

Something Extra EP 065 – Johann Ferreira

[00:00:03] **Lisa Nichols:** Chromosomes, little strands of nucleic acids and proteins are the fundamental genetic instructions that tell us who we are at birth. Most people were born with 46 chromosomes, but each year in the United States, about 6000 people are born with an extra chromosome, making them a person with Down syndrome.

[00:00:25] **Nichols:** If you've ever encountered someone with Down syndrome, you know that they are some of the kindest, most joyful people you'll ever meet. They truly have something extra. My name is Lisa Nichols and I have spent the last 24 years as both the CEO of Technology Partners in is the Mother to Ally.

[00:00:45] **Nichols:** Ally has something extra in every sense of the word. I have been blessed to be by her side as she impacts everyone, she meets through these two important roles as CEO and mother to Ally, I have witnessed countless life lessons that have fundamentally changed the way I look at the world. While you may not have an extra chromosome, every leader has something extra that defines who you are. Join me as I explore this “something extra” in leaders from all walks of life and discover how that difference in each of them has made a difference in their companies, their families, their communities and in themselves.

[00:01:31] **Nichols:** Today, we welcome Johann Ferreira to the show. Johann is the owner and president of Intercape, the largest intercity passenger transport service in southern Africa.

[00:01:41] **Nichols:** Johann, I am so excited to have you on this show today, and you are all the way from Cape Town, South Africa, right?

[00:01:50] **Johann Ferreira:** That's right, Lisa.

[00:01:52] **Nichols:** Well, I'm thrilled to have you. We've got a lot of things that I want to talk about today. Let's just jump right in. I'd love for you to talk a little bit about your growing up, if you would.

[00:02:01] **Ferreira:** All right. I was born in 1966 and the 23rd of February in a city called Windhoek, which at the time was part of South West Africa. That was part of South Africa, the

Republic of South Africa. So that was my that's my birth city. I grew up in Windhoek. And my my father was a schoolteacher and my mother was a homemaker. I've got a sister which is four years older than me. And in nineteen seventy one, on the twenty eighth of August, my father bought a bus and then he started to work with his bus, picking up school children from the farm outside of town to bring them into town and then go into school, go do his teaching. And then in the afternoon we'd take the bus and take the children back to the farms again. And then during the course of the afternoon, do some extra work with the bus. And my mother would do the markings of the books, you know, the school children book, because he couldn't get to that as well. And then by 6:00, 7:00 in the afternoon or even later, sometimes, you know, he would come home with the bus. And my sister and I were to wash the bus. So I was too small to handle a broom. So my job was to take the house pipe and then hose the bus down. And my sister would take the broom and she would wash the bus. And that's how, you know, this was my first memories of growing up in Windhoek.

[00:03:28] **Nichols:** Right. And so that was kind of the beginnings of the business that you run today, although it's evolved over the years. Your dad was very entrepreneurial as well, wasn't he? So then talk about then you moved and talk about that a little bit and talk about the beginnings of the bus business, which is now called Intercape after so many years. But you're second generation. Now, you know, are you still washing the buses?

[00:03:56] **Ferreira:** If this staff makes me mad enough, then I'll go in the wash, that's therapeutic for me. Then I go and wash a bus and it just calms me down and give it back to you. Yeah, it grounds me again, you know.

[00:04:05] **Nichols:** Yeah, that's right. Well, I love that that your dad got you guys involved even at a very early age. That's really neat. So talk a little bit about when you guys moved and talk about evolution, I guess, of the business. Right.

[00:04:19] **Ferreira:** So he bought the first bus in '71 and continued teaching. In '75 he was still, you know, a teacher but then he had already five buses at the time and then he suffered a heart attack. I was eight years old and then he resigned from his teaching profession and carried on with the buses. And in 1979, he was asked to take over the shuttle service from South African Airways, which used to shuttle the passengers between the cities and the airports in South Africa. So then he agreed that he will take over the shuttle service in Namibia, South-West Africa, between the airport in the city, then to and then also in Cape Town. And that's where the name Intercape comes from, its Cape Town and into, between, the meaning of inter is between.

