times and in
497 bad times. Makes sense? Isn't that good? Isn't that fun? What's that?

498

499 *[person talking from the audience]*

500

501 **Steve Morgan:**

502 Ray is? Cool. What a friend. What a good man that's been standing with you. I just think
503 about it, many of you have been my support, protection, my team, through the years of
504 doing this. And I can't tell you how thankful I am. What would I do without you? I
505 couldn't do anything that I do, none of it, without you. What would Noble have done
506 through this without Ray? What would we've done? We've had pains and stuff. I mean
507 Ben Powers[?] who can't be here because they're going through the painful stuff of not
508 having enough finances. And Ben and Eric are both getting jobs, so Ben's not here today
509 because he's busy, doing that stuff. Because he's fiercely devoted that his church is going
510 to make it and do well. And it is healthier than several [inaudible].

511

512 It's beginning to add people to a good spot but they don't have the money so they have to
513 get jobs. And they're both doing it really, really well. Ben and Eric know the heartache of
514 having overseers that did not have the character and integrity to follow through with what
515 the job is. And they walked away and left them holding the bag all by themselves. They
516 said, "Oh sure, yeah, sign that lease. Go commit to that. Do that. We're behind you. We'll
517 help pay for it if it falls through." And within 3 months they moved away. And it's not
518 right, it's not right. When you have overseers as Noble has had in this hard thing that is
519 fiercely devoted to Noble because they believe God called him. And they understand the
520 scripture and they will walk it through even if it means there's death in the process.
521 Faithfully, loyally, then the church is safe. Otherwise, the church is vulnerable. The evil
522 one could do whatever he wants to screw it up. Does that make sense?

523

524 **Steve Morgan:**

525 Okay. What kinds of questions do you have about the overseers and then we're going to
526 shift gears and talk some about lead pastor wives and what's the board's responsibility in
527 that. Andrew?

528

529 **Andrew:**

530 You're talking about the shift that the church has grown from a certain size [inaudible]
531 what are some of the changes?

532

533 **Steve Morgan:**

534 For the overseers?

535

536 **Andrew:**

537 Yeah.

538

539 **Steve Morgan:**

540 Yeah, so when a church is for starting like High Rock, you start with a very small board
541 and it functions at first more like a financial board than a board of overseers. That takes
542 some time to grow into and it takes some track record on the part of those that are on it.
543 And then as that happens, it's starting with three, four at the most. It's really important,
544 small, good relationship, close communication, all that. And then as you get larger it
545 grows.

546

547 I mean, we started with 3 of us at Blue Sky with Andrew, James, and I. And then as the
548 church grew, we added other people. And then, it was Ern and then later, David and we
549 added that as it grows. So far at Blue Sky, at just over 300 people, our board of 5 people
550 is all we want. I think long-term you don't want a board of overseers to be too much
551 bigger than that. But the role changes and the function changes because as you grow then
552 and as the church gets larger, as we started discipleship communities and we have DC
553 pastors, it changes. Some of you that started kind of being in the know on everything,
554 later you're not going to be. You're not going to be. It's going to change, they might bring
555 other people that take that role that you served faithfully in and you do something else.

556

557 Do you know who to look at doing that in a really good way? It's my brother Mike. He
558 wasn't an overseer ever but he was a worship leader which may be harder because it's
559 more visible. He led worship at this church from the time we started right after God had
560 healed him of his paralysis and led worship all the way up until just before, the year
561 before, we left to go plant Blue Sky; until we brought Chris Miller in and as the church
562 grew and basically, you know what it all boils down to? He didn't have the voice to lead

563 in a larger church. He didn't have the voice. You've noticed that some voices are better
564 than others, right? I mean if you heard Sándor sing? [laughter]

565

566 Some voices are better than others. And if the church gets larger, that has to shift. All of
567 us hold that with an open hand, right? I was fat and happy and enjoyed leading in
568 Carbondale like crazy. And God just said, "Sorry, you're done. It's all Sándor's now.
569 Leave." And kicked me out. We all hold it with open hands. And so, as it grows don't
570 forget it's going to change. So at first, like right now, I have to intentionally remember to
571 communicate with each of our board members. Because it's growing and the staff
572 overseers constantly deal with a huge number of things and so it's hard for me to keep
573 them up to date in everything. That's a big shift. You can start feeling like "I'm not
574 important anymore I'm not needed anymore." That's not true at all. Follow the example of
575 Mike. Do what God gives you to do and don't worry about it.

