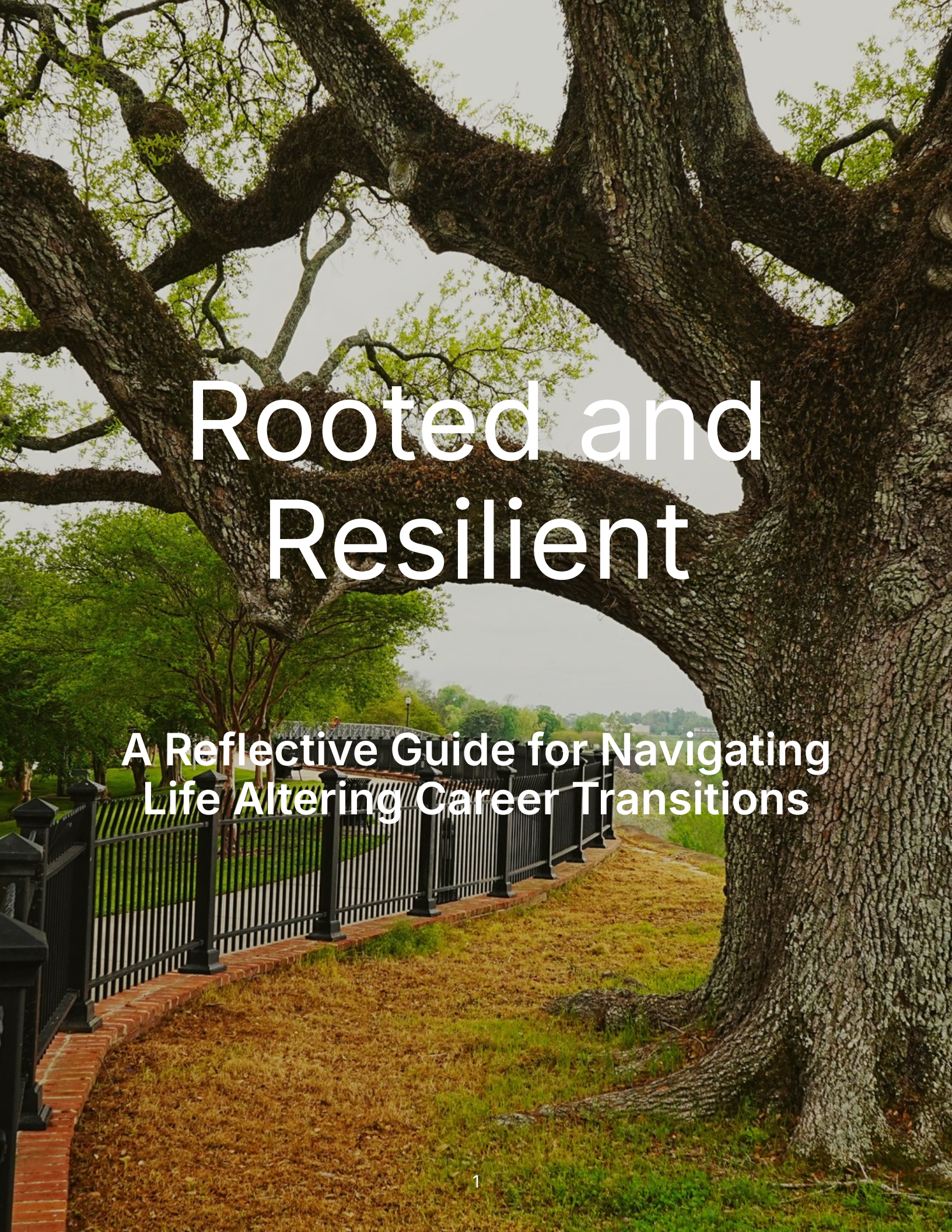




# Rooted and Resilient

A Reflective Guide for Navigating  
Life Altering Career Transitions



# About the Author

Scott Kline is a seasoned leader and communicator with over 30 years of experience in ministry, business, and leadership development.

In the process of stepping away from a career of executive leadership in insurance asset management, Scott walked through a personal season of deep transformation that became the foundation for this eBook. This eBook is a journey through that transition process.

Scott's desire is that this journal enables you to find deeper meaning, purpose and joy in your work through self-reflection and guided action steps. If he can help in any way, please reach out to [scott@scottkline.me](mailto:scott@scottkline.me).