And so it was between the airport in the city. So then we moved my sister, to University in Stellenbosch. She finished high school in Namibia at the time in 1980, and we moved to Cape Town to be closer to my sister, but also to start this new shuttle service. And that was my beginning of my high school career in South Africa. And then a year later in 1981, I met my late wife Ann Marie. Yeah. When she walked into the door I immediately knew that she's gonna be my wife. So within six months into our time together in the grade, then we became girlfriend/boyfriend and as the say, the rest is history. So I matriculated in '85 and then I had to go to the army. It was compulsory at the time. South Africa was at war with Angola. The Cubans were in there, the Russians were in there.

[00:06:07] **Ferreira:** And it was a war that started out in the late 60s and 70s. And it continued right to '86/'87. So I had to go to the army and serve and is also at a time when my late father applied for a permit to start to operate an intercity service between Cape Town and Port Elizabeth and various other cities. That was the start of the intercity operations, the same as Greyhound in the States, transporting passengers by road between the cities in South Africa, towns and cities, and also into provincial. He then got granted a permit, one of a few permits that he applied for, and that's between Cape Town and Port Elizabeth, which is like 850 kilometers down the coast. He got granted the permit. And just before we started the service, he was actually doing the promotions. He then fell ill. He had thrombosis and couldn't continue. I had special permission to leave the service and go and help. That's when we started out the business. OK. I was driving the bus and he was driving the bus. And my late wife, she was University and if she were to see me, she would put on a uniform and play hostess on the bus. She said the coffee and I drove the bus. And so we developed this this business out of nothing. It was those intercity service and no cell phones, no computers. So we went to the telex machine and a telephone and a book where we used to write up the names of the passengers, would call in by telephone and book a seat. And then we play on the bus and then we use a telex machine to send the message through to Port Elizabeth and say, these are the names that's gonna carry on. You know, come onto the bus the next day. That's how the business started.

[00:07:49] **Nichols:** That is an amazing story. Amazing story. But your dad just kept taking steps, right? And sometimes, you know I talk to entrepreneurs all the time, that is how it starts. You see a need and there was no service, right? And so he took advantage of that gap there, I guess, if you will.

[00:08:10] **Ferreira:** I think also that the lesson for me, this is done this by small beginnings. You know, we had no money, so we bought buses for a thousand rand apiece, which was old scrap buses from South African Airways that dated from the 60s. And we refurbish and rebuilt, restored those buses. And then those are the buses that we started out, the services and the opposition, which was the state that brand new buses. So we had these old buses, but we had the heart. And there was a calling and a blessing. And we built this business against all odds. When you when you're in the profession of the state, when you're employed by the state, you cannot have a second job. You can't have a farm and a school teacher or work in government or parastatal. So he did it under cover. So he had half a bus. So the owner was the Ford dealership, OK? But he did the work with the bus.

[00:09:03] **Nichols:** So the business looks a lot different today. Do you want to talk about the evolution and how you evolved the business? Because now it's much different, right?

[00:09:12] **Ferreira:** I think the main difference, of course, it's bigger. We that we are the largest operator in southern Africa. We operate in seven countries, South Africa, Namibia, Botswana, Zambia, Mozambique and Malawi. Think I think the thing here is, Lisa, for me, is that we bring the word of God to all the passengers. That for me is, you know, it's like Moses, God put a stick in his hand. But it was God's stick in Moses' hand. So this is God's company. I'm just it's in my hand, I'm the steward of that company. So it's not my company. It wasn't Moses' stick. It was God's stick. Through that stick, God led his people out of Egypt. So, this company is just a stick. So, we bring the word of God to all the passengers on the coaches through the audio visual equipment, on the coaches. So it's all faith based, carries the good news of Jesus. And we bring that to 1.7 million people know that just in terms of church is a big church.

[00:10:17] **Nichols:** Yes, it is.

[00:10:19] **Ferreira:** It's a huge church and a huge responsibility that you carry.

[00:10:25] **Nichols:** What a blessing for you and your company to be able to use what God has given you and use it for kingdom purposes and feed people's souls. You're feeding people's souls. So it asked you about the content. You said you get the content from all places. Some of it you the curriculum or the content you guys are writing. But then you're using from trusted sources out there as well.

[00:10:51] **Ferreira:** A lot of stuff comes from America. Christian content, Flywheel and, you know, Fireproof and all these beautiful Christian faith based movies that got made over the years. So we've seen high quality movies coming out of America's. So we use that and also local content, which then speaks to the local people. And we've seen and we've had so many testimonies of people that when people come to either a plane or a train or a bus, that either happy because they're going to they're going somewhere and they're looking forward or they're leaving and they're sad. You've got people with huge emotions coming, too.

