

Engage360 | Episode 21: Defining Leadership

- Introduction: Welcome to Engage360, Denver Seminary's podcast. Join us as we explore the redemptive power of the gospel and the life-changing truth of Scripture at work in our culture today.
- Dr. Don Payne: Welcome to Engage360. Glad to have you with us again, I'm Don Payne, your host and we're really grateful that you do join us and want to encourage you. If you like what you hear, I know everybody on every podcast says this, but it really is true. If you give us a good rating and or a review, that really does help us extend the reach of the podcast and we would really appreciate it if you do that. We also would love to keep in touch with you, and if you have comments or questions, email us please. Our email addresses podcast@denverseminary.edu and let me remind you as well to check our website in general every now and then just for different resources and things like that that we make available, whether you're a student or not. And if you are thinking about being a student, you can get full information there on all of our programs and certificates and degrees and other things. Well, when you, when you keep coming across the same person's name in different circles and from different people, you need to pay attention. And when in every one of those cases, that person is mentioned with glowing praise for their incredible giftedness and impact, and your curiosity really gets peaked. And that's the case for me with this week's guest and has been the case for probably about 15 years. I still come across people I respect who know her and I didn't know it. Now I've seen her mostly from a distance for all those years and had a little bit of phone conversation with her years ago. But now here I actually sit right across the table from Dr. Angie Ward. Angie, welcome to Engage360.
- Dr. Angie Ward: Hi Don. Thank you. It's great to be on this.
- Dr. Don Payne: Now I've pirated a little bit of information from your website, AngieWard.net. Angie's a leadership author and teacher with nearly 30 years of experience in church, para-church, Christian higher education, known for her genuine love for those in ministry, her down to earth style, her unique ability to see and explain complex concepts and the systems. Angie has been an adjunct faculty member here at Denver Seminary. She is also an award-winning regular contributor to *Christianity Today* leadership publications, highly regarded teacher, and collaborative leader. And I discovered, in a previous life a sports writer. And I'm going to ask you about that in a bit. So Angie and her husband Dave live just outside Indianapolis. She has a BA from Trinity International University, MA from Denver Seminary, and a PhD in ministry leadership from Southern Baptist Theological Seminary. And I'm proud and grateful to say she is a member of the Board of Trustees at Denver Seminary. And we want to thank you for your service on our board.

Dr. Angie Ward: Yeah, you're welcome.

Dr. Don Payne: So, and she's got a couple of books we're going to talk about. One in particular that's coming out this March. But before we get to that, Angie, tell us a little bit of your story, your background, how you got to be the famous person that you are. How did you get to be Angie Ward?

Dr. Angie Ward: I didn't realize I was the famous person I am. So I learned a lot about myself today from your intro.

Dr. Don Payne: What is it like to be Angie Ward?

Dr. Angie Ward: Yes. Exactly, yes, very meta. So I'm actually an alum of Denver Seminary and that's where my husband and I met. I'm from Sheboygan, Wisconsin originally. And then, went to school outside of Chicago, worked in Camp Ministry, Denver Seminary, then ministry with my husband in various churches in the twin cities and North Carolina. And now we're just outside of Indianapolis. But, started with youth ministry along the way, broadened out to more leadership ministry, leadership in general and leadership development and which is really my calling and passion to develop and encourage ministry leaders.

Dr. Don Payne: Tell us about the sports writer thing.

Dr. Angie Ward: Yeah. So, I was a jock. I am a jock, I guess. Played sports, loved sports still, and got a job in high school as what they call a stringer. So kind of a freelance writer covering high school sports for my hometown newspaper and got to do some cool stuff. Covered some professional auto racing, interviewed some drivers, Mario Andretti, some others.

Dr. Don Payne: Did you really?

Dr. Angie Ward: Yeah, absolutely. It was great. Yeah, love it. So living in Indi near the Speedway is really fun for me every year. And so originally it was going to be a journalism major, ended up switching to youth ministry but kept that writing minor and have kind of tied those together now with some of my writing.

