



Andre Shinabarger:

Relationally, I think it's really important to stay curious with your partner.

Joanna Meyer:

You're listening to The Faith And Work Podcast where we explore what it means to serve God, neighbor and society through our daily work.

Hi and welcome to The Faith And Work Podcast. I'm Joanna Meyer, director of Public Engagement for Denver Institute and I also lead our Women & Vocation Initiative. And over the last seven years, I have talked to hundreds of women and men about the challenges of pursuing their professional aspirations while raising kids, growing their marriages and maintaining some measure of physical and emotional health. Work-life balance or what I like to call whole life integration is one of the biggest stressors many professionals face. Here's how a number of Christian working women responded to a national survey regarding their lives and work. One woman said, "My biggest challenge is childcare, exhaustion, uneven distribution of labor at home and the feeling of only doing things with mediocrity on the work in the home fronts."

And another woman said, "I feel the pressure of managing work at home. I work really hard and we have little kids, so the ability to be what I need to be in every circle is hard to imagine. I feel burned out at times." At Denver Institute, we often say that we live with God in all of life and that work in any form matters, but how do we fulfill these various responsibilities? Our guests today, Jeff and Andre Shinabarger, believe it's possible to change the world, stay in love, and have healthy families, and I can't wait to hear more about their perspective. But before we get started, a bit about our guests. Andre Shinabarger was born in Bolivia where she developed a passion for cultures in building community with marginalized people groups. She spends her days working as a physician's assistant at Grady Memorial Hospital in Downtown Atlanta, which serves poor and uninsured patients. Her husband, Jeff, is a social entrepreneur who founded and leads Plywood People, a non-profit community of startups addressing the world's most complex social challenges.

He's also a bestselling author of the books *More Or Less*, and *Yes Or No*, and a sought-after speaker. Together they raised two children and they founded Love or Work, a multifaceted initiative that seeks to answer a critical question, is it possible to have a career, stay in love, and raise a healthy family? They wrote a book and host a podcast by the same name that combines research best practices and stories of couples wrestling with this very question. They also collaborate with Barna Research to conduct a national survey of working couples in America, which we'll touch on in our conversation. I can't wait for you to learn from their experience.

Welcome, Jeff and Andre. We're excited to have you on The Faith And Work Podcast.



Andre Shinabarger:

Thanks for having us.

Jeff Shinabarger:

Yeah, it's great to be with you. Thanks for doing this work.

Joanna Meyer:

I've been listening to your own podcast for the last few months and so I feel like I know your voices. I've become very familiar and I would recommend our listeners, listen on your audiobook format because then you really get a feel for Jeff and Andre's life and work.

Jeff Shinabarger:

Yeah, you get to hear all of our arguments and debates and the reality of marriage and life and all the things.

Joanna Meyer:

For which I'm really grateful. I would love to know more about this project, Love and Work. What motivated you to begin the research and write the book?

Jeff Shinabarger:

Well, it started with probably out of a tension that we felt. I have been leading a non-profit, Andre works at a hospital in the city of Atlanta and we both are very, very passionate about our work, very, very passionate about why we do what we do. It's missional, it's purposeful. Then we had kids and then it was like, "Okay, can we really all do this? Is it possible to change the world?" Which some people say, no, just to that, change the world, stay in love and raise a healthy family. It was really birthed out of our own tension and trying to share that with others.

Joanna Meyer:

What do you think surprised you most as you started by doing research with couples? What shocked you?

Andre Shinabarger:

Well, I think our question was that question Jeff said, is it possible to change the world, stay in love, and raise a healthy family? And 98% of the participants that we asked, which was over 1,500 people said yes.



And I just thought that was a little crazy because I'm like, "We're barely making it. How is everybody just saying this resounding yes and so positive?" And maybe I'm a little bit more of a pessimist or a realist. I would say a realist and say that there's no way that this is possible, but everybody feels very positive about it, so I was surprised by that.

