

**Doug Smith:** 0:07

Hey, leader, and welcome to another episode of the L3 Leadership Podcast, where we are obsessed with helping you grow to your maximum potential and to maximize the impact of your leadership. My name is Doug Smith and I am your host, and today's episode is brought to you by my friends and Beratung advisors. We also recorded this episode live from the new Reiturn.com studio. If you're new to the podcast, welcome. I'm so glad that you're here and I hope that you'll enjoy our content and become a subscriber and know that you can also watch all of our episodes over on our YouTube channel, so make sure you're subscribed there as well. And, as always, if you've been listening to the podcast for a while and it's made a difference in your life, it would mean the world to me if you would leave us a rating and review on Apple Podcasts or Spotify or whatever app you listen to podcast through. That really does help us to grow our audience and reach more leaders, so thank you in advance for that. Well, leader, in today's episode you're going to hear my conversation with Ted Winsley. If you're unfamiliar with Ted, let me just tell you a little bit about him. Ted has been the chaplain of the Philadelphia Eagles since 2001 and he also pastors the Family Church in New Jersey, and in our conversation you're going to hear Ted talk about what he's learned about life and leadership from being the chaplain of the Philadelphia Eagles. You're going to love this conversation. But before we dive in, just a few announcements. This episode of the L3 Leadership Podcast is sponsored by Beratung Advisors. The financial advisors at Beratung Advisors help educate and empower clients to make informed financial decisions. You can find out how Beratung Advisors can help you develop a customized financial plan for your financial future by visiting their website at BeratungAdvisors.com. That's B-E-R-A-T-U-N-G-Advisors.com. Securities and investment products and services offered through LPL Financial. Member of FINRA and SIPC. Beratung Advisors, LPL Financial and L3 Leadership are separate entities. I also want to thank our sponsor, Henne Jewelers. They're a jewelry earned by my friend and mentor, John Henne and my wife Laura and I got our engagement and wedding rings through Henne Jewelers and had an incredible experience. Not only do they have great jewelry, but they also invest in people. In fact, for every couple that comes in engaged, they give them a book to help them prepare for marriage, and we just love that. So if you're in need of a good jeweler, check out HenneJewelers.com. And I also want to

thank our new sponsor, reiturn.com, and Leader, let me just ask you this have you ever had an interest in investing in real estate? Well, now, for as little as \$500, you can become a commercial real estate investor. Just visit Reiturn.com to learn more. That's R-E-I-T-U-R-N.com. Investing involves risk. Please consult the Reiturn offering circular if you're interested in investing. And with all that being said, let's dive right in. Here's my conversation with Ted Winsley. Ted Winsley, welcome to the L3 Leadership Podcast. You have a really interesting life. You're a pastor, you've been chaplain of the Philadelphia Eagles, for you said, 22 years now, which is incredible. And I just want you to give people context, because that doesn't just happen. You know how did?

**Ted Winsley:** 2:52

You still look good.

**Doug Smith:** 2:54

You still look good man, you still got it and who are? Three Super Bowls you've been to and you won one.

**Ted Winsley:** 3:01

I've been to three Super Bowls. I was given two rings, so the first one, the chaplain that was there ahead of me got that ring, and then I got the Super Bowl ring and I should have brought it with me. I just received my NFC championship ring last week.

**Doug Smith:** 3:18

Wow, man. Yeah, what's an exciting time to be an Eagles fan. Talk to us a little bit about your story. You know you're a pastor and chaplain. How did you get there?

**Ted Winsley:** 3:26

Yeah, yeah. So my story of getting to a place where I'm the chaplain for the Eagles actually it started in corporate America. Well, I could go much further, but 17 got called me into ministry. I completely rebelled, Didn't want anything to do with that. I actually messed up a scholarship to go to seminary because I didn't. The last thing I wanted to do was be a preacher. I wound up getting an academic scholarship at Delaware State

College, now university, and then I went on into business marketing and I was the national sales manager for FUBU. I don't know if you ever heard of FUBU before.

