

## LeaderImpact Podcast Ep. 7 Esther De Wolde

### Lisa Peters

Welcome to the LeaderImpact Podcast. We are a community of leaders with a network in over 350 cities around the world dedicated to optimizing our personal, professional, and spiritual lives to have impact. This show is where we have a chance to listen and engage with leaders who are living this out. We love talking with leaders. So if you have any questions, comments, or suggestions to make this show even better. Please let us know the best way to stay connected is through our newsletter at [leaderimpact.ca](http://leaderimpact.ca) or on social media at LeaderImpact. I'm your host Lisa Peters and welcome to our podcast with Esther De Wolde.

Esther is the CEO and one of the founders of Phantom Screens, North America's leading provider of retractable screens for doors, windows, and large openings such as patios, porches, and verandas. Esther has nurtured and grown the corporation to become the leading brand in the retractable screen industry. It began as a dream based in a garage and from there the business grew one screen at a time. Her passion for business is matched by her care for people believing that Phantom Screens can only be truly successful if it has served its people, its customers, and its business partners with respect and with integrity. Esther's success is complemented by her belief in values-based leadership and having a solid foundation based on her faith in God. She says without values there's no secure future for a company or an individual. My value system is based upon the fact that I have a higher accountability than to a board of directors.

Outside of her role as chief executive, Esther is a member of several local and global boards and a youth leader in her church. Being a country farm girl at heart she loves nothing more than spending time working in her English garden and when the gardening season winds down she loves filling her time antiquing, spending time with her 2 grown daughters, and golfing with her husband. Join us now for a conversation with Esther De Wolde as we chat about learning to move through life's ups and downs and getting back on track in your personal, professional, and spiritual journey. Well, welcome, Esther. It is so nice to see you.

### Esther De Wolde

And you this is gonna be fun.

### Lisa Peters

Well you know and it's funny because we're talking about ups and downs in life and the last time we talked you were displaced because of the BC the floods. So how are you doing now?

### Esther De Wolde

Still displaced. The joke is after 35 years of marriage we're living in a basement suite and just very thankful for family. My sister took us in and so there we are. And it definitely is a different phase of life we didn't plan on but through it all you know, life's not fair, but God's good.

**Lisa Peters**

Oh yeah, and I'm so thankful because I know we've tried to get together a few times and you keep calling me and I'm like Esther take care of yourself. So thank you for being here.

**Esther De Wolde**

You're welcome.

**Lisa Peters**

So we're going to start. We usually start just sharing with our viewers if you could share with them a little bit about yourself growing up in sort of your personal journey.

**Esther De Wolde**

Yeah, sure, born at an early age. No, I won't go back there. So you know typical I grew up here in Abbotsford, British Columbia, and throughout high school wanted to be a vet that was my big passion, and all because I did not get good enough marks in my sciences I landed up going far away to a college for a year down in Iowa. And it was there that I was realizing you know I'm getting pretty great marks and accounting. Maybe this is a fallback plan and so that's what I did and then after that year I transferred back up here and in British Columbia and I went for my then it was called certified general accountancy designation and worked towards that.

Began in public practice at first. Had been working at a firm for a couple of years and then sent out on an audit at one particular client and I really enjoyed them. And then they invited me back through the accounting firm to install their first-ever computer system because these were the days when bookkeeping was still done in big ledgers you know, synoptic journals. So they hired myself from the firm to do that which is kind of funny because I didn't even go through school learning computers. So you know fake it till you make it is what it was. So I went there, installed the system for them, and happened to be for a pizza franchisor named at the time Panagopolis 2 for 1 Pizza and were the largest pizza chain here in western Canada.

After several months of being there, they actually offered me a job and it was at that point early in my career that I then switched to industry and out of public practice for accounting and at the ripe old age of I think about 24 I was their director of finance. So a beautiful opportunity.

**Lisa Peters**

Ripe old age (laughing).

