

## Engage360 | Episode 43: Alumni Spotlight with Tracey Bianchi

- 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: Well welcome again, to Engage360, I'm Don Payne, your host, and really glad you have joined us for another what I think is going to be a great and interesting interview. Here's one of the most fun and gratifying aspects of this podcast for all of us that is bringing onto your field of vision, really remarkable, interesting, creative and courageous people who will inspire you with how they engage the needs of the world with the redemptive power of the gospel and the life changing truth of scripture. And we try to introduce you to as wide an array of people as we can not limited to our faculty and graduates, but especially those individuals and the fun is sharing them with you so that your life and ministry can be stretched and enriched by them as have the lives of those who already know them. And that's intensely the case with this week's guest, who is both one of our Mdiv graduates from 2003, and a current member of our board of trustees. So we're both very proud of her and deeply grateful to her for her board service. So if you don't know the name, Tracey Bianchi, you need to, and you will. Tracey Bianchi is a writer, a speaker, a Pastor who lives in the Chicago area. Tracey, welcome to Engage360.
- Tracey Bianchi: Hey, Don, it's great to be here. Thanks for having me today.
- Dr. Don Payne: Tracey has written in a wide variety of places. Her writings have appeared in Mops International, also Jerner's. She has written or spoken on Moody Radio Washington Post the Huffington Post only cool people write for the Huffington Post. I know this Today's Christian Woman and quite a number of other places she was named as one of Christianity Today's 50 Women to Watch, those who are most shaping the church and culture. This was in 2012. Has written a variety of books. Her first book released in 2010 by Zondervan was called Green Mama, The Guilt Free Guide. And she smirking at me across the table. As I say that the guilt free guide to helping you and your kids save the planet. She has also written Mom Connection, creating vibrant relationships in the midst of motherhood. True You, overcoming self doubt and using your voice with Adele Calhoun, and then also with Adele Calhoun, Women and Identity. So as we go, I want to talk about some of those books, but welcome again, Tracey. And tell us a little bit more about your journey.
- Tracey Bianchi: Yeah, it has. It has been a journey of excitement and adventure and also lots of unknown twists and turns, you might say. I cannot remember sitting down ever and saying, ah, Lord, one day, please make me a Pastor or an author. Neither of those were on the radar of what I ever thought that God would call me to do with my life. So finding myself you know, 16, 17 years now into both angles of this profession has been a fascinating journey and one that I'm grateful for, but always still feel like I'm trying to figure out Lord, what is it exactly that you were doing with my life?

Dr. Don Payne: What brought you to Denver Seminary in the first place? And what did you think you would be doing when you came here?

Tracey Bianchi: Skiing Mostly. You know, I did not grow up in a Christian home. Wonderful parents love me, raised my sister and I up well, but I did not have any faith formation in my life until young life. When I was in high school, I had never gone to a Bible college. I'd never taken a class in theology, knew nothing like that and found myself despite all of that on staff at my church, serving our students in youth ministry. And one of my colleagues at the time said he walked into my office and I was reading Gordon Fee's commentary on first Corinthians to teach a Sunday school class. And he said, they give degrees for people who read those books and you should go get one. And then, you know, studied and researched seminaries and Denver Seminary just looked like the place that we wanted to be. It's a great, great seminary.

Dr. Don Payne: I'm so glad that you came. I might mention, I missed this in the intro, but Tracey has a website where you can connect with her it's [Traceybianchi.com](http://Traceybianchi.com) and spell that out for everybody.

Tracey Bianchi: Yeah. My name has an E in it. So T R A C E Y B I A N C H I.com. So that's where I exist electronically these days.

Dr. Don Payne: And cool pictures on there. I mean, if anybody was looking at your website the other day and if anybody can make putting on shoes, look cool. You've done that. Tell us a little bit more about the different aspects of your industry and how you came to be involved in.