To connect with Scott on LinkedIn or to learn more about his background and experience, you may visit:  
<https://www.linkedin.com/in/klinescott/>



# Introduction – Weaving Your Story

## Why Transitions Matter

In May 2024, I walked away from a 30-year career in insurance asset management—stepping out of a high-performing, high-paying role and into a season of complete uncertainty.

On paper, it didn't make sense. I was at the peak of my profession. But beneath the surface, something deeper was stirring. I wasn't running from something—I was moving toward something I couldn't yet fully name.

What followed was a journey marked by questions, courage, and growth in the in-between spaces—between what was familiar and what was next. If you're in a similar space, this guide is for you.

Transitions don't just change our circumstances—they transform who we're becoming.

Some are expected. Others come out of nowhere.

Some feel like open doors. Others feel like loss.

But every transition holds the potential for deep transformation—if we're willing to walk through it.

This guide is born from lived experience: navigating career shifts, identity realignment, and the quiet tension of waiting for clarity. It's not a formula—it's a framework. A way to name the stages we often pass through in seasons of change.

Whether you're making a bold career move, processing personal loss, exploring a new path, or simply feeling unsettled—this journey is for you.

And the invitation isn't to rush through it, but to grow through it.

To become rooted. To become resilient.

Because even when you can't yet see the fruit—your roots are growing.

# Executive Summary

***Rooted and Resilient*** is a transformative guide for individuals navigating seasons of transition—whether personal, professional, or spiritual. Drawing from lived experience, this eBook offers a relatable and practical roadmap through the uncertainty of change.

Grounded in the metaphor of growth beneath the surface, the journey unfolds across **seven stages** that reflect the emotional, mental, and leadership shifts that happen when you step into the unknown:

1. **Preparing the Soil** – A season of discontent or restlessness that signals the beginning of change.
2. **Interruption** – When plans are paused and a new direction begins.
3. **Seeking Clarity** – The phase of reflection, soul-searching, and internal alignment.
4. **The Decision Point** – When confidence is tested and identity comes into question.
5. **Choosing to Move Forward** – The courageous decision to act even without full clarity.
6. **Living with Uncertainty** – A period of waiting, refining, and unseen growth.
7. **Experiencing Breakthrough** – When clarity, provision, or opportunity finally comes into view.

The eBook culminates in a **Bonus Chapter: One Year Later**, offering hindsight wisdom and seven key lessons drawn from the full journey—reminding readers that transformation takes time, but it always takes root.

***Rooted and Resilient*** is for anyone feeling called to something new but unsure what's next. It's a framework for processing change, finding meaning, and becoming stronger through it—not in spite of it.

Whether you're pivoting careers, recovering from loss, stepping into purpose, or simply feeling unsettled—this journey will help you rediscover your footing, deepen your resilience, and grow forward.



A close-up photograph of a shovel lifting a large, dark, and crumbly clump of soil. The soil is falling apart, with many small particles and clumps falling back to the ground. The background is a blurred landscape with trees and a bright sky, suggesting a rural or agricultural setting. The lighting is warm, possibly from the sun being low in the sky.

# Stage 1: Preparing the Soil

**When everything feels steady... but subtle changes are happening underneath the surface.**

# Personal Story:

I enjoyed a long and successful career at Nationwide Insurance in Columbus, OH, starting there as an intern while I was still in college at nearby Ohio Wesleyan University and growing into a leadership role over time. The company, city, and I had all grown up together over my tenure there.

In mid-2022, everything was going well professionally. In fact, I remember thinking to myself one afternoon how I had been placed in the perfect job for me. The role required the right combination of people skills and technical acumen for my personality. The pay was outstanding, the company was a great place to work and being there allowed me to provide for my family. Truly, I felt blessed.

I enjoyed the people that I was working with, so much so that my team of direct reports had stayed intact for over 10 years, which is unheard of today. I loved working in the Office of Investments, even enjoying that role through challenging market environments such as the great financial crisis, COVID, the dot com crash, etc. Those challenges allowed the team to build resilience and humility, as the investment markets are unpredictable, but we knew that we could make it through whatever came our way.