**Esther De Wolde**

I know is not ridiculous when I think back now. And that's what launched my career and during that time also married my high school sweetheart as well.

**Lisa Peters**

Oh, so your high school sweetheart. Did you guys, you went to high school together but did you then go to university together? Were you guys always together?

**Esther De Wolde**

We did. Well, I say high school sweetheart because we were both in high school. However, he lived in a town over. I met him through our church young peoples. Once a month the whole Fraser Valley would get together and we'd go roller skating. I'm really dating myself by this.

**Lisa Peters**

Oh no.

**Esther De Wolde**

(Laughing) That's where I met him and the rest is history. As I said earlier, we've been married 35 years already. Then he did not go to school with me. He went somewhere else and got his degree in computer programming.

**Lisa Peters**

Oh and yeah I believe you have some children.

**Esther De Wolde**

We do. We have 2 daughters who are all grown up now. 26 and 23 one's married lives in Iowa and the other is in law school in Ottawa right now.

**Lisa Peters**

Wow! All right.

**Esther De Wolde**

We are empty nesters which is a good thing because it'd be really crowded in that basement suite if they were home.

**Lisa Peters**

Right. Taking care of ourselves is one thing but taking care of a whole family during displaced another story. So all right? So, moving on to your professional career. You obviously had your CPA you. You got your CPA I believe so. Start sort of from there and because you know, now you're a CEO of a North American Company.

**Esther De Wolde**

Yeah, absolutely. So I begin working for this pizza franchise and the owners of that company their last name is the Rooks. The Rook family started lots of companies while we were there. They would you know, why buy pizza sauce from someone else when you can make it yourself. And so they kept spinning off companies, becoming vertically integrated and I as director of finance kind of had my mitts in each one of those companies in the setup and what have you. There was one particular one though that started out. One of the Rook brothers came to work. He bought this no-name retractable screen for his house and he had fallen in love with it and did the typical Remington shaver story, hey we should buy the company. And so long story short they did and very long story short, it's now called Phantom Screens and thirty years later I am the CEO of it. So, that was my foray into becoming an owner in a company back in 1992 and that was after working for them for 4 years. And so when I began

running the company of Phantom Screens the thing was I never gave up my day job shall we say. So I had begun working you know your typical 10 hours a day in the office and then I would go on to do Phantom Screens and make sure that was running well and trying to get it to start. And, over the year as the year rolled on two, three years I mean the days just got longer and longer and longer.

And so here's where my story begins or I should say I start to go off track a little. I begin to be so much at work and my husband's going to school full time. He's working full time. We're two ships in the night entirely. We don't see each other. I'm becoming better friends with the people at work. And unbeknownst to me but I begin to really be fed somewhat or attracted to people who start to flatter me you know. And I had this you know high title at a young age but I was doing their job they wanted me to do and a good job. So I was getting flattered all the time and, what starts to happen is you start to glum to the people that you know are so impressed with you. But I didn't even recognize it. At this time I know it's the definition of the need for approval right? But at that time I didn't have words to it. I came from a Dutch work ethic where no news is good news. Head down to the grindstone. We don't say we love each other. You just know. Mom and Dad love you. Work hard. You don't get complimented you know. So in the outside world when I started growing up and I started to get this attention. And awards and accolades it was like oh you know you start to just go off track because of it and the crazy thing was on Sundays though, my husband and we were doing well bought our first house, had nice cars already. We'd pull up into church and Sunday morning and we looked like the couple that had it all, physically, materially. But I knew inside I was beginning to live a life that was not you know how I had grown up with my Christian faith values at all. And I was really beginning to develop unhealthy relationships outside of my marriage and that went on for a bit and I had to really have a wake-up call to make a change.

**Lisa Peters**

Yeah, I think a lot of people when I listen to your story and you know going back to you were working two jobs. I'm pretty sure and I'm not...you know it was good. Like I think it's so exciting right? Like you're you know the, I mean you stayed at the other job for money. Probably. You know because someone's got to pay the bills and then it's this exciting new Phantom Screens right? And how easily you get wrapped up.

