

Take This Job And ...
Grow Up!
September 4/5, 2010

As Michelle said, we're in the second and final week of this brief series "Take This Job And ..."

Last week we learned that God wants those of us who follow Jesus to take our jobs – whether our job is “big boss man” or a worker-on-the-line, teacher or student, stay-at-home mom or dad, marketing guru, sales rep, nurse, golf pro, insurance agent, computer geek, CEO, CFO, COO ... whatever our job is, last week we learned that God wants those of us who follow Jesus to take that job and not “shove it” but to “act like Him.” *Take your job and act like God.*

I got a good deal of positive feedback on that message, so if you were not able to be here last week, you can listen to it online or pick up a CD or DVD at the bookstore. It would be well worth it, especially if you feel a lot of pressure from your job or you work in an environment where it's hard to sense God's presence in the surroundings or in what you do.

I suppose the same thing could be said of today's message as well. If you're in a job where you have a hard time seeing how God has any connection to it at all, I think this message will be very helpful to you because there *is* a connection.

And I say that because, if you're a follower of Christ – if you have come to the place in your life where you have accepted the grace and mercy that is ours through the cross and resurrection of Jesus – then, two things are true about your life ... no matter where you are or what you are doing:

1. God wants you to become more like *Jesus* and less like *you*.
2. God uses *everything* in your life to accomplish that goal.

Let me say that again: God wants you to become more like *Jesus* and less like *you*. And He uses *everything* in your life to accomplish that goal in you.

Now, why do I say that? Well, let's do a little biblical theology here. Let's look at a passage of scripture that a lot of Christians tend to quote, but because we almost always quote it *in part*, we may not really understand what it is saying.

Here's the part we quote:

We know that in all things God works for the good ... Romans 8:28 (TNIV)

Ever heard that? Ever said that?

Very often when something bad happens to us, that's what we'll say: “in all things God works for the good. He is going to somehow redeem this and turn it around for good. He's going to take what is bad and somehow make it better.”

And there's truth in that because God *is* a redeemer. But that's not what Paul was trying to communicate when he wrote this verse.

So, let's add in the rest of what he wrote.

We know that in all things God works for the good of those who love him, who have been called according to his purpose. Romans 8:28 (TNIV)

Now, that's a bit of a qualifier. Whatever it is that God does for good, He does it for those who love Him and who have been called to some *special purpose*.

So, what is that purpose? Paul tells us in the very next verse.

He writes:

For those who God foreknew he also predestined to be conformed to the image of his Son, that he might be the firstborn among many brothers and sisters. Romans 8:29 (TNIV)

That's kind of wordy, but what Paul is saying is that God has purposed from before time began that anyone who receives and follows Jesus is going to be "conformed to the *character* of Jesus." In other words, over time, they'll become more like *Him* in their attitudes and actions and less like *themselves*. That's the "good" that God promises to work out in "all things."

And the net result, Paul says, will be this huge family of brothers and sisters who all bear a resemblance to one another and to Jesus, who is their big brother. We call that family "the church" ... "the People of God."

So, you see how it works? God uses *everything* in your life – good, bad or ugly – to accomplish the purpose of *you becoming more like Jesus and less like you*. And nothing is off-limits to God in that process ... including ... where you invest your primary vocational energy, i.e. your job, whatever it is.

If you are a follower of Christ, God is using your job (even though it may not *feel* "spiritual") to help you to "grow up" and be more like your big brother, Jesus.

That's the biblical theology. Now, let me give you a practical example.

Many years ago, when we first started NHCC, we knew that we needed to produce a weekend service, plus we had to produce a children's ministry program that would run at the same time and we also had to produce a small group program. On top of that, we had to "run the business" (so to speak) – we had an office, we had bills to pay, we had income to handle, etc. etc.

So, obviously, we needed some people who would work for us. By the time we were in our fourth year, we had six employees (full-time and part-time). And I was, for lack of a better term, the big bossman. And I thought my job (as bossman) was to just make sure that everyone on our staff did their jobs.

So, I focused on *production*: are we doing the right work at the right time? And are we doing it well?

But after being bossman for several years, I began to notice that it was possible for our team to excel at production while not getting along very well. There was lots of internal conflict in our staff and much of it never came to the surface. It went underground as bitterness or gossip.