**Doug Smith:** 4:10

Yeah, I'm Damon man, Remember Damon.

**Ted Winsley:** 4:12

John. Yeah, so I worked for Damon. I was his national sales manager. Oddly enough, I really believe my last position really kind of prepared me for this, because I actually I was national sales manager. I did a little bit of designing, mostly sales, but also did a lot of marketing and worked with a lot of professional athletes to have them wear the product, to market the brand. So that was kind of my first opportunity, you know, in the world of dealing with professional athletes in my secular job. At the same time I wound up getting married, answering the call of my life, and I was at a local church in Voorhees excuse me, local church in Pensac in New Jersey, where that pastor asked me to come full time. It's a whole nother story, because I told him no and I told him no, I was making \$115,000 a year back in 1991, I believe Wow. And so he told me it was going to be \$40,000, so I said no, absolutely not. And then I felt like I had just done something wrong and I realized that it was God and so I said please forgive me, I'll take the job. And he said absolutely not. If you think this is about money, then you're going to hurt yourself. This is a ministry opportunity. He said I'll talk to you in six months. And so I went, of course, back into my job and it was kind of weird. If you've ever read the story about the father that caught his son smoking a cigar and makes him smoke a whole box, that was kind of what God did with me. So during that six months, everything that I thought I wanted was given to me opportunities, money. It was crazy and it just left me hollow. And so I remember, like it was yesterday, I'm on the beach at Fort Lauderdale at a sales meeting and I called my pastor and I said is that job still available? And he said you don't understand. Nobody can fill it. It's your opportunity. You just weren't ready and he said are you ready? And I said this is making me sick. And he said well, then go have the conversation that you need to have with your boss. So I called the VP of sales and I just said man, I'm done, I can't do this anymore. I was killing the game, by the way and he spoke to Damon, John, and Damon said yo, man, this gets amazing. Do whatever you got to do to keep him. And so I had a conversation with my sales

manager and I just said, man, I found what makes my heart sore. You know, I really believe this is part of my purpose. And I said to him man, are you living in your purpose? Is this what you? Is this what gives you peace? And he says I don't want to talk about it. You know, congratulations. And so I left corporate America and you know the providence of God. My job working for the church was a pretty large ministry was I was over marketing, over all things, sales, all things production, video production. He was about to get into cable TV, all of that stuff. And Troy Vincent. You know who Troy Vincent is. Troy Vincent was a cornerback for the Eagles from Trenton, new Jersey, who saw my pastor on television. Side note, you've heard of Roger Goodell. Okay, Roger Goodell is the president. Troy Vincent is the vice president of player operations now. So he's actually going on to do that, literally. I'm praying one day that he'll be our first black commissioner, so, but that's who Troy is. So Troy reached out to Pastor Lamont and said hey, I watched you on television. I would love for you to do the Bible studies for the team. So Pastor Lamont brought me as his assistant. I carried his Bibles. I set up the microphone, I let him tell jokes about me during Bible studies so he could look cool, and after about a year of that he looks now. Oddly enough, I was the same age just about as the players. So me and Troy Vincent were the same age. Me and Brian Dawkins are a year apart, me and Jeremiah Trotter about two years apart. So most of the guys in the Bible study, pastor Lamont saw that man. They really are vibing with this young guy who's around their age and he just said to me eh, I don't think I'm supposed to be doing this. He said I think you are. He said they don't want a father, they need a brother. So I took over and I've been doing it 22 years now ever since.

**Doug Smith:** 8:50

That's incredible. I wanted to have a few things there. One is just I didn't know you were for FUBU. That's super cool, man. This is a leadership podcast. Any leadership lessons from the early days of FUBU working for Damon, anything you learned there that is practical to how you do life in leadership today.