Tracey Bianchi: Yes. You know, it's interesting. I have had a robust journey in many ways, a lot of it happening in the same church. I served when I came out of Seminary my husband and I moved back to Chicago and I was serving as the high school director went back into student ministry. And then realized that we have three children and I was sort of trying to raise up my own student ministry at home with all of our kids and it was getting harder and harder for that journey. So I moved into a women's ministry and did that for a while. And then most recently spent the last decade as our worship and teaching Pastor. So planning our worship services, working with our creative artists, our musicians planning weekend liturgies, and then helping shepherd our communicators and then joining our senior Pastor as the teaching Pastor. So I've recently just took the worship planning hat off. And sticking right now with just serving in the pulpit and as a member of the preaching and teaching team. So it's been an exhausting and along with all that, you know, all of those positions are pastoral positions, so it's not just let's plan the weekend service, but along the way, you know, you're with families in crisis. And you're doing weddings and funerals and pastoral counseling and spiritual formation, all the stuff that really, you know, makes a Pastor, you know?

Dr. Don Payne: Yeah. Your doing what Pastors do.

Tracey Bianchi: So it's yeah. So it's been about 16 years. Since I left Seminary that I've been doing that,

Dr. Don Payne: I'm curious, what are some of the big ticket learnings about ministry that you've had over the years?

Tracey Bianchi: That's a great question. You know, one of the, one of the big ticket learnings, I think for me partially has been just when I think I have some angle of culture or of how people operate, figure it out, it has changed so rapidly in the time of history that we're in. In the 16 years that I've been serving, which is not a long time given, you know, how long some other people serve, but you know, social media, the iPhone, multi-campus churches, and live stream have all become something that, you know, we look at, and deal with. So how you deliver spiritual formation and pastoral care has changed so significantly in just the past decade alone. So every time I think I have something figured out on where people are at or what speaks to them in their life or where they find God, it seems to, it seems to shift and evolve. Cause I think we're at such a fluid time and in American history. So North American history,

Dr. Don Payne: Yeah. I don't know anybody who learns or any organization that learns anything of significance without making missteps and, you know, shooting up trial balloons and having them fail along the way. How has that process been for you and your colleagues at Christ Church? I mean, how have you tried and experimented along the way in order to address those needs you've described and in order to find some things that actually do work?

Tracey Bianchi: Yeah. You know, it has been a lot of trial and error. You know, you sit in a room with a bunch of ministry leaders and wonder together about what everybody outside of that room might think works. And then of course you take your ideas to the congregation and you pray about them, and lean into wherever you feel like God is leading you. But, you know, we made the shift to move to a multisite model just a couple of years ago. And that was a pretty audacious goal for us to try to figure out, can we deliver?

Dr. Don Payne: Yeah, that's a huge thing.

Tracey Bianchi: You know, it was huge. And you know, it was not without its moments of, of grits and of learning and of wondering, did we do the right thing, you know? And that has been a blessed experience for us. You know, people have come to know the Lord, we've been in a neighborhood that, you know, we're with some people that maybe wouldn't have been with us at our quote unquote, you know, what at the time was called our main campus. So that, and then, you know, for me as a person who's planned liturgy and worship you know, just the changing nature of music. And how do you stay true to the ancient history of the church while at the same time, you know, doing things in a way that connect with modern generations. And so that's been interesting too.

Dr. Don Payne: One of your books, Tracey, talks about finding your own voice, what's that been like for you to find your own voice in ministry?

Tracey Bianchi: You know I think it is hard for women to find their voices and to trust their voices. And I had an interesting experience with being female and being a ministry leader in a church, because my first point of contact and leadership in a church was at a church that fully vetted and invested in women. And because I did not grow up in a Christian home that had any view on women. And because my first entree into ministry was at a church where women were fully affirmed in their leadership. It was very interesting because it wasn't until I started to go for theological training, actually not here. I took classes at another institution where a student leaned over and said to me, you know, you're not supposed to be here. Right? And again, to be clear that wasn't, it was not Denver, but, and I didn't know that that was a thing. It was interesting because I didn't know until I was already in ministry, that there was a whole world of conversation about whether or not I should be there.

Dr. Don Payne: It's got to be a funny feeling to get in the door and then realize, wait a second, did somebody let me in by mistake?

Tracey Bianchi: Right. You know, so I had this whole, like I thought it was supposed to be here and I felt called to this and I had people praying for me. And so that is part of actually eventually what led me to Denver Seminary, because I was looking for a Seminary that would invite women to study along side men. And so you know, finding your voice. And that was interesting cause I thought I had it. And then suddenly I thought maybe I don't have a voice here. And then you have to kind of rediscover it and rebuild yourself and remind yourself that, you know, God has given me agency and purpose and meaning. And I have something that I can teach, not just so people listen to me, but because I think that I'm saying something that could be helpful to somebody else about our Lord and that's just a great feeling, but it takes women a while to remember they have that voice.

