

Burnout

Exodus 18

Introduction

I recently read the quote, “Good men die young.” That statement is, of course, referring to the malady that we refer to in our contemporary culture as “burnout”. There are books written on this subject; there are articles warning us of it. It is a disease that claws its way into the lives of men and women who have distorted priorities and overbooked calendars.

The symptoms of burnout are obvious. They include: irritation, frustration, and loss of vision; especially when it is taking place relating to some ministry. Ultimately, it leads to the termination of that ministry or perhaps even the termination of a job or career. Burnout is always looking for people who are enticed by the lure of additional activities rather than essential activities.

In the book of Exodus that we have been studying, we find a man who is nearly exhausted. The people he has been leading are obviously frustrated as well. Turn in your Bibles to Exodus, chapter 18, where we will dig into the text of scripture today. We will find in this chapter, all of the symptoms of burnout to be quite evident. And even better, we will find the solutions that are there for us to follow.

The Person God Used

Now, in the case of every frustrated leader, as we find in Exodus, chapter 18, it usually takes some activity, some event, or even someone, who will invade their life, confront them, and show them how their priorities are distorted, how their energies are being wasted on that which is additional, not that which is essential. In the case of Moses, that someone happens to be his father-in-law. Let us take a look at chapter 18, verses 1 and 2.

Now Jethro, the priest of Midian, Moses' father-in-law, heard of all that God had done for Moses and for Israel His people, how the Lord had brought Israel out of Egypt. Jethro, Moses' father-in-law, took Moses' wife Zipporah, after he had sent her away,

Perhaps Moses' wife and family had stayed with Jethro in safety as Moses confronted the Pharaoh of Egypt. Continue to verses 3 through 7a.

and her two sons, of whom one was named Gershom, for Moses said, “I have been a sojourner in a foreign land.” The other was named Eliezer, for he said, “The God of my father was my help, and delivered me from the sword of Pharaoh.” Then Jethro, Moses' father-in-law, came with his sons and his wife to Moses in the wilderness where he was camped, at the mount of God. He sent word to Moses, “I, your father-in-law Jethro, am coming to you with your wife and her two sons with her.” Then Moses went out to meet his father-in-law, and he bowed down and kissed him; . . .

This is probably the oriental fashion of greeting that is still practiced. They would bow down, touch their forehead to the sand, and then kiss the hand of the one they were greeting. They would then stand, embrace them, and give each cheek a kiss. It was a very warm reception.

Jethro's encouragement

One of the points that I want to make, which is ancillary to the theme of this message, is concerning the person that God used in confronting Moses. Note, as we get into these verses of scripture, his tremendous encouragement; his tremendous appeal to the emotions of his son-in-law, who could have been so exhausted, and I think, was. He will come along and, in effect, embrace his son-in-law and encourage him in a tremendous way.

So they kissed each other, verse 7b,

. . . and they asked each other of their welfare, and went into the tent.

I can just see those men standing there with the wind whipping about their clothing, in each other's arms, saying, “How is your family? How is the job? How is everything that you are doing? Tell me what has happened over these last few years.”

Remember, Moses spent forty years with this man, tending his sheep. They had developed a genuine relationship of love that is evident even in the names of Moses' sons.

When Moses left Egypt, he escaped with his life. So the first son born to Moses, he named Gershom, which means, "I'm a stranger in a strange land." You can hear the pathos in the name of his son. But after a period of time, during this forty year period, as Moses rubbed shoulders with this godly priest Jethro, he names his second son, born much later, Eliezer, which means, "God is my help." So evidently, there was a tremendous trusting relationship that is reunited after many, perhaps even years, of absence.

Look at verses 8 and 9. Moses tells everything to his father-in-law that you would tell a father or father-in-law if you had been apart.

Moses told his father-in-law all that the Lord had done to Pharaoh and to the Egyptians for Israel's sake, all the hardship that had befallen them on the journey and how the Lord had delivered them. Jethro rejoiced over all the goodness which the Lord had done to Israel, in delivering them from the hand of the Egyptians.

What a wonderful thing it is that is taking place between Jethro and his son-in-law. It is that kind of communion that perhaps you have experienced with a family member. Or you may not know the approval of a father or a mother. Perhaps you are burdened with the disapproval that they constantly send your way about the kind of job that you have, the kind of lifestyle that you live, the kind of relationship you have with Jesus Christ that they think does not make any sense. You may only know the discouragement that comes from that.