576

577 You may end up in long term leading a small group. Is that okay? Can you cope? Those
578 shifts are going to happen. They need to happen. You have to understand what it's like for
579 the other people who have it happen. We're going through the Blue Sky now with the
580 shifts of getting over 300 people in the church is different. And people are feeling like, "I
581 don't know if I'm very important, I feel like I'm left out. These newer people that came
582 after me they're leading and I'm not." People start feeling that stuff from church plant
583 teams. We went through it in Carbondale I thought at one point the whole team was
584 going to ditch me. We got together and they were all complaining and bellyaching and
585 saying, "I don't like this anymore. I want the small church that it was. We used to be so
586 close. We used to know what was going on." And I'm standing there going, "Oh, God.
587 They might, at the end of this night, walk." I'm glad they chose not to—most of them, a
588 few of them ended up shipwrecking their faith along the way but most of them made it.
589 And, man, that's a hard transition.

590

591 We're going through it right now at Blue Sky regional team. Some of them have worked
592 through it well. Some of them are still in the midst of it. Some of them are leaving us.
593 And what do you do? It's a change, it's a big change. As the church grows if you start
594 feeling like "What's my little part?" At Vine, I pick up coffee cups and I have a friend
595 that I invited. Is that enough? I faithfully followed Jesus every day, or do I have to be
596 seen? Do I have to feel important by having a role that makes me feel important like I'm
597 worth something? That can't be the case. So as the church grows, that all is going to shift
598 for people. And hopefully, everybody makes it through that. But I would predict that not
599 everybody will. You can't tell a man's heart, right? You know a man's heart by them
600 walking out over time through good and bad, what it's made of. And it causes us all to be
601 a little afraid and take warning, right? A good fear of God is that we want our hearts to be
602 right, as we go through these changes. Did I answer that enough to help?

603

604 **Andrew:**

605 [inaudible] as the church gets bigger is that the more various decisions are done by the
606 staff [inaudible]

607

608 **Steve Morgan:**

609 Right. Right. And so all of that shifting to staff more, but it's not all of it. It's the biggest
610 portion of it. And so, overseers that are not on staff have to accept that they're going to
611 hear lots of things, not in the decision process, but after it's been decided, that aren't the
612 biggies. The big biggies, there'll be in on because the board has to consider those things.

613

614 **Audience member 1:**

615 [inaudible]

616

617 **Steve Morgan:**

618 That's right. And you have to trust your leader enough to be okay with that.

619

620 **Audience member 1:**

621 [inaudible]

622

623 **Steve Morgan:**

624 Yeah, as we've been going through some of the people that have struggled through the
625 church getting larger and it meaning; they don't have the same relationships they had,
626 they've got to focus on the people around, their friends are across town and they never see
627 them anymore. Some of the people struggling through it. I wondered how Brandon was
628 doing it. So Brandon, how are you? How are you doing? How are you doing with the
629 church getting larger now? And he says, "Hey, I did not move out here to stop at 300. I'm
630 fine." I thought, "Yes! He gets it. He's going to keep going." So it's good. Other questions
631 you want to ask? Yeah, James.

632

633 **James:**

634 [inaudible]

635

636 **Steve Morgan:**

637 I didn't plan these guys. So far, the only people that have questions are from Blue Sky. I
638 talk to you guys all the time.

639

640 **James:**

641 [inaudible]

642

643 **Steve Morgan:**

644 Yeah, in the whole protecting, defending the church, guarding doctrine thing, we found in
645 the last year that we started giving way too much attention to that. That is, it was sucking
646 98% of our energy and emotion to try to deal with all those things. And we felt like, man,
647 we should be giving 2% to that. And then, focusing 98% on the people that are willing,
648 the things that are good, the people that are going with us. We should be talking about
649 those things. The overseers, we found all we're talking about are all these problems.

650

651 All these people that aren't willing, that are rebellious and difficult, and we just find out,
652 "Wait. No, 2%." You hear us say it all the time now to each other, "2%, 2%." And so, we
653 give 2% to the problems, we give 98% to the good things that are happening because
654 otherwise the evil one can kind of backfire the guard and protect thing on you and ends
655 up just wearing you out and draining you with sheer negativity. Because there are
656 problems to deal with, right? But so we watch that, we're careful about that so that we
657 don't let it cause us too much anxiety. When we start thinking about what's good, and
658 true, and praiseworthy, and lovely, and all those things in the church, we have the energy
659 to keep going.

660

661 **Steve Morgan:**

662 Okay, good. What other questions? Man, that's sad when only Blue Sky's board has any
663 questions. I talked to them constantly.

