



## **How I Lead as YSA Elders Quorum President | An Interview with Eli Nelson**

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Did you know Rob Ferrell's leading saints podcast interview has over 100,000 downloads? Yeah, it seemed everyone loved it. After that interview, we actually invited Rob Farrell to a leading saints live event and told him he could take as much time as he wanted. Well, he ended up teaching for four plus hours and don't worry, we recorded it. It's all part of the leading saints core leader library and we want you to watch it at no cost. Simply go to [leading saints dot org slash 14](https://www.leading-saints.org/14), and you can gain access to not only Rob Ferrell's four hour presentation, but also to 100 plus hours of all other leadership related content that we have in the core leader library. You're gonna love it. So simply visit [leading saints dot org slash 14](https://www.leading-saints.org/14) and get started. So my name is Kurt Francom and I am the founder and executive director of leading saints and obviously the host of the leading saints podcast. Now, I started leading saints back in 2010. It was just a hobby blog and it grew from there by the time 2014 came around. We started the podcast and that's really when it got some traction and took off 2016. We became a 501c3 nonprofit organization and we've been growing ever since. Now I get the opportunity of interviewing and talking with remarkable people all over the world. Now this is a segment we do on the leading saints podcast called how I lead. And we reach out to everyday leaders, they're not experts, gurus, authors, PhDs, they're just everyday leaders who've been asked to serve in a specific leadership calling and we simply ask them, how is it that you lead? And they go through some remarkable principles that should be in a book that should be behind a PhD. They're usually that good. And we just talk about sharing what the other guy's doing. And I remember being a leader just simply wanting to know, okay, I know what I'm trying to do, but what's the other guy doing?

What's working for him? And so that's why every Wednesday or so we publish these how I lead segments to share. Eli Nelson, welcome to the leading saints podcast. Thanks for having me. Now, Nielsen is a very latter day saint name, but any relation to the profit serum revelator. I think we're 9th cousins. Okay. I'm probably 9th cousins with the guy. No real relation. Nice. So we're usually from. Originally I'm from the Seattle Washington area. Some images of your familiar? Okay. And you currently go to BYU? Yeah, I currently go to BYU, so I live in Provo. I've been down here for about two years since I've been back for my mission. Cool. Where'd you go on your mission? I served in the Caribbean, so it's called the Trinidad Port of Spain mission. Wow. Trinidad. I knew a guy from Trinidad once. Yeah, that's a far off place, but I mean, the church is pretty, pretty established there, isn't it? Or how would you describe it? No. I kind of describe it as like currently not ver face of the church. Oh, okay. But it's unique mission. We had 6 different countries within our boundaries, and then a full capacity we have about 95 missionaries. And so and then those missionaries speak four different languages. Nice. So we're working on diving two of those countries have excuse me. One of those countries is the stake right now. And so that's kind of the big push. Everywhere else is to get a stake establish. That's awesome. And it's like training that is really close to South America continent, right? Yeah, super close. But it's not part of the South America. Geographically in the northeastern part of South America, there's Guyana and Suriname. It's look like on a map third part of South America. But politically and economically, they're considered part of the Caribbean. So right on the border of Venezuela, and so I spent some time there. So just a weird part of the world. Yeah, that's cool. And so what language did you learn on your mission? So I was assigned to speak Spanish and then all the Spanish speakers in the mission learned a second language called Papiamento. And so they speak that and have you heard of the ABC islands before, like Aruba no, I guess. I mean, I've heard of Aruba, but it's like Aruba and then her two sister islands, that's a native language that they speak.