**Esther De Wolde**

It's addictive.

**Lisa Peters**

Yes, it is addictive.

**Esther De Wolde**

So addictive. I mean that's one thing we can say of the younger generation today. They know how to balance work and life so much better. So much better. So yeah, that's where it hit and soon I began to realize that I was a hypocrite and you know I was a leader of the girl's youth club at church at the time. And how one can live 2 different lives is unbelievable. And I look

back now and I'm so ashamed. But thankfully God is in control and tapped me on the shoulder. And the tap, I wish it was as calm as a tap on the shoulder. It really wasn't.

**Lisa Peters**

Let's hear that story.

**Esther De Wolde**

So I was driving home one evening and it's like it happened yesterday. And I'm kind of thankful for that because it keeps me on the straight and narrow. I was driving home on the freeway and I was coming to the last hill before you descend into Fraser Valley into Abbotsford. And as I was approaching on the hill, suddenly, and I don't know if this happened or if this was a vision in my sleep, that's the weird thing today I cannot tell you but it feels like it was real. The whole sky just went white. Lightning stripe-type clouds unrolling and honestly to me I thought this was the end of times as promised in Revelations when the clouds were going to roll back as a scroll. And I heard, and it's the only time I can honestly say that I've had an audible voice speak to me and it was basically Esther you continue on this path you won't be with me in eternity. And then it was done and it was over the clouds rolled back. It was evening again and I was shaking like a leaf. And it was then that I recognized I need to make some significant changes in course corrections in my life. And so many things happened at that time where it was a real affirmation that indeed that was what I needed to do. And I almost want to say the blessing started to pour forth. One of them being gifted sweat equity in the company. I was trying to launch because I was just an employee at the time and honestly at that point because it kind of had all dovetailed together I felt very strongly that was also a huge reminder that this company isn't mine. It's not the Rooks. It's God's, to begin with, and to operate it accordingly forever and ever.

**Lisa Peters**

So I want to ask you from the moment it happened you know this, you know this moment, this God moment. Let's just call it what it is. When did you start making, you know, and then you said you made the changes your life was blessed after that and, you know, offered as equity. So what was that time between that moment and you started making like because you feel like you can remember that moment like it was yesterday which is a good thing because it keeps you on the straight and narrow. But how long did it take you to make the changes? Was it like you went home and it was like we're done. That scared me enough.

**Esther De Wolde**

No. It spurred me on to begin making the changes immediately but it took me several months to really unpack and take myself out of certain situations. Through it all, I had recently also buried my mother. There were so many things happening at one time that it's hard to remember but it did not happen like that. It took me a few months.

**Lisa Peters**

I think sometimes people, everybody wants action. We want it fast. We want to just, why you know and it doesn't happen that way. It's a journey.

**Esther De Wolde**

Especially when it involves other people and relationships. And you know you're working with these people. So I wasn't as forward and open with my faith as I am now and so you're trying to make this change without explaining yourself. You know you're kind of slowly backing away. And that kind of the way it was.

**Lisa Peters**

When someone looks at your company, they may look at your vision, mission, and goals and ask themselves does that really speak about the company and you were pretty forward that it does. And I want you to talk a little bit about that. About what your company says about you and your company.

**Esther De Wolde**

Fair. One of the blessings that happened when I made my course correction was, I was invited, remember I'm in my 20s, I was invited to the Billy Graham training center forum for executives on faith in the workplace. I don't even know where the invite came up. It was all expenses paid. These things I can't even explain to you. I go. I actually take Shaila Visser with me who now is a global leader with Alpha Ministries. She came with me we went together. And it was there that I learned how to make your faith in the workplace be real. And it was all about setting your values and ensuring that everyone understood those values and that they just didn't hang on a wall but you actually practiced them day in day out. And it kind of was that simple and from that point on I wrote our 4 corporate values out. Yes, there are Bible verses for each one of them and very much linked to that. But when they come out publicly in my company they're written in a way that anybody can embrace them right? Whether you're pink, blue, of faith, not of faith doesn't matter.