Finally, I got to a point where I just couldn't live with it any longer. It just didn't make sense to put on a big production based on the idea of "love God and love people" when *we* – the producers of the production – didn't really love each other!

So, at one of our staff meetings, I made a pronouncement. (And I could do that because, after all, *I was* the big bossman).

I said: "From now on, we're going to pay as much attention to *how we work together* as we do to the work that we're doing together because the *process* of getting the work done is as important as the *production* of getting the work done."

"How we treat each other matters. How we handle conflict matters. What we say to our spouses and family about the people we work with matters because our spouses and family come to church here and they have to *see* those people we work with. Not working 60 hours a week matters because you only grind yourself and everyone else when you do that. How we get the work done is as important as getting it done."

It turned out that focusing on the *process* as much as the *production* was really a good idea. It began to transform our work environment. It demanded that we deal with issues that we previously didn't want to deal with. It forced us to confront the people we worked with that we smiled at but thought "what a jerk" (and yes, that kind of thing does happen in a church staff). Focusing on the process prodded us to work and communicate in ways that accommodated people we worked with even though those ways might not have been the most comfortable for us. It challenged those of us who were compulsive overachievers to say "no" to work on our days off.

And none of that was easy. Yes, the environment was better but it became a lot harder to work here because it meant that a lot of us, including me, *had to grow up*. We had to become *more like Jesus and less like ourselves*.

And about that time is when I came across this little gem of wisdom in something I was reading:

"It's as much about getting the *people* 'done' as it is getting the work done."

And that was exactly what was happening. We realized that God was using the work – our jobs – not just to get the task done (which is production); He was also using it to get the people who were doing it – us – done as well!

And so, these days, when someone comes to work for us, one of the first things we tell them is that "we're a 3P organization ..."

People, process, production.

- What happens *production-wise* matters: you have to get your job done here and do it well.
- What happens *process-wise* matters: you have to work in a way that upholds the values of our culture. You have to engage in and positively contribute to the environment we're creating.
- And what happens to you as a *person* matters: you can't stay the same as you were when you walked in the door if you're going to work for us long-term. Plan to change.

And, over the years, some people have left our staff (or have been asked to leave) because they either didn't want to, or just could not, embrace all three Ps. They wanted to "just do the job; don't mess with that other stuff; let me do my job" or maybe they just wanted to grow as a person but were not so keen on the job part (the production part), but that's not how it works here.

Now, I tell you this not to make you think "wow, sounds like they have it all together" because we don't. This is the goal we aim for, but we still miss it a lot.

I tell you this because I think this model applies wherever you work, even if *your* bossman (or bosswoman) sees this thing or not; even if the bossman or bosswoman is *you*. It applies because these things matter to God.

- Wherever you work or whatever you do, it matters to God that you are productive. The Bible is very clear about this. Paul is writing to the Colossians and he says,

Whatever you do, work at it with all your heart, as working for the Lord, not for men since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.
Colossians 3:23-24 (NIV)

- Wherever you work, it matters to God how you treat other people; how you handle conflict; that you not take all the junk home with you and dump it on your family; that you not become so enmeshed in your job that you *become* your

job. Process – *how* you do the work you do – matters to God.

- And wherever you work, the third P – you, *the person*, and who you are becoming – matters to God as well.

One author has written:

The most important thing you bring home from work is not your paycheck. It is you; your character. How are you different?

In addition, he writes ...

When you consider getting a job you should not only look at “What does it pay me?” but “What is it going to do to me? What am I going to become as a result of that job?”ⁱ

Attitude is Key

So, let’s focus on that third “P” – you, the person, and who you are becoming ... specifically, how God might use your job to grow you up so to become more like your big brother, Jesus.

But before we do, there’s *one little issue* that needs to be dealt with. But, instead of me just telling you about it, I’ve asked our drama team to do a short presentation to illustrate it.

In this sketch, you’re going to see a scene that takes place primarily between two women who have fairly similar jobs in the service industry. As you watch, see if you can figure out how the two women are *the same* and how they are *different*.

Ok? Here we go.

DRAMA – “Counter Views”

So, what did the two ladies have in common? *Both faced identical problems in their jobs*: customers not tipping; customers dumping their troubles; having to undo what they’ve already done; and staff reductions that meant more work for them individually.