**Ted Winsley:** 9:06

Yeah, it's so funny, I know for me, when I stopped climbing the ladder and started focusing on the gifts and talents that God gave me, when I stopped comparing myself to everyone else and started just being authentically me, I took off on a job because there

was only one me. And when I stopped trying to be like him or be like her, I was something unique in the organization. I mean even to the point. Yeah, if you ever played the game Hot Hands, somebody put your hands and smacked you with a fan hand. Well, even to the point, the president of sales. He and I would go into a room and I would walk the mess out of his hands. That's awesome, because he was an alpha male and he would always look to see how he could be better than people. And I think we made a comment something about you're not fast. I said I am fast. And I said I'll go in your office and I'll show you how fast I am. Just tear it. And it's funny where. Back to the question you asked me by being that's me, but by being authentically me. Prior to that I would have never done that, I would have never beat his hands up. I would have afraid to be me. And that's what he loved about me that I wasn't afraid and I would. You know. I'd be willing to not tell anybody that we did this, but I was willing to smack the crap out of my VP's hands to let him know I am faster than you. And just again, just learning that once you find out who you really are, there is no more comparison because nobody can compete. Yeah Well, leaders listen to this.

**Doug Smith:** 10:41

That's what I learned. Take away is start having hot hand competitions in your office and watch what it does in team culture. Come on, that's it.

**Ted Winsley:** 10:47

So good man that's so good about authenticity.

**Doug Smith:** 10:51

I want you to. I don't want to just gloss over you answering the call God in your life. I heard you talk about another podcast. I believe you heard an audible voice from God, which is obviously very rare. It's 17. Can you talk to? It Happened twice in my life. I would love for you to touch on that and specifically talk to leaders just about obeying the call of God in your life, because we live in a world where you know jumping from \$115,000 to \$40,000 even today. You know, I don't know a lot of people who make that jump. What advice do you have for people when one when it comes to actually discovering their purpose but then actually being obedient to follow it?

**Ted Winsley:** 11:24

Yeah, so. So you want me to tell the story and then answer?

**Doug Smith:** 11:27

that question.

**Ted Winsley:** 11:28

Sure. So at the age of 17, without going far into it, I'm in football, I played football, I was really good at it, ran a 445-40. Come on and literally like that was also part of my story that I thought I was going to play football, you know, at least D1 and then possibly in the NFL. And at 17 years old, raising a Methodist household. So we went to church, but I can honestly say church wasn't necessarily in us, if that makes any sense. You know, like we were again, yeah, like so we went to church, but I didn't really have an authentic relationship with God, you know, outside of going to church. So, 17 years old, it's around Christmas time. I'm watching PBS with channel 12 for some of you and all of a sudden there's a Christmas special that's going on Hezekiah Walker. I don't know if you guys have ever heard of him. He's an artist and he was singing. And then, after Hezekiah Walker, there's a guy named. He's an amazing tenor, his name is Darryl Coley. He came on and he started singing a song called Sovereign and in the lyrics it says who am I to question God's wisdom? Who am I to question God's purpose? And then it went on to say oh, I found out that my God is sovereign, you know, and when he sings sovereign. And so, right when he hit the crescendo, something that's only happened twice in my life happened. I heard God's voice, literally and, as I said, it wasn't going into my ears, it was as if it was coming out of my ears and it was very simple. He said it three times. He just said I've called you the pastor, I've called you the pastor, I've called you the pastor. And by the second time, first time, literally, I'm the baby of five. Everybody was around, I'm watching TV, they're behind me talking. I said I just start bawling, because I thought I was losing my mind, because I knew that wasn't anybody else's voice and it literally was coming out of my ears, it's as it seemed. And I started crying and I just said can you hear this? Does anybody hear this? And after I got myself together and, mind you, I was not a crier Still not, although I'd be crying, but you know, everybody kind of slowed everything down and I just started telling my parents like hey, like God, I think I heard God's voice and he said he's called me the pastor. Now, mind you side note, you know,

you probably can't tell Got a little ADHD. What was what was never disrespectful, but I was a problem in school because, you know, I'd sharpened down my pencils down to a nub. You couldn't keep me engaged. And so, even hearing that you know everybody's like Teddy a pastor, like what? And then that's when my mother said well, you know, on at least two occasions when you were young there were people that prophesied to me that your son was going to preach, that he was going to be a pastor, and she said that I would always say who, frankie guy, not Teddy, and so kind of like how Mary, has he kept it in her heart. My mother never mentioned that to me. And then from there she said hey, let's go interview some pastors. And and we did that. And after that, that's when I really got mad, because we interviewed three pastors and I found out, like wait a second, I want to be sex. I mean, I want to be sexy, I want to have money. You know, I want to be famous. And these guys are not sexy, they don't have any money, they're not famous. They had to go through tons of school, went to seminary, you're in a parsonage and there's there's rats in your parsons.