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And so just because of where I served, I ended up speaking Papiamento more than Spanish. Like I took the Spanish challenging exam at UIU and I did not do well. Oh, really? Yeah. So it's just kind of weird the way that works out. But I was kind of like a dual language missionary. And then what are you studying at BYU? I'm pre business. And so I'm getting ready to apply to the you can apply to like three different programs at a time. But that's really the business strategy program. Do you want you? Awesome. So what are you going to be when you grow up? I don't know. TBD. Yeah, that's cool. I think a business degrees a good path when you're not quite sure. You can always use that. No matter what you do. So and you are currently serving as the elders quorum president of your young single adult ward. Is that accurate? Yeah, that's right. Cool. And how long have you been in that calling? I've been in that client for, I think, three months now. Okay. Yeah. So there's two different quorums in my ward, and we have been through 5 L's form presence this year. Wow. That's awesome. Awesome. And was there a story behind when you were called? Is the elders quorum president? Actually, yeah, a little bit. So I

started off moved in to this warden September. The others that had the quorums separated based on what apartment you're in. And so mile is former president called me and my roommate who's like a really close high school best friend to be his counselors. And then he moved out of the ward like three weeks later. And so me and my roommate kind of like kept the ship up and running. While he was gone, but we were just the counselors and then I had kind of received that this is never really happened to me before, but I had received an impression about getting called as the next I was corn president. Probably like very soon after he moved out of the ward, but then that call was an extended for like two weeks after that. And then we went on winter break. And so in terms of me getting sustained and set apart in sacrament meeting, that didn't happen until like a month after I was called because I had to come back from the new semester. And so I had like a whole month to basically prepare and organize and receive revelation, which was actually a huge blessing. Was there anything specific you did during that preparation time to just sort of soak in it all and aim for revelation? Yeah, no, I did quite a bit. So the first thing I really focused on was my counselors. Like I said, I actually went with my three high school best Friends. And so I ended up calling to them to my counselors, there's also kind of a funny story with that. I thought I had the order of my child stars right. When I went to call them and I want to submitted their names to the stake presidency. And then when they got sustained in sacrament meeting, the high council that sustained them, who's also why I say that's a change that they've made. Now counselors in bishoprics and high counselors are part of the stake, like why I say members. Somewhere through the chin from what I submitted the names to the stake presidency at when they were sustained in sacrament meeting. The names had gotten flips. In some way, sitting there and I didn't know what to do, but the spirit so clearly told me that that was the correct order that they were supposed to be calling. And so that was just kind of a funny thing. Like I had put a lot of time in the receiving revelation on that. Care deeply about receiving accurate revelation and then I still got it wrong, but God kind of took care of the rest. So yeah, those things happen, right? That I'll just shakes out in the end. Exactly. Cool. And then I think I focused a lot on organization things in our quorum during that month. Calling a good secretary was a thing that I cared a lot about. And then just setting up the right systems, I basically we have a Google Drive folder that we use as presidency. And so I went through and got the whole folder. Set up during my winter break. So it actually worked out really well. Oh, cool. Nice. And then, I mean, is there anything unique about your ward or the demographics for me? I don't want to assume too much, but most people know why I say view why you word looks like or the dynamics of it. But anything else you would add to painting that picture? No, not really, it's pretty pretty standard. Nice. Do you meet on campus? Yeah, we meet on campus. And then it's just based off of where you live now. And so we have BYU some UV U and then some people who are in school at all. But yeah, we still just made on campus. We're building D meeting. What do you mean, Tomlin's building? Oh, nice.