These verses let us know that Moses shares with his father-in-law, all that God has done, and Jethro rejoices. Jethro does not say, "Moses, you're exaggerating. And what are you doing out here in the wilderness anyway? Why don't you come back to Midian with me and take your job back?"

No. It was tremendously encouraging for Jethro to take what Moses had said and rejoice with him.

When my wife and I were in Dallas recently, we had lunch with a young man who had come by Raleigh on several occasions to spend some time with us as he was contemplating seminary. We encouraged him to attend our alma mater, Dallas Theological

Seminary, and he did. When we had lunch with him in Dallas, he shared with us all of the pain that he is going through because he has made a decision that his father cannot accept. In fact, he has lived a life that his father has never accepted. His father is a man who says he is a believer, but has no encouragement for his son who is living for Jesus Christ. This young man shared with us the pain of disapproval. He made the statement, "I can never live up to what my father wants me to become."

He then shared with us the encouragement that he had received, which was virtually his only encouragement.

I have talked to many of you who have a similar situation in which you lack encouragement. Those of you who do not have that situation; who have gained the approval and have a loving family, be aware that it is easy for you to underestimate the impact of encouragement on those in your family.

Jethro encouraged his son-in-law; he rejoiced with him.

Jethro's worship

Jethro not only encouraged Moses, notice his worship in verses 10 through 12.

So Jethro said, "Blessed be the Lord who delivered you from the hand of the Egyptians and from the hand of Pharaoh, and who delivered the people from under the hand of the Egyptians. Now I know that the Lord is greater than all the gods; indeed, it was proven when they dealt proudly against the people." Then Jethro, Moses' father-in-law, took a burnt offering and sacrifices for God [Yahweh], and Aaron came with all the elders of Israel to eat a meal with Moses' father-in-law before God.

What a tremendous picture this is. Jethro is saying, "I've just got to go and, myself, thank God for all that He has done for you; for the way that He is taking care of you; for the way that He is leading you. Even though you are out here in the wilderness and it doesn't make sense. And how will you provide for my daughter and my grandchildren? I don't understand. But, it is obvious that God is involved and I want to thank Him on your behalf."

What a tremendous example for every parent as we see God working in the lives of our children.

The Problem Jethro Revealed

Now, Jethro not only rejoices and worships, but he also has great courage. Notice carefully as we get to the heart of the message.

Look at verses 13 through 16 of chapter 18. Notice the word “alone” in verse 14; it will come up again later.

It came about the next day that Moses sat to judge the people, and the people stood about Moses from the morning until the evening. Now when Moses’ father-in-law saw all that he was doing for the people, he said, “What is this thing that you are doing for the people? Why do you alone sit as judge and all the people stand about you from morning until evening?” Moses said to his father-in-law, “Because the people come to me to inquire of God. When they have a dispute, it comes to me, and I judge between a man and his neighbor and make known the statutes of God and His laws.”

Three problems were evident

Let me give, in outline form, three problems that were very evident. Jethro not only had the insight to discover the problems, but the courage to confront. He is confronting not just his son-in-law, Moses, but the miracle worker; the man with the rod that does mighty things like parting the sea and bringing the plagues. This is the man who is, in a sense, the voice of God, and Jethro will confront him. He had great courage. In fact, one of the things that gives us evidence that Moses had great character is that, even though he was the miracle worker, he will listen.

Moses was overwhelmed

1. The first of the three problems that is very evident is that obviously, Moses is overwhelmed.

Moses is doing this alone from morning until night. Think of the lines of people that are stretching out from the tent where he judges. They stretch out into the sun waiting to have Moses’ ear because he is the one who settles disputes. There are two and a half or perhaps three million people. That is four or five times the size of our own county. So to handle all of the disputes that arise, one man is working twelve to sixteen hours a day.

Notice Moses’ answer, “Because there are so many needs. Besides, they’re coming to me.”

Let me even step on the toes of all of those who are involved in spiritual ministry; who may teach or lead. It is so easy to have the thought, “Well, there is a need, so how can I say, ‘No’ when they are coming to me?”

I read a survey that startled me. And I will even talk more specifically about myself as a pastor. In fact, this sermon has clobbered me over the head all week long. I cannot wait to get rid of it today and go on to something else!