Beyond the love of my career, the city of Columbus was a great place to raise a family. We were blessed to have purchased a scenic wooded property with a seasonal lake view when housing prices were depressed after the financial crisis. Our children all grew up in this house, and we built many fond memories there. All three of our sons who had gone off to college had either come back to Columbus after being away in other cities or were still in college at Ohio State. Thus, Columbus was and is truly home.

Thus, at the time, I felt as if I was on top of the world, and nothing could knock me off my pedestal.

Thus, nowhere in my train of consciousness had I entertained the thought of doing something different with the last decade of my career. If you had suggested that I was going to voluntarily walk away two years later, I would have told you that you were crazy.

However, I was learning things that would become critical in my next season, and we were right where we needed to be for what was about to come next.



# Personal Reflection

I didn't realize it at the time, but the shift began long before I made any visible change. On the surface, everything looked fine—I was leading teams, hitting goals, and reaping the harvest of what I had sown over decades. But beneath it, something was stirring. It was quiet at first—a few lingering questions, a strange restlessness, a growing ache for something more meaningful. The soil of my life was being turned over... and I wasn't the one holding the shovel.

## Core Teaching

We often think of change as starting with a bold decision, but it actually begins long before that. In the hidden places—before the resumes are rewritten or the goodbye emails sent—there's a kind of disruption happening beneath the surface. You might feel it as fatigue, or as a sense that your work no longer fits who you're becoming. Or maybe it's a whisper that you've outgrown what once felt safe.

This stage is about *preparation*. Not planning or executing—just preparing. Like soil being softened for new seeds, you're being readied for something you can't quite see yet.

And that can be uncomfortable. But it's also intentional.



# Let's Get Real

Maybe you're here right now. Maybe you're feeling unsettled but can't put your finger on why. That doesn't mean something is wrong—it might mean something is *starting*.

Don't rush it. Don't numb it. Don't explain it away.

This stage matters.

## ? Reflection Questions

- What part of your current life no longer feels aligned?
- Are there subtle signs of change beneath the surface?
- Where do you sense a quiet nudge toward something deeper?



## Action Prompt

Pause for 10 minutes. Journal this question: **"What am I being prepared for—even if I can't name it yet?"**





# Stage 2: Interruption

When life doesn't go according to plan—and that's the plan.

# Personal Story:

As I outlined in Stage 1, I was very content with my life and career in mid-2022; I had no plans to make any significant changes. However, my plans were about to be interrupted.

Nationwide typically performed mid-year evaluations in August. Although no one really enjoys the process of performance evaluations, for me, these were typically non-events, as most of our goals were typically on-track or ahead of schedule.

My performance evaluations were always very positive, so I had no apprehension about the meeting scheduled with my long-time manager in August 2022. In fact, my team was humming on all cylinders, as we had been strengthening our relationships with our business partners and were contributing to record sales across the organization. Furthermore, we had just launched a new line of business and were exceeding our profitability and growth targets.

Thus, my expectation was that I was about to have a short discussion about goals, receive a pat on the back, and go back to the task at hand. Check the box, complete the requirement – no big deal.

With all of this as a backdrop, I walked into my manager's office, and we began to discuss how everything was going with my performance and with the high-performing team that I was leading. As I expected, the review was positive, so there was nothing notable about that conversation. However, the dialogue then shifted as my manager closed out the performance evaluation.

Over the next 30 minutes, my manager explained that senior leadership had chosen to reorganize me into another department and that I was going to have to decide how to divide my team between those that were going with me to the new department and those that would stay. Fortunately, there were no job eliminations, but several uncomfortable decisions were going to need to be made. Two-thirds of the group would accompany me, and the other third would remain. The cohesion and unity that we experienced as a team was about to be broken.



Furthermore, even though I didn't fully understand the rationale behind the changes and wanted to keep the team together, I would need to lead the team through the transition and minimize the disruption to the overall organization.

These changes would alter the joy that I had been experiencing with my work. I would need to leave behind the part of my role that I enjoyed the most and had seen the greatest recent success. Thus, things were never going to be the same.

Beyond the discomfort around having a mid-year performance evaluation and the shock around going through a reorganization, there was one more surprise for me.

In 2022, COVID was still an ongoing concern. I had avoided contracting COVID up to that point, as I was somewhat careful about following social distancing guidelines in the workplace. Now, as a result of being in a closed office for over an hour with my manager, whom it turned out had been exposed to COVID a few days prior to our conversation and was contagious, I also became ill with COVID and would need to spend a week at home to recover.