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Cool. All right, and so we'll jump into just some things you've learned and experienced here. You sent me a good list of this will be like just a quick round here. We'll hit some of these faster. Some of them long, whatever it takes. So the first one is, as far as the principles, they help you in leadership is loving the handbook. How do you go about doing that? Yeah, I love the handbook. And it's like almost a taboo thing. I think when you're just so focused on the handbook. But the cool thing about the change that the church made with the Hamburg is that it's constantly changing. Yeah. And when you take time to go through it, I never tell people anymore that I note the handbook says, because it's always changing. It might have changed since the last time I looked at whatever section we're talking about. And so I just really cared about us kind of being like cutting edge if that's the right term in our elders quorum, because I wanted us to be up to date with everything that prophet seers and revelators want us to do. The way that we function. And there are sometimes challenges related to that. I think especially in why I say steak because you're dealing with a lot of leaders who aren't really familiar with the handbook at all. I never looked at it before. And in general, sometimes it's hard to get college kids to be super engaged in their calling. And then at the same time, at least in our ward, sometimes people get really set in old ways of doing things without taking time to fully understand what the handbook is teaching now. And so yeah, that's been fun to navigate as I find the balance between loving my handbook and promoting the handbook while also not being like a handbook Nazi. And trying to just shove the handbook down people's throats. But we've seen a big impact in our quorum as we focus on the most recent upstate information that we get from the first presidency in the world as well. Yeah. And I'd like to frame that that sometimes it can be sort of cut and dry. It's not very innovative. Some may frame it. But also, it helps you recognize a lot of tradition. I think there's a lot of things we think, oh, that's definitely in the handbook. I think that's the way we're supposed to do it, because that's the way it's always been done. So it must be in the handbook. And then when you look at the hand, oftentimes it's not there. And there's a lot of space to innovate and to adjust as you want. So it really can be a tool both ways. Absolutely. Awesome. All right, next one is finding the balance between magnifying your calling while also being a good peer. Expand on that. That's something that I think applies probably to every word in the church, but it's something that I deal with a lot and why I say a word because, for example, my elders quorum, I want my core members to know that I take my calling seriously and that I understand that I'm a key holder and I try to magnify those responsibilities, but at the same time, if I'm too far and that's how the spectrum, I'll come off as like holier than now or in your hand or insincere. And at that point, it's like I'm doing more harm than good. On the other side of the spectrum, I have been in a peer and being really relatable, but if I become too casual or relaxed, I lose some of the power that comes with the defined leadership side. And so finding the right balance between. I'm here to win, and I take the responsibility serious, but at the same time, I'm just like you, and there's really no difference between me and everyone else has been really vital for us. And actually having an impact on our forum and on the ward is knowledge from presidency. Yeah. Is there an example coming to mind as far as how when you've been caught in between those two roles? Yeah, a little bit. This last Sunday, we had to teach as a presidency both for our teachers were out of town. And one of my counselors when he was teaching and went there like, we watch, I think we definitely try to look professional and we're conducting the meeting, the way that you conduct any elders quorum meeting. There's really not anything different about that. But like the language she was

using was really casual. It was like slang because that's what they understand. That's what they'll relate to. And we have been talking about how some story about how Elder and Sister Bednar had had a disagreement with each other. And my counselor goes, I just can't imagine Elder and Sister Bednar beefing. That's so crazy. The whole room laughed. And so that was just a good like we were teaching really spiritual principle. It was clear that we took that responsibility seriously. But at the same time, he was able to kind of merge that gap between being a leader and appear. Yeah, I think that just that concept of, and again, there's not a right or wrong way to go about it. But to sit with it, especially as a presidency or as a quorum. And just say, you know, how do we make sure we don't come across as holier than Eli would never struggle with this or that? Because he's the elders quorum president. That's not the case, right? I remember one example that comes to mind is when I was called in a stake presidency and on day one, the stake president in our first presidency meeting said, I want all of you to call me taught.