A survey of pastors was taken. The results revealed:

- sixty-six percent feel isolated and lonely;
- eighty percent experience feelings of futility;
- ninety percent suffer stress related to problems that they constantly must deal with.

However, the catch is, and this shows how dumb we all are:

- ninety-five percent are satisfied with their work.

Imagine me going to IBM (International Business Machines Corporation) to interview. I pull up a chair and say, “Hey, I want to interview you. Tell me how you feel about this job you have had for six months.”

“Well, I feel lonely and isolated.”

“Do you feel like you’re performing?”

“No, actually, I have great feelings of futility.”

“What about the team effort?”

“Well, I’m always dealing with problems between people here.”

“So I take it you’re looking for another job?”

“No, I love this job.”

That would be ludicrous. But the catch is that when you are involved in ministry, it is wrong to think anything other than, “Oh yeah, I love this job. This is ministry.”

The façade goes up, “I can’t let them know.”

The question that I would have really wanted to ask Moses, had I been there, would have been, “Moses, where are your two sons? Where is your wife? You have so booked your life that those who are essential cannot invade.”

It is so easy for those who lead, whether corporately or in a ministry related occupation, to get so booked; so scheduled that your children make appointments. It is never right, even though Moses could say, "They're coming to me. They come to inquire of God."

So Moses was, obviously, overwhelmed.

The people were being neglected

2. Notice, secondly, and this is interesting, the people were being neglected.

Do not ever fool yourself that the job is being performed and people's needs are being met when you refuse to delegate. Note verse 17.

Moses' father-in-law said to him, "The thing that you are doing is not good."

Can you imagine that? Moses probably rocked back in his chair and said, "I just told you, this is my ministry. People are coming to me. I am inquiring of God. And it is not good? Why is it not good?"

Look at verse 18a. You are not going to believe this.

"You will surely wear out, both yourself and these people who are with you."

The original words for "you will surely wear out" are "you will wrinkle up".

Jethro is telling Moses, you are literally, wearing the people out. They stand in line and cannot have needs met. They are frustrated and irritated because you must, alone, do everything. The people are being neglected."

That is an interesting observation. You could almost hear the grumbling outside the tent where Moses judged. He is out of touch; he is unavailable. There were rumblings in the camp.

Potential leaders were being overlooked

3. The third problem, and I think this is implied in the second use of the word "alone," is that potential leaders were being overlooked.

Look at verse 18.

"You will surely wear out, both yourself and these people who are with you, for the task is too heavy for you; you cannot do it alone."

Implied in this is that there are others who can do the task too; there are others who can help.

There are potential leaders in the wings who can help you. Whether it is in ministry or in corporate life, why is it that you do everything yourself?

I believe there is the subtle thought, given to us by Moses, that no one else can do the job. Or let us get a little more challenging in that there is the subtle thought that no one else can do the job as well.

There were thirty to fifty thousand leaders in the camp that had not been discovered yet. As Moses divides the body, he will end up with perhaps, as many as sixty thousand men who are capable and qualified to share the load.

I think this is an innocent thought that Moses says, "They come to me and I must inquire of God."

However, it may be ambitious pride. You may think that no one can do what you do as well as you do it, right?

"Delegate? Have someone else join?"

"No, I'm doing this."

In this again, I have a great illustration in my own life of how I am doing it wrong. I came back from Dallas and it was Saturday night. The thought hit me, "Hey, who set up the auditorium for church?"

For three years, I have been setting up the auditorium. There are a couple of guys who have been helping every Friday. Now, look at the set up in this church. The flowers, we tried fifty different arrangements. If you do not like it, forget it, this is the way it is done! The chairs, the front legs are along a tile line, or the back legs, depending on where that particular row is. Certain rows are doubled; certain rows are left so the crowd can move. There are three sections and there are two hundred ten chairs set up in here. I have it down to a system. So the thought struck me that Saturday night, "Who set up the auditorium?"

I made some phone calls and could not get any answers. I finally found out, from one of the guys, "Yeah, don't worry about it, it has been set up."

"Don't worry about it?!" I was here at eight-thirty Sunday morning when the doors opened, expecting to kind of fix everything up. I walked in the door and everything was perfect!

I was crushed! They did not need me! They do not need me! They probably wish I would not come so they can do it their way. What an illustration.

