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The Art of Leadership Network.

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Carey Nieuwhof: Welcome to The Carey Nieuwhof Leadership Podcast, it's Carey here. I hope our time together today helps you thrive in life and leadership. Today we have Andy and Sandra Stanley. I had a great time with them was actually at Northpoint to film this. So, if you haven't checked out my YouTube Channel, make sure you do. We talked all about behind the scenes in leadership there; marriage, ministry, parenting, how to juggle all the demands and a lot more. And today's episode is brought to you by my brand new email newsletter On The Rise. It's delivered every Friday and I would love for you to subscribe. I feature some really fascinating, curious content about faith culture, the future church, and other topics I'm interested in. Subscribe at On The Rise Newsletter and by Belay. Belay is offering our listeners their resource for Costly Financial Mistakes for Churches.

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for free. To claim it just text Carey C-A-R-E-Y to 5 5 1 2 3.

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Well, here we're going to talk about parenting mistakes that you should avoid, the key to juggling full-time ministry

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while being home with your family and raising kids who want to be around you when they're grown up.

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So I've got back on the podcast, Andy Stanley.

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He is a communicator author and Pastor.

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He is the founder of Atlanta-based Northpoint Ministries and started that 1995. Today North Point Ministries

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consists of eight churches in the Atlanta area and a network of 180 churches around the world. That collectively serve over 200,000 people weekly, he is the host of Your Move which delivers over 10.5 million messages each month through television digital platforms in podcasts and he's the author of more than 20 books and for the first time we are welcoming Sandra Stanley to.

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this podcast. Sandra is a graduate of Georgia Tech and Dallas Theological Seminary

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She has a heart for foster kids and foster families. Much of her time these days is spent working on various writing projects and continuing her involvement with Fostering Together, the foster care initiative of North Point Ministries. And she and Andy have a brand new book on parenting called Getting It Right. It is fantastic. And also, I know their kids, particularly Andrew. Andrew, who's become a comedian. I'll tell you their kids are amazing. So these guys are fantastic at figuring out how to raise kids. And we go deep in this interview. So those of you who are parents, those of you who care about the next generation and those of you who are trying to figure out how to get it all done and still have a home life. I think you're gonna love this episode so.

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So I have something brand-new, I would love for you to check out, I deliver it every Friday, and it is my brand new email newsletter called On The Rise. And in it, I feature the most fascinating, curious and interesting content I can find. It's on the future church. Sometimes, it's on text, sometimes, it's videos, I've been watching and in the first few issues, for example, I've featured pieces on, Tim Keller, who is deconstructing "Deconstruction" some research on how to actually become more grateful, why boomers are rethinking being the church and we've gotten tons of interaction from you. If you'd like to start receiving On The Rise, it's absolutely free. Go to

OnTheRiseNewsletter.com to sign up, the content is exclusive to newsletter subscribers and I will be doing more exclusively by email.

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And you can learn what to do to avoid them, because whether you need a highly vetted Us-based financial specialist, virtual assistance, social media manager or web specialist, Belay's, modern church staffing has the right person ready to help without the added stress of having to do everything on your own which way too many leaders do. To help you get started Belay would love to give you Four Costly Financial Mistakes for Churches as a listener. You're getting this resource for free and with it you can learn what to do to avoid these costly mistakes. To claim it just text Carey that C-A-R-E-Y to 5 5 1 2 3, get the support you need to get out of financial ambiguity and back to doing what you do best with Belay. Text Carey to 5 5 1 2 3 and now remember, we got this on Youtube, too. If you're interested in watching, here is my conversation with Andy and Sandra Stanley.

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Andy and Sandra: Andy and Sandra, welcome to the podcast. I'm so glad to have you here.

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Thanks for having us and it's again, it's good to see you live. Yeah, it's good to be in the same room, isn't it?

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Carey Nieuwhof: So I want to talk, maybe we'll start here about the unique pressures that you felt Andy being raised as a Pastor's kid because we have a lot of young leaders watching who are Pastors, they work in the church. That is kind of a particular aquarium that you get raised in. What was that pressure like for you?

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Andy Stanley: I think. I think the big takeaway for me, neither of my parents, I never felt the pressure to be any different, or any better or any more spiritual or any more churchy than than my friends. And I think they were super intentional about that. And I don't know how they figure that out because neither of them came from families with ministers in them at all. I mean, so somehow they just

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let or encouraged us and gave us the space to be normal. And when you know, when I asked Sandra to marry me, I forgot to tell her oh yeah. By the way if we have kids they'll be preachers kids.

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Sandra Stanley: Yeah. Could have been a deal-breaker. Yeah.

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Carey Nieuwhof: Did you not know that you were going to do ministry at the time?

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Andy and Sandra Stanley: He did she know she know I was I married into it.

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Andy Stanley: Yeah she married into being you know, Youth Pastor's wife but it never, you know, I didn't bring up the oh by the way preachers kids. But so I feel like I had a great model in terms of with our kids of, in fact, I standard would tell you that she felt more pressure to maybe put more expectations on them in terms of their behavior, as it related to my reputation that I did. Because I knew that's that's just a

no-go, no kid needs that and I didn't feel that and if I tell a story in a couple of my books about a time that I was caught doing something. And the people who caught me thought my Dad was really going to lower the boom. And he told him "hey you raise your kids, I'll raise mine". And he told me that we were driving home in the car. He said, by the way I found out about and I thought, uh oh, and he said, you know what I told them. I said, what is it? I said, "you raise your kids. I'll raise mine". That was it didn't discipline me for it. And I still remember it, but and I think the emotion and the weight of that impacted how I approached parenting are three preachers, kids.

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Carey Nieuwhof: So yeah, I'm curious. You know, here's a counseling question, Andy. How did that make you feel? But as a teenager, you were a teenager. How did that make you feel?

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Andy Stanley: You know what it made me? We do talk about this in the book. It made me feel. I knew where I stood in relationship to my dad's reputation. And I knew that I was more important to him than his reputation, and that is huge, especially for someone in those days, who is high-profile, like he was in our community. And I realized, oh, I mean, of course, his reputation is important, but apparently, I'm more important and that stayed with me.

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That would have been super rare. I would think in your dad's era to like, more rare than it is today.

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Andy Stanley: You're exactly right here. Yes.

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Carey Nieuwhof: Hmm. Sandra, how did you feel or experience that pressure when you were raising three kids in the fishbowl of ministry.

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Sandra Stanley

: Well, because of his experience that made it a whole lot easier for us. My my knee-jerk response was to say, do you know how this is going to affect your dad, you know, and reputation, I could have easily gone there and he would he just drew that back and said no. That's that's we're not going to we're not going to do that and I'm so grateful because it really did I think

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impact our kids in a big way just like it did Andy with his dad, so I'm so grateful for that because that would not have been the intuitive response for me.

