



Episode 91: Messy Middle Part 3

Featuring: Mingo Palacios & Justin Herman & Robert Cortes

<https://thepodcast.com>

Transcript:

- Mingo Palacios: [00:07](#) Hey, welcome to the PD podcast. My name is Mingo, the host, and this is part three of an ongoing conversation with myself, Justin Herman and Robert Cortes. As we dialogue about their real life places, we find ourselves when God allows us to move from one ministry to another, sometimes expected and sometimes unexpected. I hope you enjoy the conversation.
- Justin Herman: [00:32](#) I was really lucky. Do you know a guy names Matt McGill?
- Mingo Palacios: [00:34](#) I do not.

Justin Herman: [00:34](#) All right. So I was really lucky, Matt McGill, when I first started at Mariners, so that was week three, at Mariners and a buddy of mine reach out to me and asked me if I wanted to be part of a coaching thing that he was starting online, youthmen.org.

Mingo Palacios: [00:44](#) Multilevel marketing? Sounds like it.

Justin Herman: [00:48](#) No, no, no. It was a thing where on their website, youth ministry website, people could buy time with someone to give them mentorship and coach them and whatnot. And he's like, "Dude, you're working at Mariners now?" So again, young leader using the example, right? Looking back at you 10 years ago, you're like, "Oh my gosh, I was so dumb." But at the time I was thinking, "Yeah, I totally work at Mariners. Like, I got tattoos, I'm really, I'm hip, I'm awesome. Let's totally do this."

Robert Cortes: [01:11](#) [laughing]

Justin Herman: [01:12](#) So they put it out online and start selling it for like 99 bucks for, you know, whatever amount of time.

Mingo Palacios: [01:17](#) 10 minutes of time with Justin Herman.

Justin Herman: [01:18](#) Exactly. And Matt McGill saw it because I shared it on my Instagram. And Matt McGill saw it, but he was a student ministry pastor at Mariners at the time. Worked at Saddleback for many, many years. Pulled me into his office. He's like, "Hey, I saw this thing that you posted." And I was making a joke because I was a smart mouth. "Oh yeah? You want to by the time?"

Ha ha." And he's like, "Let me ask you a question real quick."

Mingo Palacios: [01:39](#)

Dude. Yes. I love where this is going.

Justin Herman: [01:43](#)

"Let me ask you a question real quick. Let's say you were a youth pastor in Nebraska, small church, you've been there eight years, you're married with two kids and they got a new senior pastor and he doesn't like and you just walk out of the elder meeting and they fired you. And your wife doesn't work because you live in Nebraska; you have enough to pay for yourself and your family. But they fired you and they gave you two weeks severance. What would you coach that guy, if he used some of his severance money to buy some of your coaching time?"

Mingo Palacios: [02:12](#)

Oh my gosh. And I looked at him and I said, "I don't know what I would say." I think about halfway through I understood, okay, I don't know what I'm talking about. And I'm like, "I don't know." He's like, "Well, maybe you should wait to coach people until you have a little bit of experience." Now here it was one of the best gifts. Again, sometimes the best gift you can give a young leader is, "Wait, don't rush them."

Mingo Palacios: [02:37](#)

I was going to say a punch in the mouth. That's what that sounded like. [laughing]

Justin Herman: [02:40](#)

It was a punch in the mouth, but you know, you can punch a young leader in the mouth to knock him out or to set them on the right path.

Mingo Palacios: [02:47](#) Yes you can redirect their trajectory.

Justin Herman: [02:50](#) Dude have you have ever been in a hot air balloon? Like, you get in a hot air balloon, man, the winds changed a little bit. Just a little bit. And like you're, you're shooting for Catalina Island and you're ending up in Hawaii. So if you're from California or the East Coast you have an idea of that.

Mingo Palacios: [03:02](#) Yeah.

Justin Herman: [03:03](#) But you know, the winds change. It can push something even just so gently and it puts you in a completely different direction. So he could have used that as a way to shame me.

Mingo Palacios: [03:11](#) So true.

Justin Herman: [03:13](#) "Oh my God, you're all about the money. You're really trading off the Mariners name. How could you do that? What do you think? Hey listen, you need to take that down or you're not going to be here much longer. Get Out of my office!" He could have said that. Or, he could have said, "If this guy calls you from wherever and this is it, do you think you'd have-"

Mingo Palacios: [03:26](#) What would you say?