**Doug Smith:** 15:05

I started asking Like tell me about your house, tell me about your crib.

**Ted Winsley:** 15:09

And and he was honest, brutally honest, and I really felt like it was a practical joke from God. Like you know, 17 years old, that's what you call me to do, that's what you call me to be. And then this is when it turned. And then I finally said to God like you didn't call me to do that, I'm approved to you. You watch and see what I do with my life. The last thing I'm going to be is a preacher. And so, from 17 to 21, I ran and I did everything in my power to prove to God that I was not called to be a pastor.

**Doug Smith:** 15:39

Wow. So I guess what advice do you have that maybe people have that call in their heart? I love the question you asked the guy Fubu, like are you living out your purpose? And you didn't want to go there, yeah. I think there's so many, so many people in that position. What advice do you have for them if they feel like they're supposed to be doing X but they don't want to give up the security they have in a job or anything else?

**Ted Winsley:** 15:56

Yeah, well, well, well, first of all I'll say this, that there are three. There are three cues to purpose or clues to purpose. Number one, real simple Number one you know what you love, like, like, what are you passionate about, you know? Number two is interesting what are you good at? Because sometimes what you love you ain't good at it, that's not purpose, that's called a hobby. So so, number one like man, what am I so passionate about? Well, what do I love to do, even if I didn't get paid? Number two, like what? What abilities do I have that are actually coincide with what I love? And then number three is very important, and I'm still answering your question, and that is what do I hate? Wow, because most of the time, the thing that bothers you the most is what you've been assigned to solve. And so I answered that question, or I gave you those three clues in relation to, you know, finding purpose and then pursuing it. Because when you begin to discover purpose and when you begin to find those three things and they mesh up, you'll actually begin to realize you're never going to be satisfied doing anything else. And that's kind of what would started happening to me, like I said, where I got to the point where I achieved everything that that that I thought was important. Only, it didn't give me peace, it didn't satisfy me because it wasn't connected to my purpose. So good, well, I want to. It's interestingly enough, and I'll say this I'll never forget I think that was the most interesting Bible study I've ever had in my 22 years. Where I'm in a Bible study, I was giving a name drop, but I'm not. I was in a, not not for this one, but I'm in a Bible study with 20 players, just about. Of course, all of them were millionaires, multimillion. Well, one of them had a contract for over 120. And I asked a question in the Bible study very simply, raise your hand if you know what your purpose is. That that was the most profound time I can honestly say in a Bible study with players, because it was quiet, no one raised their hand and two of them started. I saw tears come down the face of two of them. Well, why would it? Why would there be tears? Because you got millions of dollars, you got fame and fortune, and you know in your heart this might not be my purpose, or I still don't know what my purpose is yeah, I wanted to talk to you just about your work with, with players.

**Doug Smith:** 18:28



So you already mentioned make millions of dollars, have all the fame, all the attention. Yeah, what do you wish people knew about these athletes that they may not know after 22 years of working with them?

**Ted Winsley:** 18:39

Yeah, well that they are absolutely regular people who have been put in extraordinary positions and most of them have not been prepared for them. So so this is why you know the statistic. 22 years ago it used to be with it 60% of all NFL players, after seven years, are broke and divorced after they retire. Now, excuse me, it was it was 40%, now the statistic is 60 to 70% after three years are broke and divorced and and, and. Unfortunately, at one point time I would say oh, but not not for the Bible study guys, but I started even to see that with them, and so, in answering the question, so most of them are in an extraordinary position that they have not been prepared for and therefore, oftentimes, because of that and that's really my heart's desire is to prepare them for this extraordinary opportunity and position that God's blessed them with, because without the preparation, preparation, many of them become a statistic. Wow.