But the difference between them ... was *attitude*. They had very different attitudes about their jobs.

And in case you haven’t heard this at some point, let me be the first to tell you:

You choose your attitude.

You choose how you’re going to respond to any and every situation: positively or negatively. You alone choose your attitude. No one else can choose it for you.

Now, here’s why that matters: without a *positive* attitude, you will not be open to God “using the work to get you done.” God will be trying to mold you and change you but your negativity will prevent you from embracing what He’s doing.

So, before you deal with anything else related to your job, the first issue is developing a positive attitude that says “yes, even here, even in this crummy situation, I think God might be able to do something good,” as we have been defining good this morning.

Of course, understanding *how* God might be working in our job situation to grow us up will probably *help us* with our attitude, so let’s take a look at that now.

How God Works

As I thought about how to communicate this, I decided that the best way would be to just share a few examples of how I think God has been doing this in my own life over the years. Since I graduated from college many years ago (1981 to be exact), I've held three full-time jobs.

- For 5 yrs I worked as a software engineer at AT&T Bell Labs in Holmdel, NJ. Loved that job.
- After that, for 6 yrs I worked at Park Hill Baptist Church. The first three years I was a combination youth pastor/seminary student, and once I finished my degree at Midwestern I became a full-time associate pastor for the next three years.
- Finally, for the past 16 yrs I've worked at NHCC where at various times I have been church planter, counselor, chaplain, CEO, CFO, COO and see-whatever-else-needs-to-be-done and go do it!

And as I thought back through those jobs, I asked God to show me what He was trying to do to make me a little less like I am naturally and a little more like Jesus. And, this is the list I came up with.

When I worked at Bell Labs I think one of God's goals was to help me become the kind of person who would ...

1. give their best ... even though we don't get treated as well as we deserve.

The natural "me" is just the opposite. I do my best when I *do* get what I deserve, when my contributions are recognized.

But I had an experience at Bell Labs where I kind of got the shaft after doing a really good job. And, that wasn't just my assessment, it was the assessment of the people around me. About two years in, I saved a major software project from going down the tubes. It was major because it affected every regional Bell Telephone company.

I went onsite to one of the companies and figured out what the problem and the solution was; I re-wrote the software; I presented the "new way" at several conferences. And I was pretty much a hero. I got letters of commendation from the regional companies; I got a nice bonus for it. My boss's boss's boss brought me in and personally thanked me.

But not long after, our group got a new project ... a Unix development project which, in those days was a big deal because Unix was very new. And everybody wanted to be in on it.

I'll never forget the day they gave out assignments and I wasn't on the list. Instead, I was assigned to lead the *old project* – the one I had saved. What's worse, they moved me one hall over away from all the people I'd gotten to know and worked with for two years.

I was crushed. I remember talking to my boss in tears. And this is what he said: "Rick, I can't take everyone to the new project. It doesn't mean we don't think highly of you. You're loved here." (He actually said those words). "But this is what we need you to do."

And so I went. And I had to struggle daily with the question, "Am I going to give my best though I deserved to be on the new project? Will I humble myself and do it anyway?"

In that struggle (which wasn't always successful), God taught me to be a little more like Jesus, who was also put into a situation that was less than he deserved. Paul writes:

Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very

nature of a servant, being made in human likeness.

In other words, Jesus, as God didn't really deserve to be sent to earth and to take on the limitations of humanity. But he did. Paul said,

And being found in appearance as a man, he humbled himself and became obedient to death – even death on a cross! Phil 2:5-8 (NIV)

I finally did make it on to the new project about 18 months later. But in the interim, God had something else he wanted to work on in me:

2. To become the kind of person who values people who don't "measure up."

By nature, I only value people who already have their act together, who are already committed and who want to give their best.

But when I moved to the other hall in my job at Bell Labs, I was assigned to work with Dan & Maria (Western Electric employees). And Dan and Maria were not very motivated. In fact, they flat out told me, "It's different here. You Bell Labs guys are way too serious about your jobs."

And, they drove me crazy. They didn't complete assignments. I'd have to go beyond them and redo some of their work because it was just wrong. They were always goofing off. I would complain to my boss about being stuck with them ... again and again and again.

Then I got my performance review: "Rick doesn't deal well with people who do not work to his level of commitment."