Then I think the other thing that I was most surprised about is in the research it said, basically three in 10 people feel encouraged by their partner to pursue their work and dreams. And I just was really sad by that statistic that only three out of 10 people feel encouraged. So we want to do it all, we struggle doing it all, then we're also not encouraging our partner in their work either. I think those were the main two things that surprised me.

Joanna Meyer:

I think I was surprised by that too because as I interact with people, the emotion and mood that I get from them is one of fatigue. People are tired and have the sense of like, "I don't know how I can juggle the various things in my life." But one thing I appreciate about your writing is that you don't treat life like it's an either or proposition that it's not work or life that we're holding intention, you have a much more integrated view. And I think that can sometimes contradict what we hear in faith communities. I don't think we intend to emphasize family overwork, but often because we teach about it a lot and really value healthy families, it has a higher place and perception than the value of the work that we do. I'm wondering, how do you hold those two intention? Let's start philosophically, how do you see them as both a value, and what does that look like for you?

Jeff Shinabarger:

Well, I would say one of the frameworks that I think is limiting in faith communities is oftentimes the man's work is prioritized as greater than the woman's purpose or work. I think that's a thing that unfortunately you have to combat. So for us, we look at our marriage and our purpose as a partnership, so that's a framework that we engage from the beginning. If we didn't look at it, if I didn't value Andre's purpose as equal or at times greater than mine, it wouldn't work in our relationship. That as a framework is really important and is a gap oftentimes in faith-based communities, and was a gap in our community. It's funny we talked about it, we had a sit down drag out conversation one time. It was like at the core of the debate we were having is that we both thought our purpose was more important. And most of us live in that world. Donald Miller talks about like we think that everyone else is living in our story, we're the main character of every day of the scene.

Andre Shinabarger:

And everybody else is supportive.



Jeff Shinabarger:

Yeah. You're in my movie and I'm not in your movie. That as a framework, it works when you're by yourself, maybe for yourself, but in partnership, in relationship, it's like until we had to actually have a dropdown debate about that, the truth was, I didn't view her story as important as mine. And that, how do you build a relationship around that? That's a huge faulty truth. I was telling myself that was not true. Would you add to that?

Andre Shinabarger:

Yeah. I think the other thing I would add that I feel a lot in faith communities is that when you talk about family, I feel like then just defaults to the woman in a lot of ways where the man might be more apt to the work aspect, and then we say family is uber important and then we default it to the woman predominantly. And so, I just think that there's a gap there too. If we say we both value that and we say it's really important, then that means that in a partnership it should be important just as important to the man as it is to the woman and also even your actions and what we're doing in our family life as well.

Joanna Meyer:

Tell us a little bit, so for our listeners that don't know you as well, how would you articulate what your purposes are?

Jeff Shinabarger:

What would you say? No one's actually asked us that in interview before.

Joanna Meyer:

Are you serious?

Jeff Shinabarger:

It was just funny, I don't think anyone has ever asked us that in this conversation.

Andre Shinabarger:

Well, I'm in medicine like I told you. I think for me, it's really around equity for all people regardless of race and finances and insurance or uninsured or homeless or not, for all people to experience health and wellness. And my goal is to walk with people in that.



Jeff Shinabarger:

It's interesting, I actually think purpose as I'm getting older takes refinement over time. When I was in my 20s, I used to like, oh, I'm a creative guy that uses that to better the world or something. But I think now over time, I think what I've realized is my purpose, what I hope someone would say about me when I'm not here anymore is that Jeff was a friend that made whatever ideas they had better because I cared about them, I cared about how they went about doing it, how it sustained their life, their projects, the people around them. So I find a way to get involved in all these projects and hopefully make them better for the sake of improving our communities in some way. I sit in that space.