[00:11:28] **Nichols:** Sometimes difficult situations going to difficult situations sometimes.

[00:11:32] **Ferreira:** Yeah. And they have suicidal thoughts and they come to the bus and then they want to take their life. You know, they're in that process. And they just sit under the word and literally their lives get impacted, changed and saved. So we have so many of these testimonies of people that got saved.

[00:11:52] **Nichols:** Do you get those you some people like email, you say, I just want you to know. That is so incredible. I'm so proud of you.

[00:11:59] **Ferreira:** I think in the beginning it was difficult for the public at large to understand what this was about. I was at one point confronted and interviewed by the press and the press asked me: Why do you do this? Why this arrogance? Why do you subject passengers to Christian content, content for 24 hours or 36 hours or 18 hours at a time? It's not right. And I looked at the guy and I said to him, you know, very much like when Job started to question God and God said, where were you when I laid the foundations of this world, of this earth? And I looked at the guy and I said, where were you where this company was founded? You don't know my story. You don't know where this company comes from. It is not of your making that I sit here today. It is the making of my father. And I will give honor where honor his due. And the word says, if you deny me before men, I will deny you before the Father. And I cannot deny my Father.

[00:12:58] **Nichols:** But, you know, to your point, when you stand for something like that, there's going to be some opposition. There's gonna be some people that do not like what you're doing. And he and he's gonna try to throw arrows in and use people sometime, you know, to do that. So but I'm glad that you've don't back down from that. Talk to me a little bit, because I love what you said at one point. You said that Cape Town is like a womb. And literally, you guys went

through a tremendous drought. And you can talk about that a little bit. But I think figuratively as well. You've talked about that as well, that there has been a spiritual drought.

[00:13:37] **Ferreira:** Yeah, so I think the spiritual drought is throughout the world. I think we live in the last days of the last season and we see God at work in a very different way. I believe that Cape Town is very significant for God. I believe that Cape Town is the mother city and I believe it represents the womb. And I believe that the revival that everyone is talking about and many prophecies have gone forward regarding revival, coming to Cape Town, spreading that outside Africa. Africa going around the world. I've seen in the Spirit, I have seen the same. And funnily enough, I had that vision when I was in America, at a revival. So I am 100 percent convinced that it will happen. The rain dried up in Cape Town and we ran into a situation where literally they were considering bringing a part of an iceberg to Cape Town. They considered that as a solution. Is this real or is this a joke? Is this the first of April?

[00:14:43] **Ferreira:** But they seriously considered it. So, we ran out of water, literally. And it is weird. When the financial crisis has hit America and it spread around the world, you see how people start to shake their shoes. They buckle because they now think where do they put their money? Their money's not safe. And that's the anchor. When your water dries up, it then becomes a serious situation. As you see municipalities and government, they start to buckle under the pressure. And they ran out of plants as they ran out of water. And my spiritual father, Uncle Angus, so he has been very instrumental in raising men in South Africa over years now, with the mighty men conferences in full stadiums, with families, prayer days and prayer meetings. And subsequently, he called meetings called each time where in Bloemfontein two years ago there was a million people. And then he said, let's have next time an event, God is calling him to have next time an event in Cape Town specifically to pray for rain. So you must appreciate, you know, when there is a serious drought and you go on a press conference and you address the pastors and the press in South Africa. And he made a statement and he said, God is not happy with Cape Town, and if my people... 2 Chronicles 7:14, so he was calling on the people to come and humble themselves and turn from their wicked ways and God could heal their land so that the rain can come again.

[00:16:17] **Ferreira:** It is in that context, and then the next day in the press, the headlines was that Angus Buchan says God is angry with Cape Town. So there was a huge backlash. So all of us, we were under tremendous pressure. And also the location of this event was in the heartland of the gangs that operate within the Western Cape, specifically Cape Town in a place called Mitchells Plain. So we were expecting a half a million people in this neighborhood that

cannot even house 100,000 people or 50,000 people because not vote for it. It's informal houses. The streets are narrow and it's gang ridden. It's a really dangerous area. So you would have to have people walking for a mile or two or three down these streets among these houses exposed to all the elements in the area. So from a logistical point of view, it was an impossibility. So we were facing a drought and a venue which is..