Then it was my role to hold myself accountable to them and everyone and of course that it becomes your recruiting tool. It becomes for employees but also even we sell through distributors. So it's very important that our values match with our distributors and they just become the roadmap for behavior and it's constant. And when they're that visible and held up like you just you can't unknowingly stray from them because you have to intentionally go against them. And so that's the beauty like how many times we've been sitting here in this boardroom having meetings where someone will go hold on a minute does that line up with our value. I mean if we say to speak the truth and then I'll be like oh yeah, you're right. So it's just refreshing like I don't know how other companies do it without values. I really don't, unless I guess if you don't care I suppose there's that but... And out of those values, our purpose flows, and then out of that our mission to make life better, and yeah, it just all flows out, and yeah it makes doing business easy quite frankly. Now, not always nice because sometimes Oh why do we have to speak to the truth all the time. It would be so much easier if we didn't say this or you know. But now in the end I think, I honestly believe the Lord continues to bless this company because of that. I really do.

**Lisa Peters**

That's great. I just watched a video of you on social media I want to say Facebook I'm not sure and it talked about, and you just said, you know your values and the people you hire and you

did a video on, a book. You just read. And it was and on the hiring process and you're like we've made mistakes. Trust me, this is a great book. It was really cute. What was the book called?

**Esther De Wolde**

I think it might have been the Top Hiring Mistakes by...Oh boy, now you're gonna test me.

**Lisa Peters**

No, that's okay.

**Esther De Wolde**

I know his name I just can't think of it right now and it's really good.

**Lisa Peters**

Yeah, it was really good. Your video is good because I think you just know everyone makes mistakes and this is a great book to learn from. Yeah.

**Esther De Wolde**

Yeah, I think the book might have been called My Worst Hires and it was so funny because when it came out last year for a joke I laid it on my desk in front of all the performance review meetings I had and people would come in (laughing)... And they'd be like Are you delivering me a message and I'd be like no just funning with you.

**Lisa Peters**

Oh, that's cute. So what is some of the best professional advice that you have ever received?

**Esther De Wolde**

It came from a consultant. I went to a firm for help on dealing with a then executive, he doesn't work for us anymore, to help me coach this individual to see the error of his ways. And I explain the whole situation to this consultant. I still remember that like yesterday too. Sitting in a Denny's having breakfast with him in Langley. And he listens to me and he goes hmmm wow hmmm. He goes Well let's start with the problem first. And I said okay, yeah let's get to this. And he goes Okay, well the problem's you. And I was like what and that kicked off...it's probably been 15 years now he's been my executive coach. And I recognized that often what you see in others and what the problem is you better look in the mirror because often it comes from your own leadership. And that has been so amazing. Now in the end that individual shouldn't have been working here any longer. And that's got to that point. But the amount of growth I got from it... So the best advice is to get yourself a coach, an executive coach. I don't know, I mean there's some people born really gifted with absolute confidence and smarts, intelligence, emotional intelligence but I have never met an individual that could not be helped by having an executive coach. Like I just think 2 heads are better than 1.

**Lisa Peters**

Yeah, I think of back when we were kids, and if you were a basketball player or a dancer or on the chess club or whatever you had a coach. We've had teachers and coaches until grade 12, university and then all of a sudden we become adults and we don't have coaches.

**Esther De Wolde**

Yeah as a manager you don't. As a parent, you don't. Like these are the biggest things you are doing.

**Lisa Peters**

Fake it till you make it Esther! (Laughing) I think there's a better saying on that Face it till you make it. And I'll thank Tanner Row for that. So what is the number one priority in your company right now?