And I was angry, "of course I don't! They should work hard like me!"

And Bernie told me, "Rick, that's the nature of people. Some work hard, some don't. And if you're going to succeed, you have to deal with them without becoming overly-critical and bitter."

That was good advice career-wise, but it was also what God was trying to produce in me ...

... because that's how Jesus was. He constantly had to deal with people who did not measure up to his level of commitment ... of whom I am one. Struggling to value Dan and Maria helped me to see a little bit of what it meant for God to value *me*.

I resigned from Bell Labs in 1987 so we could move to KC so I could attend Midwestern Seminary on N. Oak. I was very fortunate that I found a job at PHBC within two weeks. And it was there that God had another "become more like Jesus and less like Rick" project:

3. To become the kind of person who waits on God's timing.

For me, by nature, when I see a vision I want to go for it; right now. If you don't see it yet, you just need to trust me and go anyway ... or get out of the way. I mean, that's kind of how I'm wired.

Now, just to be clear, Park Hill Baptist was an excellent church. My boss, David Overman, was a great boss and a great pastor. I would not be here today if it wasn't for him and what that church did for me.

But about three years into my job, God began to give me a vision of a how a church could reach people who were not already church people. And once it became obvious to me that Park Hill was not going to be that kind of church, I decided I needed to move on. So, I sent out resume after resume after resume to seeker-targeted churches all over the U.S. who had job openings ... but nothing happened. For *two years* I did this, sending resume, no response, sending resume, rejection letter.

Finally, one day, I got a letter from the pastor of one of those churches who said, “I can’t hire you for the position, but from looking at everything you sent, I think you should consider planting a church and being a pastor yourself.”

And, I had never thought of that, so I asked people who knew me what they thought and they said, “Yeah, he’s right. You should do that.” And, as you know, I did. But for two years God put me and the vision he had given me on the shelf, like in a crockpot, and pretty much said, “Rick, you just stew over there for a while.”

And that might sound a little cruel, but you know what? Jesus didn’t start his ministry until he was 30 years old. For probably half of those years, I’m pretty sure he was aware of his identity as the Messiah and that he had a special calling from God. But he had to wait and wait and wait until God said “now.”

The book of Hebrews says that Jesus, as a son, had to learn patience and obedience – just like the rest of us. And, I think I got a little taste of that at Park Hill.

Now as hard as that “wait on God’s timing” lesson was, the most significant way God used the work to work on me at Park Hill was to help me ...

4. To become the kind of person who loves those who unfairly persecute me.

I think that’s what God was trying to teach me. I think God was saying, “Rick, you need to learn how to love people who unfairly persecute you.” Because, by nature, I most definitely will not do *that!* If you persecute me, I will try to show you what a jerk you are for persecuting me because I’m right. I want to put you in your place.

I’ll never forget the day I realized that I needed to move on from Park Hill. Me and Dave and our other associate pastor had gotten pretty excited that maybe our church could be more focused on reaching people in our community who were not church people.

So we put together a little strategy and prayed over it and began going around to the different adult Sunday School classes and presenting it. We created a little brochure that explained the why and the how and the when of what we were going to do, and because I’m pretty good with words, I was the one who wrote it.

We went to one class and it was instantly clear that they were against this idea. In fact, they were hostile. In fact, at one point, one of the men stood up and waved the brochure in the air and said, “This is heresy. Whoever wrote this ought to have his ordination revoked!”

And, I didn’t tell them it was me who wrote it. ☺ But that was very painful and I was mad because I was just trying to do the right thing.

So, I started applying for jobs elsewhere but, as I said, nothing even came close to happening until two years later when it became clear that church planting was what God wanted me to do. So, having never done it before, Jetta and I went to a church planter’s bootcamp for a week. It’s an intensive experience where they take you through everything that’s involved

in starting a church. And, as part of that, they assign you to a small group. We had a guy leading this and he had started several churches in his life. And, there were three or four other couples in this group. One day we went around the circle and he said, “what is your motive? Why do you want to start up a church?” And, when it got to me, I said, “well, the church where I’m at in Kansas City – they don’t give a rip about people outside the church. We tried to convince them...and this guy said to me, bla, bla, bla.” And, I just dumped all my junk out. The guy just stopped and said, “What if God told you that the rest of your life he wants you to stay there with those people and learn to love them anyway? Will you do it?” And, I can remember “oh my gosh – my heart is so dark” and both of us burst into tears. And, we went and hid in our room for a whole day. It was like God just smacked us upside the head.