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Carey Nieuwhof: So looking outside your immediate family? The kids tell the story about you, sometimes reading emails that you got about your don't look at this person and

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That's Castle ruin their life. Don't do what they did. Don't do something to pass the potatoes. Yeah. Yeah.

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Carey Nieuwhof: Which I think is hilarious. When you see other pastors make mistakes with their kids or what you would call mistakes. Like PK pressure that kind of thing. What do you see them doing?

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Andy Stanley: Well I don't know that

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I've ever seen. I mean, I unfortunately probably like you, I hear the stories of the kids later. You know, they're adults and they have walked away from faith or have problems with faith. And then you hear about the way they were raised. So you know, it wasn't real time. It was after the aftermath, unfortunately. And um, you know, there are are different

versions of Christianity. And this is one of the things we talk about at the end of the book we set for the end to say, by the way, you know, here's the framework through which we view Christianity in general. And um, you know, there's a legalistic approach. There's a highly experiential approach. There's all these different things. And that impacts the expectations that parents have on their kids in terms of how they are to experience and appropriate and demonstrate Christianity. And so for us, our paradigm was different than the one I was raised in and is different oftentimes than the ones I hear about when people have had a bad preacher's kid experience.

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So, I don't know that there's commonality as much as oftentimes I do think it goes back to how important the reputation of their dad and the framework of Christianity. The version of Christianity they were they were raised in and legalism is poison. It just poisons relationships and it runs kids away.

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Carey Nieuwhof: And yet you know you're both, this going to be the wrong term, so please call it what you want. Knowing you as I do I would say you're not rule breakers. Like you're a rule follower.

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Andy Stanley: We're both enneagram ones. We don't break any rules.

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Carey Nieuwhof: Okay, I was gonna say rule followers but yeah, I mean it's not like you're just out whatever that's not your personality at all.

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So how do you reconcile that? Because you're right. Legalism is poison, on the other hand, you both have immense, respect for rules. So how do you

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How do you manage that tension?

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Sandra Stanley: I think for us in each different season of life. Our approaches are different and our conversations are different and recognizing where they are in their age, and their stage and their Spiritual Development, all of that, it informs what kinds of conversations you have. We laugh throughout our parenting years the things that our kids were willing to tell us and tell him we're not things we would have told our parents and which is really interesting being in Ministry because you would think it would be even more so that way than it would have been in my family, but, but it's been interesting to see them want to turn and have conversations about hard things.

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And it's partly because of the climate and the expectations and the the non expectations on our kids.

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Andy Stanley: And it goes to the heart of what this book is about that we from the very beginning to decided we tell that story to parent with a relationship in mind and relationship is about influence and it's about honor. Influence and honor. When I'm in a relationship with somebody I trust I'm open to your influence. And because I feel like you honor me, I honor you back. So because we establish that as a foundation early on and that was not intuitive to either of us because of our personalities, it was the it reflected the kind of family Sandra was raised in. But she was so used to it she didn't know it was a thing. It was so different than the environment I was raised in that I knew I had to be intentional about it. So I think if we had not recognized that early and I'll talk about it a little bit later

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: I would have parented toward compliance and obedience because I am a rule follower. So we're going to follow the rule, Sanders even more of a rule follower than me.

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Yeah I was I would have left everybody bloody on the floor, just you know, we're going to just fix this and move on.

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Andy Stanley: Her dad is a Marine Colonel so we, our tendency would have been we're going to behave ourselves but that's not it and that does not facilitate. I mean, nobody wants to be in a relationship with the Hall Monitor or the Assistant Principal right? Those aren't getting relationships. So I think by God's grace, what we saw with other parents we were in student Ministry for 10 years together we saw all kind of parenting models. Bad ones. Yeah and we would take the good ones out to lunch and say what are you doing? And the way we would determine what we felt like a good parent was watching their relationship. Not how they behave

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but watching the relationship with their teenage kids and we're like, how do you get to this season with teenagers and there seems to be something good going on. So we would, we would just ask lots of questions.

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Carey Nieuwhof: So it was that sort of combination of Sandra's family, seeing that kind of different milieu and then also watching what was going on in student Ministry, where you had a front-row seat.

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Andy Stanley: Yes, I think. Yeah. Those were those had big influences.

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Carey Nieuwhof: I'm the same way I would have parented. I have two boys. I would have parented toward compliance and obedience and stand in line. Sit up straight. I'm on the stage. Don't embarrass me. That's where all of my sinful instincts go. I had an intervention from a mutual friend of ours, who I spent yesterday with Reggie Joiner.

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And we started working together when the kids were just moving out of their middle school years or into their middle school years. And he taught me about fighting for the heart. And above all else, preserve the

relationship because if you have the relationship, you have influence and I know you've known Reggie since forever.

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Andy Stanley: We there's a story in our book about Hanna his daughter. We got permission and he said when people read that story, they're gonna think you made that up. And it is Reggie Joiner as Hannah and it's hundred percent, okay.

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Carey Nieuwhof: So tell the story if you can.

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Sandra Stanley: So the story is Andy, this was Reggie was living in Florida and doing ministry in Florida. And we went to visit him. We didn't have kids yet. And we're at a restaurant. A seafood restaurant down and Merritt Island I think, seafood restaurant. And we're sitting around the table and they only had Reggie Paul and Hannah and so were sitting around the table and

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They had apparently a two hushpuppy rule. And so Hannah, kind of blew through her first two husbands pretty fast.

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Andy Stanley: Before we even order our food, she's eating these puppies.

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Sandra Stanley: So Reggie says to her, you're done, you've had your two hush puppies and she just looks at him in the eye and is watching him the whole time gets her third hushpuppy puts it right in her mouth. And we're all like, what is about to happen.

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Andy Stanley: And he took her and they left the table for a few minutes and he disciplined her and they came back.

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Sandra Stanley: Yeah, but there's a whole funny other part. We get to the, to the van and afterward dinner,

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And everybody's in the van. I'm Reggie and I are standing outside the car everybody else is in here. He said, may I ask you a question,

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Do you think a two-year-old can be demon possessed?

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And here's Andy with his masters of theology, you know, High Honor Graduate and he's like, dude, I don't know.

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I've just seen it. That was some major defiance right there.

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Sandra Stanley: She's so wonderful and she has done great things to. Now, she's got three young kids and it's so fun to watch her on Instagram as she's parenting, her kids who have also The Gleam in their eyes.

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Carey Nieuwhof: Hannah's awesome. I always think it just having a toddler verifies total depravity. That's like Calvin was right. Calvin was right. It's total depravity and on the part of the parents.

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Andy Stanley: It brings out the worst

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Carey Nieuwhof: So not a spoiler alert. It's a fantastic book. I told you guys, I wish I had it 20 years ago and I got glimpses of it because you've taught on some of it but there's a lot new

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in this book, the it is parenting with the relationship in mind. What do rule followers, rule makers, rule oriented parents do when you see your five, three, and one year old, going off the rails like the interior dialogue? And then the exterior reaction, because there's often a gap between the two. Can you walk us through what that felt like particularly? I'm thinking about young parents. Who are watching this right now going I'm in it. I've got a thirty year old I've got a three year old.