**Esther De Wolde**

Well, I would say right now it's all circling employment. You know as much as I say we attract great people, and we do, but I'll tell you I feel like globally we are all facing a labor crisis and from that production quality suffers. The global supply chain crisis is due to a lack of labor availability. And I'm very, very concerned, I have not lost hope, but I am concerned that we need to get back to having people believe that working in the trades is not a bad thing and we don't all need to graduate with you know, master's degrees and sit in offices because there is a whole manufacturing industry in North America that needs employees. And right now trying to find people willing to do those, you know, entry-level, non-skilled jobs very tough, very tough. And so that that's probably a number one thing for us.

**Lisa Peters**

I had a client and we talked about women in trades and women can change the family dynamics by getting involved in trades, you know. Supposedly they make awesome welders. You know I've heard that there's skill at that you know. But you know we need more women and trades too.

Yeah, so we're going to switch a little bit switch gears a little bit of your spiritual journey which you definitely gave us a kickstart of driving down into Abbotsford, Langley road, but where are you now which I think you're fabulously happy.

**Esther De Wolde**

Where am I now from a spiritual point of view?

**Lisa Peters**

Yeah, you gave to us how it all changed.

**Esther De Wolde**

Well I mean...I guess the thing is you never arrive and the important thing is to always keep plugged in you know with your own church community, fellowship, and own personal devotional life and prayer life. And so I go through peaks and valleys. Let's be honest. I do feel

that I'm in a valley right now with my whole personal home getting demolished now and having to rebuild and all that kind of thing you know. And losing so many dear things in the flood. So when you're in that valley who do you go to? You go to the higher power of your life, right? And you cling and you pray. So I feel very much aware right now of the brevity of life for one. How things can change in an instant and you don't have the world by the tail. But through it all and I said it at the beginning you know, life's not fair, but God is good. And so that I'm feeling in a very humbled mode right now and in a very awe-inspired mode of God really is in control. I mean you throw in the COVID and the flooding and the fires and right? Like what is anything for sure anymore? And so I like I say I feel humbled and so safe having a Lord I can count on. Because at the end of the day. That's all we got.

**Lisa Peters**

Yeah, I can't imagine you know if I was if this happened to someone who didn't have your faith because you could be really angry right now Esther you know. You've you lost the house the memory like a lot and you know a lot but that's just stuff. It's just stuff.

**Esther De Wolde**

Yeah, it is just stuff, and it and it's tied to memories and I had to...I did have to give myself permission almost to grieve that. I wasn't grieving the stuff I was grieving the memories. So you're right also through this I feel like it's my responsibility, I take it almost more as an honor to hopefully reflect that you don't have to get angry right? Just keep looking up and don't think you can fix it because you can't and hopefully that speaks volumes to folks. I've had some of my senior leaders here and others pull me aside and just go don't know how you're doing it. And you know that just gives me oh okay, good. I mean it's genuine how I'm feeling. So thankfully they see it and who knows how it speaks to them right? I hope it gives them something to think about. I was just gonna say I'm reading a book right now More Than a Business Card, well, by Garth Jesty.

**Lisa Peters**

Yes, Garth Justly we interviewed him!

**Esther De Wolde**

There you go? Yeah so I read his book earlier but I'm rereading it right now. And just that reminder when I was younger, and especially the European-like work ethic I said, where you, it's a real stiff upper brow and you don't really talk about your faith. You do your faith. You don't talk about your faith. And Garth is really reminding me about no that's a copout. There are times where you need to speak up and share what's giving you your strength. And so that timing of that book's really great right now too. That through this I need to acknowledge why I feel humbled. Why I feel hopeful I need to acknowledge and say it's clearly because of the Lord my savior like there's no other answer.

**Lisa Peters**

Yeah, you just said you had read the book once and you're rereading again. Do you find that you get more out of a book when you read it the second time?