Do you know that there are people who can manage the store so you can take a lunch break?

There are people who can handle that meeting; there are people who can handle the accounts so you can take your wife and children on a much needed vacation.

The advice is, “You are going to wrinkle up. You’re going to wear out because you have to do everything.”

So potential leaders were being overlooked.

The Counsel Moses Received

Finally, Jethro comes to Moses and says, in verse 19a of chapter 18,

“Now listen to me: . . .”

I like this father-in-law. We need someone in our lives like this. Continue in verse 19, “Son,” he says,

“. . . I will give you counsel, and God be with you. . . .”

I think it is implied that he is saying, “God help you if you don’t listen.”

Regarding his work

Look at the last part of verse 19.

“You be the people’s representative before God, and you bring the disputes to God,”

We can divide the counsel into two simple words.

Pray

- Jethro’s first word of counsel regarding the work of Moses is to pray.

In other words, “As the leader, your responsibility; your priority is to pray.”

Do you know what our thought is? “Nothing will get accomplished. Pray? What about the details? What about *all* that has to be done? What about those accounts? I pray?”

Yes, you pray. You be the representative before God that you need to be. You take the needs of that Sunday school class to God. You take all of those ministry related needs to God. The priority is: *you* pray.

We can, in fact, look at Acts, chapter 6, which is a perfect illustration of what is happening in this situation with Moses. In Acts, the apostles, in this emerging church, decided that they would select leaders. Why? So that they could what? As verse 4 tells us, so they could *pray*.

Jethro tells Moses, in verse 29,

“. . . You be the people’s representative before God, and you bring the disputes to God,”

In other words, you pray.

Now, every family has a leader; whether it is a father or a single Mom. You represent leadership in that home. As such, we can be viewed in a number of different ways by our children. We could be viewed as creative, a good athlete, a person who listens, a mom who cares, a dad who cares. But do they perceive us as people who have a relationship with Jesus Christ? Do they *know* we pray?

Teach

- That is not all, however, Jethro also counsels Moses, secondly, to teach.

Look at verse 20.

“then teach them the statutes and the laws, and make known to them the way in which they are to walk, and the work they are to do.”

This is a beautiful passage of scripture. Teach means, “to spread light”. There are two things to teach in this verse: “statutes,” or it may be “ordinances” in your translation, and “laws”. “Statute” or “ordinance” literally means, “to cut out or to engrave”. These are the absolutes or the absolute truths; these are the doctrines; these are the elements that are unchangeable.

Jethro tells Moses, “You are to teach your people, who are really a fragmented group of ex-slaves bound together in the pursuit of the promised land. They have no Decalogue; they have no standards; they have no laws to govern them. You teach them the absolutes; you give them truth. These never change.”

Now, by the way, for those of you who are involved in teaching, the further we progress in our community, the less our community wants to hear of the absolutes and the unchangeable doctrines. They do not want to hear that which is right and will always be right and that which is wrong and will always be wrong.

Not only did Jethro tell Moses to teach the ordinances, but also the laws. The Hebrew word is “torah,” and from that, we get our word “law”. It means, “to lean on or to guide”. The laws are the applications of the absolutes. The absolutes tell

people what to believe; the laws tell the people how to behave. The doctrines are how to think; the applications are how to live.

Jethro is telling Moses the job description of every pastor, Sunday school teacher, and Bible study leader. He is saying, "Give people the absolutes. Teach them those things that never change. But, don't stop there – apply. Show them how to live from the absolutes that are taught."

Now applications are funny things because you and I, at any given time, may not want to accept them. This past week, I read a funny item that actually happened. A woman shook hands with her pastor as she was leaving church after the service. She told him, "That was a wonderful sermon; just a marvelous sermon. Everything you said this morning applies to someone I know."

Moses was to teach in such a way that everyone understood; that everyone knew how to behave as a result of what they believed.

So pray and teach.

Let me point out one more beautiful factor of this before we continue. The word "teach," in the Old Testament, comes from the same word as the calendar month names of April and May. It is the Hebrew word "zif," which actually means "to blossom". When you teach the Bible to others; when you show to people that the Bible is a living book, one of the most beautiful things you are doing is blossoming their lives. They then, whether they learned from sitting under a teacher or from the Spirit of God teaching them in their own personal study, understand the word of God; learn that the Bible is alive; learn that there are laws and ways to think and live. And what happens to their lives? Like the months of April and May, the "zif" of the Hebrew calendar, they will blossom.