00:15:10 - 00:20:01

I mean, he's like, I realize it's important and that's as given name is Todd. He wasn't just thinking of anybody. And obviously the time and place, you know, and maybe a formal meeting where we should have referred to him as president whatnot. But it really made for a better brotherhood and a connection of that we didn't have to treat him differently or call him by the title and the rest of us by first names. And so just humanizing yourself that way. And like you said, more endearing and easier to connect with. Yeah, that's a really good example. I never, ever call somebody brother or sister last name, especially when I say word it's just so it's just weird. Yeah, I think maybe that will go away in the next ten, 15 years. But yeah, I can see it, especially in why I say a word that, you know, your peers and most everybody's within the same age range, definitely the same demographic. And so let's act like it, right? So all right, next one is fostering active leadership in the quorum and ward. How do you do that? Yeah, that's another big one. And it kind of goes back to what I was saying earlier, like sometimes you just work with core members, and this is true anywhere in the church, but you just work with members or leaders who aren't super engaged. I think every bishop or stake president can relate to the struggles of having members will magnify their callings. And that certainly is something that we've seen in our quorum and ward and stake. And so one thing that we do is just show them that we're active and that we care. Whether that means sending out text or reminders during the week, I try to make, I don't believe in unnecessary meetings, but I think meetings can be effective. And so we typically use presidency twice a month, and I was the presidency that I was in before. Maybe once a year. And so it's just things like that so that the quorum can feel that we as presidency are actively engaged in the work. We're here to help them on a daily, weekly basis. We think about them. We pray for them daily. And then kind of spreading the energy throughout so that when a core member gets an assignment, or when they have a comment that I want to share, it's just super active involved in front of mind. Yeah. Awesome. Next is about the oxygen mask analogy. Break that down for us. Yeah, no, I love the oxygen mask

analogy. It really just goes back to the principle and again, this is a lot like not coming off as older than now. But if you don't put your own oxygen mask on first, if you don't take care of yourself as a reader, it's really, really hard to help the people around you. I think it's also insightful because the people that you read, regardless of what capacity you're in, are going to watch what you do. And that, in some way, shape or form is going to change the way that they think and act. When I was on my mission at one point I had the opportunity to serve as a zone leader and I remember I was sitting down in an interview with my mission president. And he said, so I was a COVID missionary. I had been reassigned to California. And so at this point, I've been on my mission for about a year. And so it was one of my first interviews with this mission president. And he just kind of looked at me and he said, well, sometimes you might just want to be UI. It's really any missionary who's ever served and has been called by their first name, like it takes you back. And he said, but you have to remember that you're Ellen Nelson, the zone leader, and your missionaries are going to watch what you do. And I think up to that point, I'd never considered that as a leader, people will watch the way that you act. And so if you don't take care of yourself, spiritually, mentally, physically, emotionally, it's really, really hard to feel like you're doing your absolute best as a leader. My homestead president, his name is Jared's Vitale. Someone that I really woke up to. My dad is one of his counselors. And so I've been able to spend quite a bit of time with him over the last few years. And he's really big on every single day when he wakes up, the very first thing that he does is 30 minutes of worship, a scripture study. And he decides I talk to him a few weeks ago, he said if there was one thing that I forget every single member of our site to do, it's 30 minutes of worship, first thing on their wake up in the morning. And he just talked about the power of that principle doing it first thing, making sure that you carve that time off for the lord and the blessings that come from it. But certainly following that counsel has been valuable to me as another corn president because it's life is busy. It's hard to find time to sit down when it's peaceful and quiet and you can try to ponder and receive revelation, or you can let the lord teach you new things for the scriptures. And so that kind of all those insights have been really valuable to me going back to the oxygen mask analogy.

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Yeah. Yeah, because it can be in such a dangerous place and I imagine even especially as a student, right? Not only do you have your calling, but you have probably a heavy class load in your studying and you want to make sure you hit your marks there. And so you can get overwhelmed and then by Sunday you're so drained and you have these other responsibilities that you sort of have to fake it, right? Oh, everything's going great. I'm happy and inside you're maybe just weeping. Yeah. And so really, and I think people can notice that difference, right? That those that have really taken time to feed their soul to be at peace and connect with God. I often call that in order to, I don't know, the best way to frame this. But in order to serve others, you have to have it to give. And if you don't have it to give by taking care of yourself, it's going to come across very insincere or forced or emptied. And this Eli guy just seems like plastic. He just