**Esther De Wolde**

Well yeah, because here's the truth. The first time I had to read it he asked if I would give an endorsement for it. And so I was kind of forced to read it and I didn't feel like reading it at the time I'm going, to be honest with you. But out of respect to Garth, I did. Gave him the endorsement and...but when I picked it up this time it was because I needed it. There was something about it that called me to read it now. And I had that so often with books that I'll get a gift of a book and I'll be like meh, whatever. And then suddenly something will happen and I'll feel like I should read it and then it speaks so loud to me.

**Lisa Peters**

Yeah, I interviewed Roger Osbaldiston and we were talking about The 7 Habits of Highly Effective People. I've had that book forever and meh! I think people talk about it I'm like I and I picked it up, put it down. I have finally picked it up and I'm reading everything twice. Like I read the chapter and I go back and then I'm highlighting I'm like this is brilliant but it took me time to pick it up. And I don't know if I was ready for what I read and I'm ready now. Yeah, so you're involved in LeaderImpact, in a group right now?

**Esther De Wolde**

I'm not in a group right now just to be clear.

**Lisa Peters**

Okay, and you know what everybody, I went probably a year without you know, and being involved and I've just started a new group.

**Esther De Wolde**

Yeah, well COVID killed our group.

**Lisa Peters**

Oh yeah, it's tough. Yeah, there are a lot of teams meeting online. We've started we started ours and you know it's great because it's all across Saskatchewan. We've got people coming on. So you know it just that's one of the bonuses I guess of COVID. We learned to use Zoom a lot. So I know you were involved with LeaderImpact in the beginning like you were one of those founding people.

**Esther De Wolde**

Yeah.

**Lisa Peters**

So don't know if you can talk about the importance of LeaderImpact to people today.

**Esther De Wolde**

Yeah, absolutely. When I originally was involved was because I couldn't find anyone that was willing to talk about faith and work. And so having LeaderImpact a lot of their tools in the curriculum is just so valuable at making you think it through. And I think it was good you

asked me the question because I'm so used to LeaderImpact in my life that I don't even sometimes remember what kind of drought I was in at the time looking for a group and material. And so yeah, being able to meet with like-minded individuals or folks who aren't like-minded and are searching. I mean how fun is that and then the curriculum you cover is always really rich and hearing from others in the same you know boat as you in the workplace has been terrific. And the last group I was in was actually it was ladies only, and we did that. And that's a different dynamic again too. I'm used to being the only lady in my profession because I'm in the home improvement industry. It's not that female-oriented. But it was fun to be with a group of ladies because let's face it, we are facing sometimes the motherhood thing. The guilt. You know there are extra components. So again that dynamic has been fun doing LeaderImpact in a different way this past time.

### **Lisa Peters**

Yeah, and I know you have grown daughters. But I think COVID for a lot of people for some ladies it's put them back 10 years because they've had to step back out of their careers and take care of family. So it's nice to have, you know the females, the leader group, to share and again a different dynamic when there are the co-ed groups. So LeaderImpact is obviously about your impact as a leader and how an impact is through your leadership. Have you considered what you want your faith legacy to be when you leave this world?

### **Esther De Wolde**

Wow! Could you come up with a more simple question than that? I think...I think from a faith legacy I don't need people to remember me. I just need people to remember what gave me hope. You know what I mean? So when I move on that's what I want people to talk about is. I don't need them to oh Esther this? No, no, no, no there doesn't need to be a building with my name on it or a street sign with my name. It just needs to be Wow! How God was a part of her life and the impact it had on others that would be the dream right?

And here at Phantom I always say...I have one really cool story. We're probably running out of time. But I had one individual join us. I mean hopefully, we've impacted lots of people in their faith walk here whether I know it or not. But there was one individual who worked very closely with me. He joined and he said I'm a little scared of joining your organization because you kind of talk Christianity on your website and I'm an atheist. And I said awesome I love having atheists on the team because you know it's vibrant conversation. Anyways, long story short, he's been with us for 5 years. We have a major project that we work on together. He becomes my marketing PR assistant and we were flying back and forth to Alabama once a month for a week. And I was restoring a house there. Turned into a marketing project for Phantom. That's a whole other story. Anyways, as we were traveling so much together we'd have so many incredible conversations debating Christianity because of his background. He asked if he could go to church with me when we were there one weekend just because he'd heard about Southern you know Baptist Church. How the services were. So that'd be kind of fun to experience as an atheist. He was from Britain by the way or England. And he joins me and if that pastor didn't preach a sermon that just sent a bullet through his heart.