**Doug Smith:** 19:50

I heard you saying another podcast. I just, I just want you to hit on. You said a message you often give to those guys is this isn't real, which that I just thought that was profound. Can you? Can you share that and expound on that, yeah?

**Ted Winsley:** 20:03

Yeah, just allowing them to realize that this lifestyle, this, this culture, it's not real. You know, I mean even from the perspective, like, just just think about it for a minute. You know, especially if you are a football fan, one of the amazing things that fans have are autographed items. You know where, where a \$20 ball sucks. What is it now? Tom Brady signed ball \$7,000. Tom Brady signed helmet. Was it like 12 or 15? It's crazy and but the reality is, is it's still a \$20 helmet or \$100 helmet? And it's still a \$20 ball. And many of them occur. I use Tom Brady, but many of them find out. This is so interesting. I remember Nick foals is one of my great friends that amazing opportunity to mentor him, you know, through that whole Super Bowl experience. But I'll never forget when, when Nick foals was the Eagles quarterback and then, of course you know he left. I actually

looked online and when, when he left, and I forget. He's been on so many teams but I forget what's team he was he was the quarterback at. Was it Rams? I think he went to the Rams. I feel like Rams was the first team he went to. I'm not sure, but, but anyway, the first team after he left the Eagles and then, and then he didn't do well and then he was at a backup position on another team. I went back and I and I saw one of his helmets that the helmet cost \$300. Watch this Now they were selling it for 100 because he signed it. In other words in other words now because he signed it, and the opinion that people have the helmet was worse. That was actually worth less than than it is if you were bought, if just to buy off the rack because of the poor opinion that they had. And of course, I bought two of them because I believed in them. And then, of course, I saw that same helmet after he came back and won the Super Bowl was worth over. I think it was \$1200. And my whole point it's not real. It's not real One. At one time I was traveling and I heard a deep, silly voice I'm not going any further with that and I turned around and it was Donovan McNabb and this is years, you know after Donovan had played and this is again back to the thing. He's one of the guys I've taught this to and we're on the plane together. Of course, donovan is in coach sitting behind me, and then we get off the plane and we walk through the Philadelphia airport. Go ahead, this guy's. We walked to the Philadelphia airport from our gate all the way to the street and guess how many people recognized him or said anything to him. Wow, why? Because he's no longer playing. And again, and this also is something that devastates some players, because they buy into this lie that they are this other worldly thing that the sport can sometimes create in their mind. And then when they flip on you and they change this is why, you see, you know, players commit suicide and many other tragic things happen because they buy into the lie. And then when this thing flips, because it's only a season, which is also, if you ever heard Tim Tebow say the football is not a purpose, it's a platform he got that from me, anyway, side note, but but. But that's the other thing that if they believe that football is a purpose and not realizing it's a platform, when the season ends, because that's why football is not a purpose, because it's only a season. So so purpose is not seasonal, purpose purposes is every day so, but that's often what happens is they're crushed when what they thought was their purpose is, yeah, so challenging.

**Doug Smith:** 24:11

You wrote a book called the view from the end zone the four tests that you must start to win life, and I would love for you to share. You know why you wrote the book, but I know one of the test was the identity test. What, yeah, we prepare our identities to not be crushed, either on the front end or back end of journeys like that. Because even in leadership, you know, if we're interested in the too much, too fast, it can overwhelm us and we not make it to our finish line. What advice do you have for leaders on that note?

**Ted Winsley:** 24:37

Yeah, so. So again, I think it goes back to I don't know if I use the word already, but authenticity, and and again you're talking to a pastor. So the reality is is, you can only I'll even say it secularly, you can only find your true identity from the place that you came from. You know, and all of us, we came from God. We came, we were all created, and so it isn't until you tap back into the source that created you that you're actually able to find your unique identity, and even you'll find out that nobody else has. It back to my whole point. And so, therefore, when things change, when life changes, when you mess up, when, when the thing that you hung your hat on changes or turns its back on you, you understand that it doesn't define you, it doesn't make you, and just like it was an opportunity, there'll be others.