smiles. I can't connect with him, right? But if it's in those moments where you're like, suddenly you can share this moment of like, I was studying the other day. And this scripture came to me that let me share that with you for a minute, right? And then it's a whole different dynamic rather than, well, if I do a shake your hand and smiles, is that good enough? Because I'm exhausted. It's two different things. I think time management is a big part of that too. Going back to my home stake president, he's like a fridge of time management. He's like a vice president at Microsoft. So he's like, I'll tell you, he's literally a freak. When it comes to managing his time, but because of that, he's able to get so much done and so even though I'm a student with significantly less responsibilities than he has. I've tried to kind of follow that same principle of just manage my time prioritizing put first things first and then basically always am able to find time to do the things that are most important. And then I don't find myself in that Sunday situation where I'm slowly dying on the inside, trying to put a smile on my face. Or we're able to mitigate that a little bit. And the other time management hacks that you live by? Time boxing is a big one. And I'm not perfect at it, but just how does it work? It's pretty simple. So really, I just kind of look at the most important areas of my life. A lot of people will pick 5, you have sleep, or health, school, work, church, family, and stuff like that. And then you kind of set a goal in each area for what you want to accomplish, how much time you're willing to go to each of those areas. And then you block out your days and weeks to line up with those goals. Nice. It's hard. Anybody who served a mission, I think, can relate to it. It goes back to the principle of not wasting time. There is certainly a balance to be found. It's really easy to overwork yourself when you time box. But in terms of being able to do more than the natural man or woman is capable of on your own, that's been super valuable to me. Awesome. All right, next one is there's no substitute for an outstanding secretary. How do you, how do you recruit the right secretary? You have the right person in your armor class, I guess. Revelation that also came very fast as soon as I got called, I had a great interview with the stake president when I was called, and he said, I mean, really good counselors and there's no substitute for an amazing secretary. And so the person that I called in my quorum is named John, amazing. She's just really, essentially, he's maybe a little bit quieter, but he's really, really organized, and he really loves the lord. And so in terms of going the extra mile to put in work, to fill in ministering assignments on LCR or to get any spreadsheet that I ask him to do, he's on it, and he's happy to do it. And then at the same time, he has the right technological spreadsheet excel skills to do things that I can't do and to do a lot. Than I would. And so he's really kind of the glue that keeps us together as a presidency. And even just, I mean, the handbook specifically outlines what a quorum secretary should do. And so even things like do you love the handbook Eli? Yeah, I love the handler. And so I was like, John, I sat down with him and I was so excited. And I was like, this is what you're going to do, and this is what the handbook says. And he was like, that's great. I think I can do that. Yeah. And so, but even having him take notes in a presence meeting, it's just one less thing that we don't have to worry about. And then having the power to go back and look at what we discussed. Oh, yeah. Hudson, he said, that was so valuable. And then I can go back and remember what he actually said. I would spend a huge blessing. Yeah, you know, never underestimate the power of having the spreadsheet guy in your presidency. Awards got a handful of them and they know every equation or whatever and excel or whatever it be and they can it's amazing what they can build and can really help administration go smooth.