Dr. Don Payne: So you're doing a lot of preaching and teaching these days?

Tracey Bianchi: Yes. Yeah.

Dr. Don Payne: What is your voice? As a preacher and teacher? I can't ask. Yeah, I wish I could ask you more clearly.

Tracey Bianchi: You know, every, every communicator has an angle, I guess, at which they come at faith. I mean, ultimately what we all hope I know is that the voice of the Lord is what people leave with, but that voice comes through our, our human bodies in our experiences, in our contexts. And so my current context is that I am a suburban soccer mom right now with three teenagers. And so and a wonderful husband. And so my conversation with our congregation is rooted in that experience. And it's rooted in some of the, of course, as all of us, some of the chaos or traumas we've had in our lives and experiences the heart and the

good. So of course I bring that to it too, but you know, the off the cuff, have you ever thought about this question that comes up in a sermon comes out of the carpool or the mouth of my children. Which is interesting because you don't always get that. And so I'm able to, I think communicate with our congregation in a way that our senior Pastor isn't not better or worse just because he's you know, in a different stage of life, he's a guy, you know, and we have a diverse preaching team at our church for that reason because we want people to hear from different voices.

Dr. Don Payne: Yeah. Yeah. Well, it reminds me of that famous statement by the early 20th century, preacher Phillips Brooks, who said that preaching is truth through personality.

Tracey Bianchi: Exactly, exactly. And so when you have these sort of monochromatic, monotone, singular voices in a pulpit, you're really only getting that experience through one voice. And it's interesting because, you know, understandably a senior Pastor does, you know, occupy the bulk of the pulpit time as it should be. But increasingly we live in a culture that has such a multiplicity of voices, you know, blogs and, you know, Twitter, whatever, you know, social media. I mean, we listen to so many different voices. It's rare that you find yourself all of a sudden tuning into just one person's experience week after week. So it's a gift I think, these congregations now that have multiple communicators on teaching teams, I think are a great gift to our time.

Dr. Don Payne: I'm glad you get to be a part of that.

Tracey Bianchi: Me too. I feel super blessed. I'm thrilled. I, the church has, is a wonderful life giving place. And so I feel really, really grateful to be on that teaching team.

Dr. Don Payne: That is so good to hear people talk about their experience on a pastoral staff, as a wonderful and life giving. That's not the norm.

Tracey Bianchi: No, I mean, it has come with its exhaustion for sure. And I mean, that's part of some of the transitions that I've made in my leadership, you know, and when I was with student ministry, I reached a point of exhaustion, you know, and I needed to step back. And even the worship leadership hat, you know, that I reached a level of kind of just exhaustion and wonder over that I couldn't ache over that experience anymore. So, you know, shifting into other things. But you know, I mean, when people break your heart too, just the lives that we live in, the tragedies that, that come that never, that's exhausting.

Dr. Don Payne: And that's always part of it.

Tracey Bianchi: But to get to be in a place that, you know, in your heart is making a difference and to get to see that difference played out in the lives of the people that you Pastor is a gift.

Dr. Don Payne: You can go a long way on a little bit of that.

Tracey Bianchi: Yeah. Yeah. And coffee too.

Dr. Don Payne: Tell us about your writing. What got you started as a writer?

Tracey Bianchi: You know, they, whoever they are, right. The mysterious people out there who say things say that there are two sorts of there are writers who become speakers and there are speakers who become writers. And so I entered into writing because I had done some speaking and had been invited then to kind of write about some of the things that I had said, which was a great invitation to have received a very humbling one. But I always hesitate to call myself a writer sometimes cause when you read really rich, deep, beautiful writing and it resonates with your soul, you're so moved by it, you're like that person is that writer. You know, I feel like I'm a purveyor of, you know, conversation sometimes, but I mean, preachers are writers. We write sermons. I mean, a sermon is.

Dr. Don Payne: There are many forms of writing.

Tracey Bianchi: There are many, many forms. And my undergraduate degree was in history and political science. And so I just spent a week after week, turning out papers. And so I've been writing most of my life.