664

665 **Audience member 2:**

666 I have a question. Sorry.

667

668 [laughter]

669

670 **Steve Morgan:**

671 You're from Blue Sky, it's okay.

672

673 **Audience member 2:**

674 [inaudible] How does a lead pastor decide, who deals with this issue and how do you
675 train a young member [inaudible] [crosstalk]?

676

677 ***Steve Morgan:***

678 Yeah, that's a great question. So how do you protect the church as far as people that are
679 sent by the evil one, disruptive, difficult? How do you protect that? How do you make
680 those decisions? Especially, with us having... Look around our young overseers. The
681 Bible says clearly, Paul says to Timothy, "Don't let anyone look down on you because
682 you're young." That is, you have to function in the role of an overseer. It doesn't matter,
683 it's not an age thing. It's an appointment and just like He chose James and John to be
684 apostles, and they were just young punks when he chose them. I mean, really young. So
685 it's not an age thing, but a lot of times dealing with those hard things can cause overseers
686 who are young to feel insecure and scared about what to do.

687

688 We've learned some things. I'll just go through them quickly. One is that we think it's
689 primarily the job of the staff pastors, to do the dealing with people that are troublemakers
690 and need to be asked not to come back. Not the job primarily of the overseers who are
691 working other jobs. And there are several reasons for that. One is that there's better
692 ongoing communication to train them how to do it, but also there's regular staff meeting-
693 type, pastor meeting-type contact, to talk about those situations, to pray about those
694 situations, and to get wisdom on what do we do with that.

695

696 And so, at Blue Sky, even though Andrew and James have been right, in the midst of
697 several times we've had to ask people to leave, we've realized that really, that ought to be
698 mostly on Ern and David if I'm teaching. And so, they're primarily taking care of that.
699 And how do you know, who do you ask to leave? We don't go around like, "I don't like
700 your haircut, leave. You know, that's a bad haircut. We don't want bad haircuts, people at
701 this church." I mean, you can't do that. That's sin. And so, we decide those things based
702 on behavior or obvious reason. Okay?

703

704 The other night, we had a... After our team Blue Sky, there was a woman that came in
705 that was just obviously physically, emotionally, spiritually severely demonized, just, I
706 mean, it was like, you got the feeling when she walk by she was going to jump on you.
707 And I saw her, I was leaving with my wife and kids, I looked at David and I said... And
708 so, and I left. And so, David went up and just told her, "I'm sorry, we can't help, you got
709 to go," he walked her out of the building, to her car, kindly, politely told her, "There are
710 some phones over at Safeway, if you need one, you can go on over there." And, you
711 know, she left.

712

713 He did just the right thing. He walked up to her, he spoke with her kindly, he told her yes
714 and no in the right places, and then walked her out of the building, not touching her.
715 Don't touch somebody when you're doing that unless they're jumping or pulling out a

716 gun. Don't touch them. And he did just the right thing, walked her out, waited from his
717 curb for her to get into her car, and drive off. And then when she was gone, he went back
718 inside. But generally, it's behavior. And what we've learned is when you're doing that,
719 definitely be kind with your voice, definitely state clearly why you're asking them to
720 leave. Although you don't have to justify your reason. Okay?

721

722 So sometimes we've told people, "You're unhappy here, and your complaints are making
723 other people unhappy and making me unhappy, and I don't want us all to be unhappy. So
724 you need to go. Don't come back." It has to happen sometimes. Thankfully, again, 2%,
725 don't forget. We realized at Blue Sky we've gotten so—we're so paranoid on Sunday
726 because everyone keeps sending nasty people in among us that we don't enjoy any of the
727 good people or welcome them. We go around like, "Oh, God, who's next?" And when it
728 gets to that, something's askew, the evil ones tipped you too far. You got to focus on
729 building up and equipping those that are willing. It's a good question. Yeah.

730

731 ***Audience member 3:***

732 [inaudible] this new situation when the time is [inaudible] to be a challenge, genuinely
733 meeting people who are older than you. It seems like there's a time where I want to
734 present[?] but I hold myself because I don't want to overstep the boundaries. And at the
735 same time, I want to continue to keep the relationship, trust, that has been built up to that
736 point.

737

738 ***Steve Morgan:***

739 Right. And you're not talking about somebody that needs to leave?

740

741 ***Audience member 3:***

742 No.

743

744 ***Main Speaker:***

745 You're talking about somebody who needs to stay that's hard to lead.

746

747 ***Audience member 3:***

748 You got it.

749

750 ***Steve Morgan:***

751 I think the biblical balance there is truth in love. We speak the truth in love. Okay, we
752 don't just love and get around to the truth if we can. We speak the truth in love. And the

753 practical help for it is understanding that as you're speaking that, you're speaking what
754 you have enough relationship with them for them to bear. And David will frequently say
755 this, as there are group leaders that have things they need coaching on, whatever it is.
756 There's one group leader that had an awfully irritating habit. And it's a hard kind of thing
757 to talk about. And I asked David, "David, are you going to deal with this?" And he said,
758 "Yes, I'm on it. I'm winning his heart right now. I'll get to it shortly." But yeah, cool.