00:25:12 - 00:30:05

No, that's true. All right, delegation is critical sort of playing off of what you just said, right? Yeah, no, it's similar. I've been to a lot of other former presidents in my experience and why I say a word are prone to kind of just doing everything themselves. It's also true because at least in a stake like mine, where a good chunk of the high counselors are young, single adults, the training doesn't always make it down the food chain, the way that the stake presidents you would like it to. And so we as an elders quorum presidency didn't really get any training. Again, I love the handbook. I've been doing this for the handbook. And so it was really important to us that we'd be able to manage all the responsibilities that we have as an alligator and presidency. And I very quickly realized that to do that, I couldn't just shoulder all the responsibility on my own. And so. It just goes down to what the handbook says. But in terms of dollar giving counselor to oversee missionary work in the word and another one oversea temple and family history work. Minister interviews is something that I care a lot about. But because of how we're kind of on a time crunch is the presidency because there's going to be a bunch of overturn in May when the semester ends. I'm getting married in the beginning of May. And so I know what my we didn't delve into that part of your life. No. I highly recommend that. In terms of my times and eligible presidents, very small. And our quorum is going to change a lot. And over the summer. And so I knew that in terms of me doing ministry interviews, that probably wasn't going to happen because I'm also supposed to hold a PPI with each core member. And so missionary work, tumble from the history work, minister interviews, that all goes to my counselors. And they're totally capable. They're super amazing. And then it also gives them really good leadership development opportunities because they're a lot more active than there would be if I was trying to shoulder everything on my own. Yeah. And so it just kind of you're able to accomplish a lot more. Many hands make light work. But at the same time, we're actually able to shoulder all the responsibilities that we would like to when we work together. Awesome. Yeah, and especially in a way I say that's connected with the semester transition and turn around there is that you go through a lot of leaders sometimes, right? And very likely that your counselors could be next up to take over your role and to have them be developed and ready to go and then it keeps that momentum going in that leadership space rather than starting over every time. Yeah, and really that's another reason I'm so big on the handbook. Our stake presidency, the same thing. They love the handbook. The last time we met for sit conference, and the leadership session, our stake president got up and he said, my goal for each of you as leaders and members of this stake is that from here on out, you can be plug and play in any unit in the church, and that requires that you know the handbook really, really well. And so I have that same mentality with everyone in my quorum. I hope that all core members read the handbook. Even when it comes down to the sacrament meeting coordinator that we call them, the others who are like, I hope that people just get in the habit of referencing the handbook because then the power that they bring into wards and stakes when they're 24 or 25 and they understand how the church is supposed to run. It's kind of unmatched. Awesome. All right, the next principle is sometimes you need to be a catalyst for change and push programs and initiatives from the



ground up. I like this. Where is this headed? So in that month of time that I had from when I got called as an ellipse from president to one, we actually got sustained instead of part. I did a lot of research on how missionary work and temple and family history work is supposed to work on the ward level. And kind of when they dissolved high priest groups and they made organizational changes in the ward that put a lot more stress on relief society and others chrome presidencies to really shoulder the work of missionary work and temple family history working the work. I said my dad's in the sick presidency as a stake, they had done a lot of time trying to understand how the church wants that whole system to run and work together. They try to implement that as a stake. Unfortunately, it was quite a bit different from what my word was during at the time.

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And it just in terms of how missionary work and temple and family history work was organized. And so for example, we had. A counselor who in the bishopric, and he was kind of the one who was in charge of temple family history work. There might have been like a temple and family history leader that was called, but they're pretty just uninvolved and then we had like award mission leader who was in charge of all missionary work, but up to that point, the elders quorums where we've studies weren't really doing. Anything. And so that process is still ongoing of helping the word to understand fully how it's all supposed to function. Again, because I don't want to be uptight about the handbag. I recognize that it just takes time to fix. And so what we're working on now is developing as a word council. A plan for missionary work in a plan for temple and family history work. And then using word mission leaders and war temple and family history leaders to implement that. And then allowing because again, there's two other scoring presidencies and to release society presidencies, allowing the appropriate counselor from each presidency to oversee whatever work, their delegated to work with. And then it kind of works up the food chain through relief sighted and eligible presidents, and then we bring that all back toward counsel. And so we're working to establish that ecosystem, but it's still an ongoing process. Yeah. And so that took sort of a proactive measure of you just saying, you know, I'm going to dive in. I'm going to understand these dynamics. What's needed, what's required. And let's get it moving, people, right? Exactly. It was really just while I was reading in the handbook, I think we can do this differently. Great news for talent so we can sit down and establish missionary work plan. And the China is some funny likes in the beginning, but I think in the end, people really appreciate doing things by the book. Some such a stickler for saying that. But it's true. If we just want to be in line with the most current up to date revelation, which is really exciting because the gathering of Israel is ongoing, actively being led by revelation, then we simply just kind of have to stick to the handbook because like I said before, it's constantly changing. Yeah. And then obviously that requires you to motivate some people. And the next principle we have here is the only proper motives in church leadership are the two great commandments. Break that down. So this agenda goes back to something that my dad taught me. My dad has basically been in church leadership my whole life. What I think of leadership,