Dr. Don Payne: That is, that is really cool. So when did you first know that you were a leader?

Dr. Angie Ward: Great question. And I think I didn't have words. I knew I was different and the term that was used, which was probably true, which is used for a lot of women leaders is bossy. I was bossy when I was little and I always liked being the one organizing things.

Dr. Don Payne: Are you a first born?

Dr. Angie Ward: It's kind of complicated. I'm adopted, so. Yeah. Yeah. But apparently I act like one apparently. But so yeah, I was always kinda, you know, put in charge of

things. I, rose to leadership things. I, you know, nobody really called that that until I was in college. And one of my pastors said something about, way to lead Angie, and I, that's the first time I kinda put that together with, Oh, that's leadership. That's a thing, you know, and bossy can be a helpful thing sometimes.

Dr. Don Payne: It can be. Especially if you can monetize it.

Dr. Angie Ward: Yes, that's right. Exactly. Yeah. Yeah. We had a short list of, some call it bossy, I call it leadership.

Dr. Don Payne: Yeah. Yeah. So what are some the obstacles or challenges you've had to overcome in learning to lead or in stepping into various leadership positions? Go ahead.

Dr. Angie Ward: Okay. Several. One, being in the ministry world, which has largely male dominated, especially in kind of the denominational and circles that I was in. And so in some ways I didn't, for the most part I had opportunities because of who I was, even in environments where they would talk about women not being allowed to lead. And so there's kind of that environment of, like I said, I didn't quite fit in when I was a student at Denver Seminary. I fit in more with like the MDiv students who are preparing to be pastors. Then the pastor, you know, the [inaudible] of wives or some of the other students and I, and so I, so I've just never quite felt like I fit for much, many years because I was a female in a male driven world. I was a leader, had leadership gifts and a strong, you know, disposition that sometimes were frowned on, you know, and so I had that. I've had some obstacles, have been actually, being married to my husband. He's a great guy, but he being a pastor, because of his role, who I'm married to, I sometimes have more limitations on what I can do in our church than I do just because I'm a woman or that type of thing. So, yeah.

Dr. Don Payne: How do you define leadership?

Dr. Angie Ward: I define, well at it's core, leadership is influence, but I define it in my classroom, I say leadership is influence on people to movement toward a vision. And so, it involves, you know, influence on people as opposed to administration, which may just be tasks for their own sake and they're necessary. There's some sort of movement that movement could be positive or negative. You know, gang leaders exert influence but not necessarily in a positive direction. But so there's some sort of movement towards some sort of end vision. And that could be 20 years out or it could just be in maybe a discipleship relationship. We say, you know, we're working together, I'm helping you get to this point, you know, but there's some sort of direction, as opposed to just spinning in circles.

Dr. Don Payne: Okay. Well, what have been some of your favorite leadership experiences?

Dr. Angie Ward: My favorite are actually kind of combined with my teaching, which is leading and teaching leaders. And seeing those ahas and enabling them to then, to build a team and then work together toward a goal and then have them learn and grow and then go out and take on their own leadership responsibility.

Dr. Don Payne: Okay. Okay. So tell us about your book then. You've got a new book coming out. The title is, God, I'm Sorry, I'm reading, I'm reading the wrong thing from the card. The title is, *I Am a Leader*, subtitle, *When Women Discover the Joy of Their Calling*.

Dr. Angie Ward: Yes.

Dr. Don Payne: Okay. So what prompted you to write this book?