My plans had been interrupted. Even though I wasn't prepared to leave my job at this point, my perspective was starting to shift. The organizational changes weren't the final reason that I ended up leaving my career at Nationwide, but it was one of the first and necessary steps to change my perspective on my career there.

Prior to this interruption, I had planned to stay in that role and keep that team together as long as I could. This stability would have allowed me to stay solidly in my comfort zone, but that was not meant to be.



# Personal Reflection

I didn't see it coming. Everything I had mapped out—my timeline, my goals, my next steps—was moving forward as planned. Until it wasn't. A conversation and a closed door disrupted the rhythm I had been keeping.

It wasn't a collapse. It was more like a pause—an uninvited one. I tried to keep going, to push past the discomfort, but something had shifted. The momentum was gone. And underneath my frustration was a subtle awareness: this interruption might not be a detour. It might be an invitation.

It's humbling when life redraws your plans. The path that once made sense starts to blur, and clarity doesn't come with a deadline. But that's where awareness begins—when the noise fades and you realize something deeper is at work.

Looking back, the interruption was a blessing in disguise. It broke the cycle long enough for me to ask better questions—not about what I was doing, but about who I was becoming.



## Core Teaching

Interruptions are rarely convenient—and never comfortable. But they're often *necessary*. They break the rhythm we've come to rely on and expose the questions we've been too busy to ask.

Sometimes it's a health scare, a job loss, or an unexpected change in a relationship. Other times, it's something internal—an ache you can't ignore anymore. Either way, interruptions slow you down long enough for truth to surface.

What if the disruption isn't punishment... but protection?





# Let's Get Real

If your world feels like it's on pause or out of sync, you're not broken. You're being invited to pay attention.

Don't just fill the silence. Listen to it.

Ask the deeper question: *What is this pause preparing me for?*

## ? Reflection Questions

- What recent interruption has shifted your priorities or perspective?
- How have you responded to the slowdowns or shutdowns in your life?
- Could this "pause" be a redirection instead of a detour?



## Action Prompt

Write down one interruption in your life right now.  
Then ask: **"What might this be trying to teach me?"**





# Stage 3: Seeking Clarity

When you don't know what's next—so you start asking deeper questions.



# Personal Story:

In Stage 2, I outlined how my plans to stay in a comfortable place were interrupted in August of 2022.

The changes that followed over the subsequent several months were extremely difficult and led to a season of uncertainty about what the next steps were for my career. Going into the office became increasingly difficult (emotionally) and led to a growing feeling of misalignment between what I was doing and what I truly wanted to do.

One speaker, Davin Salvagno, spoke at least twice at Nationwide about finding purpose in your life and mentioned Halftime Institute. Halftime Institute is a non-profit group formed around the concepts found in "Halftime" by Bob Buford, which encourages people to move from success to significance in the second half of their lives. I ended up reading the Halftime book and attending several webinars that Halftime coordinated.

Another speaker, Ryan Leak, came to speak at Nationwide about his book "Chasing Failure". For those of you who haven't heard Ryan speak, he is very engaging, and several people felt that his talk was the best speech delivered at Nationwide in the past 20 years.

One of the takeaways moments from Ryan's talk is the question, "What would you do if you knew that you could not fail?". He also outlined how he got further by chasing failure than he ever could by chasing success."

"Was I chasing the wrong things? Did I need to make a change?"

"The wheels were definitely turning..."





# Personal Reflection

This stage snuck up on me.

I was confounded by a quiet, lingering question: *Am I really doing what I'm meant to do?* On the surface, life looked fine. I was checking the boxes, hitting the milestones, staying on track. But internally, something felt... off.

There was a restlessness I couldn't ignore—like I was running hard in a direction that no longer made sense. I started wondering if the things I had been chasing were ever actually mine to pursue, or just what I assumed I should do.

This wasn't about dissatisfaction. It was about disconnection. The "why" behind my efforts had started to fade, and in its place came uncertainty, even doubt. Doubt about my purpose. Doubt about my direction. Doubt about what truly mattered.

But instead of panicking, I got curious. I gave myself space to ask hard questions without rushing to fix them. That's when things began to shift—not with answers, but with awareness. This stage didn't give me clarity right away, but it gave me permission to search honestly for it.



## Core Teaching

When things fall apart or stall out, our instinct is often to *fix* it or *figure it out*. But this stage invites something better: curiosity and stillness.

