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Announcer: The Art of Leadership Network.

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Carey Nieuwhof : Welcome to the Carey Nieuwhof Leadership Podcast, it's Carey here and I hope our time together today helps you thrive in life and leadership. I am going to talk to Richard Blackaby today. Think a lot of you know, his work and that of his dad Henry Blackaby, we are going to talk about all things Experiencing God, turning around a dying Church, the story behind well his life and his dad's life and how to find God's will and a little bit about the business world too and how that fuses with what pastors are doing. I think you're going to really enjoy this episode. If you're brand new, welcome, we're really glad that you're here. And today's episode is brought to you by Rethink. If you have not been to the Rethink Leadership Conference, join us April 26 through 28, I will be there again this year, it's fantastic. We have executive Pastor senior pastors and more. You get special pricing by using the code Carey23.

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C-A-R-E-Y23 by going to conference.rethinkleadership.com and by ServeHQ. Every Church leader knows that having trained and engaged volunteers is absolutely mission critical and you can head over to ServeHQ.Church to learn more. Richard Blackaby is the President of Blackaby Ministries International. He has a doctorate in church history from Southwestern Baptist Theological Seminary. He has served as a Senior Pastor and Seminary President, Richard travels extensively and speaks internationally on spiritual leadership. Experiencing God, Revival and God in the marketplace and he regularly works with CEOs of Fortune 500 companies. And well, we have a really good conversation today. I think you're going to enjoy it. Richard is super sharp as a leader and he worked for decades with his dad to bring the message of Experiencing God into this world. I know millions of people have read that book and followed that curriculum and that study. And so he also talks

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how his Dad arrived at a small church of ten people and saw it turned around tremendously. How the book became a bestseller, How to find

God's will and how pastors can disciple business leaders. Well as the senior pastor, you probably got a list of questions keeping you up at night. Maybe you're an executive, pastor campus, pastor, teaching pastor. Well join us at the Rethink Leadership Conference. Because we want to answer that question with you. And it's happening. April 26 to 28, 2023 in Atlanta. I would love for you to be there. I am going to be there. I'm going to be leading along with Horst Schulze, Dharius Daniels, Katie Cole, and many others. We're gathering world-class leaders from inside and outside the church will bring their expertise and practical experience to your problems were designing this event for interaction. So don't think of a conference where you sit in the back row, you're gonna have access to me to speakers and whole lot more. You sit around roundtables and connect with friends as well, and we're featuring really practical breakouts.

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So you don't want to miss it, and I'm going to give you a discount, that is not available anywhere else.

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Use the code Carey23, C-A-R-E-Y23 and you can register you and your senior team at a very low rate. Go to conference.rethinkleadership.com, that's conference.rethinkleadership.com and use the promo code, Carey23, and you will get in at the best possible rate. We'll see you in Atlanta in April and every Church leader knows that having And and engaged volunteers as absolutely mission-critical.

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But if you're like most leaders, you know how tricky it can be to onboard people. And so we're in the midst of a volunteer crisis right now in the church and this is how you can get better.

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So ServeHQ has a simple video training course system that helps you equip volunteers and develop leaders.

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You can create your own training if you choose that or they've got an extensive Library ready to go.

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Plus ServeHQ tracks the online learning of every single person individually. So particularly in areas like kids ministry, you know whether they did the homework or not, super vital basically, it's a One-Stop hub for how you communicate with your volunteers. So head on over to ServeHQ.Church to learn more and help solve the volunteer crisis. So many churches are going through and now my conversation with Richard Blackaby. Richard welcome to the podcast.

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Richard Blackaby: Carey it's great to be with you.

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Richard Blackaby: Yeah, so I imagine a lot of people are very familiar with you and the work of your father and your family, the Blackaby family. But for those who might not be, can you give us a brief primer on sort of it started with your dad, really his ministry, and his books and and the global impact of that and then how its moved into the next generation and beyond

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Yeah. Dad was a distant, ordinary pastor. I use a Canadian grew up in British Columbia. Went to UBC to University and ah. And then went down to San Francisco to go to seminary. That was the first time I'd ever lived in the states. And ah. And he was just he he took a church and started pastoring. It was a real down and out church. He turned it around and they got called to another church that had divided three different ways in, ah, Los Angeles. And he turned that around and just kind of doing the usual pastoral thing. You know, you kind of had some of that experience. And um, but then he he right when things were really going well in his church, he gets called by little church in Saskatoon June Saskatchewan.

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They were down to just 10 people back then. I mean, Saskatoon was about 100,000 people population and he's living in a six million

population, LA area, up-and-coming pastor. And when he announced that he was going to leave his church in Allah, and go to Saskatoon, move his family of seven, people just said he was crazy. Decide what are you doing?

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Carey Nieuwhof : Do you know what his motivation was in? In that?

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Richard Blackaby

: Well, you know, It's interesting and it's more of a story but my parents had gone to kind of a mission conference in a real renowned missionary statesman, was there speaking and both my parents really felt called to that God wanted them to

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And so the mission agency says, well, you probably don't want your kid going to Africa when he's battling a brain tumor. So we'll just put your file on hold until you get that worked out. And so so door has closed on the basically. But they're all prime to go. I mean, they're ready to go anywhere in the world. God calls him. And so then they get contacted by this little church in Canada. And they said, you know, we're we don't want to put undue pressure on you. But if you don't come, we're shutting the church down. It's so so my mom and Dad said, well, we knew God was getting loosening us up for something. But maybe it's to go back to our own country to Canada, where I where my Dad grew up. So we we ended up moving there because I they thought I had a brain tumour. They get me back to Saskatoon, and they take me to doctors, so they can continue all these treatments for my brain tumour. And they run all the same battery of tests there in Saskatoon. The doctor says to my parents, your son is perfectly fine. He doesn't have any brains.

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And but by now, we're in Canada, instead Africa. And so if I had not fainted about three times as a seven-year-old, I would have grown up in Africa.

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That's unreal. So give me an idea of the timing of that. What year approximately was

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1970 that we showed up in Southampton So 1970, so Canada, you know, having done. I mean, my story is very similar to your dear father's, Richard to Henry's story. I went to a church of six people that was coupled with a Church of 14 people, which was coupled to a church of 23 people. So not even 40, adding them all together. And it was like, alright, if this doesn't work, it's going to turn around. And I say that most of the audience to this podcast is American

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Carey Nieuwhof : So 1970, so Canada, you know, having done. I mean, my story is very similar to your dear father's, Richard to Henry's story. I went to a church of six people that was coupled with a Church of 14 people, which was coupled to a church of 23 people. So not even 40, adding them all together. And it was like, alright, if this doesn't work, it's going to turn around. And I say that most of the audience to this podcast is American

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Richard Blackaby: It was and I mean it was a beaten up old little building lost in a residential you know section of town that you couldn't find the church if you you know you had a bunch of bloodhounds and

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So you know, they asked my Dad, how are things going? He said we've doubled, attendance already said, things are going great, but naughty bucks the month before.

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So you know, they asked my Dad, how are things going? He said we've doubled, attendance already said, things are going great.

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Carey Nieuwhof : But 90 bucks the month before I mean they great. So I'm sure he had other options.

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Oh, yeah. Well, and you know, the thing I guess is my parents are reflected on that. They've said, you know, if we had gone with the mission agency to Africa, we would have it would, we would have been in Africa, but we would have had a whole network of support. I mean, our salaries would be completely covered, we'd have operating expenses travel, medical care, everything we needed would be there. And if we were going to attempt a big project, there would be funding that we could access. But when we went to Canada, there was none of that the our denomination didn't even work in Canada. So they just we were off the grid. And so basically they went to a place where all they had was God. And as my parents like to say, we discovered, that's all you need.

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And I don't think he ever would have written Experiencing God if he had been in a place where all of his funding was in place and you know, his salary was always guaranteed. But I mean, it was a daily thing whether we're going to eat or not, it was kind of like growing up in George Müller's orphanage where we just kind of waited to see how

God would provide this time. And so I think that's why ultimately, my dad just learned that God was very practical. I mean, it came right down to feeding your family, showing you what to do. Comforting you and there was no one else there. The first year we were there, my mom actually delivered my only sister the set the fifth child and my mom started hemorrhaging bleeding.

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And during ah, my Dad was at the hospital one night and the the surgeon came out said, is there a Mr Blackaby here in the room. And he identified himself and the the surgeon came over and said, Mr Blackaby. We can't stop your wife's bleeding. They said we we've done everything. We can't stop, but we don't know what else to do. They said, if if it doesn't stop so soon she won't make it to the till tomorrow. And so my Dad is sitting there. He's brought his family if he's got five kids now and he's about to be a widower and not one person in the of the ten. And that church is even there with him in the waiting room. He's going to find out if he's a widower that night. And he's traveled eighteen hundred miles to go get there to to serve this church. And no one is driven five miles just to sit through the night with him in the hospital. And in that point, I asked my Dad later. I said, what happened. He said, I all I had was God.