Dr. Don Payne: You didn't realize what all those polysaccharides see the long haul.

Tracey Bianchi: No, it's so funny, but it's interesting.

Dr. Don Payne: You hated it at the time.

Tracey Bianchi: I did. And now I find myself loving that I got to do that. And so yes, I love to write, I love to sit down and think creatively about what you can do with a word and how you can move people to something through the written word. I think there's this great power in that and great purpose in that. So it's been a humbling experience and exciting.

Dr. Don Payne: How do you think you've grown or changed as a writer from when you started?

Tracey Bianchi: Some of the stuff I wrote early on, and I think, no, no.

Dr. Don Payne: That is every writer's cross.

Tracey Bianchi: I wish I could go back and pull all my books off the shelf.

Dr. Don Payne: Yeah. You look at it and see who wrote that anyway.

Tracey Bianchi: It's horrible. You know, I think that I didn't realize how my understanding of the human experience has expanded as I've aged and as I have in my life, friends from a wider circle of experiences, and ethnic backgrounds and different conversations and different socioeconomic experiences. I didn't have as much of that earlier on, I think in my life. And so some of my writing is a very narrow, can feel very narrow to me as I read it back. And I have friends from different cultures, like even say to me, they're like, Oh, come on. I can't believe you thought that this or that. And so I've learned a lot and I wish I could go back and reflect that in my writing and an openness and a humility to different experiences that I don't think I always had, but, you know.

Dr. Don Payne: I wish there were a way around that, but it's impossible to extract ourselves from our own age and place in our lifespans. And we are who we are at every point in time. Right.

Tracey Bianchi: And God brings these people in your life who wake you up to some realities that you need to be awoken to, but you know, you can't go back and wake your old self back up and change the words in a book, you know, and you're like, Oh, it's still on Amazon, isn't it?

Dr. Don Payne: Yeah. What was your favorite book to write and maybe your most difficult book to write?

Tracey Bianchi: Yeah. You know, my favorite book was the True You book because I got to write that alongside Adele Calhoun, who is a rock star, she's just amazing. We used to work together on staff alongside one another many years ago now. And she very, very much for probably eight to nine years was a shepherd and a mentor and a coach to me and became a friend. And so to get to write that book with a woman who shaped some of my formation really called me to so many important things in my life. And then who also befriended me was just such a great gift. And so she lives in Boston, I'm in Chicago. We get to fly back and forth and just have a bottle of wine and write words together. And wonder, you know, I mean, we wrote as much as we dreamed or cried or wondered, and it was, it's a book about women finding their voices. And so we got to work that out together too. So I just loved, I loved doing stuff with her.

Dr. Don Payne: So that's your favorite?

Tracey Bianchi: That was my favorite. Yeah.

Dr. Don Payne: What was the hardest?

Tracey Bianchi: I think the hardest one was that was my first book, Green Mama cause it was convicting because it was a book about why Angelicals need to care about the environment. And so some of the things we needed to do to care, I wasn't yet doing.

Dr. Don Payne: I hate it when that happened.

Tracey Bianchi: I was like, darn it. I cannot write this unless I do it. You know? And my husband was so funny. He's like, okay, what are we doing today? I'm like, well, we're building a compost pile out back tonight, you know? So it changed how we lived. And some of the practices we had in the habits we had, and that's not always fun, you know, but it was necessary and I couldn't write it if I wasn't going to do it. So yeah.

Dr. Don Payne: How did Seminary affect you?

Tracey Bianchi: Ah, yeah, that's a good question. And I just had the occasion to answer that cause somebody, I can't remember what the context was. I was just asked that question recently. Yeah, I think Seminary taught me how to think theologically. And it removed this bizarre notion. I had that there was a right answer for all the matters of Christian faith, that there was going to be a right approach to the certain issues and topics of our time. And that I was going to go to Seminary and I was going to get the answers to those things. And then I was going to teach them to everybody else and God was going to be glorified. It was going to be that easy. And what I loved about my time at Denver and I know it's you know, happens in other places, obviously too, is with grace, but with grit, you know, you guys hear dismantle those notions in us that we can have, you know, a hold on the right answer and all this other stuff. And teach us how to, I just felt like I was taught how to reframe and reshape the issues of our time and build a theological foundation under which to help make those decisions myself or help others find their way to answers or decisions on how to handle issues and topics. Whether that's, you know if you think about it in a church. I mean, we get, we get all the issues of the day come through our door, you know, there's violence, there's abuse, there's injustice, there's questions about human sexuality. There's, you know, questions about political parties and there's not always easy, right answers on all those things. And I keep coming back to what I learned at Denver to think, okay, how do you [inaudible] this culture? How do you [inaudible] scripture? How do you put all this together and help a person, a human being find their way forward and things. And it was a long answer to that question.