One of the tragedies of our contemporary culture is that people are not convinced. I lay the burden right at the feet of every pastor or teacher who has ever stood and preached. I heavily consider this burden myself. The people of our American society do not believe that the Bible has anything to do with life in this century.

Let me read some statistics that were recently released by the Barna Research Group. They questioned six hundred Christians from a wide range of cultures. They discovered that one out of four people read their Bible more than once a week and

half do not read it at all. These are Christians and half do not read the Bible at all. The president of this research group tried to summarize why. He said,

People aren't reading the Bible because they think it is irrelevant to everyday life. Many people, even those who read the Bible, do not see the scriptures as containing instruction and answers that deal with the everyday problems they face. They think of the Bible as they would a cook book. It is a wonderful thing for putting together thirty person dinner parties, but it doesn't have any recipes in it for tonight's dinner for the family. It's great for special occasions but not for everyday situations.

The burden of proof, on those of you who know Christ and have the responsibility of teaching, is to understand that this Bible is,

. . . living and active and sharper than any two-edged sword . . . (Hebrews 4:12)

And, as Paul exhorted his young son in the faith, Timothy,

All scripture is . . . profitable for teaching, for reproof, for correction, for training in righteousness; so that the man of God may be adequate, equipped for every good work. (II Timothy 3:16-17)

In other words, "The Bible is profitable for every event and activity of life. It's alive."

Moses was being instructed by godly counsel to make that which was revelation from God, but not yet in written form, come alive to the people, so they would know what to believe and how to live.

Regarding his delegation

Now the second part of Moses' counsel from Jethro was not just related to Moses' own personal job, that which was essential, but how to delegate and organize. This is great counsel. We could make a series on just the principles related to this organization.

Leaders who know God

- Note what Jethro says to Moses in verse 21a of chapter 18. This is the first qualification of a good leader.

“Furthermore, you shall select out of all the people able men who fear God, . . .”

It is a primary qualification of good leaders to have a relationship with the living God and a reverential awe and trust of God.

The qualification is not that they have experience in leading people spiritually; not that they know all of the programs; not that they have been trained in how to lead, it is that these men *know* God.

The disciples chose men with this qualification in the book of Acts as well, as they began to select those who would lead that emerging body. What was the qualification? Experience? Expertise? No. These were men who were full of the Holy Spirit; men who knew God.

Leaders of truth

- Jethro said to Moses, in verse 21b, not only does a good leader know or fear God, but they are also,

“ . . . men of truth, . . . ”

Good leaders love truth. I would translate this “integrity”. They are men with integrity. They will say “No” to that which is wrong and “Yes” to that which is right.

I heard a fascinating thing recently, and I love this. I heard one man say that every believer, every day is given two tests. He is given a test of integrity and a test of obedience. Every day, God, by way of developing and maturing us, is giving us tests of integrity and obedience.

Do you know that the night I heard that, the next morning I had a test – a test of integrity? This is funny, probably funnier to you than it was to me. That morning I had that on my mind and I was even thinking, “Okay, Lord, I’m going to be ready for my integrity test. Where is it? Let me have it. I want to pass this thing. Obey? Tell me something to do.”

Well, that morning in the hotel room, my wife and I were getting ready to go. I decided that my shirt needed a little bit of pressing and since I am not a delegator, I did not ask my wife to do it. I do it better than anyone, right? So I did it. I pulled a cushion off of a beautiful Queen Anne chair and put it on the floor. Do not laugh yet. I put my shirt over it and kind of got on my knees and started ironing. I ironed too long in one spot, however, and it melted the velour on that beautiful cushion and stuck it right on my

shirt! I peeled my shirt off and there was an iron-shaped brown mark on that expensive chair cushion. Do you know what went through my mind? This is it, buddy, this is your integrity test. Are you going to report this?

We were in the nicest place I think we have ever stayed. It had a nice little sitting area and such. And now, I had to consider the question, “Am I going to go down and report that I am absolutely ignorant of how to iron my shirt?”

I struggled with that. I decided to wait until we checked out, which would give me three days. I turned the cushion over until then.