Joanna Meyer:

Yeah. I think one of the things that's challenging when you're an author as Jeff has been, is that people can watch your life. We have a couple of your books on the bookshelf at Denver Institute, and so, I probably have watched the work that you've been doing with Plywood People over about a decade. I got a master's in social entrepreneurship and so you're just one of those names I followed.

And one of the challenges with that is that when you have entrepreneurial energy, you have a lot of ideas, probably willingness to cycle through different ideas and passions, you're grinning. This is true because I've been listening to your podcast and read the book. I know that can be a struggle. And especially if you have a bit of a public platform, it's easy for those passions to take priority. My hunch is for the two of you that you probably have had to wrestle with what it looks like each have your own passions and purposes and figuring out how to do them together. So I wanted to hear a little bit more about this because you write about it so beautifully in the book of what it's looked like to hold different purposes and passions, intention as a couple.

Jeff Shinabarger:

Yeah. I mean, we've had to figure that out in depth. But I will say this, one thing that we have learned is that in different seasons of our lives, one of our purpose has to take priority over the other. I always have ideas, so I always think that they should be the priority. But the truth is, in the last two and a half years, Andre was a first responder in the midst of a pandemic that the whole world experienced. In that season, she was made for that season, and so I had to step back and she stepped forward and took priority in that season. And I think for us, we have to constantly be wrestling with whose purpose is taking priority right now. I would see on the purposeful like some seasons, one of us is stepping forward, one is stepping back and supporting each other. And then related to my ideas, I'd love Andre to share how she's had to deal with that because I have a lot of ideas.



Andre Shinabarger:

Well, his ideas are endless, and so I used to definitely be the person that just said no every time. I was his dream crusher for many, many years. Not realizing it, but more because I am the realist and the person that gets things done. And so when he comes with an idea, I just think about the 20 things I would need to do to help him do that and start on like a task list where he is just trying to share ideas. And I didn't realize that for a long time, so I just crushed his dreams over and over and over. But now I see that he's just sharing and that they're not always like to come to be or for us or whatever, and so I generally let most of those ideas just float away, don't stay in my brain, you're gone. I'm not thinking about it, therefore, I don't have to stress about it.

Jeff Shinabarger:

Listeners, I'm curious if you noticed this tension. She, at one time, calls herself a dream crusher and then she says she's a realist. I think the crusher side of it is a good way to keep in mind.

Andre Shinabarger:

I confessed. I confessed.

Jeff Shinabarger:

No, but we had to build a process for my ideas. That was one thing that we really had to talk through at length, and not everyone listening has the same process that I have. But I think over time, we realized, okay, I have random ideas and I say them out loud, that doesn't mean I'm going to do all of them. And when she realized that, then that actually was a comfort, so we had to think through, okay, what's the process to green lighting something versus he's just dreaming and thinking and processing? Because I kill a lot of my own ideas, right?

Andre Shinabarger:

I don't know. But basically if the idea comes back around a month later or I keep hearing the same idea again, then we get to move on to the next step, which is a question that he has to come back to me with, so I'll ask a question that will involve a little bit of research, meaning what's the cost or what would this look like or what's a timeframe or whatever. He has to research that a little bit. So if the idea matters to him, he'll put the research in. If it doesn't matter to him, he's going to let it go. If he comes back to me with an answer, I really feel like this is actually something he's thinking about wanting to pursue, and then we move to the next step of more concrete details and go into the next phase of idea making.

Joanna Meyer:

What help you guys begin to discern what that process looked like?



Andre Shinabarger:

There's lots of fights, lots of fights over and over.

Jeff Shinabarger:

I like her word conflict better. Yes. I mean, at some point, we had to honestly whiteboard it out, which is very businessy which is Andre's not really that into, but it helped us get at like, "Oh, how did this work last time? What happened?"