Dr. Angie Ward: Well, I didn't set out to write a book about calling or a book for women in particular, but I was part of a Facebook group several years ago through some women that got connected through, *Christianity Today*, women leaders writing. And there just seemed to be this need for, women were just hungry for like, what does this look like as a woman leader? And it turned out there's unique challenges, as women leaders and just with, you know, cultural expectations, their own expectations and, and tensions they feel. And so started reflecting on my own journey of calling and as a leader, person of influence and talked to the editor and said, did you ever think about a full length book? And she said, we've talked about, but what do you have in mind is, I don't, but I'd love to be a part of it. And she said, well, I'd love to see an outline and one thing kind of led to the next. And so for the book, it kind of, I just talk about my journey kind of interwoven, but then I also interviewed 50 other women, more than 50 other women around the country, various ethnicities, you know, just different types of ministry, whether it's full time, you know, what we would concern vocational, occupational ministry or parents fostering different things like that. And kind of wove that into this book, which has the title is *I Am A Leader* because in describing the book to a publisher and to, and talking with these women, we realized like I didn't feel like I quite belonged. There's a part of women leaders, it's a part of their identity. And so this like I am a leader, but, and what is the joy of that calling and living that out. And so the book looks at what is calling, how do you discern it? And then what does it look like? Lived out as a, specifically as a woman in ministry. And I define ministry broadly too, as kind of doing it really anything with kingdom intent and purpose for it.

Dr. Don Payne: I like that. With kingdom intent and purpose. Yeah. Whatever the paycheck comes from.

Dr. Angie Ward: Yeah. And it may not even be a paycheck. It could be, you know, there's, I think we say in scripture, and it's kind of theologically, there's a primary calling that God. Jesus says, follow me. And, but then the many times after that, there's a secondary or more specific call that is unique to a person based on their gifts or their experiences or a need that they might be in or passion kind of thing. And so I unpack a little bit more of that as well in the book. But the specific calling

could be, you know, a volunteer kind of thing. It could be part time. It could be in quote unquote Christian Ministry. It could be a Christian in more of the marketplace. Again, if it's like God is calling us to join his work in the world.

Dr. Don Payne: Yeah. Yeah. Okay. So on your promo card, I noticed that that heading, God is inviting you to join him. Now I don't know if that's your line or a nav press's line.

Dr. Angie Ward: It's mine.

Dr. Don Payne: It's yours, good. Well, it's a good line. What's the, there's gotta be a theology behind that. God is inviting you to join him. How does that kind of reflect something about your theology of leadership or your theology of calling?

Dr. Angie Ward: Yeah. So like I said, there's a, you know, there's an idea of primary and secondary calling. And so first of all got advice, you know, says follow me. And Jesus is who do you say that I am? And we, you know, we need to answer that question about who Jesus Christ is and to follow him. But then, you know, God has entrusted us with gifts, with passions, with experiences, our stories, our journeys, and he wants to use those to, again, for to be part of his kingdom work in the world. And I, you know, some of the key themes, you know, theologically, I think one is stewardship. And so it's stewardship of our gifts and our calling. And sometimes it's, you know, we see in scripture and in the women I talked, I talked with, sometimes it's a, you know, a specific kind of thing like go to this people and do this. And sometimes it's, it's, he doesn't give the directions right away. And like he says, you know, go, to Abraham, go, leave your family and go to the land. I will show you, you know, and so the way it unfolds is different for every woman and for every man. I mean, a lot of those parts of the book can be applied to men and to women. But, so there's a stewardship piece of that. There's a piece that it happens in community, as the body of Christ, not just the local church, but just the greater church and body of Christ and people of God. And, you know, community stewardship and accountability. And so, you know, and whatever God has given us, whether it's a, you know, a calling to specific people or place or, or time, or it's of general things, responsibilities like our family or our job, those types of things. We are stewards and accountable to God and to our community for those things that he's given to us.

Dr. Don Payne: Do you think the issue of call or the reality of calling has been too individualized? I'm picking up on that. Maybe that's a rhetorical question. But when you mentioned community, the community piece, it strikes me from particularly the New Testament that it is the community that often kind of recognizes gifting, recognizes a person's calling, and validates that and pulls them forward, without which we're kind of left to our own devices to sort through the subjectivities and all the different variables in a call. And can you speak to that at all?