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Sandra Stanley: Well when we talk about their, you know their their four seasons of parenting four stages of parenting. And we did not make it up. We learned this early on in our parenting journey. Andy and I have always been a small group or whole marriage. We've been in small groups with people in our season of life.

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And when we had our first child, we read every book we did stuff in our small group and so one of the first things we learned was about these four stages of parenting. So to answer your question, that first stage of parenting is the discipline years. It's like zero to five years old and during that season of parenting, we landed on the 3D's and we didn't make that up either. We learned it from some friends when it came to discipline and what needs to be disciplined, we decided the three things we'll discipline for are dishonesty, disrespect and disobedience, those three things, children are childish, that's just what they are and we don't need to discipline for every childish thing they do. We can kind of you know move on along out of their childishness. But when it came to discipline it was those three things, dishonesty, disobedience and disrespect. And those were the things we decided during this season of life. This is when we're teaching our kids, there are consequences for your actions.

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This is when the stakes are super low. So this is when we want them to get it because the older they get the higher the stakes when they are disobedient, disrespectful or dishonest. So that to those young parents, you know, those are kind of the three key things that we we came down during that season.

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Andy Stanley: The way this ties into the theme of this book, is we wanted. And again, in those that first season, we didn't try to explain this, you, you sort of connect more dots in the second season of parenting, but we chose those 3D's, because all three of those are connected to other people. And if you're going to parent with a relationship in mind, the rules should be associated with something that negatively affected, another person, the goal isn't to keep the rule, the rule is established to protect other people. So you've dishonored someone you've been disobedient to someone and you've just been dishonest, disrespectful to someone. So there's always a person on the other end of a broken rule. That's hurt.

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Well this is true in all of life when someone breaks the law, when somebody puts other people at risk for drunk driving when somebody steals from a store, there's always someone who's been disadvantaged on the other end of lawbreaking. So if you're going to parent with a relationship in mind, the rules have to be the dots have to be connected between here's why we don't do this. And the why is not a what the why is a who, it's a person. So those three D's establish that grant that sort of the playing field when then they were old enough to connect the dots to here's why we don't, the three D's are a big deal because there are people impacted. So these aren't just rules to be kept. We're protecting other people through our honesty, through our honor and through obeying certain rules.

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Carey Nieuwhof: So did you know that then or do you know that now looking back on it.

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Andy Stanley: Well that's a great question. And that's super fair question.

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We understood that then Andrew was how old when we made the trip to Hilton Head, was just a few months old. He was in a car seat, so we

were on our way to vacation and we're not goal setters. But we were on our way to be with her parents and her brother, sister on Hilton Head and we were driving Hilton Head and we decided, hey, we need to set some have some family goals. So we came up with three things, two of them went away pretty quick, because life's too chaotic, raising kids to have a bunch of goals

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Sandra Stanley: Just trying to get through the day

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Andy Stanley: But there was one that stuck and it was the thing that I saw in Sandra's family, that was this, that, you know, she was an adult married. Her brother sister were adults.

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The five of them enjoyed being together and wanted to be together even when they didn't have to be and that was not the case for my sister and I am I my parents that are just they they would outlive four of them were together. In one of them wasn't they would call the other person

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Sandra Stanley: We persecute the one who wasn't there, we're having Grandmama's biscuits. Wish you were here. We would rub it in

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Andy Stanley: They would always call that fifth person and there was such a sense of we want to be together and I recognize that in them to even honestly I've told her this it got on my nerves. They were so family-centric I felt a little bit left out.

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Carey Nieuwhof: Can't you just be more cynical toward each other th-thank you and I think it just reflects is something that I didn't have and I missed and I decided

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Andy Stanley: th-thank you and I think it just reflects is something that I didn't have and I missed and I decided I want that, but I'm going to have to be intentional to get that because as we talked about earlier, my natural inclination is going to be a parent toward compliance and rural keeping and let's do the right thing because God honors right thing, you know. So um,

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Sandra Stanley: And it was all I knew. So when he said, this is what we want to do? I was like, of course

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Andy Stanley: But families don't drift toward that kind of relational wholeness you drift in the opposite direction. So to answer your question, did we understand the connection between the rules we set in the relationships we're trying to protect. Yes. In a in a general sense. And that's why we came up with kind of are two overarching rules that we talk about in the book early on, and they were again tied directly to really maintaining relationships.

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So two things, one. What interested me, I mean, you're a biblical student and

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Just with my law background, whenever I read the Old Testament and I'm going through Exodus. It's fascinating because they do the opposite of what we do in contemporary culture. So I go to the Stanley home. I steal your electronics Etc. You call the police I get arrested, what happens? I go to jail or I get a fine. Yeah, you're still out your stuff. Goes to the insurance company. If that happened in the Old Testament, I actually have to go and say Andy and Sandra. I'm the guy who stole everything here's your stuff. Here's an extra. I think it's 20%. Yeah, on top of that. So here's another TV for the family room and some cash, but what I thought was so brilliant about that, and we lost it somewhere in the Greco-Roman legal code. Was, it was about relationship.

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That basically, if I, if I steal your property, it's not about your property. It's about your relationship and I thought your parenting rules really tie into that.

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I don't know what the ever saw link between that, but I thought that

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Well, the, to your point, this is a great point. I've not thought of this. But, of course, those communities were so small and you couldn't go anywhere. You couldn't jump in your car and go to the next city, everybody either knew everybody or knew somebody who knew everybody. And once you rob someone's home, you ran away. And how far can you actually run. So the whole idea of restitution relationally. I'm not gonna say it was easier but it was certainly easier to facilitate because villages and towns were smaller more like an extended family more like an extended family and yet the value of that was extraordinary. And the fact that we've lost that and this goes to one of the things we talked about to and I don't want to hijack the where we are in the the interview

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One of the things we did not do. We rarely took things away from our kids; took their door off to Play Station, put them on restriction, took the car keys, phones. We rarely didn't do that because that reflects the modern culture model that I steal something from you. So I get punished over here. It has nothing to do with restitution for you. So all of our discipline, we worked really hard. A couple of great examples in the book. And Sandra was so great at this. We responded to disrespect, disobedience and dishonesty with punishments or discipline that reconnected our kids with who was offended. Because there's always a person on the other end that's impacted by a broken rule. So consequently, instead of opting for the isolated, you know, we're gonna isolate you, were going to be note. We're gonna hurd you back in that person's direction, and you're gonna restore the relationship as you just described as we see in the book of exodus.