Justin Herman: [03:27](#) What would you say? And the answer is, "I don't have anything I would say." "Well maybe you should wait until you have something to say and I believe one day you're going to have something to say."

Mingo Palacios: [03:33](#) That's good.

Justin Herman: [03:33](#) Maybe we should wait until you do. And that's why Matt McGill is one of the best leaders. And I think there's so many who misunderstand what it means to promote something because it's for youth pastor. You've done camp speaking. So have I. Youth pastors specifically. So let me ask you this question, okay? I'm going to turn it back on you for a second.

Mingo Palacios: [03:51](#) Oh, here we go.

Justin Herman: [03:51](#) Okay. You're a senior pastor. You know marketing stuff. You know about that stuff. If I'm a student pastor and my side gig, my side hustle is not selling bars of soap or washing cars. My side hustle is speaking at a camp.

Mingo Palacios: [04:05](#) Yes.

Justin Herman: [04:06](#) Speaking at youth group stuff. I don't want to be creepy, weird self promoting, but I also want to put out there, "Hey, these are some lessons I've taught. I want to come speak." How would you coach your youth pastor and doing that in a healthy way that doesn't come off as creepy self promoting, but also knowing that if you just sit in your house and say, "Okay, I'm a camp speaker now. Hope somebody will hire me. Without putting it out there at all. No one's going to know you exist. What's the line there? I think young leaders, and I think senior leaders need to know this too, because a lot of their youth pastors probably are doing some kind of camps.

Mingo Palacios: [04:35](#) Yeah.

Justin Herman: [04:36](#) And they kind of roll their eyes at like, "I don't understand this. I don't get it. What's going on?" Well, let's help them get it.

Mingo Palacios: [04:40](#) I would say a representative of the senior leader, the senior pastor, which is a new role for me. I'm only seven months in. So-

Justin Herman: [04:48](#) But you're in baby.

Mingo Palacios: [04:49](#) You're right. I would ask the question, what's the driving motive behind this? That's a good question that I think, I wish it would have somebody have asked me because I believe there are two reasons why somebody would endure a camp speaker opportunity, right? One is because you love speaking to kids and you feel like you've got a knack for it. Right? The other one is, "I don't get paid enough money and I've got to find another source of income." And these two seem to overlap. Most of the time it's one or the other reason. And if my youth guy, all of a sudden I started seeing promoted posts of him laying down his best Wednesday night, 30 seconds of his Wednesday night talk in order to promote him being able to speak at whatever camp you've got, I would just go for the motive. I think that would be my question.

Justin Herman: [05:43](#) So what if he said it's the second one, you know, the overlapping, I love speaking to kids.

Mingo Palacios: [05:47](#) Yeah. But he's like, "I just need more cash."

Justin Herman: [05:48](#) Let's just assume everyone who's speaking to kids is not doing it because they want to re-live the glory days. Let's assume they're speaking to kids because they actually like kids, right?

Mingo Palacios: [05:54](#) Yeah. Yeah. Yeah.

Justin Herman: [05:55](#) So, it's like listen, love the church. I think the church is great. Church doesn't pay for everything and it doesn't need to be, "Oh, me and my wife just want to take a vacation to Maui." Maybe it's, "Listen, I love working in the church, but I have a kid with special needs and we want to pay for extra services." Which I have a kid with special needs by the way. So I understand that very well. Or, "You know what we want to get ahead on getting out of debt. So we don't want to ask the church for a raise. And so yeah, this is a money thing. That's true. There's some of these camps that pay \$2-3k for a week and I'm willing to take vacation time."

Mingo Palacios: [06:26](#) Yes, yes, yes, yes.

Justin Herman: [06:27](#) What would you say to them?

Mingo Palacios: [06:28](#) I'd say, "Let me help you find as many gigs as you can get." That's what I've done.

Justin Herman: [06:32](#) All right. Do you think most senior pastors feel the same way?

