

September 2011
Co-Manager Meeting Summary

Theme: God Sees and Cares
Visual: Mirror

We all understand the importance of customer service. I use the illustration of how based on customer service some passengers using the same airline differ in their opinions about that airline. Same company but the people make the difference. You all work for Hobby Lobby but opinions about “your Store” could differ depending on how your leadership skills are. You all get that.

I want to take a minute and talk to you. Not as a new employ but as a person. Someone who has been through major life transitions recently.

In front of you there is a small mirror and most would think I am going to talk about looking at ourselves. That would work but instead I need to go a different direction with that mirror.

Here we all sit, we all look “normal.” Our hair is fixed; our clothes are clean and pressed. Our shoes shined. We look in the mirror and we see what others see. But God sees beyond that. You work for a company that allows us to address Godly topics. You are here because of experience not because of your religious background or lack of but because the recruiter saw potential in you. Having stated that, it is not my intention to make you feel uncomfortable in talking about God. But for those of you that are sitting here and wondering how this happen to me, why am I going through all this transition now. Some may be sitting here thinking, “I never thought at my age I would have to be starting over.”

Well, as you look in the mirror, I want you to be encouraged today that God sees your concerns, your fears, and your doubts. Change is not easy but I pray as you sit here, yes in a corporate meeting, that you will allow me to have a word of prayer with you. Why? Because we believe that each of you are here because God has opened a door for you to be here.

We want you to succeed. We want you to see God’s hand on your life.

God Bless You as you start your career with Hobby Lobby!
Debbie Kinsey

NOTE: One of the guests in the meeting was the Director of Hobby Lobby Manufacturing, Jay DePalmo. The day after the meeting, Jay sent me a summary of His take on the meeting. I felt it captured the feel of the gathering so well that with his permission, I am passing it on to you.

Hey guys:

As you know I was at the Co-Manager meeting yesterday and heard some really great things from the leaders of our company. I thought I might share a few tidbits with you all.

“Our goal is that the Lord can reach your heart thru ours.” - Ken Haywood

Ken of course was speaking about the culture of our company. I thought that was a great statement that we all can look to as our goal as well since we are all part of the same company. It is thru the love of God alive in us and showing forth thru us that we can affect all those around us. Our light and love should shine so others can see God thru us and respond to Him and His love.

“Are you going home exhausted from hard work or frustration?” – Randy Betts

Of course Randy was speaking of the importance of a good organization. Our organization is the key to our success.

David Green continued on the theme of organizations for a long time... **“Your problem is always your organization”, “You must be a good recruiter, good trainer, good teacher and good leader”, “Work smarter, work harder, work your organization not more hours”.**

That is the absolute truth. We must develop those people underneath us. If they are not where they need to be, we must always first and foremost look to ourselves and see if we did what we needed to do in training and developing those individuals. That will help us decide if it is us or them that need improvement.

David also said this interesting statement... **“Because we are Christians we are harder to work for.”** WOW! He of course was referring to all that the Bible has to say about working hard. He brought out scriptures from Proverbs. We are going to work diligently unto the Lord.

Then he made this statement... **“We do not make decisions based on dollars and cents but based on right and wrong.”** Aren't you glad he does!! I am!! I am reminded of the scripture that says.. “The LOVE of money is the root of all evil”. It's awesome that we work for and serve a company that sees money as a TOOL and not a god. We use the tools for His kingdom and His glory. Awesome stuff.

Debbie Kinsey made a statement that resonated with me also... **“Is the work we do evident of the source that is behind it?”** (I may be off in how she stated it but that was the gist of it). Once again going back to the theme from Ken Haywood about our hearts and everything we say and do coming from there. The Lord brought this to my remembrance that Jesus said “Out of the abundance of the heart the mouth speaks”. In other words we speak what is in us. So if we don't like what is coming out then we need to change what we are putting in. Like the old phrase “Garbage in, garbage out”. The source behind everything we do should be Jesus and sharing His love. We do this in both what we say and

what we do. St Francis of Assisi said this... “Preach the gospel at all times and if necessary use words”. There is a lot of truth and revelation in that statement.

The last quote I want to share is from **Bill Owens**. He said... **“Judgment Day – That moment in time when God recognizes choice”**. I thought that was awesome! A great reminder to us that our choices in life have eternal significance.

Just a few things I thought I would share this morning.

Have a SUPER awesome day;
Jay

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