**Doug Smith:** 25:34

Yeah, I'm curious. You know, in your 22 years you've you've gotten to observe some phenomenal athletes. I mean pretty much anyone that makes it to the NFL is already a phenomenal athlete, but you have athletes already talked about? Yeah, but you talked about the NFL. You know, often people say it stands for not for long. The average NFL careers three years. Have you noticed anything just from observation of what separates great athletes who make it the distance and they're just great and always right high, versus those who physical out after three years?

**Ted Winsley:** 26:03

I would say one word focus. You know, definitely I'm not going to name this player, but but there's a player who, it's interesting, he was. He was born with amazing physical ability Run, jump physically fast, you know, to the point where other players were mad at him. Here's why Because every summer he would come to me about wanting to retire,

you know, about not wanting to play anymore, and ultimately because he could not connect his God given ability with his purpose. So I actually brought him at one point, this early on, I brought him to my pastor, pastor Lamont, and I was like look, pastor, I'm going to tell him to go ahead, retire because he's wearing me out. And and he called him into the office and he asked him. He said believe it's 32 teams in the league. And he asked him what position he played. And he told him the position he played. He asked him what he ran in the 40. He said he ran a four, three. He asked him you know how much do you bench press? He said over 500. How much can you squat? Over 1000. And he asked him all of his measurables, Okay. And then he asked him no, I was minister theater at the time, that's what they called me, I'm past the 10 now. But he said what would minister theater do if he could run as fast as you, if he could jump as high as you could, if he could lift as much as you could? What would he do? And he just looked at my past and was like I don't know.

**Doug Smith:** 27:37

He said he would play football.

**Ted Winsley:** 27:40

And he explained to him that God has actually blessed you with these physical abilities to connect to your purpose. And he was saying, and he went on to play for five years and he broke that statistic, but he was so distracted by everything that was going on with his life, to the point this isn't fair, this isn't right. I don't understand why they're doing that that he lost sight of why he was there and why God had asked, actually giving him the opportunity and gifted him with the ability that he did. And so I really think that that's one of the things that makes the difference, because, to your point, at that level, they're all great, they're all all-county, all-world, all-state, they were the best of the best. And now what makes the difference is what's between your ears and what's in your heart.

**Doug Smith:** 28:37

I wanna talk to you a little bit about making a difference. Just to give you context for why I asked this I was I was meeting with John Maxwell. That was a good segue, thank you, thank you. I was answering John Maxwell how to make a difference and he just started talking about it. He said most people don't know how to make a difference. I thought that

was so interesting. I'm just curious in your 22 years of working hands on with these players, how do you feel like? What do you think is the greatest way that we can make an impact with our lives in relationship? I'm just curious.

**Ted Winsley:** 29:07

Yeah, it's gonna sound crazy because it's counterintuitive self-sacrifice. And I say it's counterintuitive because most people spend their lives protecting themselves versus realizing that actually, the people that make the greatest difference give of themselves. Even in the position that I serve in and it hasn't been until the last couple of years most people don't know who the heck I am, and the reason for that is because I understand that's not my job, that's not my purpose. I'm best served by it not being about me. I'm able to do my greatest work by you, not even knowing I'm doing it Because I found out that really that's what, of course, that's what Christ did. I mean, if you even think about it. Let's think about, on the day that Christ was betrayed, what happened. The Bible says that Judas told the Roman soldiers he's the one that I'm gonna kiss why? Because he looked like everybody else. And number one, that's why he had to differentiate him from the pile, because, one, he looked like everyone else. And number two, even in all of his ministry he didn't make it about him, he made it about the people, so much so that people on the outskirts didn't even know what he looked like. And so I've actually learned that the way that you make a difference is you care more about what you give than what you get.

**Doug Smith:** 30:39

So good. You've been a play, you know, chaplain for 22 years. Do you have a favorite or a funny story or your favorite experience that you've had?