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And he said, I just cried out, said, God. If I made the biggest mistake of my life, I drag my American Wife all the way to Saskatoon. So she could die here far from family and friends and leave me with five kids. And, and, and he just said, God just filled that that waiting room, and that moment, he was so real. So tangible you do, you could feel the presence of God in that room and it was, as if God just said, I don't make mistakes. You've been faithful. You're right, where I want you to be. Just hold on, it'll be okay. And the next morning, he surgeon came out to my dad said Mr. Blackaby. We can't explain it, but the bleeding just stopped. We did, we didn't do a thing. It just stopped. And she said she was hemorrhaging and all of a sudden, it just stopped. She and my dad said, I knew it would

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How did you know? He said, well, God told me and the surgeon looked at my dad kind of funny and said, well, he's the only one who would have known because and so that from that my dad, just just practiced that that God was real, and God would guide him, God would provide. And, and so people began asking him to just to tell them like how has God why is God so real to you. Like you talk about him as if he's a person as if he actually like relates to you like that? He provides for you. Like that's not our experience. And ultimately a publisher heard my dad just talking about it one day, and they approached him and said Henry, we've never heard anybody describe a relationship with God like this.

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We need you to put it in a book. And my Dad just couldn't do it. He just he said, I've never written too busy. You don't know how they they hounded him. I mean, they just followed him along. Said you got something in you that the world needs to have. They finally assign one of their editors to they just said, follow him around and and just record everything he says it takes teaches, and they literally took the manuscript the transcript of him teaching and live audiences and and put that into a manuscript that Dad ultimately worked with. And it became a wildly bestselling book that has changed people's lives all around the world. And and it's just almost never happened. And it was my Dad was not an author looking to write a book. He was. He was just busy trying to keep up with God, and somehow they got it in writing. And literally, I can't I can go to. I've been in mainland China. I've been Cuba. I've been in and Muslim countries. I have yet to go anywhere in the world. Where people have not come up and told me that that book has changed their life.

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Do you know how many copies of Experiencing God have been sold right now? Well, you know it's like I get lots of numbers. It there's a workbook that has sold over 8 million copies but that's just in English, it's in 75 to 80 other languages and they have no idea. There's no way to track that and so it gets you know, eight. And then that's the workbook. There's a trade book version as well. That has sold, just just need to noodle's of books as well. So, millions and millions for a guy that was just in Canada Church of ten. Trying to just be faithful in a very, very hard place.

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Carey Nieuwhof : What happened? How long were you as a family at that church? What happened to that church? In the years that followed

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Well, you know, it's interesting. He was he was there at that church is called Faith Baptist for 12 years and then he moved over to be a denominational leader, to kind of help lots of churches, do that. And and sadly, that they called another Pastor who was the, you know, lot. There's there's a lot of hair brain kind of common wisdom around churches, and one of them is, you know, when you get another Pastor, get someone who's the opposite, of the last one. And that's just crazy crazy thinking and you know, that your whole church is wired to respond positively to one form of leadership and then you bring in a leader who's the exact opposite? And it's in lots of manuals, but it's crazy. Crazy thinking. And so they brought someone in, who didn't walk by faith, who didn't my dad's philosophy was if you save your life, you'll lose it. So just keep giving your life away to the kingdom of God. So we would start missions. We we started thirty eight missions in the

twelve years. Dad was there. And when the when his successor came, he said, you can't keep giving yourself away like this. You'll go broke. We you gotta. Let's build up the base. Let's get bigger at the home home front and that killed the church basically it's churches still there. But it that he basically shut down so much of what my Dad had done. And just an example, the worst kind of pastoral succession you could possibly have.

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ah, that's so hard. Pastoral succession is a real challenge. So your Dad did see some growth and thirty eight when you say thirty eight missions, what does that mean.

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Yeah. Well a lot of those became churches out in other towns all over the province. Some were always just kind of Bible studies that went on for years. You know, communitywide Bible studies. But but every week there was a a Ministry going on and thirty eight different towns, many, many of those became churches had actually started lots of churches themselves. And so from what church of 10, that had a for sale sign in front, I got to see the difference it makes and you you've seen this as well. I know from your background of, you know, when everyone else says it's impossible, you know, this people just don't aren't interested in God in this community. This is a hard community and then someone else comes in and all of a sudden, you can't get enough chairs to sit everybody down in, and it's like, well, what? It's the same God was here but with the last guy, you know, the same God is, oh, it's the same community. Why is it that all of a sudden everybody so responsive, could it be that? It's just, this person actually believe that With God all things were possible.

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Carey Nieuwhof : No, it's true. We, we heard every excuse in the book about why it wouldn't work, why it wouldn't grow? Why?

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Well what God did? I mean that? I got I was in the way quite a bit. It would be interesting to see what would happen if God has lie. You know, I had full rein and yet, you know, he uses very broken people to

accomplish his purposes, which is extraordinary extraordinary. So, you know, we're going to talk a lot about your ministry. Tree and your legacy etc, etc. But I want to talk a little bit more about your parents. How did your dad go from you know, that local pastor and then you know lots of people publish a book, it sells 500 copies, 1000 copies and they go back to work the next day and it's over. But that was not your dad Story. How did he handle the transition as things became more Global and more Universal in his ministry?

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Richard Blackaby: but I'll tell you, I've lived, you know, CAD in the US and it For our American listeners. Here, it is harder to grow a church in Canada and so what you did north of Toronto, that's not that was no easy feat.

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Well what God did. I mean that? I got I was in the way quite a bit. It would be interesting to see what would happen if God has you know, I had full rein and yet, you know, he uses very broken people to accomplish his purposes, which is extraordinary extraordinary. So, you know, we're going to talk a lot about your ministry. and your legacy etc, etc. But I want to talk a little bit more about your parents. How did your dad go from you know, that local pastor and then you know lots of people publish a book, it sells 500 copies, 1000 copies and they go back to work the next day and it's over. But that was not your dad Story. How did he handle the transition as things became more Global and more Universal in his ministry?

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Richard Blackaby: You know, my Dad is a very humble, ordinary, very introverted Canadian, and he was just constantly caught by surprise. He just never he never aspired for anything like he never. Yeah. You didn't aspire to be an author didn't aspire to be a speaker, but but the phone would just keep ringing and he his. You know, part of what he taught was God's always up to something. And he's looking for someone that he can have joined him. And when God calls me up, I'm just going to say, yes, it may scare me to death. It may seem impossible, but I'm just going to keep saying yes. And so, you know, just stuff started happening for dead and ah.

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And I mean, you know, I remember he'd call one day and he'd say, you never guess today. Richard we got a call from the White House. The president invited me to come to the Oval Office, you know, he's like, oh, I'm Richard you next, you know, I just got a call from, I'm going to be speaking to them bastards in the United Nations, and can you believe that like just us, you know, and he got involved with was CEOs of Fortune, 20 companies Fortune 100 companies. And here's a guy that, you know, Never had so much money, and, and basically lead smaller churches, for the most part, and he's got CEOs of Fortune, 10 companies asking to be disciplined by him. And I mean, he just went around. He was in, I think 115 different countries. And if you look to you to say, well, why does stuff keep happening to him, like why does he keep getting invited? And I don't, you know, and, and you can look and say what there's lots of people more talented than my dad. There's lots of people better communicators better, organize better use of technology, better administrative skills. But it just there just wasn't a week that went by that God wasn't doing something, and I just watched that I had a front-row seat to say, So why does God use him? Like, there's lots of people that I am.

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What's your take on that?

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Well taken, you know, I've said to people because one time I was, I was at speaking at a meeting in this guy came up to me and he's seen, he was kind of a brash, kind of loud, outspoken pastor, I'm from Texas. And he said, ah, you said, you know, your Dad wrote Experiencing God. He said, ah, you know, I could have written that book. And he said, I know all that stuff. So I've been saying all this stuff for years. And but, you know, he just had a kind of arrogant tone to him. And also, I just said, I don't know. I he sort of got to me. So I I said, well, why didn't you write it. And and he kind of to come back for a moment. And I said, you know, I think my Dad wrote that book. I said, because I think God had a really important message. He wanted to bless the church with. So he looked for the most humble, unassuming man he could find that would never take the credit for it. It would never go to his head.

He'd give all the glory to God. And he found my Dad and he used him. Wow. And all the glory to God for it.

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Carey Nieuwhof : That's a good Parable. What else did you learn from your dad over the years? What have you learned from him?

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Well, just that Gods, a person, God's not just a Doctrine. I see a lot of Christians who treat God. Like he's a Doctrine, like a belief system or a worldview. He's a person and God and dad taught me. Just treat him as a person. I mean he's a person that actually wants to relate to. You don't have to wait to heaven, to start interacting with this person. With the moment you become. I'm a Christian the spirit of God enters your life and he's ready to. Let's go. Oh, I got stuff for you to do and my dad just believed it and so every day my dad got up and said, Okay God, what are we doing today?