759

760 Because what he was doing is he was being sure that he had enough relationship, that he
761 could say the truth to him and not cause harm to them. Does that make sense? So you
762 speak the truth in the context of a relationship. You can't speak the same truth to
763 somebody you have no relationship with as you would somebody that you have a good
764 relationship with. And so, you're winning relationships. And as you win a relationship,
765 you got to continue to speak the truth, appropriate to that additional relationship. Does
766 that make sense?

767

768 Okay. Okay, good. We'll talk about the lead pastor's wife. I want you to watch this video.
769 Are you gonna throw them? Okay. Steve's going to put this on. This is Mark Driscoll
770 from Mars Hill. I want you to watch this with Mark because it is the only source I have
771 ever seen for helping us understand what the job of a lead pastor's wife is like for them.
772 When I watched this for the first time, James found it and emailed it to our entire board
773 when he found it. And I watched it and cried because he goes through in his 10 points, I
774 think it is. All of my wife... My wife and I has personal conversations over the years
775 about what it's like to be a lead pastor's wife and I never knew what to do about it. There
776 was nothing I could ever do about it. And I'm so thankful that God pointed that out to our
777 overseers and they have gotten about the business of seeing how my wife as the lead
778 pastor's wife is protected and taken care of. We'll talk about practicals after we watch it.
779 Let's watch the video.

780

781 [sound of the video playing in the background]

782

783 ***Steve Morgan:***

784 Okay, so let's talk. When I watched that for the first time, I was shocked, because I
785 thought, "Oh, I guess other lead pastors and their wives go through these same things
786 because he went down our list of what it's been like for Shu-hui for a long time, 13 years.
787 And Shu-hui, all of our wives are different, Shu-hui doesn't want any help. She gets mad
788 if anybody tries to help her. She is an introvert. So she hates attention. And through the
789 years, she's given everything, many times.

790

791 She's had faith when it looked awful. She's prayed for me. She's agonized over the
792 churches as if they were her own children, in prayer for the churches. She's quit several

793 times. Divorced me a few times, along the way, because of all of the intensity and the
794 pressure, and it is a hard role. It's a really hard role. I think it took me a long time to
795 acknowledge that people do expect stuff of her that I would just blow off, I wouldn't pick
796 up on it. She's very discerning, differently than me, I've just figured what people say is
797 the whole deal. I'm just a kind of face value, kind of, guy. But she picks up all of that
798 subtle stuff about people expecting and people manipulating, and people telling her stuff.
799 So she'll come and tell me, and all of that stuff, it happens. It happens to Shu-hui all the
800 time.

801
802 In the past, in our vineyard experience, we never had any guideline help experience to
803 help us know what to do. And so basically, we've never really done anything, or very
804 little, we've done. And so, our board at Blue Sky as they saw that video, started taking on
805 and talking with me about Shu-hui, about what she needs. They asked me to talk with her
806 and see if she would meet with them. She refused. She said, "There's no way I'm meeting
807 with them." Her literal words were "I've been doing this for 13 years. I don't need any
808 help now." That's what she said. And so I told them, "Well, she doesn't have any problem
809 telling me what she thinks." So you know, you can ask me and I'll tell you what's going
810 on.

811
812 And so, our board was talking about it. And they are in the process of trying to figure out
813 how do they help her. How do they do those things? How do they make it safe for her?
814 And as we've gone through this, I specifically felt like... And I wanted to talk to you guys
815 today because I want to encourage your boards to take this on and figure it out for your
816 lead pastor's wife. With her unique personality, with her unique gifts, and how she
817 functions, to figure out what would be helpful. Several people have said, "What about the
818 associate pastors' wives?" And I've said, "We'll get to that later." Because it isn't the
819 same. It's not the same kind of pressure, although there are challenges there that we're
820 going to have to address later. I think if we can address the lead pastors' wives and the
821 unique challenges that they have, being married to the most visible person in the church. I
822 think that we will have good equipment to then help as we get into the next year or
823 something, other associate pastors' wives.