Andre Shinabarger:

And also just realizing that we are in an endless cycle. I think every relationship knows, and I believe this, we all have fights or conflicts that are the same and we circle back and circle back and circle back every single time to this one thing. And for us, for a really long time, it was this idea thing and we couldn't figure it out, but we kept this was the constant conflict. And so, we're right, we had to just sit down and be like, "Okay, why is this always the problem?" Or obviously not connecting in some way or not communicating or understanding each other in some way. We need to whiteboard this out and understand each other in this thing. And I think every season, there's probably different conflicts that arise like that, but that was definitely ours for a long time.

Joanna Meyer:

I actually hearing how you've mapped it out and maybe for some of our listeners getting a whiteboard out and really breaking down like, where are the points when this conversation gets out of control, or what are the tendencies that are here that could really help them. So I'm curious to know, in the book you say very specifically that there are seasons where one partner's purpose takes priority and the whole family gets behind it. I'd like to know a little bit more practically, what does it look like when one partner is pursuing their unique season?

Jeff Shinabarger:

Yeah. I think the most recent season was definitely Andre and COVID. And so, there was times where, as a family, I remember early in that journey we knew that Andre was going to be dealing with so many patients that were positive with COVID that there was a real greater chance than anyone else that she would get COVID, which means our family would get COVID. There was a domino effect, and so we had to talk open and honestly about that as a couple and as a family, these are choices, and as she would go to work to deal with this very difficult season, we had to talk to the kids like, "Hey, guess what? Mom is doing this for the sake of our community," and we are fully in support of her.



Andre Shinabarger:

And also even in the phases too where I'm with really high risk patient population, and so we have to be really careful for ourselves so that I'm not spreading anything to my patients. We just had to be pretty strict. That's a conversation altogether as a family in the same way, like we're going to wear a mask even when they say you don't have to wear masks, we're going to wear a mask, because we are being safe for my community of patients that I love and take care of every day.

Jeff Shinabarger:

A different example though would also be like when I'm in a busy season for our work, whether that's writing a book or we have a big event coming up in just a couple weeks, our kids know that I'm going to be working longer hours over the next month for this big event. It means, we may need to get some extra help for the kids, or there may be scenarios where I am at the location of the event and the kids show up there randomly and they force family fund or volunteer, whatever you want to call that, they're involved. But on the backend, I have to stop that busy season and invest extra time with them on the backend so I have to slow down. We create these kind of rhythms even on the backend of busy seasons so we can slow down and reengage again.

Joanna Meyer:

You guys have interviewed more than 100 couples who are ambitious people, people that are really passionate about their lives and their families and their careers. I'm curious to know what best practices you've observed in their lives.

Jeff Shinabarger:

Well, before I answer that, I think one of the things that's been hard is in hindsight not all the couples make it together. And even as optimistic as they were or are, it doesn't always work. And that's probably been the hardest thing to realize and to accept that chances every relationship doesn't always last forever. In the journey, I think we've had to come to grips with that reality. It's like every day, it doesn't work. And then when you add the pressures that some of these people we've interviewed live in and the expectations that people have on them and the time that they have to be away, it's really hard. A couple of the most practical things that we've learned, the first have a shared calendar. If you do not have a shared calendar, it's going to be very difficult to figure out logistically, how to do life together. Have a shared calendar would be one. What's another one that you have?

Andre Shinabarger:

I think every single person has said that the only way they've sustained is through therapy and counseling, at some point. I don't even think it has to be marriage. I think honestly, Jeff and I probably



did better with individual therapy and counseling even more than our marriage counseling. So I think therapy is every person. There's not a single person that has not said therapy to us as what has sustained them. Again, we've listened to over 100 people, couples, we're trying to learn from them too, and we got ourselves our own therapists as well, so those are valuable things to us.

Jeff Hoffmeyer:

Hi. I'm Jeff Hoffmeyer, vice president of Advancement here at Denver Institute for Faith & Work. As we near the end of 2022, I wanted to ask you to consider giving an end of the year gift to support Denver Institute's ongoing efforts to help men and women love God, their neighbors and society through their daily work. Whether it's a one-time gift of any amount or becoming a monthly partner, your generous support makes an ongoing impact. To say thank you, as a monthly partner, you will receive a welcome box, you'll also have exclusive access to private digital content, personalized vocational coaching, and discounts for Denver Institute content and experiences. To become a monthly partner, simply visit denverinstitute.org/give or see the show notes in today's episode. Thank you in advance for your prayers, encouragement, and generosity.