This is where clarity begins—not with certainty, but with honest questions.

And if you're anything like I was, you might feel tension here. You want answers. You want resolution. But sometimes, what you need is presence. To be honest. To be quiet. To be brave enough to say, *"I don't know what comes next."*

This isn't wasted time. It's a sacred pause for realignment.



# Let's Get Real

If your internal compass feels scrambled right now, take heart.  
You're not lost—you're being recalibrated.

It's okay to not have the full map. Just keep asking the right questions.

## ? Reflection Questions

- What parts of my current path feel aligned—and which feel like I'm just going through the motions?
- When I strip away titles, goals, and expectations, what do I truly value and want to pursue?
- Where might my doubt be pointing me toward something more honest or meaningful?



## Action Prompt

Take 10–15 minutes of quiet time to explore this question in writing:

What am I doing today simply because it's expected of me? What would I do if I were free to pursue what feels most purposeful?





# Stage 4: The Decision Point

When you start to question everything—and that's where truth emerges.



# Personal Story:

As time passed, I increasingly felt a sense that I was not supposed to continue working at Nationwide. While I had been building a position of influence there, this role was not in my long-term future. This feeling didn't make any rational sense, as my career was very successful through human eyes, but I couldn't shake the feeling that I was being directed toward something else. However, I had no sense of actually how it could happen.

In early October of 2023, our church paired small groups with missionaries from Encompass World Partners, our fellowship's missionary agency, in order that the groups could pray for the missionaries and support them from a distance.

Our group was assigned a young woman in France named Elise. She was relatively new to Encompass, so we didn't know much about her. However, we committed to faithfully praying for her each week, based upon her newsletter, and we learned that she was involved in reaching people through creating and running businesses around the world, i.e. business as mission.

Providentially, it turns out that she had a visit planned to Columbus at the end of October, just a few short weeks after we began praying for her.

Our church's custom is for visiting missionaries to speak briefly in the middle of our services between the opening music time and the sermon. She was scheduled to give her testimony in a Q&A session with our pastor.

What ended up happening is that Elise's story almost exactly echoed what was going on in my heart – that she had stopped feeling comfortable in her corporate role in France and that she felt called to more by walking away from her professional business career.

As I listened to what Elise was saying, I was quietly tearing up in the back of the room, hoping that no one would notice, as her story touched a nerve in my heart and confirmed what I was feeling.

Later that day, our group was scheduled to meet, and we were blessed to have our normal study replaced by a presentation from Elise. This time allowed me to drill into her story more as a back-end way to confirm what I was hearing. I asked her about her decision-making process, which largely aligned with what I had been sensing.

As my wife and I were riding home after our small group time with Elise, I shared how Elise's story had resonated with me and felt like confirmation that I was not supposed to keep my corporate job much longer.

Thus, we were at a crisis of belief point, requiring faith and action. I knew what I needed to do, but I wasn't ready to act. The idea of walking away seemed so remote and crazy that I didn't have the first idea how to make that happen.

Would I have the courage to step out, or would fear win?

# Personal Reflection

This was one of the harder stretches of my journey. I had questions I couldn't answer and options I didn't trust. One moment, I was convinced I should move forward. The next, I was second-guessing everything.

I didn't know if what I was feeling was crazy talk or just my own frustration. I wondered if I had made it all up. Was I being true to my purpose—or just foolish?

That tension was exhausting... but it also became refining. My conviction had to move from the theoretical to the personal. It stopped being something I recited and started being something I *relied* on.

## Core Teaching

Every transformation story has a breaking point—the moment where fear and faith collide. You feel stuck between what you *knew* and what you *hope* is coming next.

This is the **crisis of belief** moment. Not because you've lost your values, but because your values are being tested.

It's tempting here to go back to what's familiar. To retreat to what feels safe. But what if the breakthrough is just past this resistance?

You don't need full clarity. You need one clear conviction: *What do I really believe is true—about myself, my purpose, and the season I'm in?*





# Let's Get Real

If you feel like you're in a tug-of-war between confidence and confusion, that's normal. That's human.

You're not broken—you're being formed.

This tension isn't the end of your story. It's the stretch between the old chapter and the new one.

## ? Reflection Questions

- What do you believe to be true about your calling—even when doubts rise?
- Where are you tempted to retreat rather than risk?
- What would you do if you trusted you were being led—not just tested?