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And when that happens, then you're done, you're not on restriction with your kids at home and nobody can go anywhere because, you know, they're grounded, you're done, because you've re-establish the relationship, but all of that flowed, from this early decision to identify, what is our it, what is our win relationally? That the end of the process that our kids would want to be with each other, with us, when they no longer had to be, which meant the relationships have to be intact, which means we have to parent to the relationship, set rules that are relational and discipline toward relational restitution. So that it really was. It drove the process.

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Sandra Stanley: Yeah. Should I give the, an example, maybe the story. So we had one story when our kids were younger of this very thing and Andy and I have been out on a date. We get home. There's a babysitter there and we can tell, you know, how was the night and she's like, well I mean it was so you know what and she was not with us. Yeah. It was not one of those. Anyway, she's a great babysitter. We had to pull the story out of her to

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About what had happened in our boys had basically been very disrespectful to the babysitter and so we, you know, apologized, send her on her way, pay a little extra, you know, whatever. And so, the next morning, I wake the boys up early and I told him, I said, hey, I'm gonna need y'all to meet me down in the kitchen. I've got some note cards out, and you have got to write Julie, some apology letters and I'm gonna need you to also bring your wallets downstairs when you come down and so they're like, you know, eyes are big, they come downstairs they're, you know, writing their apology letters to Julie, I said, okay, now what I need you to do is close up those envelopes, get your wallet and meet me in the car. And so I get Allie, I load Allie into the car, the boys come to the car and I said, we're headed to Publix and you're going to buy Julie some flowers with your money. And we were just at that season of life with them where money meant something we had graduated from the jars to the wallet. So, yeah.

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So money was meaningful at this point.

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And so we go into Publix. You know, they're like, oh, really, you know, just that whole thing. So they buy their flowers. And I said, now we are going to go visit Julie at her office and you're gonna take your notes and your flowers and you're gonna give them to Julie. And you're gonna look her in the eye and you're going to apologize.

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Andy Stanley: In front of whoever else is in the office.

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Sandra Stanley: Please take all my money. Don't please just, you know. Take all my toys. Just don't make us do this.

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Andy Stanley: and I want to comment this. So essentially they would have preferred a traditional approach to discipline. Take my Playstation for a week. Take. Do anything. Don't make me do this. Don't make me do this.

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And that's the power of this approach. Tell him what happened.

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Sandra Stanley: So we walk into the office, go to her desk. They've handed her flowers, her note card, and they look so cute. You know, obviously, and so they're giving they're like Julie, we are, you know, I, the each took their turn, I'm so sorry that I was so disrespectful to you last night. I hope you can forgive me and then, you know, then the next one did his. And so then we, you know, she of course, gives them hugs, she was fine. You know, she was fine immediately. She didn't even need it but for them it was huge because it was a an early, you know, just impressionable time for them and they restored a relationship. So next time Julie came over there wasn't a whole lot of like oh we're sorry. Remember you know, I mean, it was over when we

walked out of that office building, it was over and we didn't there was no more punishment that was it?

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Andy Stanley: And there was no more punishment that was it? The relationship was restored and that's

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The point and the other thing that is so important with this and and those are watching or listening understand this, but helping our kids understand this early restoring a relationship always requires humility. It's one of the reasons we don't do it. It's one of the reasons some adults, don't know how to fix a relationship with a brother, or sister, or one of their parents, and they're adults because restoring our relationship is a skill that has to be taught. So the humility factor of having to walk through the cubes to Julie's. The, I mean, the humility factor would is a necessary part of restoring a relationship. So connecting all of those dots in that experience early was was huge and then once again, it's over, we're done, we just move on.

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Sandra Stanley: So we had more experiences similar to that one. As they, you know, growing up with their different seasons parenting, but the great news to now is we fast forward to where they are now. They know how to appropriately, apologize. They know how to restore a relationship. They know how to offer restitution when that.

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When that comes along and that is going to serve them well in their adult relationships. So it's not just about, you know, disciplining or you know, you know, all of that. It really is a life skill.

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Carey Nieuwhof: Yeah. So before we get into the other stages of parenting, I want to talk a little bit about your family of origin. And I'd love to know, because I think that probably was a unique thing. Not just. Oh it's different than Andy's family. I think is different for most families. What things did your parents do? What was the culture in your home when you were three, thirteen that created that culture

where you're like, I can't wait to be with my family? I can't wait to be and nobody. This wasn't the annual Dad's paying everybody's coming kind of vacation, right? What created that?

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Sandra Stanley: That's such a good question Carey, I really think there were a number of things but one of them was we had meals around our table regularly and I will let me say this, we did not have perfect relationships growing up. We did not like each other during certain seasons. I mean, we had all the normal things, we had our own friends. I mean, it's not like we were just a little Kumbaya family, you know, through every season of life. So we were very normal family, but we really did, Lieutenant Colonel Marine Corps, we had breakfast together before school. And then we had dinner at night and they as we got older, you know, just like in our home, you know, you make, you make adjustments as everybody's schedules change and all that. But for the most part we had meals together and those were the times when whether we had a good attitude about it or not, we're all there. And we're all having conversations and we're connecting with each other and those environments. Another one was, we always travel together as a family, we weren't allowed to bring friends, you know, it was

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Just us and this is our time as a family, and we have so many funny memories that Alison, Jack and I, my siblings, and I still laugh about on some of these trips. We were always in our van, you know, we are in our big, you know, family van and, you know, wherever it was that we were going. So time was probably the biggest thing. It was really an investment of time, and my parents made sacrifices for us to be intentional and have time and do those things together.

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Andy Stanley: Her dad, really did make sacrifices even professionally to ensure that he was available and around, and he got a Marine Colonel, he's not, I mean, if he were sitting here, I would say this. He's not an overtly quote "spiritual person", although he's a person of faith, not yet, and not a man of many, many words.

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But his love for his family. And his willingness to intuitively get this right was amazing in part of the thing that made it amazing is his father died when he was about ten years old.

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Sandra Stanley: He grew up with a single mom.

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Andy Stanley: So again, there wasn't even a role model, which may be an. Oh my dad's the same way. My dad's dad died. His Dad died when he was an infants. So both of our parents were raised by single moms for an extended season of time.

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And yet, they, you know, they figured out how to, you know, probably

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One of the things interesting about my Dad was he was an only child, and he craved family and I and somehow he figured out how to just do it right.

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Carey Nieuwhof: And yet, if you don't get the relationship, right, it becomes codependent or needy or? So, any lines on that that you want to talk about codependency is real?