See, Jesus loved people who unfairly persecuted him. I believe his exact words were, “Father forgive them, for they know not what they do” as they were nailing him to the cross. As one who follows Him, I think God was saying, “Rick, you need to be more like that.” And I think that’s what God was trying to do for me through my job and my time at PHBC.

One more example ... and I’ve mentioned this one several times recently as something God has been working on through my job here at North Heartland:

5. To become the kind of person who understands that “I am not my job.”

When people start a church or any kind of business, if they stay with it for very long, it becomes their baby. You become attached to it, and when you become attached to it like that, all kinds of unhealthy things begin to happen in you.

And I think God is trying to break that in me because, Jesus, who was the Messiah, had an understanding that He *was not his job*. (see Mark 1:21-39) Did you know this - that Jesus had clarity enough that “I am the Messiah, but I am not my job.”

And an example of this, the gospel of Mark, Chapter 1, gives an account of a day in the life of Jesus:

It says in the morning there was a church service in the synagogue, a Sabbath morning, and Jesus began by preaching to the crowd and at one point somebody stood up and began screaming - he was possessed by a demon. So, Jesus stopped everything and went over to the guy and there was this spiritual confrontation, this battle; it was exhausting. A battle between Jesus and this demon, and finally Jesus cast this demon out of the guy. Then they wrap up the church service and everybody sings “Just as I am” and they go on. Afterwards, Peter looks at Jesus and says “you need a break. You had a tough morning – let’s go hang out at my mom’s house right over there. She’ll cook us a nice dinner.” So they go to Peter’s mom’s house and when they get there, instead of finding dinner cooked, they find Peter’s mom has taken ill and she is flat on her back and is going to die. Peter is like, “oh my gosh, what happened? Jesus, can you do something?” So, Jesus, again, gets down and lays hands on Peter’s mom and prays over her. It’s this intense thing, and Peter’s mom is healed. So, now Jesus and Peter can have their dinner and chill out. But, what happens is, Peter’s mom goes to the neighbor lady and tells her “hey, you won’t believe what just happened to me! I was almost dead and this guy, Jesus, my son has been hanging out with...” And, word goes all around the community, and then, when Jesus and Peter are kicking back, there is a knock on the front door and all these people from the town, it said, had gathered outside of Peter’s mother’s house. And, they were sick and they were demon-possessed. And, Jesus said okay - and, the scripture says until nightfall Jesus ministered to those people, healing them, casting out demons from them.

And then, when they went home, Jesus went to bed. But, early the next morning he got up before anybody else did and he walked up a hill to be alone with God. He wanted to get his head cleared. And, as the sun comes up, here comes Simon Peter and a couple of his buddies up the hill, after Jesus, “Jesus, Jesus, everybody in the town is back at my mom’s house and they’re waiting for you to come back down, because you didn’t have enough time to heal everybody last night.” And Jesus says, “I know the people won’t be happy but I’m not going back, because that is not what I’m supposed to do. I need to go to other towns.”

See, Jesus understood that He wasn’t his job. That there had to be a time that He could walk away. That there were times when he needed to say, “I just need to rest; I just need to get out of here.” Because, He could trust that what God would do would be enough without Him being involved. And, I think that is something that God is trying to teach me.

Conclusion

Those are just a few examples of how I think God has “used the work to work on me.”

And I wouldn't say that He could not have figured out some other way to accomplish those goals, but I *will* say that I don't think I would have experienced it as intensely as in a job setting. I think it's a lot like a pressure-cooker. Whatever you're cooking in a pressure-cooker gets done a lot faster and a lot more thoroughly. And, I think that is what happens at our jobs.

And my examples are certainly not unique or special. I'm sure if you thought about it, you could point to times in your life where God used something in your work experience to mold you and shape you; to grow you up so that you look a little more like Jesus and less like you.

- Maybe it was a job situation that forced you to define your ethics – what you would do and what you would not do. (Jesus went through a similar situation, by the way, when he was tempted in the desert);
- Maybe it was a circumstance where God taught you to rely on Him for strength and direction (Jesus did that, too. Several times he said “I look to the Father to see what he is doing and that's what I do.”);
- Maybe God allowed you to experience great success so you could struggle with not letting it go to your head (Jesus went through that, too. He was extremely popular, the guy could not get away from the crowds, but through it all he was very humble).