[00:17:20] **Nichols:** Not in the best location, right?

[00:17:22] **Ferreira:** It's not the Yankee Stadium. I looked at this and I said, only God can do this. So to cut a long story short, 20 minutes into the service, it started to rain and two weeks later the heavens opened. And that specific area got flooded. Ever since the rain has come back, the dams are full and it just goes to show that in the natural, there was this drought and then in the supernatural, it will follow with the revival. And that rain represents the output of the Holy Spirit.

[00:17:54] **Nichols:** I love that. Well, we're going to take a quick break and we'll be back with Johann.

[00:18:13] **Nichols:** So, Johann, I've heard of Uncle Angus for years, there is someone in our life that we just really respect and have come to love and respect. Dr. Richard Blackaby and he loves Uncle Angus. Any tales, Uncle Angus story. So tell us a little bit who is Uncle Angus?

[00:18:30] **Ferreira:** So Uncle Angus is, he originates from Zambia and so he lived as his family in a truck. And he came to South Africa and he pitched his truck and a caravan in a place called KwaZulu-Natal one of the nine provinces of South Africa. He's a farmer. He's a simple man, married to Aunie Jill which is an angel. So he started to farm and he started to farm with potatoes. And one Sunday he was in church and God called him. He gave his heart to the Lord. And in that journey, that familiar journey of pruning, cutting away, that is what is not of the law. So he had the pruning done in his life and God has come through for him also in the miraculous. There was one point in time where there was an fire on his farm and the fire was about to destroy everything. And he just called out he called out to God and supernaturally within a moment out of nowhere, got sent the rain, out of nowhere. That was just one of many, many testimonies. That is both his faith. So, you know, he literally walks on water. I've not seen a man that walks on water like this in faith.

[00:19:38] **Nichols:** He is a simple man now. I've seen pictures of Uncle Angus. It's always with the big straw hat. He's just a very simple man, but has the power of the Holy Spirit in him for sure. And he went through some difficult things, too, right. Johann, I mean, that's you look at people like that and you think, wow, a giant in the faith. But he went through some difficult things personally and difficult times.

[00:20:02] **Ferreira:** Yes, there was a movie made of his life, part of his life called Faith Like Potatoes, where he planted the potatoes against all odds. And that was his break. You had the harvest is the supposed to but supernaturally hit. And that's why it's called Faith Like Potato. So and then also he in a freak accident, you know, he had his brother's children and son got killed on the tractor while he was driving and he had to bring that baby back home. Your son got killed by this tractor today, and, you know, I was the one that was behind the wheel. So it was very difficult, very difficult situation for him. You can imagine the guilt, but he has been called by God to raise men and to make men understand who they are in Christ and what position they should take up in the household in their marriages as husbands and fathers, but also as people called for a time such as this in a place such as South Africa. So I have seen this Mighty Men conferences grow from six thousand to sixty thousand one hundred, to four hundred thousand. The last time we were together, it was four hundred thousand.

[00:21:14] **Nichols:** Men and women are important. And I do believe, though, that, you know, I know our country was built on strong men and faith, strong men. I do believe it's foundational. I do believe it's foundational. Have strong fathers, strong husbands, strong spiritual statesmen. You know, in the marketplace, it's critical. Well, thank you so much for sharing the story of Uncle Angus, I love that, you know. So, Johann, you've gone through really difficult things yourself, right? As we all have. We all have a story, don't we, Johann? My story looks different from yours. You've gone through something really, really difficult. I've seen you, not that you ever forget, but I mean, you are stronger. I mean, you're. I look at you and I think, you know, you are a strong man of faith. And I know that the things that you've gone through have been difficult, but you are who you are today because of the things that you've gone through.

[00:22:10] **Ferreira:** I think we all go through difficult times. And just to put things a little bit in perspective. I think that I was a marginal Christian. I was brought up in the NG church which is the Dutch Reformed Church and is very much a religious church. So, you know, you go to church, you tick the box and, you know, a good citizen. I had no relationship with God. I didn't even know that that existed. You know, I think our fathers play a very important role in terms of how we picture God, the Father and the relationship. You know, we take there's a lot of take

home value that we take from from our parents. I came to Christ in 2002, got baptized, and that's when also the pruning in my life started. So within a year, my relationship with my father deteriorated to the extent that I exited the business. So in 2004, we had no relationship. Towards the end of 2004 and in December of 2004, beginning of 2005, he was not physically; he was not well, but we had no relationship. So I was literally out the business without a job. I walked out the door because I just could not conform with that what happened in the past.