Mingo Palacios: [06:36](#) I don't think so, but because they forgot what it was like to be in that space and I think I'm still close to that space, so I still get hit for speaking at youth camps in

places everywhere. My youth guy just right now, shout out Nick Moultrie, he asked me, "Hey, do you know of any places or is there anywhere where I might be able to do it?" Sometimes, and this is for the youth pastor just to be aware of, since we're playing these like two roles, sometimes a senior pastor will get a question from another pastor in another place, "Hey, do you have a guy who can speak for our x, y, and z?" And then it's up to that senior pastor to say, "Hey, do I want to take that like moment or should I give that moment to one of the leaders that's been entrusted to me?" And one of the best things that happened to me in years past is when a leader who was absolutely capable decided to give me the "at bat". And I just see myself doing what was done to me. So I feel like I lived inside of some really great leadership. Everybody has great seasons and poor seasons, but right now I feel like I'm living the luxury of giving kids around me great "at bats" that I absolutely could take. I could take the 1300 bucks or whatever.

Justin Herman: [07:50](#) Is there a line though that you would see too much being posted? Too much on Instagram? Too much on Facebook? Too much where you'd pull them in and say, "Hey, listen, there's a line to kind of being weird."

Mingo Palacios: [08:02](#) There's an easy count. And I heard Rick say it in a staff meeting at Saddleback, Rick, aka Rick Warren. He said, "You know, I can tell a lot about a person based on their social media. Just go to their feed and count the number of pictures that circulate around

them versus the number of pictures that circulate around somebody other than them." And he's like, "That's all you need to know if you want to see what a person is about concerning their social, that's all you need to do." And granted there are exceptions, right? Robert runs a business, of course it's going to be all about the business, but you know, you take somebody's personal account and you can tell is this person grossly consumed with themselves and all the great things they come up with saying or masking who they're ripping off in saying it, in a place where that person who wrote whatever they're saying is not going to hear it. Or, are they really trying to push something forward? And it's a discipline. I think that this culture has to wrestle with that. Maybe the last culture or the last generation didn't have to wrestle with. Certainly your senior pastor and my senior pastor didn't have to worry about social media. If you don't have a presence, I do think you're missing a total audience. Right? Robert helps me understand if I'm not on particular channels as a church and as a pastor, I'm just missing an audience altogether. So there's a balance and I think that when you have an older leader around you and a few younger leaders around you, you make for a really balanced leader.

Justin Herman: [09:29](#)

You know, the number two search engine after Google.com?

Robert Cortes: [09:33](#)

Youtube.

Justin Herman: [09:33](#) And I find it so crazy where churches don't have a Youtube strategy for their student ministry. It's bananas.

Mingo Palacios: [09:41](#) And I'll say this, you know, coming from a church that is kind of like coming out of, or coming back for a comeback church, sometimes it's just time and is just resources, right? You have to get the room right before you start getting the digital space right. And that's certainly the area that we're in. I knew coming into Torrey Pines, like we've got to get an online strategy up and running. We can't just rely on the network side to just promote and do the things that they're doing, but it took us seven years or seven months of prioritizing everything before digital. And digital is a massively important component to all ministry. But if you're the man who's given the keys, if your first move is digital, I'd question why or what you're seeing as other priorities or in place of digital. I did a lot of in person work before I started addressing our digital needs.

Robert Cortes: [10:42](#) I want to ask a question. When you're talking about young leaders posting and you're thinking they're posting a lot of information and they're promoting themselves. Sometimes I think you can still do that, but it's not just your posture, right? But it's like, well, if you're a youth leader, youth pastor, pastor, what problem are you solving? Are you talking about the problem that youth has today? If you're talking about the problem and you're offering solutions and maybe what would life look like if they took on those

solutions, then you're offering content that people can actually use. It's useful. So some other organizations sees that youth pastor saying hey they see them solving a problem and giving a solution and what their life might look like if they actually take on those solution or that process or plan or whatever they're offering, then I think you're offering really valuable, useful content. I think a lot of people get lost in social media. They're not offering anything useful.

Mingo Palacios: [11:39](#)

Just a selfie.

Robert Cortes: [11:40](#)

Yeah. Oh, absolutely.

Mingo Palacios: [11:42](#)

With a good sunset.

Mingo Palacios: [11:42](#)

And you know, Robert is a certified StoryBrand guide.

Robert Cortes: [11:47](#)

Expert.