principles that I've been able to really keep with me over the years. They mostly come from him and just being able to watch his example. When I was in high school, she came out to me and said, how would you respond if in the next life we get to the judgment and God says it doesn't matter what choices you made, everybody's in. It doesn't matter who you were, what you did. Everybody can dwell with me in my kingdom. And my immediate reaction was like, what the heck? That's not fair. I did all that work in my mortal life. Why do these people just get in Scot free? And he just kind of said, how do you think the savior would respond? I think the savior would probably be happier than anyone. This man who loves everyone perfectly in the tone for all their sins, the thing that he wants most dearly is for all God's children to be able to return back to him. Like, wow, that's amazing. And certainly I'm not suggesting that that will be our experience on Judgment Day. But the principle behind that is really important, I think. Sometimes we're so easily inclined to think, what about me? When in reality, the savior just cares about the love that he has for God and the love that he has for everyone else. And so going back to the whole holier than now been which can be really hard to fight in any word, but I think especially in why I say, if my efforts as an elders quorum president aren't motivated by love, it's really hard for me to have any impact on my core members. Again, if I come off as insincere and genuine, it just kind of does more harm than good. And so there's a lot of different ways that you can show that love. I think expressing it does a lot. Also just finding that right balance between being a leader and being a peer. I also really try to take advantage of one on one opportunities that I have with core members. We know that Jesus Christ minister to the one. He was really, really good at that. I'm a big fan of the chosen. I don't think it's totally historically accurate all the time.

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But there are still some really great principles that we can pull out of it. Things are. And one of my favorite things to look at is how they portrayed Jesus ministering to the one. And just how he makes people feel is one on one situations that he has. And that's kind of the same attitude that I have if I'm in a PPI or if I'm extending a calling or just even being able to talk to somebody on campus. A few months ago, I had the opportunity to go to lunch with one of my core members and just any one on one opportunity that I have, my biggest concern is will this person now or will this person know how much I love them when we're done? And so I think just really prioritizing that above everything else, whatever initiative you're trying to push, whatever calling you want them to accept, whatever words you're trying to get done in your form or whatever it is. The first you focus on does this person know how much I love them. Your efforts will be way better received than if you overlook that part. Yeah, well, I love that. And there's so much there that you've had some great mentorship in your life and prepared you for this. And you're only just beginning. I mean, you're headed into a whole new world with this marriage coming up, right? That's true. All right, then lastly, said church leadership was 45% administration and 55% ministry. That's a very specific percentage Eli. Did you do some deep research there? So yeah, it doesn't matter how many spreadsheets you make. If you don't actually get into the lives of

your members, the people that you lead, you really don't have a big impact. And so I got to a point pretty early on in our presidency where we had extended all these callings and had all these spreadsheets made and organizationally on paper. It looked like we were doing so good. Dialed in. Yeah, we were so, but then I think about my own personal relationship with each core member or just things that I had seen in the lives of core members that had really had an impact. And I felt like we'd fall short in that category. And so we just kind of worked to make a switch to really focus on more than anything, loving our core members for recognizing the whole point of these spreadsheets and agendas, the organizational side of things that administrative side is to have an impact on the ministering side. And so it's really just kind of putting more emphasis on loving and caring for the people that we serve. And less emphasis on, again, whatever principle from the handbook, we want to implement it or whatever agenda item we have that will never, ever be as important as the lives and the well-being of each individual member. Yeah. Now, I love that so much that because there's those moments where you're just like, man, I'm just not getting traction or nothing seems to be working and we have that great idea. We spend all that time if there's ever the moment of like, what can I do better? It's most likely ministry. Just default there and administer a little bit more and you'll feel that energy come back into it. Then maybe you do need to spend that half an hour on the spreadsheet or organizing that less interactivity. That's true. Well, Eli, this has been awesome, very informative and I just love hearing your experience, especially to more unique leadership role at a BYU, YSA ward, and really good stuff. So is there a date set for the wedding? Or getting married on May 5th? May 5th, Arizona, Washington, or where's it going to happen? No, it's going to happen down here. So I'm from Seattle. She's from San Clemente, California. We met here at our apartment apartment complex. And then we she cornered the elders quorum president. She got the grand prize. Well, actually, when we met, I hadn't been told this in other schools. I was just good. So she loves you for you. All right. And so we're getting married in the Provo temple. Just the old Proto temple that was the school, yes. Nice. I hear they spoil weddings there a little bit just because most people default to Provo city center or that's what we've heard or whatnot. That's cool. Cool, because we'll be living right next to the promo temple. What do we just across the street? And then she grew up going to that temple, kind of when she was in high school. I was not a fan of the promo temple. Until just recently, because when I was in the MTC, the only time I had been to the probo temple was when I was in the MTC. No one wants. They were claiming that for something while I was there. And I don't know if you want to the temple when you're in the MTC. It's just kind of like this stressful experience, unlike your PA. And there was a lot of young missionaries that men not totally know how to act in the temple, and we were just like really rushed and there was only standing room in the room.