Dr. Angie Ward: Yeah, I would agree, absolutely. That I think, at least in, you know, American evangelicalism, we've privatized and individualized our faith, you know, our spiritual journey and part of that being our calling. And so we kinda want to

have this dialogue with God tell me what to do. But I'm really in scripture. And again, you know, in the stories of the women that I talk to in my own life, people affirmed that. They call that out. They even suggest, have you ever thought about, you know, doing this myself, as a professor in the classroom, there have been times where I've just asked a question of a student and I can tell that it's, it's been like, it's this moment where God has been speaking to them and I've called the question without even knowing it, you know, kind of thing. I love that the Quakers actually have what they call a clearness committee. And so they have, you know, somebody who's seeking an answer to a question or about a calling type thing, and they just sit and listen together and say, well, you know, ask questions. And they don't just say, here's what you should do. You know, we either individualize it or we, you know, we just go for advice instead of all listening to God together. And so there's a posture the most, one of the most important things for being ready for God's call. You know, a lot of people, how do I know? It's like, it's creating a posture of listening and here learning to discern the Holy Spirit's voice. You even know it when it comes and it can come through other people, and it lives, it's lived out in community. Our God given calling is always lived out in human systems. So yeah, community is a very big piece of it. And I don't think very few churches that I've been a part of really have that as a piece of their kind of corporate worship, really, you know, corporate life.

Dr. Don Payne: Great to see evangelical churches of all sorts recover that art of listening to God together.

Dr. Angie Ward: Yeah. Yeah. And, and really, you know, and I tried to model this a bit at our church, you know, outside Indianapolis. And so, you know, I, I've been doing some writing, and teaching and speaking and I said, I don't want to just go solo. I want to be under the, you know, the spiritual authority at least, and the accountability of our church. And so they did kind of a commissioning where the whole church recognized and affirmed this is, you know, we're affirming you like in the New Testament, they, you know, they would release the apostles, they would recognize and release, and we just don't do a lot of that.

Dr. Don Payne: Yeah.

Dr. Angie Ward: Oh, cool. Yeah. Yeah. I, you know, I'd love to help create that more I think.

Dr. Don Payne: Before I get off of this, again, the book forthcoming from NAV press I think in March.

Dr. Angie Ward: Yes. March 3rd.

Dr. Don Payne: *I Am A Leader*, by Angie Ward. So look for that at NAV press coming up this spring. As you interviewed these leaders around the country in various settings, what were some of the big learnings that you took away from that? Any surprises, any kind of aha moments for you, even though you were the one

writing the book? You know, you interview people and say this firsthand and you always learn a lot. So what were some of your big learning moments from these interviews you did?

Dr. Angie Ward: Yeah. So, some of the kind of the data more, I mean, I, it was interesting to me, I spoke to, you know, various like women of color and one of the surprising things was that the majority of women of color said that their gender was a bigger barrier to living out their calling than their ethnicity.

Dr. Don Payne: Really?

Dr. Angie Ward: Yeah. That was interesting to me. Now, I don't know that I can't make a blanket generalization, but of the people I talked to, that's what I heard and that was surprising to me. Yeah. But you know, each of these interviews, calling is so powerful and so personal, and so I just felt like I was in a Holy ground in these conversations and I was so grateful. They kind of entrusted their story to me to carry and to share in the book. And talking to women who are a little bit older. I would say 50s and 60s. Sometimes there was a bit of resentment or remorse of, I wish I had had these opportunities, you know, it just wasn't to be in either, you know, that generation or that culture that I grew up in or whatever. And so that was kind of the lament for that demographic. And then when I talk to younger women, they're getting more of the message now that you can be anything you want or at least culturally, and more and more churches saying, yeah, this is open to you. But then they, so they grow up believing. Yeah, I think I can. And I have opportunity, but then coming up to their own limitations and realizing it's tough to do parenting and marriage and ministry and just regular life stuff. And I talk a little bit in the book about, I came to Denver Seminary because I felt called to occupational ministry, vocational ministry, and then called to Denver Seminary. God closed all the other doors that I was exploring. And then when I got married and had kids, those became certainly my priority and my responsibility. But my other calling to ministry never went away. And so I wrestled with that tension. You know, for many years feeling like I, you know, I want to be, you know, I'm committed to my kids and to my husband and to supporting him and he is to me, but I don't have enough time in the day to do everything well. And even, and so it wasn't even outside barriers. It was just I can't do it all. And so the younger woman I talked to, they were feeling a sadness and, for the first time kind like saying, well, how do I do this? You know, even though they have all the opportunities. So, but everyone I talked to, it was just, their stories are so unique, and so every person's calling is unique. And so, and the process and what that calling is just unique and so I, you know, I point numerous times in the book, you can't compare callings. You can't compare the process to any other person. God created each of us individually, very unique. And he also knows how we hear him and what we're made for. And so that's going to look completely different.