[00:23:25] **Ferreira:** So then he passed away in March of 2005. And in June of 2005, my late wife got diagnosed with cancer at the age of thirty-eight. My youngest son was three at the time. My middle and the seven other was nine. This was my high school sweetheart, met her when I was fifteen and she was 15. So it was tough. We were both 38. And here she was diagnosed with cancer at the thing here, which I want to mention, is that God was in this situation. I never wore a wedding ring after we got married because it just irritated me. So I took it off my finger. And then before she went into hospital, she said to me, can she make me a wedding ring again? I said, yes. So she's asked a friend, a family friend, of ours to make this ring because he was in the jewelry business. Unbeknown to me, he brought the ring to the hospital and she was to give me that ring at some point during this time that she spent in hospital. So the day after it was made for me, I came into the room and she was dancing with the trip in hand on gospel music. And I said, what are you doing outside the bed? She said, Jesus visited me last night and he married me. He came to take me as his bride and I was astounded. And the ring that she made for me was gone. She couldn't find the ring, but that was to cement her journey. The next eight years. Right. That was her confirmation of, it's gonna be okay.

[00:24:51] **Nichols:** Yes. What a beautiful story. I had not heard that story, Johann. So now you have me crying.

[00:24:58] **Ferreira:** So I knew at the time, you know, this is serious, but God gave us Christ gave us time. And what I've learned in that moment was I said to her, right. I understand. So we are now in the business of making memories. We're not going to let the children do sports. We will get him a personal trainer at the age of 13 when the bone structure is strong enough and they will go into the gym and we will make sure that the bodies get developed properly. But we are now gonna make memories every moment. We're going to treasure and we're going to take photographs and we're going to live in the moment. We're going to smell, we're going to taste, we're going to do everything to live to the fullest every second of every day.

[00:25:41] **Nichols:** And you did that.

[00:25:43] **Ferreira:** And that was the best decision I've taken for we as a family.

So Ann Marie was in remission for four years and then the cancer came back. She was diagnosed again with Stage 4 cancer, and then it had metastasized to the bone. But before that, in 2008, I came to Lakeland to revival, and my spirit was caught up in the heavens. And I saw things in that week. I started to see visions. So God has showed me before Ann Marie me got sick, He showed me a picture which I didn't understand at the time. But when the bone scan came and it showed up the cancerous areas, it was the exact picture that I saw in a vision before she got sick. So I knew that God is in the situation.

[00:26:26] **Nichols:** So he gave you he gave me those little glimpses along the way to confirm that.

[00:26:31] **Ferreira:** Exactly, So all in all, we were married for 23 years. We were together for thirty years. The last two years of our marriage, our time together was the most and that it was the most difficult time because it cancer literally killed her every day in her body. She died every day, piece by piece. But in the spirit, she grew leaps and bounds. And our marriage got stronger and stronger. And our relationship with God, we had communion every night. So it was an unbelievable time together.

[00:27:03] **Nichols:** Tell our listening audience, Johann, what you have said to me, that sometimes people can live for 90 years, but they haven't really lived. I can't remember. There is a famous quote that says, not the years in a life; It's the life in the years. And I see that that is what you guys; the decision you made is that we are going to live every moment that she is still on this earth.

[00:27:29] **Ferreira:** Lisa, the thing here, when you are fighting for life, you have a fight for life or death on your hands. It is the weirdest thing that time does not exist because the sickness is so random. It can show up anytime. Any time she would not feel well; and we had always two suitcases packed in the room, the one was for the hospital and the one was to go away. So we would wake up and say, How do you feel today? And she would say, I feel great, and we would either go in the car and we're going to do something or we'll just take the suitcases and go to the airport and just say, Right, where are we going? And we'll just get on a plane and just going to do and live in the moment. Whether it's Monday or Sunday, every day or night, so we don't get to do these things. And I think many times in my life I've looked at my life and I look at the life of my friends and I think compared to theirs, I've gone through so much in my life. I mean, there's

so many things I've not told you. But it's been very, for me, it's been difficult. And then I get reminded about Job, which is old. He also went through many trials and tribulations. And it was not that was not a man of God. God recognized him. And he said to the devil, if you see my servant Job. So he was tempted beyond imagination. And God said, you cannot take his life, you can take everything except his life. And when Job died in this life it was full of years. So I think many times we live, but our year is empty. We go through a day. But our day is empty. You know, we had conversations, but it was empty conversations. We did things, but it was trivial. It had no eternal value. So I make it a point when I speak to people that it was a discussion, a significant discussion.