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That was a really unique generation, and people like Dallas Willard, and even Eugene Peterson were almost indifferent to the influence. They had, they stewarded it. I'm not saying they didn't care, but it's not like, oh yeah, look at me. I knew this was my plan and my eight step plan was going to get me. Yeah, what what does this generation particularly think about? You know, your kids or grandkids Richard? What did they need to know from your parents generation that we've kind of lost?

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Your Dad Rose up in a really interesting generation. He would be similar contemporary to Dallas Willard or Eugene Peterson, etc, Elizabeth, Elliott, etc. And you look at people from that generation. And they had massive influence in their lives. But never I think you can make a solid argument. Never sought to create a platform. Now we live in an age where everybody wants a platform. Everyone's trying to build one. There may not be anything to offer once you built that platform. Yeah. I still find it curious. That a lot of people who ended up with platforms never set out to build one in this way. But but your Dad in particular.

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We're just World World Changers but you got around them. You know, I'd have my dad would have me, join these guys and have dinner or something and I just listened to them talk and there was a humility there. They were just overwhelmed really by the presence of God. It was like almighty. God. Just put his hand on my life and I it's just I'm trembling at the, the awesomeness of this and I just don't want to mess this up and there was an overwhelming sense of the magnitude that. And, you know, No. People used my dad used to say, has anyone here? Had God give them a small assignment and you know, people raised their hand and he said, wait a minute. If God gave it to you, it's not a small assignment. You measure, you measure the size of the assignment. The worth of the assignment by who gave it to you.

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Richard Blackaby

: Yeah, it's a different time and you're right. I was around about my Bill Bright, [inaudible] another one that my dad was friends with and a lot of guys like that.

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We're just World Changers but you got around them. You know, I'd have my dad would have me, join these guys and have dinner or something and I just listened to them talk and there was a humility there. They were just overwhelmed really by the presence of God. It was like almighty. God just put his hand on my life and I it's just I'm trembling at the awesomeness of this and I just don't want to mess this up and there was an overwhelming sense of the magnitude that. And, you know, No. People used my dad used to say, has anyone here? Had God give them a small assignment and you know, people raised their hand and he said, wait a minute. If God gave it to you, it's not a small assignment. You measure, you measure the size of the assignment. The worth of the assignment by who gave it to you.

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You know, she was the unsung hero, you know, sheet, my dad was the, the exalted revered man of God. My mom was the troops on the ground, by the way we describe it, is my dad was Parliament and my mom was the RCMP.

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They were the printer was running out of the book still and that's 32 years later, there were running out, they couldn't print him fast enough and, and it's like, well in the and so they said, well, this was horribly marketed. I mean, it wasn't marketed when it first came out. Why did it sell so well? And you just said because it had it was true and it was life-changing truth and people start having their life change and they started telling everybody about it and you didn't need a. I mean, the best marketing campaign in the world is just Word of Mouth by very satisfied Customers. Yeah. Yeah. Your mom passed away recently and I'm so sorry for your loss with that and I read tribute you paid to her. Can you tell us what you learned from your mom?

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Carey Nieuwhof : Yeah. Yeah. Your mom passed away recently and I'm so sorry for your loss with that and I read tribute you paid to her. Can you tell us what you learned from your mom?

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Richard Blackaby

: You know, she was the unsung hero, you know, sheet, my dad was the, the exalted revered man of God. My mom was the troops on the ground, by the way we describe it, is my dad was Parliament and my mom was the RCMP. You know, she kept okay. Yeah, please fives kids in line, Dad.

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Passed the laws, but Mom and forced them. And but she, you know, the things we learned from her was one was just an enthusiasm. She I so appreciate that. Now, she just said, whatever you're doing, be all in. You know, I know we're in dumpy little church with a handful of people

but get in there and make it fun. You know, I know you're the only teenagers in the whole church but you can have an awesome youth group if you just kind of embrace it. And, you know, are all in. And and so whatever. We were wherever we were, whatever we had, we had the smallest house, probably on our street.

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Services. Well and and I think I trace a lot of that back to her and my dad but just and it wasn't that they had. It easy, wasn't it? They never got treated poorly, but they just had such an enthusiasm, really a sense of being overwhelmed that God would use them and they just never lost The Wonder of being called, by God to do anything. I hope you never lose that, right?

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And when we hear the Laughing, we'll find them. And sure enough, my mother had this laugh that you could. It would just carried four blocks and sure, enough, they found my parents room, they went and not heard the laughing, traced it to a door knocked on it. There's my parents and So I mean we had nothing, we grew up poor really a poor Mission pastor's family grew up with hand me downs. But I'll tell you what our home was characterized by joy and I and enthusiasm for life. And enthusiasm for serving God, and I think that's really why all five kids in my family. 40 years ago. All five of us went into full-time Ministry and interestingly, 40 years later all, five are still in full time and not one is left all five still in sync and now all three of my kids are in full-time.

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Services. Well and and I think I trace a lot of that back to her and my dad but just and it wasn't that they had. It easy, wasn't it? They never got treated poorly, but they just had such an enthusiasm, really a sense of being overwhelmed that God would use them and they just never lost the Wonder of being called, by God to do anything. I hope you never lose that, right?

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Carey Nieuwhof : I hope you never lose that, right? That, that sense of, awe, and wonder, you also write that your family was far from

perfect. So what were some of the God bless you? What were some of the, the tensions because we often idolize their heroes and say, well, that family had no challenges. But as far as you're comfortable sharing, what were some of the tensions, the struggles that your family faced when you were growing up or your parents faced

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Well you know. I I'm ah, I've got a ph d in history. I love history. Biographies are my favorite kind of book to read. I've got lots and lots of em. But what I love about biographies about even the greatest of of historic figures is that they all have feet of clay. You know there. You'd never have to dig very far to find it. They're human like everybody else. And I and I even with Christian leaders, you know, church leaders and I don't know for a lot of people that discourages them as soon as they find out that they're flawed humans. It's like, oh, there goes my faith. You know they're they're not perfect either. It's like no it, actually, that gives me more faith, because if they were a perfect human being that never made mistakes. I mean, how big of a deal would their Christianity be? But but God came and took this flawed frail, you know, person like.

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With all kinds of baggage and still did an amazing thing in their life and so so that was my, my family. I mean, my dad, you know, a lot of things that makes a leader very successful is also their weeks, their weakness. You know, it's just a thin line, sometimes between what your strength is, what your weakness is. And so like my dad something that made him really good was that he was the biggest optimist I've ever seen. My dad used to say, how can you see God sitting on his throne and not be in you not be an optimist. I mean, how is he even said, there are no, pessimist in heaven. I can promise you when you're in heaven and you see God, you're there. You can't be a pessimist. But he's so he said, so he was the biggest optimist ever knew.

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But the problem is he saw everything positively and you know sometimes there were problems and so you know, he'd have someone that was struggling or and but he went to see the potential and I said no I know he's got potential but he's got some major issues that

need addressing you know and so and so he'd see his family that way and there would be times I've been in one sense.

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His head would be in the heavenlies and my mother was always the one that had her feet on the ground, you know? And so there are times where I remember one time early on moving to Canada. Some, my brothers had built this little Forge in our backyard. We're just playing in our backyard and these neighborhood ruffians had broken into our backyard, and we're trying to destroy this fort

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Dad was never in a million years going to do that, I knew that and so I just had to accept the fact. Okay, I, you know, he's he is all in with God and and he would, you know, he was there that generation we're right in the middle of a family dinner. If the phone rang, he was going to go answer it and we might not see him again, you know, because he'd be counseling, somebody all through our meal time, it didn't cross his mind, you know, to just let it ring and check later. You know, he was a pastor on call and And so he did some things. I think they were just kind of generational that he didn't know any better, but I somehow just knew that he'd love me anyway. That's just how he operated. And so, yeah, there were things.

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And so he's kind of give me an inspirational talk about turning the other cheek and honoring God being Salt and Light in our neighborhood. The last thing I want to do hear at that point you know I really wanted my dad at least anguish with me over the Injustice of what I'd experienced and I remember walking out that his door that day saying that's the last time I'm going to tell Dad about a fight at school I have like it's I'm going to have to deal with this on my own and so you know, there were things but I you know, No, I knew that he loved God, that didn't really ever caused me to, you know, resent him, or I just realized he had a really high calling from God and they're just some things that other dads would have probably March right down the street. And, you know, pounded on the door and said you started to get away from mine,

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So you know, in light of that, you've you're carrying on your father's legacy. You have your own. You've written dozens of books and you have your own Ministry to corporate leaders, some church leaders, etc, etc, but carrying on the family business. This is something I hear more and more lots of parent child transitions going on at churches also in the business world.