Dr. Don Payne: Isn't that a blast getting to work with people on the, like the individual, here, I'm going to be very individualistic. Yeah. Okay. Yeah. But the uniqueness of every

person's calling journey and what that looks like, how that unfolds. Isn't that just a blast? You get to walk alongside people.

Dr. Angie Ward: Yes. And you know, as part of my passion being leadership development, that's one of the things I love is just going, you know, how are helping them be attuned to God's voice in there and those work in their lives and going what, you know, what's God doing in your life and how do you put all this together? And, you know, a point I make is, well two things. God is always at work and God never wastes anything.

Dr. Don Payne: Yeah, I love that.

Dr. Angie Ward: And so there's, you know, times when women and men, again, this can apply to any ministry leader or you know, people in ministry and leadership, where they, you know, you're in a dry spell or a tough season and challenging and you, you know, you go, I hope I, you know, I get through this and I, you know, and later God uses it and puts it all together.

Dr. Don Payne: But you only see that often in the rear view mirror. Right?

Dr. Angie Ward: Oh, absolutely. Right.

Dr. Don Payne: Your hunt doesn't get wasted.

Dr. Angie Ward: Right. Yeah. So he's always at work and your story and just never waste anything. Yeah.

Dr. Don Payne: So what do you, you may have already answered this, but I want you to take a stab at it. What do you wish somebody had told you as a young leader? You've been at this for quite a while now, writing about it, speaking about it, actually training leaders, thinking about it, actually leading. Does your book in some ways kind of reflect some of the things you wished somebody had told you as a young leader?

Dr. Angie Ward: Absolutely, yeah.

Dr. Don Payne: What were some of those things?

Dr. Angie Ward: One of the big things I think I wish I had been told was, this is who God has made, created you to be. There's nothing wrong with you. I think that's a message that, you know, I received for sure, you know, there by, you know, subtle comments about strong women or you know, that type of thing. And even if you know, you're coming from, a theological position that, you know, about more complementarian what we call, you know, in women's roles, there's ways that women, you know, can be visible and have a voice even if they're not in certain positions in that type of thing. And so I just, I just always, for a long time I would say, and I think Nancy Ortberg coined this phrase, but she said,

“Help, I’m a leader trapped in a woman’s body.” And so I just felt like something was wrong with me because that’s what a lot of the messages I was getting. And so to finally like come to terms with that as my identity. I’m a leader, you know, that’s why I’m different in some times, you know, that’s why, and I have rough edges for sure. I mean we all do, no matter what, you know, our gifting and calling is, but I think that’s one of the big messages. And at the start of the book I say, you know, I want you to know that you are unique and yet you are not alone. There’s other women who have walked this road. And that’s why I loved sharing so many stories of people in various parts of the path.

Dr. Don Payne: Mm Hmm. So has your thinking about leadership changed or evolved over the years?