Mingo Palacios: [11:48](#)

Yeah. So he's a genius. He understands that like, "Hey, there's got to be substance to that which you put out there for the social world to hear and see. For anybody in the business of self promotion and ministry requires you to kind of hustle for yourself, I just, I would ask the question, in echoing what Robert said, "Are you solving a problem with what you're posting out there and can you with great convictions say that I am utilizing my platforms to uplift others"? Am I giving that platform away? That's a Ferguson and Hero maker, right? If you're in the exponential circle, he's got that book, Hero Maker and it's like, plenty of people can be the hero, right? But you know

that the greater power, the greater good is those who are the hero makers. They are those that are behind the ones that are on stage who can say, "Listen, I can spin off two, three, four of you with the right kind of investment in the right kind of a trajectory." And that's where I find myself today, 37 years old as a senior pastor. How can I be the hero maker? How can I be less of a hero knowing that the multiplicity in impact and in distance and reach is going to happen through my influence, not by my influence?

Robert Cortes: [13:04](#) That points to what you guys are talking about, which is positionally speaking, people posting on social media, how do they position themselves? They position themselves as the hero and in a story, the hero is the weakest character. You want to position yourself as the guide. The guide is a person who's been there, they've done it, they're going to coach them, mentor them, whatever you want to say.

Justin Herman: [13:24](#) So, using familiar stories, this is the Obi-Wan Kenobi. This is the Gandolf. This is the um-

Robert Cortes: [13:28](#) Yes. That's the mentor. That's the coach. That is the guide. That is who you want to be. You never want to be the hero because they're the weakest person in the storyline.

Mingo Palacios: [13:36](#) So good.

Robert Cortes: [13:37](#) And they have to overcome that they're not good enough to make it. They don't have what it takes and they need a guide. They need a coach. They need a

mentor to overcome the challenge and destroy the death star.

Mingo Palacios: [13:48](#) Yeah. Let's say it again, just for the audience to not miss the hero is actually the weakest player in the story. Really good. Justin, as we wrap this up, we're going to cut this into two episodes. This is the second half of this conversation. What do you say for a leader who finds himself in the messy middle, right? They've had something great, they've made a tremendous leap to something new and maybe it's not what they expected. What do you tell them?

Justin Herman: [14:16](#) Whew. I want to say that when I first realized, so I'll lead with my own story when I first realized it, especially right after I was fired, that was really, really tough. Drove home and realized that I've been living in that space. I sat down and I wrote a blog that's still available out there on Control Cast. And one of the main points of it was, my identity is not in this. I really thought I was going to be in youth ministry forever. I was going to Sandals thinking I was going to be there for 20 years. So when I wasn't, and I take a step back and I'm like, "Oh my gosh, like who am I then?" And people always say that like, "Oh, you know, that's the biggest worry for pastors, right? Your identity is all wrapped up in it." I was a pastor. I'm still a pastor. You know I've got the heart of a pastor.

Mingo Palacios: [15:06](#) Every member is a minister, Justin. [laughing]

Robert Cortes: [15:09](#) Royal priesthood buddy.

Justin Herman: [15:12](#) Yeah. Thank you for that Robert. My paycheck doesn't come from a church right now. So I don't know.

Mingo Palacios: [15:17](#) [laughing]

Justin Herman: [15:17](#) But I remember taking that moment and breathing it in and say, "Okay, is my identity in this or not it?" And for me it was, "Am I going to be able to go to church this Sunday or am I not going be able to go to church to this Sunday?" So I was fired and I think it was on a Tuesday or a Wednesday and went home and it was tough with my wife. She's like, "Well, what do you want to do this Sunday? Do you want to just sit at home, watch online and do you want to just, what do you want to do? And I was like, let's go to Mariners. Like, "Let's go back there. People know us there. Let's go back and see our friends."

Mingo Palacios: [15:45](#) Yeah.

Justin Herman: [15:45](#) And that's what we did. And we have a kid with special needs. So I was like, all right, we'll put them back in the room with the leaders that he knows like, let's just send them an email real quick. She's like, "Are you sure?" And my wife's the best. My wife, I could rave about her all day. She's like, "Are you sure? Like I know the whole thing, like, isn't it going to be hard for you?" And I'm like, "Yeah, it's going to be hard but there's a lot of hard things in life, it doesn't mean it's impossible." And when you're able to take a step back and say, "Okay, my identity is not in this.

Yes, I can go to church next week. It's going to be okay." I think that's when you found a place of success in that middle. So, because yeah, I was hurt and I was hurt by a church, but I wasn't hurt by the church.

Mingo Palacios: [16:21](#)

Yeah.

Justin Herman: [16:22](#)

And they didn't hurt me intentionally. They set out to hurt, but I was hurt as an out cost of the whole equation.

Mingo Palacios: [16:27](#)

How about just hurt as a human? And there's a lot of permission there.