Of course, the truth is that for every time we *do* cooperate with God's work of “getting us done while we get the job done,” there are dozens where we do not. And the reason we do not, I think – the reason we resist – is that we do not believe that God really is in *that* particular situation using it for our good. Or, to put it in terms that Jesus used, we don't really believe that the Kingdom of God is at hand.

Remember, that was Jesus' main message. He went around preaching “the Kingdom of God is near; it's not limited to some faraway place; it's not restricted to some future time when the world will come to some cataclysmic end. The Kingdom is near and it's now.”

And the people who first heard his message struggled to believe it. Why? Because of the situation in which they found themselves:

- They were enslaved to the Romans ... just like a lot of us feel enslaved to our jobs.
- They felt like there was nothing they could do but just put up with the situation, just go along with it and try to make the best of it just like a lot of us feel about our jobs - there's nothing we can do but put up with it, go along with it and make the best of it.
- They felt like God was anywhere but where they were ... just like a lot of us feel like God is anywhere but in our work.

And so the call of Jesus to us today, I think, is exactly the same.

“The Kingdom of God is at hand, repent and believe this good news!” Mark 1:15 (NIV)

Repent – stop acting as if God's influence is not near and now, as if God cannot do what He wants to do near and now in your life and in your work situation. And start believing it's good news.

I think that means that, if we're followers of Jesus, we need to start believing that simply by having a job – something to which we are committed to show up and produce on a regular basis – and again, that includes being a student or a stay-at-

home parent or a volunteer (this is not about getting paid) – by having a job, we are putting ourselves into a place where God can work on us. And he will. He will.

I think this means to start believing that God wants to use your job – whatever it is – to make something beautiful: a “growing-up you” who is becoming more like Jesus than yourself.

Let’s pray to that end.

Before we leave, next week we are beginning a brand new series called **Detox**. We just mailed out 18K cards to homes surrounding the church and to everyone on our local mailing list. You have a copy on your seat to give to a friend. You know someone or you may be someone, I am someone, who needs some detox - to be cleansed from toxins that are emotionally destroying us on the inside. So, we’re expecting that this is going to draw some people and that our congregation may invite folks who are not church folks to come check this out.

And next week we’re expecting a full house, so if you could just be aware of that and be sensitive to that. And, if you’ve been thinking “one of these days I need to start volunteering or helping out around here,” this would be a great time to jump in. Even if you wanted to say, “just for the next 4-5 weeks while we’re doing this series, I’ll help out in the children’s ministry. I’ll help in the early service and come to the later service.” Or, whatever. You can talk to the Director of Children’s Ministry, Michelle, who was up here earlier, or any of our other staff members can help you with that.

The other thing I want to talk about real quick on this, and I don’t know if you’ve looked at this closely, but one of the titles of Part II of this series is called “The Other F-Word.” Some people have asked about the wisdom of using a title like “The Other F-Word” because it makes you think of the “not other” F-word and that’s, quite frankly, offensive, and rightly so. But, let me explain why I’ve chosen that title.

Remember that the goal of this series (of every series, actually) is not just to teach and encourage us, who already believe and follow Christ, it is also to connect with people outside of the church; people who don’t read Christian books or listen to K-Love like a lot of us do. I want people to look at that title and think, “hmmm ... I know what the *real* F-word is – I use it all the time when I get mad. *What’s the other F-word?* And how might it help me deal with the emotional sludge, the negative self-talk and the ghosts from my past?”

See, the truth is that the reason a lot of people use the F-word is because they are so angry beneath the surface. It’s gross and it’s yucky – just like the F-word. So we want to teach a new word that can produce healing and freedom.

So, if you’re offended by this title, I hope that you will understand the purpose and give us some grace; that we’re not trying to be offensive, but we are trying to get people’s attention so that we can make a very strong and necessary point. Hopefully that will help you understand, and hopefully you’ll be here next week and bring some folks with you. Now, get out of here, get to work and have a good week.

Endnotes

ⁱ Billy Rios, quoted at <http://tinyurl.com/2af6mhe>