**Lisa Peters**

Oh, oh.

**Esther De Wolde**

And, he could not talk for several hours after. And then he just finally when he could get his voice back, he started to ask me questions and some of the answers I knew and some I didn't and he was just on and on and on. And we flew home the next day. And I got a call, he goes you're not going to believe it and he goes I just gave my life to Christ! I mean does it get any better said that. And then he leaves our company and he goes on to be executive director for a refugee NGO. And I mean he has had so much impact on people since he left Phantom. So it's that ripple effect. When you say faith legacy, there. Things like that happening. That's what I care about talk about Richard don't talk about me, you know it's just ooof amazing.

**Lisa Peters**

That's amazing. Yeah, that's an amazing story! Oh, I just felt that's...I felt chills because you know to just change someone's, one life like that and how many more you touch? Do you don't even know about?

**Esther De Wolde**

Yeah, right and to get to see it. Just once oh that just gives you total energy to continue on for the rest of your life.

**Lisa Peters**

Well, my next question kind of leads into because you know I feel a lot of joy. But I'm gonna ask you what brings you joy?

**Esther De Wolde**

What brings me joy is...I'd say at work but this is true even in my personal life with my kids is watching people seize their God-given potential whether they give him the credit or not. But seeing them pursue it and grow it and continue to develop themselves as people. And if I've had a part to play on that even better yet it's just so cool. So yes, getting to be a CEO here and bringing in people and watching them get opportunities and grow. Oh, best joy ever because one day hopefully one day they'll know who to thank for their potential. I don't mean thank me I mean to thank their Creator.

**Lisa Peters**

Well, Esther thank you for taking this time to just share with us your story. Your personal, your professional, your spiritual, and how they come together because that's LeaderImpact. And I've loved hearing it and your last story is just so impactful for many people and as you said you know to go to a Southern Baptist Church I'm like I just want to go there. And I know exactly what it's like when you feel the pastor speaking to you and obviously you know something was said and it's like, Is he talking to me? I know that feeling.

**Esther De Wolde**

He was so impacted he couldn't even eat his chicken lunch afterward that the church had prepared.

**Lisa Peters**

Oh, that's wonderful. Well, so this ends our podcast, Esther. But I again want to thank you and if people want to engage with you or want to follow up or learn more about Phantom Screens where can they find you?

**Esther De Wolde**

Well, you can find me probably the easiest most public road is on Instagram my name Esther De Wolde is my account name so you can DM me anytime you want. And as far as Phantom Screens go phantomscreens.com is our website and Phantom Screens is the name of all our social media accounts as well where you could reach through.

**Lisa Peters**

All right. Well, thank you Esther for taking the time the last 40 minutes have been just wonderful. Thank you.

**Esther De Wolde**

Well, thank you, Lisa. It's been really good. Thank you.

**Lisa Peters**

Thank all of you for joining us. If you're part of LeaderImpact. You can always discuss or share this wisdom with your group. And if you're not yet in a LeaderImpact group we would love to have you check out groups available in your area at [leaderimpact.ca](http://leaderimpact.ca) or get in touch with us and we will connect you. Stay in touch with our newsletter at [leaderimpact.ca](http://leaderimpact.ca) or on social media. Or get in touch with us at [info@leaderimpact.com](mailto:info@leaderimpact.com). And if you like this podcast please leave us a comment, give us a rating, or review this will help other leaders find our podcast. Thank you for engaging with us and remember, impact starts with you.