Dr. Angie Ward: Yes. I’m glad it has. I hope it would. About leadership in general, I think, you know, most of us come with an understanding originally of leadership being a role or positional authority. And so I’ve broadened it certainly to the definition I gave it really at its core, its influence. And the question is not whether you have influence, but where, and then how are you using that? You know, I think lately the topic of power has been the forefront of a lot of conversations, you know, with women with and Me Too, and that type of thing, but even not even just with, you know, women in particular. And so, you know, another theme theologically is servant leadership, you know, and we’re so focused on who has the power and the authority and even the other night I was visiting a church and somebody came up to talk to me and I confess, I kind of made a value judgment about the person because of like, where are they stood or didn’t stand in the room, you know, like onstage or that type of thing. We just do that naturally, you know, and so I’m going to confess it here publicly to you and ask for absolution later.

Dr. Don Payne: Absolved.

Dr. Angie Ward: Yes, thank you. But, but really, I mean, being aware of our own, how we try to control and to seize power. And that’s kind of the model of leadership that the world presents and is so easy to buy into that because, you know, the kingdom is completely upside down. And so, you know, cruciform leadership is completely counter-cultural. You know, it’s completely upside down. It’s taking the lower posture and I’ve been reflecting on this kind of idea of power and you know, even when we do, mission trips or even servant leadership, a lot of times it’s still, we’re the person with power and we use it to help someone else come up. But to truly give up power, like, you know, Jesus in the kenosis passage, you know, that’s something I don’t know that we wrestle with much as leaders.

Dr. Don Payne: Yeah, very counter intuitive. And it strikes me that even, even when a person is gifted as a leader, has all those capacities for leadership, there’s still this narrative, much of which we imbibe from our culture, but also from our fallenness that it’s straightforward, mechanical, power, force.

Dr. Angie Ward: And usually climbing up. Instead of on the way down.

Dr. Don Payne: So you can be a leader and yet lead in all those wrong ways. All of those fallen ways, all those anti cruciform or uncruciform ways. So simply being gifted as a leader does not necessarily qualify one as a leader unless you learn those cruciform ways.

Dr. Angie Ward: Yeah. Yeah. And I, you know, so my, you know, general definition is influence on people to move toward a vision. Now when you put Christian before those words, you know, what is Christian leadership, you know, then you, then you start talking about Christian values and what type of influence is it according to Christian biblical principles, influence on people to movement? Is that positive or negative and you know, toward a vision. So is that a God given vision or is that our own agenda for someone? I think I've also, you know, my understanding of leadership, I think of it as a gift as we've talked about, it's a skill and it's an art. And so, you know, some people are more naturally gifted with leadership. It is a spiritual gift list in the Bible is not one of the most important ones, actually. It's toward the bottom of the list. And we who are in leadership field don't really read that too closely. We don't focus on that. So there are some people who are more gifted, but there's also a skill component that can be developed and taught, which is why we have, you know, Denver Seminary, we have leadership classes and you know, people take workshops, you know, not just at Seminary but other places. So there is a skill piece to that, that can help develop those gifts or even develop, even if you're not gifted, you can develop those skills. But then the big piece is the art and that's how and when to use the gift and the skill and in what strength. And just like medicine is an art. We let, you know, there's some signs to it for sure. But leadership is that art piece and that's where wisdom comes in.

Dr. Don Payne: And practice, how do you learn an art without actually doing it.

Dr. Angie Ward: Practice, wisdom, maturity, life experience. And so somebody can be, you know, I see a lot of young leaders, they're incredibly gifted. And if you go on your gift and eventually you're gonna run out of steam and you're going, there's no foundation wisdom wise to carry you into that next season of life and leadership.

Dr. Don Payne: When I was doing a little bit of research for this, I dredged up another book you wrote.

Dr. Angie Ward: Okay.

Dr. Don Payne: The students, unless this was another Angie Ward. *The Students Quick Start Guide to Successful Online Learning*.

Dr. Angie Ward: Yeah, that's me.

Dr. Don Payne: Tell us about that.