Justin Herman: [16:30](#)

Listen, if you can't be a person and admit that you're hurt when you're hurt, then who are you trying to look strong for?

Mingo Palacios: [16:36](#)

Yeah. Come on.

Justin Herman: [16:38](#)

Dude, Jesus, He was bleeding. He was mess. He was probably in tears. You know crown of thorns? That probably stung.

Robert Cortes: [16:45](#)

Sweat blood.

Justin Herman: [16:45](#)

Yeah dude. So he's not sitting there like, "All right, I've got to be tough."

Mingo Palacios: [16:48](#)

"I've got to be tough for the twelve."

Justin Herman: [16:49](#)

Yeah. He's not doing that. He experienced it. He wept for, you know, He knew He was going to raise that

dude from the dead. He wept, like, come on, who are you being the tough guy for? And I wasn't being the tough guy for anyone but myself. If I was the tough guy, it was going to be because well, I just want to look like, you know, that I'm tough, that I'm strong. And the fact is I wasn't. That first weekend back there was really tough. I was emotional. Couple of weeks later, the worship pastor was giving one of those worship sermons during the little three minute thing.

Mingo Palacios: [17:19](#)

Every senior pastor loves that.

Justin Herman: [17:21](#)

Exactly. Yup. And he was doing incredible. Colby Taylor is the worship pastor there. He's incredible. And he was talking about doubting Thomas, which is the label we gave him, but really he was honest Thomas, because he's looking at Jesus and saying, "Jesus, I don't understand. Jesus, I don't get how we're supposed to do this." And Thomas was really saying, which was what he cued in on was "Jesus, it wasn't supposed to be this way." Like they thought he was going to stay there forever. They were just all going to grow old" together and just have a blast. Jesus, it wasn't supposed to be this way. Jesus, this wasn't part of the plan." And I think when you're able to find yourself in that middle and have the honesty to say, "God, what's going on here?"

Mingo Palacios: [17:59](#)

Where's the plan?

Justin Herman: [17:59](#)

"This wasn't part of the plan. I didn't expect this, but I'm going to go to church this weekend and worship

you because You are worthy of worship regardless of who is sending me a paycheck." And I think that that is hard for a lot. I've talked to probably a thousand youth pastors since I got let go and I was pretty honest on Facebook. I was very honest with you. I'm pretty honest on the podcast.

Mingo Palacios: [18:19](#)

Yeah, you've got to go look at Justin Herman's Facebook page. You dig backwards. Maybe you can repost it.

Justin Herman: [18:23](#)

And it's episode 54 on the Controlled Podcast and I've talked to probably close to a thousand and I'm serious. I have a Calendly link and I set it for 15 minutes. I was like, listen, "Any youth pastor out there that wants to talk, I'll make 15 minutes for it." And it was during the time that I was job hunting, so I was getting the money from the church to just be unemployed and look for a job and the whole thing. So I had a lot of time on my hands and my wife was like, "Well, I don't want you sleeping all day because I have to go to work, so you've got to do something." And me and her did a Facebook live, which was viewed a couple thousand times, which isn't a ton for big videos.

Mingo Palacios: [19:00](#)

But still, there's an interests in that season.

Justin Herman: [19:03](#)

So we put it out there and I had a lot of youth pastors register and you know, just sign up for 15 minutes ago and just to hear their stories, I was like, "I want to hear your story and I want to cry with you." And I talked to

people who, some of them haven't been back at church since they were let go. The way that churches let go of people, I feel like a really good HR person needs to get out a megaphone to everyone and just say, "Hey guys, this is how we're going to deal with people when it doesn't work out." Sandals handled it really well. I felt so honored. And just so we're clear, we're talking about the church that pulled me in and said, "Hey, we're going to have to let you go. This isn't working out and you feel it and we feel and we're going to make the decision." So the church that let me go, I had to go home and call my wife and do the thing, I felt so honored by them.

Mingo Palacios: [19:47](#)

Oh, that's awesome.

Justin Herman: [19:48](#)

I'm so thankful. Ever hear the story of the doctor who, they're so good at their bedside manners, so good after they tell someone they have cancer, the person thanks them. They had that kind of bedside manner in how they dealt with me. Mariners was the same way during my exit, which I was there for a lot of years.

Mingo Palacios: [20:05](#)

Yeah.