Joanna Meyer:

Jeff, I appreciate your honesty. I'm going to mangle a Tolstoy quote, but he talks about every family being dysfunctional in its own way, and that's true, and I appreciate what you're saying, that especially high profile couples may have unique pressures or may not be dealing with what's going on internally to the degree that they need to. I want to respect their competences of course, but any observations you've made about factors that put relationships at risk?

Andre Shinabarger:

Two people going all in, all at the same time, high risk, high pressure, high involvement all at the same time, versus taking the turns seasonal approach that Jeff and I go by.

Jeff Shinabarger:

Yeah. I mean, I think sometimes resentment starts to creep into if one person is going really hard and the other person is not able to pursue their meaningful work in some way.

Andre Shinabarger:

They don't feel supported.

Jeff Shinabarger:

Yeah. That tends to create-



Andre Shinabarger:

Bitterness.

Jeff Shinabarger:

... bitterness and selfishness on both sides. I mean, for us, and we tell a lot of people, it's like we take vacations and the reason being is it forces us to check in with one another, and we try to turn off our phones and we try to separate from the busyness purposefully and often to see how each other are doing. And what usually ends up happening is there's a big fight in the midst of it because one person is frustrated with the other person, and then hopefully there's makeup sex in the middle of it and is part of it, and people saying sorry and reconnection in some way. And those times, I think, we do it constantly and a lot of people, it's like they waited too long to check in with one another and that creates a lot of frustration.

Joanna Meyer:

Yeah. I could sense that the resentment gets so far down the road and so deeply enmeshed in the relationship that it's hard to come back. What does a good vacation look like for you guys? Because I know that, as you said, you're really intentional about it. It may have changed because of the pandemic, it's been harder to travel, but what for you makes a good vacation?

Andre Shinabarger:

International travel, for sure. We're very big on getting out of the United States and we want to be curious and open and have a bigger worldview. And so for us, any kind of international travel is our thing. That's our thing.

Jeff Shinabarger:

Andre loves to be on the go all the time on vacation and I like to go to one place and slow down, so that creates its own little tension. But we've learned to do a little bit of both. But international travel, for sure. I think gives us perspective on our life and realizing that the way that we do it isn't the way that it has to be always. It reminds us that there's other ways.

Joanna Meyer:

Any thoughts for couples that maybe at a different spot socioeconomically or have the kind of jobs where they couldn't take, for example, a month off? Any thoughts on how they could build in those periods of connection and rest in shorter periods of time or with less money?



Andre Shinabarger:

Yeah. We talk about it a lot in our book about fun options and ideas. We talk about partnering up with another couple where you take their kids for them for a night or a weekend and you swap and they take your kids for you for a night or a weekend, things like that so that you're not having to pay, because I think babysitter costs is a big cost factor in a lot of things. That being a way, like swapping with friends. International travel broadens us, but we do a lot of staying and we do a lot of ways that we do day dates when the kids are at school and we're home and we just sit outside, we find ways, we go on a hikes. We find ways that are not any costs at all, but our cheap daycare is already built-in there in school. Find those times where it's already built-in for you that you can take advantage of in some way.

Jeff Shinabarger:

Yeah. And I think with kids, you're working, you get done with work, you go pick up your kids from school or whatever, you're with your kids, you do dinner, you did that, that, that, that, that, you do bedtime, you're exhausted, you go to bed. It just ends up becoming this never ending. Then you go to bed and then the two of you don't ever caught. Worst case scenario, say you're struggling financially, say you don't have access to great experiences, whatever those things are, find a way to stay up an hour later than your kids with just the two of you. Turn off the TV, turn off your phone and have an hour together talking, asking each other questions. Who knows where it might lead to, I have a feeling it'll make your relationship better.