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Andy Stanley

: Well, I a little bit of the pushback. I've got an early on. We would talk about this. Is it sounds like codependency. I'm like, no, it's a codependent people don't enjoy being together. They have to be together because they need each other. We're talking about different. Yeah. But, you know, differentiating individuating, but you have to individuate before you can choose freely who you want to be with. So this isn't about keeping everybody, you know controlled you're all going to work for me. We're all going to be part of the You know, this isn't that this is raise healthy individuated kids, who enjoy the

relationship so much, they choose to come back. And so it's not certainly not codependency and it's not selfish. Oh, you're his parents, you're trying to keep your kids close. No, this is win-win-win because children who know how to manage

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Facilitate and repair healthy relationships are going to win in all of their relationships. So the best thing, we can give our kids is relational skills. Because people who have relational skills, and who can maintain healthy relationships, they're happier. If you want to raise happy children, they need to be intuitive relationally. Nobody's happier than their relationships, right? So, consequently is much as we value education's, much as we love sports, as much as we love the fact that they all have faith. We decided that it, the thing, the win was relational integrity with each other and with us.

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Carey Nieuwhof: So, so let's touch on the other phases of parenting, and then I got a stack of questions

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Sandra Stanley: Well hey, that's okay. So so what we learned early on was there four stages of parenting. We just talked about the discipline one. So the next one is the training years. And that's like five years old to twelve years old and the training years, are when our kids are able to reason a little bit more. So we're able to kind of explain while we're training them. We've moved out of that discipline season. We're still disciplining, of course. But we are focused more on explaining while we're training. And during the season, we practiced everything with our kids when you talk about that some more. But we just we made everything game. Because during the season of life, everything is fun. And nothing is dumb.

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Carey Nieuwhof: Give us a quick example.

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Andy and Sandra Stanley: So okay. So we're let's say we're we're about to have guests come over for dinner. Yeah. So we made a

game, Yeah. Carey's coming over for dinner. So our kids, when you know, decide, Andy would go out, he'd rang the doorbell and the kids would go to the door, and they'd open the door. And they say, hey, Mister Nieuwhof and, you know, practice getting their hands out quick. I mean, I look me in the eye like they didn't pronounce the name right, ok let's do it again. They'd run back kitchen.

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Andy Stanley: We make it a game and we would practice it and we in the training years and this is something we've all seen. I would watch parents expect their kids to know how to behave in public, and I'm thinking to myself and the kids aren't behaving. Well, if I'm thinking you didn't practice at home, you are expecting something of them, you never trained them to do. The only way to get good at something is to practice. The only way to get good at something is to train for it. So if you want your kids to be able to behave in a restaurant. If you want them to be able to greet someone, if you want them to be able to shape, whatever it is, we want to do in public, you practice and practice and practice at home. And in the training years, as you said everything's a game and everything is fun. So we would practice the craziest things and it was so much fun and then we go out in public and this sounds too much like a brag.

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We rarely ate out when someone in a restaurant did not walk up to us and say your kids are so well-behaved now to us, they were just being normal, but we got that so much but at home we train eating around the table was oh no we're practicing. So you can't be wild and crazy at home and think you know, we're going to go out to eat in there, just going to put on their use their indoor voice and you know those things.

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So we were very intentional about that.

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Carey Nieuwhof: Did you? Get when you were practicing particularly as the kids got a little bit older, maybe 11 or 12 and those teenage...

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You're done. You're no no, because training years, everything is fine. Nothing is dumb 12 years and on on everything is dumb and nothing is fine, okay?

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Carey Nieuwhof: Because I'm like, did you get out of roles in early?

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Andy Stanley: We got it in early before because we knew again, we work with high school kids for ten years. We knew we had a window for practicing right? But by then hopefully they had some they had some habits.

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Sandra Stanley: Those were their training years. Then coaching years are like twelve to eighteen. This is when we step back a little bit kind of let them be in the game, making some decisions experiencing some natural consequences that just come with, you know, making poor choices at certain seasons. This is where we really do step back. And you know, in the coaching season, there are times we yank them off the field course. But we're really just kind of letting them figure some stuff out. And we're right. Here we are for them. I think I feel like my conversation. Some of my words changed. And instead of saying, you know when it was why am I going to have to do that because I'm for you? I'm for you. Get into the end of your middle school years. Your high school years with his few regrets as possible I'm for you. And that's why we're doing it this way, or, you know, but just coaching during those years. And it's during this coaching season where we're working toward connecting more than we're correcting, we're really wanting to connect with our kids. We want to we want them to feel connected to us. So when they do hit those.

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difficult times or make a poor choice they feel like they can turn to us. And, and while they're still in our home, one of the one of the things Andy told him early on was our goal is when you're a senior in high school, you don't even have to have any guidelines, you know, you can make your own choices. We would love for that to happen while you're still here and rather than the minute you walk out of my door.

So that's the coaching years and then the Friendship years or 18 and on and that's where we are now and where you are and it just, you know, it's a good place to be when you feel good about your kids.

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Carey Nieuwhof: So you mentioned, making some mistakes when the stakes were low, do you got a story or a line that you kind of drew? Because you're right, you can get into the rescuing years where

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you use sometimes your connections or whatever, to minimize consequences for kids, Etc. Where the stakes only get higher? You make a critical mistake at 20. You're paying at a level you never paid 12? Did you have a line where you're like, this is where we yank them? Like, how did you, how did you handle that?

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Sandra Stanley: We, I thought the lines should be for closer in than he thought it was. He like, I think this is where we need to yank him off the field. He's like they're fine. They're fine.

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Andy Stanley: I did feel like it was easier for me to give them some running room and some crash and burn room than it was for Sandra.

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And part of it was and this was with our boys specifically. And because I'm a guy, I I just understood. And again, our two boys have two very different personalities. And one is super introverted, one super extroverted. And just taking that in consideration, for example for our extroverted son, I made it clear to him. He could say anything he wanted to me with any words at any volume with any tone. I'm fine. Now you cannot talk to your mom that way. But you, I can take it. I want. I wanna know what's in there. So I'm not going to just shut you down. And this is this was one of the things one of our points of conversation to the years is neither one of us were allowed to talk disrespectfully to our fathers. Which sounds like a great rule. But I knew for our extroverted son.

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he needed to extrovert and he's going to extrovert is going to go somewhere. I'd rather come toward me.

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Carey Nieuwhof: So it was a bit of a pivot because you absolutely said, you cannot disrespect your mother, but it was like, we're not going to disrespect. We had two big rules and that was one. Honor mom. You, you don't have to honor me. Gotta honor mom, that she is, you know, off limits, in terms of dishonor. And so, I made that differentiation when they were very young and because of this and so consequently, you know, standard would come in after conversation, she would over here and she's like why do you let him talk to you that way?

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I'm like, because that's what's in him and I'm okay. I I don't take it personally.

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Sandra Stanley: He was not confused though that it was disrespectful. Because he would always he's tender-hearted and he would always come back and apologize. Always yeah. Yeah. So he would know. And that was part of why it worked. I think Andy would allow it but it would ping his conscience because of those discipline years and talking so much about disrespect and dishonesty. And you know, disobedience during those years it was part of the fiber and foundation that we had laid early. So even in those years when he just almost couldn't help but erupt he erupted here, but he circled back.