Dr. Angie Ward: So I was working in, professor and academic administration at another school, which we were doing a lot of online programs and I just kind of wrote, it's exactly what the title says. And so it, you know, kind of talks briefly traces kind of the rise of online and nontraditional kind of learning. And then saying to students who are in that environment, what's different to that versus the traditional in-person classroom experience and how do you succeed in that, you know? And so I kind of did it, my doctoral program was what's called blended. And so it was online and in person, you know, and so, and then took that as my experience as a teacher and as an administrator and said, how can we help students succeed? And so that's where I did that book.

Dr. Don Payne: Well that's something that a lot of, because we have an increasing number of online students at our global campus, so that's something they want. They want to know about *The Students Quick Start Guide to Successful Online Learning*. That's still available?

Dr. Angie Ward: It is. It's on Amazon. Yes. Yeah. So I think it's Kindle and print.

Dr. Don Payne: Get yourself a copy.

Dr. Angie Ward: Yeah, there you go. Yeah.

Dr. Don Payne: Okay. Angie Ward, it is now time for the SSPQ, my stereotypically stupid podcast question, and I have to remind listeners, stereotypically stupid refers to the question, not to the podcast. I hope. You have mentioned your husband David and he is well known in many circles for being an impressionist.

Dr. Angie Ward: Correct.

Dr. Don Payne: Yes, he is. And I have lost my breath many times watching his impressions. But I don't know if anybody has ever done an impression of him. So my question for you is, can you do an impression of your husband?

Dr. Angie Ward: I can, I can't do his voice, but I know some of his mannerisms, you know, and I was talking with you before the, you know, before we hit the air here about there are certain mannerisms of his walk and that type of thing and my sons have picked up on it. And so it's very fun to see them now kind of poking at him a little bit. And some of his gestures when he's preaching that type of thing people can pick up on, but I'm not as gifted as he is at all with the voice piece of things. But we both notice mannerisms. That type of thing is actually what first intrigued me about him when we were students at Denver Seminary, just a quick anecdote. He, so I was a new student. He had been here a couple of years. He was student body president. He started doing some impressions during open, like welcome weekend after you listen to all the talking heads. And it was the only thing I took notes on because all weekend cause I was like this guy is sharp. Yeah.

Dr. Don Payne: How does he react when somebody does an impression of him?

Dr. Angie Ward: Most people really haven't dared I guess. Either don't know.

Dr. Don Payne: They don't have the nerve.

Dr. Angie Ward: Right, right. Yeah. He, I mean he doesn't, he has a few distinct things and more kind of in his walk and that type of thing. But, from upfront, because he can be a chameleon, you know, he can do so many different people. It's hard to nail down which one is the real David Ward.

Dr. Don Payne: Do you really even know who you're married to?

Dr. Angie Ward: I've asked him that sometimes. Yeah, exactly.

Dr. Don Payne: What's your favorite that he does?

Dr. Angie Ward: Oh wow. He knows so many. He does a really good Johnny Carson and I've always loved Johnny Carson and he does David Letterman. He's done all sorts of, I mean we counted, he's done. I mean we counted a while ago and certainly added, I mean he has over a hundred. So it's really hard to pick. I mean, it's usually kind of what we're laughing at at the moment, you know, that comes out. We laugh a lot in our house.

Dr. Don Payne: What a repertoire.

Dr. Angie Ward: Yes. Yes.

Dr. Don Payne: That's great. Yeah, that's great. Angie, thanks. Angie Ward, Dr. Angie Ward. You can get a little more information on Angie from her website, AngieWard.net, and remember the book forthcoming from NAV press is, *I Am A Leader*. And that should be out this March, I believe. So we want to thank you for listening. Again, I don't want to give a special word of thanks to our ever ready and qualified production team, Dusty Di Santo and Christa Ebert on board right now and doing all the editing for the podcast. Rob Foley and Aaron Johnson and Michael Roberts and Maritsa Smith, Sean Truman, and Andrea Weyand. We really appreciate what all these folks do. For them and for everybody at Denver Seminary, I'm Don Payne and we hope to talk to you again next week. Take care.