Dr. Don Payne: Well, it's a great answer to it, Tracey, because I have often thought that even, even when our faith is anchored on the pylons of historic orthodoxy some things that are irreducible and the immovable on a pretty routine basis the kind of questions that come our way in ministry are very ambiguous. When I was Pastoring, you know, 20, 30 years ago, I can remember that it was a really good day when something would come across my plate that was a no brainer. Like, you know, like a biblical theological, no brainer. Here's the answer. Now, those, you know, those do happen and those answers are there, but life was so tangled and so messy and so convoluted much of the time that you're dealing with torturous ambiguities. And still having to make decisions and to give counsel and give guidance that may not be right in a calculus sort of manner, but it can still be faithful. And that, I mean, that's been a big learning curve for me is



what's the difference between having the right answer and having a faithful answer when maybe a right answer doesn't even exist at some of this stuff, but you can be faithful.

Tracey Bianchi: Well, and how to admit that the faithful answer is a process. You know, I feel like understandably, so many people are in trauma and chaos and then they come and they pepper their Pastors with questions on, how do I decide this? Or what do I do? And the faithful response is often the response that leads them into the process of that. And that takes time and patience and grace and how to live in the tension of these things. And I felt like Denver really taught me the art of living in that place. You know, I mean these brilliant professors that have a lot of really right answers, but didn't hold that, like it was something of a prize, but walked us into living in the tension and the mysteries and all that other great stuff.

Dr. Don Payne: Good. I'm glad, glad to hear that. Last of maybe a more serious question. I know you've written, thought and spoken a lot on friendship, on worship arts, on creativity and liturgy. We could probably have a whole other conversation on those things, but I'd love a few of your big thoughts on those things like, like worship and friendship and creativity. Give us a few nuggets.

Tracey Bianchi: Nuggets. Worship, I think for me, I'm trying to live on the front edge of whatever quote unquote modern worship is and pull rising generations into the faith is less about creating new flashy ideas and more about remembering the deep rooted historical traditions of the church and reshaping them for a new set of listeners and singers and everything else, you know, and modern worship right now I feel like it's like, let's just make stuff up. You know, it's just make up songs or less, you know, and there's so much, that's good and beautiful and rich and theologically sound that is historical, and roots us. And I think modern worship has this deep desire to just pull everything up and like, okay, let's go into a warehouse instead of a bunch of chairs and give somebody with a goatee, a guitar and just see what happens. But we do that unrooted sometimes, and that's so dangerous.

Dr. Don Payne: Always reinventing?

Tracey Bianchi: Yes. And I think there's a danger and always we have to reinvent, but we also have to reroute ourselves. And so it's inventing on one end and rooting and the deeper you go rooted, the more you can invent without injuring, you know, a congregation of people with some idea that you had. Great as it may be, even if it has no rooting or establishment in anything, it's not going to probably help as much.

Dr. Don Payne: And it won't have much of a shelf life.

Tracey Bianchi: No, no, exactly. Exactly.

Dr. Don Payne: So what about friendship?

Tracey Bianchi: Friendship. Yeah. I just I think one of God's great gifts to us is his friendship and community. And I have felt so blessed in my life cause I have had many great adventures in ministry with some of the best friends that I've ever had. And so for me, friendship has been this beautiful exercise of loving and listening, but also going on some sort of shared adventure together. All of my deep friendships have had an adventure in them, something we're doing together. And I just, I love the process, whether it's a ministry or athletics or whatever it is. I just think one of God's greatest gifts to us is friendship.

Dr. Don Payne: I love the adventure piece of that. You remind me of a book by the Swiss physician, from the fifties and sixties, Paul [inaudible]. Who wrote this piece called Life, The Great Adventure. And it was, it was very theologically oriented book and really grabs your attention. Life, the great adventure.