On the last morning, I told my wife, Marsha. I also decided, “I can’t fail. Even though this is so small, I know that if I walk out of here and do not report this, I have failed my integrity test.”

Now put yourself in my shoes. I went down to the lobby counter at eight-o-clock in the morning. All of these executives were checking out – with their leather briefcases in their hands. I am certain you can picture this. Finally, it was my turn and there were about four people crowding the counter. We checked out and then, I said to the lady, “I need to report that, ah, I was ironing my shirt the other morning and, ah, I burned a hole in your chair.”

The moment I said that, all the heads turned and looked. They were probably thinking, “What a weirdo!”

I quickly said, “I’ll definitely pay.”

I looked around for my moral support. Marsha was sitting across the lobby in a chair. She was having nothing to do with this. It was as if to say, “I don’t know that guy. Not until we’re finished here.”

The lady looked at me rather oddly, and said, “Just a moment.”

She went to the back and talked to the manager. He came out and said, “No problem.”

I walked out of there liberated that I had passed that test, although totally embarrassed.

I think that is part of the point. These men are about to lead the people, and saying or doing something right is at times, extremely uncomfortable. It may be a small thing, and I have failed integrity tests, even though I passed this one, but these men must be characterized by passing. They are men of truth.

Leaders of honesty

- Jethro then says to Moses, in the next phrase of verse 21, that good leaders are also men, “. . . *who hate dishonest gain . . .*”

It is this phrase that creates the idiom in Hebrew, “judges with oiled palms”. We refer to a judge, or someone who makes decisions, as a man who has clean hands. The Hebrew idiom is where we get that from. In that day, they would bribe a judge by giving him costly oil. They would refer to a judge who could be bribed, as one who had “oily palms”.

Jethro says, “We need leaders without ‘oily palms’; leaders who cannot be bought, leaders who cannot be bribed. We need men who hate deception; who hate dishonest gain.”

Application – The Results of Following God’s Plan

Now what are the results of following God’s plan, by way of application? The results are found in our text.

The leader is able to endure

1. The first result is, the leader is able to endure. Look at verses 22 through 23a.

“Let them judge the people at all times; and let it be that every major dispute they will bring to you, but every minor dispute they themselves will judge. So it will be easier for you, and they will bear the burden with you. If you do this thing and God so commands you, then you will be able to endure . . .”

Moses will be able to last. Burnout? No, that is not part of the picture that Jethro is suggesting. You will last in that which God wants you to do.

New leaders will be able to develop

2. Secondly, I think it is implied that new leaders will be able to develop.

Obviously, Moses will then bring on his staff; he will bring on his helping team. There may be as many as sixty thousand men in leadership.

The people are able to have their needs met

3. The third result of following God’s plan is that the people are able to have their needs met.

Note the last part of verse 23.

“. . . and all these people also will go to their place in peace.”

Now continue to verses 24 through 27. Moses exhibits a great ingredient of character.

So Moses listened to his father-in-law and did all that he had said. Moses chose able men out of all Israel and made them heads over the people, leaders of thousands, of hundreds, of fifties and of tens. They judged the people at all times; the difficult dispute they would bring to Moses, but every minor dispute they themselves would judge. Then Moses bade his father-in-law farewell, and he went his way into his own land.

Now, ladies and gentlemen, perhaps God has brought someone into your life to re-evaluate the use of your energy; to check your calendar to see if you are involved in essential things and not just a host of additional things.

Now what are essential things? The priority given to these future leaders was that they know God; that they are spending time with God; that they are learning truth in the word of God. If we are too busy for that, then we are too busy.

Where, as well, do you put your family? Perhaps the one that God has brought into your life is a son with a fishing pole in his hand, saying, “Hey, Dad, when? When? When?” Or perhaps it is a spouse who says, “Hey, can I make an appointment to see you?” Perhaps there are wives who have never gotten involved in the labors of their husbands’ work and their husbands, in a sense, labor alone. Perhaps there are husbands who are not involved in the labors of a mom who struggles all day with the kids. Perhaps they think, “There is a woman’s work and there is a man’s work.” So your wife does it all alone. Perhaps your children never gain the aid and the help from a parent. Perhaps there are people in your church family who feel their needs are going unmet.

Whatever it may be, we are challenged to re-evaluate what we do. Perhaps God has brought someone like Jethro into your life. Undoubtedly, it is time to listen.