**Ted Winsley:** 30:49

Yeah, yeah. So it actually happened during the Super Bowl, the year two before the Super Bowl not the one that we just had because we did go, but the one that we won, and you probably read or another podcast I shared that of course, we won the Super Bowl in 2017, but 2016 was when we won the war. In other words, that was the year that, for the first time in my tenure, that I've ever seen a collective group of believers Now, even in the past the Brian Dawkins, Brian Westbrook, Ike Reese, I could go on the

year that they went to the Super Bowl in 05. They sent 10 Pro Bowlers. Nine of them sat in Bible cell. So that was an amazing year and that was an amazing group. But the 2016, 2017 group, I would say, were more mature believers. In other words, they had a relationship with Christ. Many of those guys got saved, and the other team I shared they got saved at the facility. These guys you know where you're Trey Burton, you're Zach Erz, you're Carson Wentz, you're Nick Foles, even your Brandon Graham's these guys actually kind of came to the team with a faith, came with a belief, and when they came together that year, in 2016, they actually said, hey, we wanna be more than just we wanna make a difference. You know, we wanna serve the community. We wanna create a platform for Christ. We don't just wanna play football, we want football to be the platform for God. And so they started talking about dedicating themselves. And in 2016,. That's when they asked about hey, you know, we wanna get water baptized. And I said, okay, well, do you know what that means? Not really, I've seen somebody do it. Well, I said, all right, well, come on. I did like a five week series on water baptism, talking about the transformation, or changed, being transformed by my commitment, and at the end of the series, I said, okay, well, I'm gonna reach out to Pastor Lusk he was the chaplain for the coaches at the time, who had a church in Philly, and I said, hey, we're gonna go and we're gonna get water baptized at his church. And they were like no, you know, we're not gonna do that, we're gonna do it here. And so we wound up I think five, six players got water baptized in the cold tub at the facility and that synergy they were five in the water and it was about 20 on the deck singing. Take me to the water. So it was crazy. Just the environment, just the commitment and just seeing everybody come together wanting to openly express their commitment to God. And then, of course, as you know, history. After that happened, nine of our starters got freaklessly injured. Eight of them were in that box.

**Doug Smith:** 34:00

Wow, Thanks for sharing that story. With the time we have left, I wanna dive into the lightning round. Just a bunch of fun questions I ask at the end of every interview. I don't know if I should ask this one or not. If you couldn't cheer for the Eagles, who would you cheer for?

**Ted Winsley:** 34:14

Woo, oh, if I couldn't cheer right now, yeah, yeah, let's go now. Okay, if I couldn't cheer for the yeah, that's a tough one. That now, prior to whatever team Nick was on, okay, all right. So whatever team Nick was on, that's who I did cheer for Right now I don't have any Zach Hertz. Well, I don't know where Zach is now. Zach was with the Cardinals, so normally that's what happens, what kind of you care for? Players. You know when my guys leave.

**Doug Smith:** 34:45

I cheer for them. So what's the best advice you've ever received, and who gave it to you?

**Ted Winsley:** 34:50

The best advice I ever received is my pastor, pastor LeVon, and it kind of worked more in parenting and it was how he kind of raised me as a spiritual son and he said God's not fair, he's just. And because God is not fair, he's just, he said don't expect me to treat you like I treat everybody else. I'm not going to do it because you're different and so therefore don't get caught up in expecting things to be fair around you because they're not supposed to be. They're supposed to be the way they're supposed to be. And again, that's a big thing for me when I stopped comparing myself to what other people were having and what other people were doing, I actually discovered myself and I discover what belonged to me If you could put a quote on a billboard for everyone to read, what would it say? All right, this one's mine. You ready? All right, the test you fail is the one that you will see again.

**Doug Smith:** 35:50

Come on that's a fact. Come on, amen Best book, quote me if you say it.

**Ted Winsley:** 35:57

I will.

**Doug Smith:** 35:58

Best book you've read that's made the biggest impact on you, either in the last year or all time.