Tracey Bianchi: Well, yeah. And friendship with him. I mean, to, to have a friend is a beautiful gift, but to have an hold a friendship with which you live into a calling or you live into a mission or something together is even a greater gift. Yeah.

Dr. Don Payne: Okay. So if you were doing anything else in life, other than what you're doing, what would it be?

Tracey Bianchi: That's a great question. I love, I love to, I love sports. I love to play. I love to run around, my kids are at great ages and so they are hockey players and skiers and adventurers. And so if I don't do any of these things, I just like to sit around and listen to my kids. And because they're teenagers now, they're funny and they're, I don't know. I just, I just want to hang out with, I want it. It is a long time. I have friends that loved their toddler years and my toddlers were adorable, but wow. Do I love them as teenagers.

Dr. Don Payne: So you've put in your time and now you're.

Tracey Bianchi: Just, and they're funny and you just sit around the dinner table and I just, I don't want anybody to get up. They're like, mom, we have to go do things. And I'm like, no, just stay here a little longer. Keep talking to me. Yeah. I just like to hang out with them.

Dr. Don Payne: Oh, that is hilarious. Alright. I'm curious. What have you picked up from your parents that you swore as a kid you would never do?

Tracey Bianchi: Ooh, that's good.

Dr. Don Payne: How have you become your parents in ways you thought you never would?

Tracey Bianchi: Oh, this small thing that my mom, we would road trip everywhere as kids. My parents were like big national park junkies. We would drive in my dad's big old

van across the country and camp and everything. And my mom would narrate like the entire trip. She would read books of information. She would make us listen. And I was like, if I ever have kids, I'm not going to read the national park map to them. And we get in the car and I'm like, all right, everybody take your earbuds out, listen to this. You know? And it's a small, silly little thing, but like, I feel like I always have to narrate things for my kids and my mom, like, I don't know how many words she said, she just talked nonstop. And so, and now I feel like I do that to my kids instead of letting them figure it out.

Dr. Don Payne: Do they know that that you're replaying their grandmother?

Tracey Bianchi: Yeah they do, They are like, stop being Nana.

Dr. Don Payne: You have a history undergrad, history and polisci. So if you had been born in any other time period in history, if you could choose, what would it be and why?

Tracey Bianchi: I've often wondered, maybe just cause I have a small, to be clear, my degree was actually in US history. So I'm picking just from US. I've always wanted to go back to the revolutionary war and I've always wanted, I want to be a revolutionary, I guess. And so I've wondered what that was like. And it's interesting as a woman, right? Cause you mostly read the stories of the success stories of men at that time in history. And so what was it like to be female at that time in history and declare independence and build a country. And I have this audacious wonder is what, and again, not to, I don't, you might have to edit this part out, but how would women have built this country from its foundations different than men? And so that's why that period intrigues me. Not that there were things we did wrong. There were things we did right in. But I'm curious that if I could go back to that part of American history, what would women have done to create this country differently than, than men? It's just a curious question. I've always wanted to answer.

Dr. Don Payne: That's a really fascinating question.

Tracey Bianchi: So I've always wanted to go back.

Dr. Don Payne: When I think about having lived during those time periods, I just think about what it would be like to live with no heat other than fireplaces and be really cold all the time. What's it like to live in New England, through a winter with no heat except the fireplace, but you know, I'm pretty superficial like that. So I just want to be warm, man.

Tracey Bianchi: Meanwhile, I want to know what we would have done in the context of a woman wrote it.

Dr. Don Payne: How could I have changed? How could I change history? Anything, dude, how can I be warm when I'm just snow all over the place all the time. Tracey. Thanks.

This has been a treat. We're so glad that you're on our board. Thanks for your service on our board.

Tracey Bianchi:

Yeah, thanks for having me.

Dr. Don Payne:

Yeah, Tracey, Bianchi. Check her website out [Traceybianchi.com](http://Traceybianchi.com), look into her books, Green Mama, Mom Connection, The True You, Women and Identity, great stuff. Get these. This is Don Payne and I am really glad to be your host. And on behalf of our entire production team who make this thing happen, if you hear something here that you like, and we really hope you do, then please give us a rating or a review on whatever your favorite podcast platform happens to be. With all of that said, we hope you'll join us again next week. This is Engage360 take care.