824
825 To know, "Okay, given the level of pressure that they have now, what would we do
826 differently without ignoring the difference between what the lead pastors' wives go
827 through and what it's like for the other wives?" And so, I would encourage you guys to
828 figure that out. Figure out what would be helpful. Though it may be hard to start by
829 talking to the lead pastors' wives, you may just have to talk to the lead pastor. "Hey,
830 what's it like for your wife?" You know the story. I mean, just like our wives know us
831 and know, like he said when we're lying awake and worrying, and all the pressures on us.
832 She lies awake with us because she's worried too when we're worried.

833

834 We know what's going on with them. We know what it's like, we know what they're like.
835 And then, so ask her husband. Ask the lead pastor, what's that like for her? What would
836 help? Give me ideas. Ask her for your board to take that on and figure that out. Recently,
837 our board had... Because Shu-hui wouldn't meet with them, they said, "Okay. Well, we're
838 just going to do what we want to then, based on what we know." And what they've done
839 so far is they gave her a card, a couple of Sundays ago. They started with... The parking
840 team all knows because she was parking in the neighboring property way in the back.
841 There was no parking when she'd get there, then she's dragging in all 4 kids trying to get
842 them in. Trying to carry Judah and get the kids along, and get them to the kids' program.

843

844 Well, the parking team now all know, if she drives up, they park her right up front. I think
845 you get to mark one now or something, don't you? They just put a cone in front of one.
846 And so, nobody else parks there and when she shows up, they move the cone and say,
847 "There." She's so embarrassed by it, she hates it. But she loves not having to tramp across
848 a couple of businesses' property to drag all the kids in. They've set up so that our kids can
849 self-check-in in the kids' program for our oldest three. And they just go and check-in.
850 And the workers know they don't need to give us tabs, they know who we are, they just
851 self-check-in. They go into the program and they receive the kids and know the situation
852 there. And we just check our little one in.

853

854 They gave her a gift certificate for an entire house cleaning, top to bottom. It's like, 5 and
855 a half hours with 2 cleaners, or 10 hours something with 1 person cleaning, to come
856 through and clean the entire house. We do a lot of entertaining. We have a lot of people
857 in. It's basically for us trying to hand new people off to small groups is how we entertain.
858 We have people in and then have key leaders in at different times. And so, she doesn't
859 know what to do with that. We've never had somebody come into our house and clean in
860 our life. Her first comment was, "I can give this to Tori. She'd really like this," you know,
861 Andrew's wife. And I told her, "I'll call them. I'll see." I don't—what do we do? Do we
862 have to pick up the kids? Do we have to clean our own toilets first, and she's gonna go
863 through and clean the entire house spotless, and then they'll come in and clean. That's
864 how my wife will want to do it. We'll see. We'll see how she responds.

865

866 They gave her a gift card to Starbucks for \$50 to take anybody she would like to, to have
867 a cup of coffee. And they had the nerve to tell her she couldn't spend it on my coffee. Can
868 you believe it? They gave her permission not to meet with anybody she didn't want to.
869 That when people say, "Hey, can we get together?" She has standing permission to say,
870 "No, I can't I'm too busy." She's had, for a while, a budget for paying for food having
871 guested over so that our own family budget is not stressed and stretched over the
872 entertaining, the cooking food for people that we do. And so, she has that.

873

874 And James has been working on a list of people that are willing to do childcare for us at

875 different times that they would ask. So I'm not putting people in a weird situation by
876 approaching people and saying, "Hey, will you watch my kids for me?" And so, they're
877 working on that. That feels a little fuzzy and weird to me, we don't quite know how to do
878 that. It's the people on the list that we trust a lot. But James is doing the communication
879 with them so that I don't have to because I put people in an awkward spot.

880

881 And so, it's a start at trying to figure out how do we take the pressure off? I encourage
882 you, your boards, and probably whoever the Vice President is... Don't you think Sándor?
883 ...that would have to initiate that with the rest of the board and figure out what do you do.
884 But I encourage you to talk about it. And I think my hope is by experimenting with this
885 and trying to figure it out, by this time next year, we'll know enough about how to do this
886 and how to do this well for the long haul, that we can do it with integrity. We can help the
887 wives make it and then we'll know well what to do for associate pastors' wives, even
888 though the pressures are different, the responses are different. That some of the things
889 that are needed for them that we'll know well what to do. Okay?

890

891 Do you guys have questions as we finish up? If you want to ask. Okay, it's going to be a
892 good conference. We're off to a good start. Thank you for what you guys do. I love it.
893 You're watching the back of some of my best friends. And I'm really, really thankful for
894 what you do. So have a good afternoon. I might go take a nap. And we'll see you guys
895 back tonight.

896

897 [END]