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Every one of us kids, there's no one that if you asked any of my siblings who's the greatest man of God. You know, we'd all say my Dad, but if you said, are you is your goal to parent just like him. We'd all say no. We all plan to do major upgrades. Ah. You know. So I know some homes where that's not worked out well the the pain and disappointment of bad parenting has turned people away from God. And I feel the Grace of God, I think, ah, none of us turn from God. We just realised well when we raise our kids will try to do better on some things.

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Carey Nieuwhof : So you know, in light of that, you've you're carrying on your father's legacy. You have your own. You've written dozens of books and you have your own Ministry to corporate leaders, some church leaders, etc, etc, but carrying on the family business. This is something I hear more and more lots of parent child transitions going on at churches also in the business world.

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Can you talk about that because someone like, what are the dynamics involved? Sometimes children want to distinguish themselves from their parents or get their own identity. How has that Journey been for you? Richard.

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Richard Blackaby: Yeah, you know my style is very different than my dad's and I would never forget when I was a kind of young starting out. I was speaking at a church in Texas and literally two years before that my dad had spoken in that same church. And I mean, the glory of God had fallen and I mean two years later, they're still talking about it and hushed tones, you know, that the greatest day that they'd ever seen in

that church. And so now his son is oldest son is coming, you know good, another block could be and so

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Who feel threatened by the success of their predecessor and you just you got to get over that and you have to realize. This isn't about me. This is not my organization. It's not about my leadership. I'm just a steward of this organization for a time and then I'm going to hand it on to someone else. Yeah. I think I heard you say the other day for pastures, we're all interim pastors. We're all you. Yeah, you're there's someone coming after you there was someone before you. And so while you're there don't let it be. A about you, let it be about the organization. And, and so I always just said and every everything I've ever LED, I've taken an inventory. What was given to me? The first day, I walked in the door. Like how many staff did I have? Were how in debt, were we what, you know, what was her attendants, whatever. And then the day I handed it off to the next guy. What did I give him? How many more staff dude, I had to him, you know, are the all the debts were all paid? When I left? And, you know, we did we owed nothing?

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I mean, thousands of people would say he was the greatest man of God, they knew. And and then you you succeed him, you know, um. And so I you what I would say to anybody following a successful leader. I've I, I talk a lot about leadership, and I'll ask people, would you rather follow a successful leader or failure of a leader and um, a lot of people say, yeah, loud, fall. A bad leader. Because then whatever I do is gonna, you know, has to look better than what he did. But but I would say, no, I'd rather follow a great leader. Um. But what you want to be you put you have to. You have to. You can't be insecure, and I'll just say there's a lot. There's a a lot of insecure leaders out there.

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Who feel threatened by the success of their predecessor and you just you got to get over that and you have to realize. This isn't about me. This is not my organization. It's not about my leadership. I'm just a steward of this organization for a time and then I'm going to hand it on to someone else. Yeah. I think I heard you say the other day for pastors, we're all interim pastors. We're all you. Yeah, you're there's

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So it's about the organization and so you know for me to follow great man, who's my dad. I just thought I what I need to trust and respect are his values. What his principal teachings, that revolutionized people's lives and walk with God. I certainly don't want a mess those up because those have got his been pleased to use those. But Dad was terrible and technology and he could barely send an email, you know, if his life depended on it and so can we modernize technology and delivery systems and marketing and stuff. Yeah. There's lots of stuff we could, you know, do better but does but but notice when you get to the gold that the the treasure, the what is it? That makes this organization special like just be very careful about touching that you, then you start messing things up and you kill the gold. The goose that lays the golden egg. So, so modernized stuff upgrade things but

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I was always very careful too. As is carefully as I could to continue to share the message. Just perhaps to a younger generation. Ah. With better technology. But ah. But there's no point trying to be who you're not. You know, I I've got some brothers and siblings. I think that maybe preach more like my Dad does. And I do. It just wasn't my style. And so it wouldn't work if I just tried to preach like my Dad or whatever. So I I just had to be me. And ah, but God's blessed you know, today, the ministries do it more than it's ever has, you know. But but the message keeps going on to stuff my God showed my day, Dad. We we we keep packaging it in modern packaging, but it's the same message.

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Carey Nieuwhof : You mention insecurity. Richard has that been, was that a struggle for you? Or you just naturally born more secure. I think you're right. A lot of leaders struggle with insecurity. Definitely been a battle in my life. What was that like for you?

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Richard Blackaby: Well, you know, it's funny because like all five of my dad's kids but my Mom and Dad, they are all Ministry and so people would say you must have been pressured into that you know you must have had a lot of expectations to follow the family business was actually just the opposite, like the first time I ever talked to my dad about being a Ministry, was the day I walked up in an altar call our church and said, Dad I think God's calling me into Ministry and dad was like, I've always known that. I said well if you've always known that, why didn't you tell me? You might have saved you some rough years and my teenage years and and he said, well I wanted you to hear from God first. And but what I would say is interestingly,

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Like my dad, his dad was a Brit from. I mean, my grandfather, Blackaby fought in World War. One was in the trenches. In most of the major battles of World War One and was he'd come. He was born in London was a British guy and tough but, you know, one of those kind of stiff Brits that didn't really quite, I mean, he loved you. You had no doubt about that but he might never tell you that and you'd have to read between the lines. just was real awkward to like come in Juice. Oh so that's how my dad was raised and so my dad I'm sure is a lot better than my his dad was. But like I said, I'll just say this the first three times that my dad ever heard me preach in a church? Like I first time I was in university still

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The next time you heard me, I was in seminary the next time I was in my first church all three times. He heard me preach. He said something afterward. The deeply hurt my feelings. And I mean, he wasn't trying to. It wasn't trying to be unkind. But he just he would say something like in retrospect, you take your head. Say you said, what like your you. Just heard. Your son preached his first sermon. And that's what you said to him. And I mean, it was just deeply, deeply hurtful, especially

the last time. And because now I'm a pastor and I'm thinking, I find a, you know, I've got a know what I'm doing. And then he just said, hey, I don't like where I don't know where his head was. But but I remember just kind of going away and saying I thought I got to decide this right now. Like I'm not. If I'm doing this to please my Dad, it's not working. I don't only reason I should be doing this is because I know God wants me to. And I, I just can't if I'm gonna do it based on people's approval and appreciation and expressions of thanks

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I got to get out of this line of work because I'm and I remember just getting on my knees and saying, you know what if nobody thinks me if no one appreciates me, I'm only doing this because God, you want me to do it. So I just, I just need to get all my feelings and ego and put it on the Altar and get rid of it and say, you know, when someone criticizes me I can say, yeah, you know what, that's the half of it. I could tell you a lot more, but isn't it amazing God used to someone like me. And so I think I would have had a lot of Tendencies to I did struggle with insecurity growing up and at a certain point I just thought this this insecurity is going to eat me alive. If I don't just deal with it, I just I it's like this dragon that wants to keep raising its ugly head and I have been. I mean I love pastors I've been around them all my life but I mean, I know pastors of huge churches.

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That are just, they almost beg you to affirm them and tell them how great they are.

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Yeah. Ironically. When you're insecure, it becomes all about you. It's true. It really does. And it's hard to help build something stronger when you keep thinking about yourself all the time. Yeah. Yeah. Yeah. That's very true. Um. I want to talk about experiencing God. So it is a message that has gotten out to millions. You've worked with your Dad on that message over the years. Ah. What are some? Because everybody. I think even agnostics would love to experience God. Yeah. Christians would love to experience God it. But I think it wouldn't be all that different than your father's day when he would go into church. And it's like, well, we've never experienced God like that. What? What

are some of the distinctives? Um. That you think this generation is missing when it comes to experiencing God.

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Carey Nieuwhof : I that's all I've got. It's got to be good enough, but but boy, there's a lot of that. And Carey Nieuwhof And I just had to get free from that because I didn't want to hurt anybody. And I certainly want to hurt by church because I started making everything about me and my sensitive feelings.

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Carey Nieuwhof : Yeah. Ironically. When you're insecure, it becomes all about you. It's true. It really does.

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Carey Nieuwhof

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Richard Blackaby: Well, you know the interesting thing is like my dad's his generation wrote Experiencing God, but I think the things that it highlights are very applicable to the younger generation right now. I mean, everyone's looking for authenticity. They don't want just formal dead religion. They want something that's real. I don't just tell me.

Here's the things you need to believe. Here's the moral practices, you need to follow what Experiencing God says is. Let me introduce you to a person that loves you beyond anything you could imagine, who is there for you? Who knows the future? Who wants to guide you into Abundant Life, who has a purpose for your life. You're not an accident on this planet. God had put you here at this time at this place because he has a purpose and he wants you to discover what that purpose is. And so, you know, I the things that people have said most about Experiencing God, is that well one is that the, the subtitle is knowing and doing the will of God.