Justin Herman: [20:06](#)

Like, they really liked me there. I still go back to church there. I have relationship with Beth Ganum, the executive pastor. I've had Eric on the podcast. Really good people there. Really good people there and I think youth ministry there is going in a great direction. The guy there who's there now, Cooper, I

think he's going to take it bigger than I ever had. I think he's incredible.

Mingo Palacios: [20:23](#) So good.

Justin Herman: [20:24](#) Really, really good. His young wife, which is weird, actually, when we moved out of Irvine, the guy that took my job moved into the place that I lived in. Which was actually kind of weird, but a lot of students already knew where he lived.

Mingo Palacios: [20:36](#) Literally following in your footsteps.

Justin Herman: [20:39](#) I know.

Mingo Palacios: [20:41](#) Following in your footprint. Great advice for a person who finds himself, we just call it the messy middle because I honestly think that's kind of where everybody lives all the time. You can believe that you're starting off on a journey. You rarely realize that you're at the end of one until you're looking backwards at it. But there's so much good stuff. I don't know that I could even put a title to this episode other than the gems that come from looking back. It is really wisdom that comes from experiencing ministry over several decades and several seasons.

Justin Herman: [21:12](#) Well, some of the best things when you look in the Bible, I like to read the Bible by the way.

Mingo Palacios: [21:16](#) So good.

Justin Herman: [21:17](#) The Book of Psalms is everything about David looking back. Some of the best psalms were not him just writing songs-

Mingo Palacios: [21:24](#) In the moment.

Justin Herman: [21:25](#) "Oh things are awesome. I just got the armor like I'm the king now. This is totally like, this is so great!" Some of the best songs are looking back with regret and sorrow over things he did. Looking back and saying, "Man, I would've done it differently." And this is a man and for God's own heart. Really, really, really let that soak. We're so rushed. We're so rushed in life. Just take a deep breath and the story of David is not just David and Goliath. He saw a beautiful woman that wasn't his wife, took her, impregnated her, totally insane, killed her husband to hide it, confronted by his best friend, Nathan. This is a man that made mistakes. A man after God's own heart. Some of the best writing he did was after that-

Mingo Palacios: [22:09](#) Chaos.

Justin Herman: [22:09](#) Complete chaos. And we stub our toe professionally and we think it's all over.

Mingo Palacios: [22:17](#) Or we stub our toe and then we think we need to go straight to Instagram and Facebook live to document it as it's happening.

Justin Herman: [22:23](#) And vent it and put it out there and just, you know, whatever.

Mingo Palacios: [22:26](#) And then all under the banner of self care. That's another episode. [laughing]

Justin Herman: [22:31](#) It really is.

Mingo Palacios: [22:31](#) Justin, if people want to follow you more closely, what's the best way to do that?

Justin Herman: [22:37](#) Well, how honest can I be?

Mingo Palacios: [22:39](#) Just go for it? Yeah, yeah.

Justin Herman: [22:40](#) Yeah, I'll be honest. I'll give you three ways.

Mingo Palacios: [22:42](#) Okay.

Justin Herman: [22:43](#) Controlled Chaos Podcast. You can check out Controlled Chaos Podcast in iTunes and everywhere else. You can hop on Instagram. Twitter @HeyJustinHerman or listen, we're all friends here, you want, you can give me a call my cell phone. Give me a text.

Mingo Palacios: [22:56](#) Heck yeah.

Justin Herman: [22:57](#) (714) 600-0354. (714) 600-0354. If you want to get in touch, you want to talk more? Shoot me a text is the easiest way. Say, "Hey, I heard you on The Purpose Driven Podcast would love to connect." And I'm telling you, I'll make time for you. Anyone can make time, 15 minutes for a person. Some of the best leaders in the world, T.D. Jakes made 15 minutes for me. Some of the best leaders in the world made time for me. I'd be a hypocrite, not to make time for you.

Mingo Palacios: [23:21](#) So good!

Robert Cortes: [23:23](#) Wow.

Mingo Palacios: [23:23](#) And on that note, everybody, thanks for listening to the Purpose Driven Podcast. If this conversation inspires you or if somebody comes to your mind because of this conversation, share this episode with them. Don't keep it to yourself. That's like the worst thing you could do. And on behalf of Purpose Driven and the churches that we represent across the world, I just want to say thank you for listening. We will talk to you on the next episode.

--- END ---

<https://thepodcast.com>