It doesn't cost anything other than time. And if you're exhausted, then one of you hang with the kids all night and the other one take a little nap and then be together at the end of that night. You got to find a time to really focus on each other and connection and looking in each other's eyes and holding your hand, go on a walk together. These are things that don't cost anything, but it will improve your relationship.

Andre Shinabarger:

We also do our quarterly or monthly or whatever kind of check-ins where we have these four questions that we go through that might be helpful in ways of like, oh, well, what does check-in mean? Or what does that mean in conversation? These questions might be helpful for your listeners.

Joanna Meyer:

Yes, yes.



Andre Shinabarger:

There are, what do I need right now? What do I want right now? What is or isn't working? And what is coming up? It's just quick, but they're really important for each person, I think, because so often women especially, we go on and on and just do what needs to be done without really thinking about our wants and our needs for ourselves very much, and so I think that's helpful. And then, what is or isn't working? Is that piece between us that might be missing in our communication or our understanding of each other? And then what is coming up is that shared calendar idea of like, "Let's go through our calendar, let's get on the same page, let's plan some dates, plan sometimes together in the future." Those types of things.

Joanna Meyer:

Yeah. I love that you've been hosting some opportunities in Atlanta for couples to get out together. Have you've been hosting group bowling for people?

Jeff Shinabarger:

We did.

Andre Shinabarger:

That was the trip. Yeah.

Jeff Shinabarger:

What was really funny about that is we had a competition as part of the bowl, and this was just a date night, and Andre and I were winning and we were like, "We're the hosts, we can't win this thing." Thankfully somebody beat us at the very end, it was like this-

Andre Shinabarger:

The last bowl.

Jeff Shinabarger:

Yeah. And it was like this epic ending. She jumped on his back and they were-

Andre Shinabarger:

Running rolling alley.



Jeff Shinabarger:

It was so much fun. That's what it was like when we first dated, right? We had fun and it was exciting and mysterious and we were curious about each other and we've forgotten how to do that again. It's like sometimes it's playing pickleball, playing tennis, going bowling, like racing each other. I don't know. Get your kids Nerf guns and have a fight. Do whatever you got to do to have fun again and remind each other why you love each other.

Joanna Meyer:

I love it. So I want to cycle back around to the topic you were brought up about couples who haven't made it. And I loved a quote that you included in the book from Wendell Berry that really stuck with me. I'm just going to share it with our listeners. It says, "We have entered an era of limitlessness, of the illusion thereof, and this in itself is a sort of wonder. It would take me years of reading thought and experience to learn again that in this world limits are not only inescapable but indispensable." How have you seen healthy couples handle that tension of rest and productivity? Goodness, I'm single and I have days where I go, I'm exhausted. I can't keep up with all of the pressures of ways that I could be productive or engaged or interesting on social media. I think any couple is going to face that tension of rest versus productivity for the couples that are doing it well. How do you think they hold that intention?

Jeff Shinabarger:

I don't know that I'm an expert at this, I'm more of a failure at this, honestly. About two and a half years ago in the midst of finishing this book, and I was doing a massive fundraising campaign for our non-profit and doing one of the largest events we had ever done, and it was like everything was coming together at one time. And it led me to a season of incredible anxiety and a breakdown, like a nervous breakdown that I had. One thing that I think I learned in that season, and I'm continually learning, is that the weight of my work is too heavy to bear alone. And so, I would take all these things I was trying to maintain, including my family, including my marriage, including paying the bills, including trying to encourage the marriages of the people I work with or whatever, claim all of it, and I was trying to do all those things.