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And you know my dad actually we when he was a pastor he started reaching a lot of University students and that was their number one question. Was, you know, how do I know God's will to should I major in so how do I know his will? And so they my dad always said, if you ask the wrong question you get the wrong answer and he said, you know, don't ask what is God's will for my life. That's a very self-centered question, he would say ask what is God's will? That's a god-centered question and he was always redirecting us. He would say, don't be. So self-centered Christian be a god-centered one and so he'd say now a lot of Christians say, well it's just all about me. And so God must have these massive file cabinets in heaven with all these files on everybody's life that and all the things he wants for them to do and experience and all the happy days he scheduling for them day after day and like a cosmic cruise ship entertainment director or something.

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And Dad would say, that's wrong. That's wrong perspective. It's what is God doing. God has hit. He's had eternal purposes. He's working out every day on this planet around us. And that's you know, we don't invite God to join us in what we're doing, which is what we pray a lot is God, I'm going to try this here. And I really would ask you to bless this. It helped us be successful. He said, stop doing that. Ask God, what are you doing in my children's lives in my workplace? In the Ministry, you gave me in my life. And and then once I know what you're doing, let me adjust my life and join you. And now get in the center. What you're doing. And now I'm a part of a God thing. We keep wanting God to be a part of a Richard thing. And and guides like, that's way too small for

me. I want Richard to be a part of a God thing. And so you know, I've had some crazy crazy comments. You know, people will.

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They'll pushback and it's typically people who've never experienced God themselves and so they don't really know what they're critiquing even, but they'll say things like well I mean do you have to like pray to know like should I buy Crest toothpaste or Colgate toothpaste, you know? Like and I'd say if God's purpose is on Earth are hinging on whether you get Crest toothpaste on your teeth instead of Colgate. Yeah, you do.

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Probably not.

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It just doesn't really matter in the in the in the purposes of God God's worried about redemption about restoring broken Humanity about setting people free, that's what he cares about. So you know whether you do you have to pray over whether to order the chicken or the beef for your entree at lunch today.

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But then there's other times where God really does care about some really my, you know, minor seemingly Minor Details. Like I I've got a CEO. I work with several years ago and he was going to go on a business trip, he had to fly out that that morning goes into his closet to get dressed. He's going to put on a suit and tie. He normally goes to his power ties. Going to use for this big sales presentation, but but he sees his alumni tie from the University he graduated from years before and the he he never wears that for business. Like that's what you wear to reunions, you know. But something just tells him, he should put that tie on. He's like, what if what if the customer went to, you know, in a rival school, like maybe this will kill the sale, like, I would be foolish to, like, identify myself with, you know, the university I went to. But he can't get away from it. So he actually puts it on and he actually brings a power tie with him sticks. It in his pocket, in case he comes to his senses and he needs his trust, reliable power tie.

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Guests to the airport sits down waiting for to board and he's got a bit of time. He got there early, and a total stranger comes up to him, says, hey, did you go to that school. That's where I went. And they started into a conversation that I'm having this gospel conversation. And he shares Christ with this man and the guys in tears and he prays with this total stranger before or they go on and and enact what he says, like, did it matter. What tie wore that day? I think no, I think God actually cared now most days he does it. I don't think you need to agonize in your closet every day. About what tie to wear? What church should I wear? That's just kind of silliness. But but the the key is, but the spirit of guy God within you if you just learned to to be sensitive to it's prompting.

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And he knows, if it matters this day, whether you go to that restaurant or that restaurant, whether you talk to that waitress or not, you know what you wear this tie that tie and so my dad just taught is Christianity, is not a religion. It's a relationship with a person and the moment you, your saved, the spirit of God who is God enters into your life and he's not a silent partner, he doesn't just sit there for the rest of your life on Earth saying, oh boy, that's going to hurt.

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He's going to, he's going to guide. You just like I guided you and he'll be invisible. He'll be inside you but he will be just as active in your life if you will listen to him. And so, so many people have said to us, they'll say, you know, before I took Experiencing God, I

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I was religious but I had no idea. God wanted to be that engaged in my life that he was that involved that he cared that he wanted to walk with me today. And it is, they'll say it was like my whole Christian Life was in black and white before, and now it's in HD color, I realize they're just so much more than what I've been experiencing all my life.

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You know, Understanding God's will is a really interesting thing and I can relate to sort of the macro decisions does God really care what you're having for dinner. I mean, there's good stewardship the body if you're eating. Yeah you know chips and ice cream, three times a day. She probably rethink that. Right. But you know, does he really care about X or Y and yet? You know, I haven't had a tie story, but I can think of other things where I felt a prompting like you should go here. You should do this and you go there and then something amazing happens.

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You know, there is. Then there are other times where I think God, really. It doesn't. Doesn't really matter you know. Did I really pray about the law school I was gonna go into sort of, I think at that time I was I was starting to get my life back to Christ. But at law school came my wife. And you know, you look at the odds of that or for example, if you hadn't had those phantom fainting spells. Your Dad could've gone to Africa with your whole family and experiencing God may not have been written. You know, it's one of those things where you tried to trace it out so day to day. Like in your life. And for people for leaders? Who are trying to figure out God's will for their life? Where's the line? Do you pray about it all or or how do you? How do you know it's a prompting? And I know this is a whole other podcast, but I'd love just the encapsulated version of like, how specific do you get. Because I agree. Sometimes it seems very macro and there's nothing. And other times it gets so micro that you're like, okay, I think God might have been in that.

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Richard Blackaby: Yeah, you know, you're right. There's in fact, the most controversial thing that we faced the most pushed back. We've

had of all the things we teach is that God speaks to people too. And that's not, we don't get pushed back from atheist. We get pushed back from Christians Christians later in this like God doesn't speak anymore. Yeah, it's like I wanted to give me the first where it God says he's not speaking anymore. You know like if you look at the Bible he's speaking from one end of the other of it and that's the only manual we have you know but but what people will say is, well, we don't need the, we don't need the spirit of God, to speak anymore. We got the book now and I'd say, well, God didn't save you to bring you into a relationship with a book. He brought you into relationship with himself,

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Now, the book is his word. I don't want to minimize but it's a, it's a book. Your, he's a person you were late, you were late to a person and I know people that just love Doctrine. It just it's all about the doctrine in a but but you don't fall in love with it. I mean some people do love doctrines but it's it's not it's not a two-way street. Yeah, as a person but but the spirit of God is a person and and he you know, I say to people I've never heard God speak out loud but I've heard him speak loud and clear a number of times and and this is what I find within that is that, you know, in the Bible the first times that God entered into a relationship with people, it would often was loud like the Damascus Road experience. He was pretty, you couldn't miss it.

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But that's the only time that ever happened to Paul. I mean, he if he if he had a Damascus road experience every time God spoke and he be blowing around, Can't handle one more word today it. Oh it's ah. Or you know, like a burning Bush like happens once he gets Moses attention. But but what I find is it's it's like being married. Ah. You know, when I was, I've been married. Thirty nine years. I'm I'm just I was just as married on day one as I am thirty nine years later. But but today was day one, my wife had to use a lot of words to communicate with me. I mean, you know, stuff that she thought would be self-evident was why does not. And she had to explain over and over again. What she wanted what she didn't want. But you know, now, thirty nine years later. Ah. We have a much more mature relationship. It doesn't mean she doesn't communicate with me. She just doesn't have to use nearly as many words anymore.

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She just looks at me. I just walk in the room and I know I'm she's communicated. So you know, I think it's wrong to say, yeah. When you're a mature, Christian God doesn't have to communicate anymore. It's it's kind of the opposite. I, you know, now that I've been a Christian a long time, I know myself way better than I did, when I first became a Christian and I know, God way better. And I know how much more I need him than I knew years ago. But now most of the time, it's just a still small voice. It's just a prompting here, a little nudge there. That's all it takes, and I'm on my way, you know, and so it's not Damascus. road experience has most of the time now, it's just a little nudge and I just know that nudge, I know that whisper and so it's not real dramatic. It's not a spectacular all the time. It's just enough to kind of prompt me. Okay. Say something to this waitress. I you know this person.

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And then God just nudges me this way or that way, along the way. And just invites me into some things that weren't on my schedule that day and it's very freeing, you know, it's very freeing.

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You'll find out why when you want you call, and I've just had so many times where that's happened that, you know, you don't want it to be so complex that you sit there paralyzed like, oh no, what if I get it wrong, what if I don't know the right thing to do, you know, God speak to me, tell me what to do now. I think, you know, I get up in the morning with an agenda, I get moving.

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I can ask them half a dozen questions and it becomes obvious. They God has been speaking to them. They just didn't know that that was his voice that you mean like they're like, oh, that's God. I didn't realize that. You know, I, I never forget. I worked with a CEO and he came in and he was telling a story one time. And he said, Richard, you know, you. You talk about God speak. And he said it. It just doesn't happen for me. Maybe it does for you and your Dad. But not for me. He said I his he was. He led a huge company, and they emerged with another huge, bigger company. And so he was let go. But he thought, hey, I've got a great resume. I mean, I won't be hard for me to get another job. So he

said, but any company approached him. That was, ah, ah, did not have the culture that he would as a Christian. He probably wanted to be associated with, but they paid well, they were prominent company. So he said, God, if you don't want me to take this job, just close the door, which is a very unbiblical prayer.