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Carey Nieuwhof: So let's talk about self awareness, self regulation, Daniel Goleman Keys to Emotional Intelligence. You know you're saying you've got to put the brakes on how you're feeling in certain moments. Andy, when one of your kids, the extroverted one is

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saying things that you know are not, they don't feel great. What is going on inside you?

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Honestly it for whatever reason I'm not taking credit. And I'm sure it's the the the way I'm wired it's temperament a lot of it. Is I knew because as is the case with it when it gets, you know, rough between parents child that the child wants to do something, the son or daughter wants to do something the parent is saying, no, it's always we bumped into a no? And the thing is about no, you can say, yes. But then there's another no. So that doesn't end. So you might as well just hold your ground with your first No. Because there's eventually I mean, that's just human nature. So you know when this would happen, I had to be confident. It's hard and it's it's hard for a conversation to end. And you wonder, did I do this the right way? Did I handle it the right way. So I just had to decide, I'm just going to trust my gut. This is the right decision.

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He doesn't like it or she doesn't like it and I'm just going to stand my ground and they can beat against the wall all day and all night. But I this is I'm going to stand my ground and it wasn't easy. But I think my confidence in terms of some of those decisions I was it's the right decision and I'm not going to argue. In the book we talk about why it's a bad idea to ever argue with your child. You can argue with a peer, but you can't actually have an argument with a child because you're in a relationship with your child. It's not the same relationship. Another really big idea in the book, you're in a relationship with a child, but it's not the same relationship as a parent is easy, especially when there's tall as we are to think

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I'm in a we're gonna go back and forth like we're peers. Well we're not peers will never be peers.

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Carey Nieuwhof: That's good. Thanks for challenging wired like oh you said that? Well, I'll go I can win the argument. Oh, that's I am very

good at that. I will out argue. What about you, Sandra? What was the self-regulation?

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Sandra Stanley: It would I own the temperament chart I'm in quadrant red and so it would be a lot easier for me to get drawn in. But the boys knew from early on that, you know, that if there's something hard, you know, we're going to we're going to do that with Dad. And I think as a mom to there is a sea of, you know, a, there's a place where you pivot

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And you allow the all of the harder things. If if it's possible in your home, if there's a Dad there and it's possible, the Dad needs to address certain things. I've never been a guy. And there's so many things I can't understand about what's going on inside of their heads.

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We don't know either, but it is different.

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Sandra Stanley: But it is different. So I recognized that about, you know, like twelve thirteen. The beginning of the coaching years that I'm going to be their cheerleader. I'm going to be their supporter. I'm gonna say a hard thing every now and then when I need to, but pretty much, I'm turning it over to him so that and that was with our boys with Allie, it was completely different completely different thing, but she also was just, you know, compliant. And she she was just sort of an easy person

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Andy Stanley: But there was the season where Allie couldn't hear Sandra anymore on certain things.

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Sandra Stanley: It really needed to come from him. And with with our middle one too there was there were certain topics that were better coming from me. Yeah. To him. So there were somethings

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Andy Stanley: One of the things we talk about in the but we do this whole section on words and we there's kind of three principles that govern the words we use in the home and one of them is well, first of all, all words don't weigh the same and the source of the words, determines the weight of the words. The source determines the weight. So when we think about who needs to deliver a specific message, the message needs to be delivered but the source of the message, determines the weight of the words and certain words from certain people can be so heavy. It outweighs the message. I'm crushed by the weight of the words. I can't hear what you're saying. I don't know how to respond. So those are you know those things are pretty easy to figure out. Once there's a framework is that's one of the reasons why one of the longest chapters in the books in the book is on the weight of words and how parents should navigate the words they choose and why that's important.

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Sandra Stanley: Allie and Andy are so similar to each other and their interests and just they're, you know, they're

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great writers. Great thinkers. So there were so many things that she could just naturally relate to him better on and and some things that the boys and I related better on. I'm more, you know, kind of that engineer. You know everything is in a line and everything is I know I've so there were just some things that we could we could but part of that is being a student of your kids and understanding what are the things that are a better conversation with me and this particular child, what are some things that are better conversations with him?

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Carey Nieuwhof: Well, you're both so astute, I remember you would say in your parenting series over the years and you know, approaches everything, angle is everything and goal is everything. But I just have two boys and I don't want to say which is which, but one of them, I felt like I need big words. I need capital letters and they need to weigh a thousand pounds and maybe you'll hear half of it. And the other one,

all I had to do was like look, like I was a little bit upset in the tears would start to flow and I'm like, I don't need words.

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Andy Stanley: And if you'd use words, you would have crushed him. Crushed and crushed as the parent who says, Nope, I've got a bad. Everything's ball. I've got a hammer. Everything is a nail. You cannot parent the way it will work with one, but not the other one and you'll think what's wrong with him. Nothing. He's different than his brother or her sister. You know. So it's ah, that's I think most parents eventually figure that out. But the earlier we can dial it. In fact, our biggest mistake of of the many mistakes is not being dialed into our extroverted child's extrovertedness and not taking that into consideration as as much as we should have in fact. And we've apologized

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Sandra Stanley: When we took we when we figured out this whole temperament thing, we realised Andy and I are both, I'm kind of red blue, anyway. Here it's opposite from us. And so we circled back after we did this temperament thing and apologize. We really wish that we'd understood more about the introvert extravert thing.

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And you're, you know, yellow, outgoing personality. We should have made some more space and not been so, sit down, be quiet. You know why are you doing that? Stop? You know, all of those things. And so we apologize to him on a number of different occasions. And finally, one day he goes, he said he said, all right, let me tell y'all something. I appreciate it that you know, keep apologizing about this in everything he said, but I've met some super outgoing yellows on the temperament chart and I don't really like them that much. So if you all toned it down in me, thank you.

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Andy Stanley: He said, he said, I wish their parents needed to help them tone it down a little bit. Like it's it for me were like, okay well at least stop apologizing.

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Carey Nieuwhof: Well, I don't know whether you guys remember this. We were backstage once at an event and I think I think it was Garrett who's on social media was saying something and you're like Oh no. And I remember being in on this like family thing and I don't remember exactly what it was.

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Toni was there, too. I marveled at the way, the two of you talked about it, the way you discussed it. So rationally. There was no, eye roll. Do you remember that Andy? And you guys, you guys were just so mature about it and we talked about it for a minute. I want to talk about how the two of you stayed on the same page because that's been I've known you for a long time, that's so important. It's remarkable. Can you talk about how Sandra and Andy negotiate? And I know, you know, a lot more now, looking back in the rearview mirror, going this was that or this was and you're able to put in book form, but in the moment I thought you always did a commendable job of that better than me. I remember asking you at a Lead Pastor event. Not a big room. You know, we were talking about fighting hot and fighting cold Toni's cold, I'm hot. Like that's me firstborn, enneagram 8, lawyer Etc.