I cannot do everything, I am a human that has limits that I just can't do all of it and I can't be responsible for all of it. On a personal level, I would say, I think a lot of us try to do more than we are physically able to do. And until you've come to that grip, come to that reality, you won't be able to say no, you won't be able to let things go when it's 90% done, you'll take it home with you. You'll be thinking about it laying in bed next to your partner when they're trying to connect with you in some way. So I don't know that there's a best practice relationally, but I do know, as an individual, I've had to learn my limitations, which kind of sucks, but it's part of my journey too.



Joanna Meyer:

You had touched on, as you were talking about pandemic, realities and being healthcare, what that looked like for the whole family. How have you invited your kids into sharing your purpose with you?

Jeff Shinabarger:

I mean, I think that they have been involved in our stories along the way. I mean, they know what Andre does, obviously. They can't go to work with her in a medical scenario. They do go to work with me a lot so they've seen a lot of what I do. It was a funny situation one day when they came home and they said, "Dad, did you know that you're on the internet?" They had somehow Googled our last name or something and they were like, "There's videos of you on YouTube." I'm like, "Yeah, I know." I'm trying to like, "What did you think of it?"

And it was really humbling. My daughter actually did a story project thing on me and sharing with her classmates somewhat a social entrepreneur is and how she was inspired by that. I didn't know she did it. She didn't tell me until she was done, then she showed me her PowerPoint presentation and I was like, "This is crazy." And she was proud of me, I think, which is pretty humbling. But yeah, I don't know that we've done it the right way, I think we just do life and they're a part of it

Andre Shinabarger:

Trying them along with us. They're expert volunteers, I will tell you that. I know where everything is and they'll let you know how to do it.

Joanna Meyer:

I love it. We've never talked about how we bring our kids into our work here on the podcast, but there's something to that, that if we start thinking about our work as good and God-honoring and in service to the world, why wouldn't we want to share that more of their kids and bring it into, we don't have to have this hard and fast line between our work and our home lives.

As we wrap up, I would love to give the two of you a chance to offer a charge, have the final word for our listeners. Yes, no pressure. But as you have sat with hundreds of couples, as you've looked at survey data, as you've wrestled with it in your own life, what would you challenge our listeners to do as they pursue this rich balance of love and work?

Andre Shinabarger:

I would say, relationally, I think it's really important to stay curious with your partner still wanting to learn and understand. And I think we forget that we're changing all the time. Ideas are changing, questions in faith are changing, all kinds of things are changing all the time, and to continue to curiously



ask those questions of your partner and learning the new version of them. We always say like, we're different versions of ourselves than we were when we got married, than when we even had babies to now. So, who's the new version of Jeff? I want to know him and I want to keep being curious about that.

Jeff Shinabarger:

Yeah. Hopefully it's a better version of Jeff, it's not what you originally intended. But I would also add, going back to that stat, how three out of 10 people don't feel supported by their partner to pursue their work and dreams, I mean, a great thing to do today, tonight, is to sit down with your partner and ask them, "Hey, do you feel supported by me in your dreams?" And if you're going to ask that question,-

Andre Shinabarger:

Be ready for that answer.

Jeff Shinabarger:

... be ready and hear what they have to say. Because I have a feeling, most of the people listening have never actually asked that question to the person that they love most in the entire world. You love this person more than any other human, and you've never asked them if they feel supported in their dreams.

Joanna Meyer:

Thanks to Jeff and Andre Shinabarger for joining us today. A link to their book, Love and Work will be included in the show notes. A reminder that tickets are on sale now for Denver Institute's annual event for business leaders, business for the common good. It will be Friday, March 3rd at the Grand Hyatt in Downtown Denver and also live streamed worldwide. We'd love to have you join us, a link will also be included in the show notes.

And finally, as Jeff Hoffmeyer mentioned earlier in this episode, it's the end of the year and a critical time for non-profits to be growing and their funding for the coming year, we would love for you to consider making a gift to support the ministry of Denver Institute for Faith and Work. Have a blessed week. I look forward to talking to you on the other side of the holidays.

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