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You know, God God does not promise he'll close every bad opportunity for you. Don't don't seek God's. Will that way you need to just know? Yes or no. Not. Okay. The door still open, I guess I'll go through, but he so he prayed. I said, God just help me. Let me tell me if I should take this for not. I don't I sort of feel like I shouldn't. So just confirm that for me. But he said, finally, the day came, I had to give my word. I mean, do I take it or not? He said and I said, God, I ask for help, you didn't Give me any. So I said, I accepted the job. He said, immediately, I realized it was a mistake. It was a very painful, exit a few months later and he said, but Richard, you know, you say, God speaks, but why was he sign up for me? And so I said, well, did you talk to your wife about this?

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He said, oh yeah, she was against it from the start, but I mean, she's never let any business. She never let company. And I said, well, were you praying with any believers? Were you seeking counsel? Yeah, there's a prayer group. I'm part of with some other men and they were there were a lot of red flags there but but none of them lead companies of that size. They don't really know that kind of, you know, that those kind of Dynamics. And I said, well did you hear anything like a sermon that caught your attention a quiet time out of the blue kind of combat. And he said, well, one day my 15 year old Old son, just out of the blue said, dad, you're not going to take that job, are you? But he said he's 15, he said. And so I mean it was funny, as we were in a room with a bunch of other CEOs, and everyone else in the room is just like their jaws are dropping. And finally, I just said, so you ask God to guide you and then you rejected every messenger, he sent your way.

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You know, God God does not promise he'll close every bad opportunity for you. Don't don't seek God's will that way you need to just know?

Yes or no. Not. Okay. The door still open, I guess I'll go through, but he so he prayed. I said, God just help me. Let me tell me if I should take this for not. I don't I sort of feel like I shouldn't. So just confirm that for me. But he said, finally, the day came, I had to give my word. I mean, do I take it or not? He said and I said, God, I ask for help, you didn't give me any. So I said, I accepted the job. He said, immediately, I realized it was a mistake. It was a very painful, exit a few months later and he said, but Richard, you know, you say, God speaks, but why was silent for me? And so I said, well, did you talk to your wife about this?

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He said, oh yeah, she was against it from the start, but I mean, she's never lead any business. She never let company. And I said, well, were you praying with any believers? Were you seeking counsel? Yeah, there's a prayer group. I'm part of with some other men and they were there were a lot of red flags there but but none of them lead companies of that size. They don't really know that kind of, you know, that those kind of dynamics. And I said, well did you hear anything like a sermon that caught your attention a quiet time out of the blue kind of comment. And he said, well, one day my 15 year old Old son, just out of the blue said, dad, you're not going to take that job, are you? But he said he's 15, he said. And so I mean it was funny, as we were in a room with a bunch of other CEOs, and everyone else in the room is just like their jaws are dropping. And finally, I just said, so you ask God to guide you and then you rejected every messenger, he sent your way.

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Wow, this is really good. This is really good. Okay, I want to shift gears and touch it on a couple more things before we wrap up. You have written over 30 books. Yourself. Is that right?

[01:02:48.900]

And my dad would say, well, if you're one flesh and God spoke to your wife, guess what you've just had a message as well. Now, you still need to hear from God, but what is one flesh mean? If your wife is cert, I would take that very seriously if you may not understand it right now but don't don't discard stuff just because God said it to your wife.

[01:02:52.900]

Wow, this is really good. This is really good. Okay, I want to shift gears and touch it on a couple more things before we wrap up. You have written over 30 books. Yourself. Is that right?

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Richard Blackaby: Yeah, wish I could already now getting close word.

[01:03:58.600]

Carey Nieuwhof

: That is a lot of books. Can you walk us through the writing process? Like what that looks like for you. It's not a book a year

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roughly boy. Sometimes it's a couple. Yeah. But well, you know, if you think that I must that's all I do is write books but but I don't know that I have necessarily ever just come up with a book idea. I think pretty well every book has been coming out of either being asked to write a book or or I'm a speaker as well. Like something, you know, you know, this some people are just writers but they would never get on a platform and they and they shouldn't get on a platform. And then there's others who are great speakers, but they can't really, they're, they're writing, you know, doesn't translate. But for me I'm both and I feel fortunate about that because I'll typically when I got to go speak to an audience, I'm praying, I'm researching, I'm thinking, well, what God, what are these people need? You know, what would be helpful? I don't know waste their time and then as you kind of get this message to get when you share it and then people are blown away and they're in tears and there.

[01:05:33.900]

I'll tell you what it was. So nice over Christmas, I because when you're riding like, I never have a weekend free. I never have a son, that's always on your mind. Sunday afternoon, I would love to have an app, but I've got to keep writing, got a B, got to be, putting some more pages that down. And so, when people say I'm too busy to write, I would say, no, it's just not a priority yet if it's a no, I think Rick Warren.

What did he get up at? Like, 3:30 4:00 in the morning when he was riding Purpose, Driven Life and just wrote every morning till work time.

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And you know, my thought was well, what if you don't have two books in you a year, you know what have I done? What have you don't have to messages? Because I just think you have to really work through that message. It's got to be a life message and that's what I'm Experiencing God's, my Dad's life message, he's written other books. That was his core life message and you got to have lived. It is you got to I think field-tested the message. And and then out of that eventually you realize I think there's something here and then typically a publisher comes and says we'd love for you to put this in print with us and okay. Yeah, you know give me a time and and I'll tell you nobody has time to write, you know, you just, you make time to write. I finished up a big project at the end of last year. And

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I'll tell you what it was so nice over Christmas, I because when you're writing like, I never have a weekend free. I never have a son, that's always on your mind. Sunday afternoon, I would love to have an app, but I've got to keep writing, gotta be, putting some more pages that down. And so, when people say I'm too busy to write, I would say, no, it's just not a priority yet if it's a no, I think Rick Warren. What did he get up at? Like, 3:30 4:00 in the morning when he was writing A Purpose Driven Life and just wrote every morning till work time.

[01:06:46.700]

Carey Nieuwhof

: He actually locked himself in a room. He was telling me. I went out to interview him. He locked himself in a room with no access to the internet. I don't think he ate or shaved or showered until noon, and he did that

[01:07:10.800]

But I think there's a saying, and you probably know this one. It just says when an African saying when an old man dies a library is lost basic, no, I don't have never heard that. I read that somewhere. It's like, so all this life experience, all this wisdom, you accumulated, and experiences, and what you reflected on and learned, and advise you were given over your life. The moment you die.

[01:07:33.000]

You you hear that? You think? Wow. I wanna do that, but it's you know what I would say. Carey I know you have a lot of great leaders that listen to this podcast. And I suspect that, um, many many of them have a book in them. You know you don't have. Don't wait for like a New York Times bestselling kind of you know publisher to come to you and offer you a lucrative contract today. It's so easy to self publish.

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But I think there's a saying, and you probably know this one. It just says when an African saying when an old man dies a library is lost I read that somewhere. It's like, so all this life experience, all this wisdom, you accumulated, and experiences, and what you reflected on and learned, and advise you were given over your life. The moment you die.

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If you haven't written it down anywhere, it's gone. It's just like, it isn't has completely lost a lifetime of learning, and it's just gone. And so I tell people if you just write it for your kids and grandkids, just take it some point, take some Saturday's, take some vacation time, but but put put it down in writing, you can publish it.

[01:08:55.200]

I kinda wish I'd had another month or two just to cut some more. I should probably cut more out of it. But ah, I like your writing. I like your writing style because it's crisp and not real long. It's the right length of book. I think right now. Well thank you. My last book was eight at its. And that's why I'm not working on my next book. It was eight drafts. Eight rounds of draft. Wow. And what show needed very needed? Yeah. Oh. And you know, people use it. There's ah, it's hard to say what. You can't be insecure and then have your work edited when people started

slashing and drawing all these red lines to what you thought were brilliant paragraphs but it. But you want it to be readable and accessible. And most people listening to this podcast probably have at least one book their own life message in these that have nothing else. Their grandkids need to read one day.

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But there's a lot of people who've done some amazing things like you I know you've done the same thing like you'll meet some patch and no one's ever heard of. But he's gotta, he's has an amazing journey amazing Story or a business guy, that seen miracles of god and like, I've been in raptured for hours, listening their storied house. Have you ever written this down? Oh no. But I got nobody would want to read that. You know, I would say, well, you're great grandkids might be really inspired by that and so I just tell people, most people probably have one book in them. And and you're right, it's about editing, it's all about it. Like, you know, the saying there's no such thing, as bad writing, just bad editing, it's like good. Like you just you'd slap it down on paper, and then you just edit it and edit and edit until it finally takes form. And so some manuscripts, just take more energy than others. And some times, I've wished that like a book, I turn in this last fall.