**Ted Winsley:** 36:03

Yeah, this was also another mentor of mine, Dr Miles Monroe. It's called the Spirit of Leadership amazing book.

**Doug Smith:** 36:10

I know you get to spend time with a lot of high quality leaders. I'm curious do you have a go-to question that you always ask when you get a one-on-one or a lunch or a meal with them?

**Ted Winsley:** 36:20

Yeah, I asked them most of the time what's the most difficult thing or what's the most difficult part of what they do and why, and how do they overcome it? How would you answer that for you, I say the most difficult thing that I do with people or trying not to is to take things personal. Because you care so much, like I care about people genuinely and I often can easily take things personal and it can cause offense or cause you to get stuck in the past. And I think the answer to that is Jesus actually tells us he said look, man, this ain't even about you. He said they hate you because they hate me or they misunderstand you because they misunderstand me. And so once back to the whole point of being selfless, once you realize that, man, this really isn't about me, and it kind of gives you an empathy for people to realize that because it's not personal, I don't have to take offense and I can continue to love them even though they make change or act differently towards me Biggest leadership at Peeve. Being late? Yeah, being late, my pastor taught me. You've probably heard this before, but that early is on time, on time is late and late is the same.

**Doug Smith:** 37:53

Our mutual friend, Larry Bentoncourt, taught me the same thing. There was another intern at the time and we were going to a youth camp and taking off in the bus and the intern was late and literally he waved to him on the bus as we were leaving and he made him drive the whole way up. It was beautiful. Yeah, he never forgot that lesson. That's good.

**Ted Winsley:** 38:11



Lastly.

**Doug Smith:** 38:12

I don't know if you have a bucket list or not, but what's something you've done. You think everyone should do before they die.

**Ted Winsley:** 38:20

Honestly, I went to Haiti. I went on a mission trip to Haiti with Carson Wentz and with Quentin Demps and Justice, which is his last name. I forget his first name. That's terrible, but I went to Haiti and it was a life-changing experience to go to a third world country and find out that all of the things that you take for granted for people live and die for, and to realize that the things that you think are essential, they don't even need nor miss, and to see people who can love God with less than what you have, when you complain with all that you have, having the same God, so good.

**Doug Smith:** 39:11

I'll just leave this open ended as we close Anything else you want to leave leaders with today.

**Ted Winsley:** 39:18

That's a good question, I think. Ultimately, like I said, I've learned that leadership is the ability to influence, and you can only influence people with who you really are.

**Doug Smith:** 39:32

Well, Ted, this has been great. It's been great getting to know you. Thank you for sharing with us. Thanks for adding value to me and everyone that will listen to this.

**Ted Winsley:** 39:38

Awesome, thank you.

**Doug Smith:** 39:41

Well, hey, leaders, thank you so much for listening to my conversation with Ted. I hope that you enjoyed it as much as I did. You can find ways to connect with him and links to everything that we discussed in the show notes [13leadership.org/](https://www.13leadership.org/) [13leadershiporg380](https://www.13leadership.org/13leadershiporg380).

And leaders always, I want to challenge you that if you 10x extra growth this year, then you need to either launch or join an L3 leadership mastermind group. Mastermind groups are simply groups of 6 to 12 leaders that meet together for at least one year in order to help each other grow, hold each other accountable and to do like together. For me personally, mastermind groups have been the greatest source of growth in my life over the last eight years. So if you're interested in learning more about launching or joining a group, go to [l3leadership.org/masterminds](http://l3leadership.org/masterminds) or email me [dougsmith@l3leadership.org](mailto:dougsmith@l3leadership.org). And, as always, I like to end every episode with a quote. I will quote Joe Brooks, who I quote often, and he said this. He said disruption is the new normal. Something unexpected will happen. As a leader, you can't be easily thrown. Very grateful for that quote. Well, hey, later. I hope you enjoyed this episode. Know that my wife Laura and I love you, we believe in you and I say it every episode. But don't quit, keep bleeding. The world desperately needs your leadership. We'll talk to you next episode.