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You both have. And we figured that all out in our marriage and it's so much better.

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And it was all those years ago.

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Andy Stanley: Let me guess which one changed. Wait. Let me guess. Which one made the adjustment? Which one had to correct?

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Carey Nieuwhof: Yeah. Correct. It was me. Um. How do you guys handle that? Like how do you have those conversations?

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Andy Stanley: We had some difficult conversation, but we had conversations.

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Sandra Stanley: They were conversations and I think we both recognize each other's strengths. And that's part of it is me just recognizing, okay. He probably knows better about that than I do or or him recognizing she probably has some discernment there that I'm not, you know, clued into or or something. So we it was always a conversation and we didn't get it right every time we did.

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Andy Stanley: But one of the things that's true, both of us. And I think part of it's just getting older and maturing is there's

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There's no virtue generally in stubbornness just being stubborn and there is in me like there is in everyone. I certainly everyone I know well I don't want to be told what to do. I don't want to be told I'm wrong. I don't want her to come at me and say you shouldn't have said that, you shouldn't have done. I mean, I don't like that but the moment I find myself building up a head of steam to resistant to go back at her. I realize you're about to lose something Andy here. You're not going to learn anything. And she's usually right in anyway, so just correct. You know, just because I get my feelings hurt and are, you know, so just learning to listen, be curious, listen a, you know, apologize, quickly admit you're wrong. It just keeps even those hard conversation going back and forth but

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On a couple of occasions and not many. I knew I was this. I was confident, I should say that. I was right about this. And, and I would say Sandra, you just have to trust me with this, trust me with this. And if I'm wrong or this goes off the rails, I will be quick to acknowledge it, but I feel pretty strong just and she'd be like, it was like deep breath Okay? So, we, you know, and that went both ways and so that was

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Sandra Stanley: but it's again it's a conversation and and you know take pride off the table and and you can you can make progress

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Andy Stanley: and and I'm not just making this up. It really had everything to do with our it

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Sandra Stanley: because it informed so many decisions

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Andy Stanley: and for our extroverted son in particular. I would say look I don't want to lose him.

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I don't mean physically out the door, but we you. We've seen this. We've seen kids with the parents and the kids not really. They're there at the table. They're in the car. You know, they're the mall, but they're not there. You just they're gone and working with high school students and parents for so long.

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I would say, look that

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Sandra Stanley: Typically it was I felt like there should be a stronger punishment addressing it. Whatever it was, I feel like this isn't enough. And that was typically how it was.

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Andy and Sandra Stanley: If I'm just being honest and I would say, you know what? Yeah we can. I would say, we can do that things that we can do that. But I lose him and it would always go back to this.

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Carey Nieuwhof: Yeah. Yeah.

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Switching gears a little bit. I'm going to get the title wrong. Choosing to Cheat. What's it called now

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Andy and Sandra Stanley: When Working Families Collide and Working Families, collide, which is a terrible title.

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Carey Nieuwhof: Yeah, I like Choosing to Cheat too. I'm voting for, I was out of your hands, but I love it because that was written. When the kids were young, you were in it. North Point was starting crazy, explosive growth, couldn't build it fast enough. And it was, I need to be home every day at 4:30, not working on my day off and the church exploded. And I remember reading that when I was still in the thick of it going, I wish that was true. It's true now for me and my 40s and 50s, but my kids are older. Can you relive some of those principles for young parents because it really

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Seemed to work as a family, and you were home full-time with kids.

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Sandra Stanley: I was so when we started, when we started North Point, I was, we had two in diapers and I'm pregnant with number three. And so, you know, we did. Yeah, perfect. Perfect. Time to start a church. And so, as you know, you, as you know, and is a lot of people know, starting a church is labor-intensive and starting anything is labor-intensive on the front end for sure. And we were, you know, we had Allie. Now, we got three. We got one finally potty trained, but life was just hard. That is a hard season of parenting when you have your kids close together, which I'm very glad we did but it was just you know, it was it was a lot.

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And I was occasionally feeling like a single mom just because he was so busy and and meeting with people and, you know, after the workday people would want to meet with them. You know, at five five thirty six clock, meeting with volunteers after work.

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Yeah.

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Just all the things that go with it. And so I think we were kind of getting to a point where it was. It was. It was just some kind of a breaking point. I was I was tired.

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Andy Stanley: And so I came home and I said, okay, ideal world. What does it look like? What? What do you need from me? If you just know, everything's on the table. What? And after a few minutes came down to if you could be home at 4:30 because they went to bed at seven thirty.

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Sandra Stanley: I mean, there are some you want to go back to work because they were thirty seven, seven thirty. So that post-lunch post naptime window.

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Was the hard.

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Andy Stanley: And I said okay, I'll be here. And our office is weren't that far from home, real close. But I you know, sat down with my four staff members and said, I'm going to be the first done supposedly the captain of this ship, but I'm leaving and and they had a most of them had older kids or we're different phases of parenting.

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But of course, I've always said, you know, this hey, do not sacrifice your family for this church, do not?

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I that's not a don't, that's not good, that's bad, that's all I feel like I've lost lost as an employer and as a leader, if I create an environment

that causes families to abandon, you know, to sack leaders to sacrifice your family for any organization, much less the church.

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But I did, I said, I said, okay this is the deal I'm leaving every day four

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And I would tell people they say, I cannot meet with you at 5:30. I'm like 5:30 a.m.

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I'll meet you, but not 5:30 in the afternoon until then you can leave.

[00:57:07.100]

Sandra Stanley: And I said you can leave as early as you do in the mornings, I got the morning

[00:57:14.200]

Andy Stanley: and so we just decided and I don't not suggesting this. There's no magic or mysticism to this but my prayer was basically Heavenly Father this season. I can give you about 40 hours a week for this church. So if you can build whatever you can do with my 40 hours a week, I'll be satisfied. With that. But I know you don't want me to sacrifice my family for the sake of this church. I mean, I've a preacher's kid.

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I you know, I know what can happen and my dad, my dad didn't sacrifice us for the sake of the church.

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I grew up in a healthy environment in that sense. So I just made that commitment made that decision.

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And, you know,

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Carey Nieuwhof: Yeah. What difference did that make to you?

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Sandra Stanley: On a bunch of levels? It made a difference. It made a difference on the having four hands instead of two, which was huge. But it really did. I think do something inside of me. And in our marriage that just said, you know what. You're the priority. You and the kids are the priority over, you know, over everything else besides his personal relationship with Jesus? So um, it was huge on on a number of levels, and it allowed us to get through that season. And as soon as we were kind of through that, I was, you know, I was like, okay, we you were good. Now we've we've made it through this. You know, harder season. If you need to stretch those hours a little bit. We can do that now, but but it was really during that.

[00:58:32.900]

Difficult a little window of time that it made the biggest.

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Carey Nieuwhof: That's what you don't see. Like when I've seen you over the last six, seven years, you know, Allies he's married and a mom now and all that stuff.