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I kinda wish I'd had another month or two just to cut some more. I should probably cut more out of it. But ah, I like your writing. I like your writing style because it's crisp and not real long. It's the right length of book. I think right now.

[01:10:42.500]

Well thank you. My last book was eight edits. And that's why I'm not working on my next book. It was eight drafts. Eight rounds of draft. Wow. very needed? Yeah. Oh. And you know, people use it. There's ah, it's hard to say what.

You can't be insecure and then have your work edited when people started slashing and drawing all these red lines to what you thought were brilliant paragraphs but it. But you want it to be readable and accessible. And most people listening to this podcast probably have at least one book their own life message in these that have nothing else. Their grandkids need to read one day.

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When an old man dies a library is lost. Wow. Wow, that gives me chills. All right. Yeah, Business Leaders church leaders. You spent a lot of your time coaching Business Leaders know, usually these days leaders of large Fortune, 500 companies, etc, etc. This is a bit of a recurring theme on the podcast, but I always feel that there's a gap between Business Leaders and pastors. Pastors often feel intimidated by Business Leaders. Leaders. But the surprise to pastors is Business Leaders feel intimidated by pastors, which is weird. I think pastors don't know what to do as a general world with people with success and money.

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And Business Leaders often who may have success in money feel intimidated, because they don't feel like they know God, they didn't go to Seminary, they can't read the Bible in the original languages, etc. Etc. Do you want to talk a little bit about that gap or maybe you don't see it? A lot of.

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Richard Blackaby: Oh yeah, I see it for sure. Yeah, see it for sure. Well, I see pastors often there are not strong leaders. There's you know, they've surveyed pastors, senior pastors just said, are you gifted As a leader and I mean the majority say no their preachers their teachers, their chaplain shepherd. Shepherd, their evangelist but they don't, they don't how to lead and

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So then they have some guy who comes in he's got three thousand employees in the local factory, the biggest employer in that area. And they think, oh, what this guy comes in and wants to take over the church. What if he he's a very strong, outspoken leader? And I just I don't share our church can handle a guy like that. And they don't know what to do with. And they feel threatened by them. And and it's it's a shame because the the churches are filled with. Ah. Business people that could be such a blessing to the church. We you know, a pastor typically wants him to drop an offering and the offering, you know, but but just don't give me your advice. I don't give me your skills. And I keep telling pastors, yeah, I know we want their money. But their skills

and entrepreneurial spirit and they they their problem solving ability. I mean, they spend all their time looking at the future and where the trends are going and so many things the church could benefit from. And you? You just want them to drop a check and then just get out of the way. And you know, not voice their opinion and.

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I think we could see Revival in the church. If church has ever understood how to engage these people. I, you know, I my dad one time met a guy, he was in a church of a running about a hundred out in Seattle area and he met a guy that time. Several years ago was a VP at Boeing Air Lines and his job was to look at the future like watch for trends and then when they decide how to spend billions of dollars, they didn't want to invest it in the wrong thing and so he said but you go to a church.

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Hurt. Your VP of a very large company and you go to this church running 100. What is this church do? Like Boeing is betting billions on you guessing right about the future and trends. So I mean here's a church. Like you think they just picking your brain and saying well you know what should the church be doing to be ready for what's coming?

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He said, well he they let me take a week about every six weeks and with my family and clean the church because we don't have a custodian and and I pass out bulletins at the back as people come in the auditorium

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We said what would like how do they tap into all that stuff? You know, that the business values? What are they don't, they don't never ask about any of that. And so, you know, like I watched with covid coming and all the problems in this shutting down and all that stuff. But, you know, there are a lot of pastors who didn't know how to Pivot. I mean, all they knew is all I knew to do is show up and preach to the, to the people in the pews and then all of a sudden there was nobody in the pews and they didn't know what to do. But I would say. But, you know, the half my time I spent with Guys going to covid. At the same time,

they're all pivoting through all say well, so with this proud and there's got to be possibility somewhere, where's the possibilities in covid, and how do we adapt and and seize the opportunities that now are there that weren't before Covid and you'd say, well, you need to go into the church and help the church look for possibilities as well. Where is God at work and so, but then, you know, these bad these business, guys. They'll

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The the the main thing I do with these guys will meet in the Dallas Fort Worth airport at the Grand Hyatt hotel. We start at noon on Thursday. Go till noon on Friday. And so it's during the workweek. The end of the workweek and these CEOs will fly in from all over the country. The first discipleship I've ever done, where people arrived in corporate jets to be descipled. But they'll. But they'll say to me, they'll say, you know what. I've never been discipled. No one has ever discipled now they'll say I'm embarrassed. Because I'm put on the board of elders because I'm the richest guy in the church. And you know, I put on the finance committee, but I feel like a fraud because I don't even know how to pray. Don't even know how to seek God. But I'm in this influential position in my church and I now how do I admit that head of the elders has never been discipled. And so if I were if I were pastoring today.

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You know, the leadership training we do in the church is usually training people to serve in the church. We don't train people to serve on Monday morning when they get to work, we prepare them. Here's here's Sunday. School teacher training so you can do a better job teaching, you know, five-year-old. Fifth grade boys at church, but but we don't teach them about when you walk in the corporate office on Monday morning. Here's how to be a light and salt. And here's some apologetics training. So, you know how to, you know, respond to Some of the things that they'll be throwing at you and I would, I'd probably map out on a city map where all the office buildings where I had a church member and think, hey, you know, look at all the different business districts that are churches touching. I wonder if we should start a Bible study at lunch time in this office building and I wonder, you know, how we could link with other Christians that are in the same

building and start a movement and you know I'd be strategizing I'd be I'd be helping them but

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But the church is just about y'all come back next Sunday, and it's like, but but what, but what do we do all week and there's no help for what happens during the week.

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How'd you like my message and you missed it, here's the link. Tell me, tell me about what you do with those Executives. When you gather for a day, like, what would a curriculum? Just broad Strokes? Yeah. Look like, what does it mean to disciple them? Well, what in this one? Which is the highest level one, That we do it last three years and so you come for 3 years, 10 times all to get three times a year and then you have a graduation. But we actually had a guy come all the way from Hong Kong 10 times. Hong Kong to Dallas just to be disciples.

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Well, what in this one? Which is the highest level one, That we do it last three years and so you come for 3 years, 10 times all to get three times a year and then you have a graduation. But we actually had a guy come all the way from Hong Kong 10 times. Hong Kong to Dallas just to be disciples. Um. And so. But we don't teach him how to increase sales. Ah. You know. They they don't need it. They've mastered that. You know. They knew. Yeah. They wouldn't be in the room if they. Yeah. I do that, but but so will spend a whole year just talking about how do you abide in Christ? How did you hear his voice? How do you? How do you fall in love with God? I know you. Serve God and no. You believe in God? But do you really love him with all your heart by will take a whole year just on their relationship? And they'll be ants because these guys, I mean, literally some of them have flown in on corporate jets and their um, their. You know, time is money. And it's like, well, hey, I want to get into how do we change the world for Christ here. And we're talking. You're talking about abiding about praying. Ah yeah, yeah. That's that's what we're talking about. And so okay. Well then year two. Now we're gonna get into it.

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We take a whole year just to talk about being conformed just to be transformed to be like Christ. It's like you lead out of who you are and who you are, is not like Christ yet. So we're going to help you become more like Jesus.

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So we got a white but by the time you get to the last session that we have with these guys, these are tough guys. I mean, they've been in court, they've been sued. They've had, you know, they've been on the front, the news channels.

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Jesus Took maybe three years or so to get the disciples ready. I'm sure Peter was ready on day one, to get out there and change the world and Jesus was saying, no, you there's a way to do things. That's God's way you can do the right thing and do it the wrong way. And so, yeah.

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Competitors.

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Or customers were in the room and how we could link up and I'm thinking there must be some people here are going to really need this And they said, and I wasn't even sure why I was there and three years later, they'll say, my I would have lost my marriage. If I hadn't been in this class. I had a son that wouldn't even speak to me Teenage time. When I first class I came to my son and I were totally a strange and he said. Now my son just texted me this week and he actually one guy read the text and said, this is from my teenage son saying, dad, your life is so changed in the last three years. It's given me hope that I can change too.

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And he just ball it. And so that we're not, you know, hey, you go work out your marketing plan on your own. We're gonna talk about how you can be like Jesus and see what guys trying to do in your teenage son's life and how you can join him in that. And I tell ya why. It's a lot of fun you. You wouldn't believe it. You know, you just wouldn't believe at these high level guys flying around in corporate jets and then you get

them. Just slow them down in front of God's word and used to start talking about the difference. It makes when you walk with God and all. And and all of a sudden, they start sharing these amazing hurts and frustrations and fears that they have, and it's just a safe place for them. They they. They've never had a place like that. I just wish more churches created those kind of spaces. So people didn't have to fly all the way to Texas to find something like that.