[00:29:23] **Nichols:** Wow, there's just so much here. I have one other question for you. And then, you know, we could probably go on for hours and hours. We won't do that to our listeners today, Johann, but we may have to do a part two when you come back to the stand. Or maybe I should come to Cape Town. I think that's a really great idea. This is called something extra. What do you believe? Is this something extra that every leader needs? And I know you can talk from your own experience, Johann, but what do you believe? Is that something extra?

[00:29:57] **Ferreira:** I think if you look at the Old Testament, every king leader was called by God. They could not have done what they've done if it wasn't their relations and their relationship with God. God created us. Firstly, he spoke to himself and asked to create man in our image, in our likeness, and he created us to have relationship. So, for me, I cannot be a leader, I cannot be a father if I don't have that personal relationship with Father. And we can have that because of the grace of God sending his son, dying on the cross so that we can have eternal life. And our spirit man needs to connect to the Holy Spirit. Back to Father, sweet Jesus Christ, so that we can come into the throne room at any given time and consult with him and get his strategy for business, for family, for our lives. I have seen how God has given me strategy in a strike. You know, before the strike, we got to pray and God showed me, he said to me, plant a cross in every day (in Cape Town). He showed me exactly where to plant the cross. And just before the strike, we took all the coaches out, and this is the first time since 1980 that that place was empty.

[00:31:16] **Ferreira:** I turned around and there was nothing, there was no person in the place. There was no car. There was no trailer. There was no bus. There was nothing. The only thing that stood there was this massive cross in the middle of this property and God said to me, After everything is said and done, the cross remains. And I just looked at this cross and I said, God, what are you doing here? And so we had to operate from remote areas because there was a

strike. We got attacked as a company and we not unionized. We're not part of the strike. So the other operators, I park their buses up, but we continue. So then the workers of other companies come and attack our coaches because they are angry, right? So I was standing there and there was violation of picketing rules. And we took it to court. And after three days, we got the striking workers to be removed from our premises outside the premises. On the third day, we had the coaches returning to that depot from various destinations in the city. And I stood there and I saw these rows of buses coming down the street. And it was literally like blood in arteries coming back to the heart. And within half an hour, the whole place came alive again. So that place was in the grave for three days.

[00:32:29] **Ferreira:** The next year, there was another strike. And I didn't hear God's voice. And I was in a plane on my way back to South Africa. I was sitting in London Heathrow in the plane. I got a picture. It was a Google picture and I saw the cross, but it wasn't the cross. It was the shadow of the cross. There was a day before the strike, the second strike in the industry. But this time around I didn't hear God's voice. Then he came through and said, you planted this cross in the natural in obedience. And I was with you throughout the strike. This time around, I'm gonna be with you, but I'm showing you in the in a shadow, I've planted the cross now, for you, because of your obedience. And I again, will lead you through this strike. So if you take Google, it takes a picture from the top. So the picture was taken around four o'clock in the afternoon by Google displaying this beautiful shadow of this cross in Cape Town. It was like this huge cross on the ground. So His elements, the sun and His creation that He created that cross; the shadow. And that is how God speaks to you. So though you go through the valley of death, you know that He's with you.

[00:33:35] **Nichols:** Absolutely. Thank you. Thank you so much for sharing your story, Johann. This has just been a true pleasure. And like I said, we need to do part two. I will come to you, though, next time. All right. Thank you so much for being with us today.

[00:33:48] **Ferreira:** You're welcome. Thank you for the opportunity. God bless.

[00:33:52] **Announcer:** Our show today is executive produced by Brian Moncey. Our technical producer is Daniel Williams. Something Extra with Lisa Nichols is a Technology Partners production copyright Technology Partners, Inc. 2019. For show notes or to reach out to Lisa, tpi.co/podcast. Don't forget to leave a review on Apple Podcast, Google Play or wherever you listen.