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It was just like, I was in the temple, which is always a great experience, but I just kind of had a bad taste in my mouth with the Provo temple. I also the one thing that came out of that day is it's the only time that I ever received really clear, direct revelation about my wife. And nice. It just

happened to come in the Provo temple. And so it will really come full circle, I think, for us. It'll actually be able to spend a lot of time in the temple now. Now it's one of my favorite temples. But especially when we get sealed, it will just kind of come full circle. Love it. Good shout out for the Provo temple. That's what we need. We'll Eli the last question I have for you as you flex on your time as a leader, both this current role and maybe others. How is being a leader helped you become a better follower of Jesus Christ? Oh, that's a great question. Really, I think every disciple of Jesus Christ is meant to be a leader. There's that scripture that I can never remember the reference to. But with the noble and great ones, the leaders, before the world was created, and really that applies to every single member of the church of the house of Israel. I had a companion on my mission to I really loved and she had had a great really defining experience as a missionary. He had been able to serve in leadership and he said, the number one thing that I want to remember when I go home is that I'm a leader. I can influence the people around me. I can motivate them to do better. I can help them become better disciples of Jesus Christ. And so I think discipleship and leadership are very closely related. And really if we can be motivated by our love for God and our love for other people and every single thing that we do in the gospel of Jesus Christ, we'll find that we have an impact on ourselves. True, definitely on ourselves. But more importantly, we'll have an impact on the people around us. And that concludes this how I lead interview. I hope you enjoyed it and I would ask you, could you take a minute and drop this link in an email on social media in a text, wherever it makes the most sense and share it with somebody who could relate to this experience. And this is how we, how we develop as leaders, just hearing what the other guy's doing, trying some things out, testing, adjusting, for your area, and that's where great leadership is discovered, right? So we would love to have you share this with somebody in this calling or a related calling, and that would be great. And also, if you know of somebody, any type of leader who would be a fantastic guest on how I lead segment reach out to us, go to [leading saints dot org slash contact](http://leading saints dot org slash contact), maybe send this individual an email, letting them know that you're going to be suggesting their name for the interview. We'll reach out to them and see if we can line them up. So again, go to [leading saints dot org slash contact](http://leading saints dot org slash contact) and there you can submit all the information and let us know. And maybe they will be on a feature how I lead segment on the leading saints podcast. And remember, go to [leading saints dot org slash 14](http://leading saints dot org slash 14) to gain access to rob Farrell's four hour presentation at no cost. Visit [leading saints dot org slash 14th](http://leading saints dot org slash 14th). It came as a result of the position of leadership, which was imposed upon us by the God of heaven who brought forth a restoration of the gospel of Jesus Christ, and when the declaration was made concerning the all and only true and living church upon the face of the earth. We were immediately put in a position of loneliness. The loneliness of leadership from which we can not shrink nor run away. And to which we must face up with boldness and courage and ability