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Or customers were in the room and how we could link up and I'm thinking there must be some people here are going to really need this And they said, and I wasn't even sure why I was there and three years later, they'll say, my I would have lost my marriage. If I hadn't been in this class. I had a son that wouldn't even speak to me, Teenage son. When I first class I came to my son and I were totally estranged and he said. Now my son just texted me this week and he actually one guy read the text and said, this is from my teenage son saying, dad, your life is so changed in the last three years. It's given me hope that I can change too.

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Carey Nieuwhof : Do you have a curriculum or a study guide or anything that would even be like a starter version of what you do that? People could use or purchase.

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Richard Blackaby: Well they this the particular organization that has me do most of their teaching kind of keeps that a little bit proprietary. Just so you join the group but a couple years ago my dad and I did write a book called. Was it 45 questions that see Fortune 500 CEO's work. It's called God in the marketplace is what it's called, God in the marketplace and then the subtitle and basically what we did is we took about 45 of the most common questions that these guys.

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Tremendous worldly success but were the most happy people. So this is great and you're right. This is sitting there in the chairs in the fuse week after week after week, and it goes ignored. And I just hope we helped break down. The intimidation between pastors and Business Leaders and Business Leaders and pastors. What I was a pastor. I remember, I used to long for Monday. The obvious Sundays, I mean, son is couldn't come fast enough because that was my big day, and I remember Monday morning, just being so depressed because had to wait, A whole week to, I could get my people back in the building and I could, wow them with my next sermon. And, and I remember one week, just just so frustrating. God said, well go go were there and I never forget, I start making appointments and going and meeting with. And I hate you got time for lunch, you know, I love to just drive downtown, just meet you for lunch.

[01:23:04.600]

Okay. So it's called God In The Marketplace, okay. We will link to that in the show notes. So if you're looking for that leaders you can, you can get it there. I think that's really important. You know, we've got Mark Schultz on. Who is a professor and released a book? I think it's called now. That's Gretchen Rubin's Happiness. Project anyway, podcast, listeners. I'll hear it. But that was a key finding of the book. And I'll talk about that in that interview where they did the longitudinal Harvard study that's gone on for over eighty years now. And the people who were the most successful professionally often were the most empty relationally, and the people who were the most rich relationally didn't always have.

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When I was a pastor. I remember, I used to long for Monday. The obvious Sundays, I mean, son is couldn't come fast enough because that was my big day, and I remember Monday morning, just being so depressed because had to wait, A whole week to, I could get my people back in the building and I could, wow them with my next sermon. And, and I remember one week, just just so frustrating. God said, well go go where there and I never forget, I start making appointments and going and meeting with. And I hey you got time for lunch, you know, I love to just drive downtown, just meet you for lunch.

[01:24:03.800]

And I had guide, they were like VPS of big companies and they were like, I've never had a pastor ever meet with me for, I've never had a pastor ever come to my office, never walk the shop floor with me. And so I just started doing that if it was a nurse walk around the hospital floor with them and whoever they were and and I could I just was blown away that people would say, I've kind of church all my life, my passion has no idea where I work, what I faced and I'll tell you what, when I would go in and start working on sermons, all of a sudden, I mean, I'd seen the temptations in the workplace.

[01:24:38.700]

Well there's a lot of women and men who would love to be disciplined like that in the marketplace with what they do. And I think you've you've. You've really issued a great challenge on that, Richard. Anything else you want to share?

[01:24:51.400]

Well I'll tell you what I was thinking that a great sermon series on Habakkuk would just really edify the church at that time. And I'm realising, you know, I'm preaching stuff. That's really cute for me and really interesting. Getting into all the Greek and Hebrew and my people

are dying out there, and I don't even have a clue what to preach about. And so I went out to where they they worked. And then I came back and said, now God, give me a message for that for what they're facing there. And it revolutionized the way I preached to the way I pastored after I got connected with where my people were in the marketplace all week long.

[01:25:47.600]

Carey Nieuwhof : Well there's a lot of women and men who would love to be discipled like that in the marketplace with what they do. And I think you've you've. You've really issued a great challenge on that, Richard. Anything else you want to share?

[01:26:36.100]

You know, I would just we my dad, I wrote a book, one time on leadership, just called Spiritual Leadership. And the the subtitle was Moving People on to God's Agenda and for too long, I was always trying to move God unto my agenda. That was, it was like God I'm going to start this out. I'm going to, I really want to get my organization to this level and I really appreciate if you'd blessed and send us funding and it tell you what his revolutionary when I realized that's not the crystalline, the Christian Life is you get it on God's agenda. And when I look at this world today, it is such a mess. There are so many problems, and what I realized is got the, this world does not need my best, it needs God's best. And for too long, I've been robbing my family, my colleagues by trying to give them my best and they needed more than that. And so, I would just want to issue a challenge to your listeners. To say, hey, I assume you're trying to do the best you can.

[01:27:34.600]

But people need the best God can and for that you need to change your focused and instead of saying, well, what can I do? I would ask what is God doing? And how do I get, how do I jump on that that wagon and go with him and become a part of that? I'm you get to a certain age and just fulfilling your dream might not be enough. I want to before I die. I want to be I want to be at a point to something and say that was a God thing. That's something only God could have done, and I got to be a part of it. And that might be the most exciting, life-changing, rewarding thing I've ever done in my life. And so this is, I

think this is just a time when I think God is looking for people who are willing to surrender their agendas and get onto his and I think the world will feel the impact if we do.

[01:28:25.300]

It's a great place to close. Ah. Well? Where can people find you in your work online? These days, Richard.

[01:28:33.300]

Well we've got a Ministry website, Blackaby Ministries, International. Just a Blackaby.org. And I've got a podcast. I've got a Richard Blackaby, a blog site. I'm on social media and Twitter, Facebook. It's so on. And so you can that hard to find me somewhere.

[01:28:49.100]

I really, I really appreciate your material. It's great. I highly recommend that I think my son-in-law and daughter are taking your book just on all the zones and stuff. And just they've go At Your Best yet. Your best.

They've got two kids. Three and under. And they ah, they need they need that right now. So there there. And there are grateful for your wisdom on that. Thank you. It's it's out of as you've hinted all my mistakes, little kernel of truth here and there. Ah. Richard. Thank you so much.

[01:29:00.100]

Thank you. It's it's out of as you've hinted all my mistakes, little kernel of truth here and there. Ah. Richard. Thank you so much. Really appreciate you taking the time today and grateful for your willingness to have the conversation.

[01:29:05.800]

Richard Blackaby: Oh thanks. It's great to be with you Carey

[01:29:08.800]

Well I really enjoyed that conversation with Richard. If you would like more we have show notes for you, can go to CareyNieuwhod.com/episode554 I want to tell you about something special at the end of this podcast. In the meantime, check out our

partners. I am going to be a Rethink Leadership in Atlanta April 26 to 28, it's the premier senior Leadership conference. If you haven't been there, it's unlike anything you have been to. We're going to bring in Horst Schulze, see this year as a keynote speaker. He's, the founder Ritz-Carlton longtime podcast listeners, know who I'm talking about Katie Cole. And others will be there. Make sure you check it out. April 26 to 28 and use the promo code, Carey23.

[01:29:13.900]

And go to conference.rethinkleadership.com, that's conference.rethinkleadership.com, use the promo code, Carey23 for a discount and also head on over to ServeHQ and learn how you can solve the volunteer crisis at your church. Every Church leader knows that having trained and engage, volunteers is so critical to your mission. ServeHQ.church. Will take care of that for you. Well, next episode. Oh man, this was like such a good conversation. It was like therapy in real time for John Mark Comer. And for me, here's an excerpt as John Mark Comer returns to the podcast.

[01:29:57.800]

John Mark Comer: As a treasure sabbatical is not nearly as fun as I think, most people imagine, it's as much of a hospital visit as it is a vacation but the gift was

[01:30:47.700]

Well, there's scientific data to back that up is church. Attendance has declined. Suicide is gone up, particularly among white males, middle-aged white men and yeah basically the culture is less Happy. Well, I shared an article about that along with some other really fascinating links and content that I discovered over the course of a week, it's called My On The Rise newsletter.

[01:31:11.300]

It's a Weekly Newsletter, delivered every Friday free into your inbox and you can start receiving on the Rise by going to [On The Rise newsletter.com](https://OnTheRiseNewsletter.com). To sign up this content. By the way, is exclusive to newsletter subscribers. You won't find it here. You won't find it on my blog. You won't find it anywhere else.

[01:31:28.500]

And I get it for free. So we've also got some giveaways and fun perks throughout the year. So check it out. Go to on the rise newsletter dot Com. Thank you so much for listening, everybody. I really appreciate you. And I hope our time together today helped you identify and break a growth barrier you're facing.