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You're like, yeah, we're gonna lot more hours, right?

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That's what I say, whatever, I need, if I cheated, the church then church to getting it all back at all back then, but it's because I love what I do and I don't have a bunch of hobbies. And so it's, you know, anything and one of the important takeaways is that there's the way we stay at no for now but not forever.

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No, for now but not forever.

[00:59:03.700]

There are things that we categorically just took off the table. Took off the calendar, not just what about Thursday night at 7:00.

[00:59:10.200]

Now categorically, we're not doing this no for now, but not forever for later on, we'll bring this back in, but no for now not forever.

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And so travel was one of those. I just didn't travel and go do everybody else's event. I was at home. No, for now not forever. And so that kind of helped us establish a bit of a rhythm too.

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Carey Nieuwhof: Do you find to, you know, with your kids grown and gone and Toni and I

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are in a similar stage. It's like, I thought I'd be 92 years old bent over in a wheelchair and it's like I feel really good and young and vibrant. Like there's a long runway ahead as I've been your experience as well.

[00:59:44.600]

Sandra Stanley: Yes, and that's one of the things we also talked about, we talk about later is longer and you know with that whole idea of you know sowing and reaping and doing the hard work and the heavy lifting early there really is a payoff later and saying no for now you know there's so many things that I said no to categorically that I can say yes to in this season and it's been fun, even writing, you know, things is just like that. So even doing some writing stuff has been fun and this season. I never would have considered it in an earlier season.

[01:00:14.600]

Andy Stanley: So important for the audience with young kids. It's hard to imagine this

[01:00:18.100]

You're going to have more years with adult children. That's right. Then little children, you're probably going to have a lot more years with

adult children than with young children. And you don't even think that they're children. They're still your children.

[01:00:31.700]

Sandra Stanley: Well I remember thinking, yeah. In the early season of life, this is my life is tonight. Why forever? Wiping peoples body parts all day long? Driving people everywhere all day long. This is my life. It just felt like this is my life for the rest of my life and then it ends. Yeah.

[01:00:46.600]

Andy Stanley: And so, you know, so getting those seasons correct those stages of parenting, correct. And in the right order, don't try to be friends too early. Set you up to be potentially friends with your adult kids for a long time for another lifetime. But it didn't. It certainly didn't feel like it when you're in the thick of it well, the book is called Parenting Getting It Right co-authored. We didn't even get into the writing process.

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Andy and Sandra Stanley: It was fun. It was just fun.

[01:01:14.900]

Andy Stanley: I only had to write half a book. It was great. I was my favorite book. I only had to write half of it.

[01:01:20.000]

Sandra Stanley: We had a great time reminiscing. I went back to some old journals and started reading stories. You know that I had recorded years ago and so it was a really fun process doing it together.

[01:01:29.400]

Carey Nieuwhof: It is a great book and if you've listened to the parenting series, as I have over the years, some of that's in here but there's a lot of brand new content to that's beautifully organized really well done. I want to thank you both so much. I appreciate you. I've learned so much from you both over the years and thank you so much for taking the time to be with us today.

[01:01:49.300]

Sandra Stanley: Thank you Carey.

[01:01:50.400]

Carey Nieuwhof: Man, that was a great conversation and it was even better to have it in person. By the way, we love all of you who listen to the podcast, I listen to podcasts way more than I watch them. But if you're of the video mind, we have a great shoot on this one in particular, because we did it at North Point.

[01:02:05.200]

You can go to my YouTube channel. Just look for Carey Nieuwhof on YouTube and you'll find me there and we got this and I'll be doing a number of interviews on the road this year. So, if you enjoy that, make sure you subscribe, and want to thank our sponsors. By the way, this episode is brought to you by my free newsletter.

[01:02:21.800]

It's brand new. It's called the On The Rise Newsletter and you could subscribe for free online at OnTheRisenewsletter.com. If you sign up today, I'll send you a sample newsletter right away. So you can get an instant taste of what it's like, and then every Friday I'll send it out and also by Belay a you can text Carey that's C-A-R-E-Y to 5 5 1 2 3 to get the support. You need to get out of financial ambiguity and back to doing what you do best with Belay so text Carey C-A-R-E-Y to 5 5 1 2 3 to get that free resource and of course, we got show notes to with transcripts at careynieuwhof.com/episode550.

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So all of that is available to you.

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For free. We're so excited to give you stuff like that. And I want to thank all of you for investing your time. We had the best January we have ever had very, very grateful for the way you support this show, the way you get the word out. And I am just so thankful that we get to do this every time if you're new welcome and please subscribe. Make sure you just subscribe to this. It's absolutely free. We do this every

time. And let me tell you what we've got coming up next. Carlos Whittaker, Carlos, and I who it is never boring with Carlos. Here's an excerpt:

[01:03:35.300]

You know, you've got people who wouldn't normally be caught dead at the same dinner party going to your party. Yeah. And I wanna know what you're learning about taking a definitive, sometimes controversial and divisive point of view, but building unity at the same time. Because that is so rare Carlos so rare. And so needed.

[01:04:01.200]

Carlos Whittaker: Yeah, it is. And and I think it's rare. Carey because leaders are scared to even try.

[01:04:08.100]

I just, I just want to say that like, like I'll have leaders come to me all the time like Carlos. Like I just if I do that, people are going to leave if I did.

[01:04:15.800]

And I'm and I'm always like, yeah.

[01:04:18.700]

Yeah. Like but do you know how many people are desperate for a leader to do what I'm doing on the social space to do in real life like it's It's who are leaving are The Fringe but The Fringe. There's so many people that aren't on the friends that are ready to come be a part of the community in real life and around and be around people that don't look like them. Think like them vote like them. Love like them, talk like them.

[01:04:47.500]

Carey Nieuwhof: So we're going all over the place with Carlos Whittaker. Next time, also coming up Craig Groeschel, John Mark Comer, John Lee Dumas, Gretchen Rubin. We got Ben Higgins from The Bachelor, Albert Tate, Nathan Finochio. Andy Wood the new Pastor at Saddleback and whole, lot more. And hey, speaking of the new Pastor

at Saddleback, when it comes to pastoral succession at your church, a bad transition can ruin a great legacy harm a church and make the new leader, a sacrificial lamb. That doesn't have to be your story. The Pastoral Succession Toolkit is available for free, Sean Morgan and I developed it together and Sean helped out with the transition at Saddleback.

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So it is your guide to discern your call to be a Lead Pastor, understand your alignment with the church you'll be leading, negotiate your salary yet. We'll show you how to do that and then timing each of these steps so carefully and get it for free at successiontoolkit.com. Well, thank you so much for listening. I appreciate it. Will catch you next time on the podcast.

[01:05:47.400]

And I hope our conversation today helped you identify and break a growth barrier. You're facing at home or in your Ministry.