## Action Prompt

Write down one fear that's keeping you stuck.

Then answer: **"What deeper truth can I choose to trust instead?"**

A close-up, low-angle shot of a person's leg and foot. The person is wearing blue denim jeans and a white, lace-up boot with a thick, light-colored sole. They are stepping onto a dirt path that stretches into the distance. To the left of the path, there is a patch of bright green grass. The background is softly blurred, showing more of the path and some greenery. The overall lighting is warm and natural, suggesting an outdoor setting during the day.

# Stage 5: Choosing to Move Forward

When you take one small step—even if you can't see the whole path.

# Personal Story:

As we moved through December 2023, with the feeling that I was supposed to leave my corporate job lingering in my mind and not sure exactly how something that crazy was going to happen.

I knew that the time was approaching for me to leave Nationwide, but I wasn't quite ready to take the leap. I was still clinging to the thought that my job was my source of provision and security. Beyond that, the job was a large part of my identity, and who would I be if that position was no longer a part of my life?

To accomplish the task of getting my decision across the finish line, I received confirmation through a podcast episode from Christy Wright on January 29, 2024, that made it clear to me that the right timing to make a change was now. The podcast helped me realize that the only thing holding me back was fear.

Once again, as it had been a few months prior when I heard Elise speak, hearing those words touched a nerve in my emotions, and I began to tear up. I knew what I needed to do; there was no denying the call to walk away.

As soon as I could, I reached out to my manager to set up a time to talk when I was back in the office in person. She wasn't available on the next day, so we set a time for Wednesday of that week.

On Wednesday, January 31, I announced to my boss and my team that my last day of Nationwide would be May 31. My boss' jaw hit the floor when I told her. I don't think that I have ever surprised anyone as much as I did that day.

As word spread of my impending departure, it was very weird explaining to everyone in the office that I didn't know what I was going to be doing next, that I only knew that it was time to put behind the things of the past and step into a new identity. I had a vague idea of a few possibilities, but I didn't know how the rest of the story would play out. It seemed so risky and unlike someone who works in a risk management role.



The most difficult conversation of the day was telling my direct reports that it was time for me to step away. We were very close and had a lot of experience with one another, so it felt a little like I was letting them down. They were very polite and seemed to understand, but I'm sure that they were just as surprised, if not more so, as everyone else.

With the decision to step away in obedience made, now it was time to figure out what to do next.



# Personal Reflection

I didn't have a five-year plan. I didn't have a polished pitch or perfect clarity. What I had was a stirring in my spirit and a decision to stop waiting for certainty.

When I finally stepped away from the safety of my corporate role, it wasn't with confidence—it was with conviction. Not because I had all the answers, but because I knew the questions weren't going away. I had to act on what I *did* know.

I thought obedience would feel like a giant leap of faith. But it felt more like placing one foot in front of the other, holding my breath, and trusting that the next step would show up when I needed it.



## Core Teaching

There comes a point in every transition where reflection must give way to movement. It's where growth shifts from internal to external—where we act on what we've come to believe.

You might be tempted to wait until everything is mapped out, every risk accounted for, and every fear silenced. But clarity often follows obedience—not the other way around.

This isn't about a dramatic reinvention. It's about a response. Sometimes the boldest thing you can do is just *begin*.



# Let's Get Real

If you've been stuck in "processing mode or analysis paralysis," ask yourself: *Is it time to move?*

The conditions may never feel ideal. But movement creates momentum. And small steps still count.

## ? Reflection Questions

- What decision are you delaying because you don't feel "ready"?
- What would it look like to take just *one* small, brave step forward?
- Where have you already been equipped more than you think?



## Action Prompt

Identify one area where you're sensing it's time to move.

Now ask: **"What's one small action I can take in the next 24 hours?"**



# Stage 6: Living with Uncertainty

When nothing feels clear—but something is still happening.

# Personal Story:

This season was so difficult, yet so important. In fact, thinking back in remembrance and writing about this season was much more challenging than I originally anticipated.

I would love to tell you that everything fell into place right away.

Unfortunately, that did not happen.

The payoff from facing your fears is often seen in the rearview mirror, not through the dashboard looking ahead or in looking to the left or to the right as you are pressing forward.

The breakthrough that I experienced will be described in the next stage. We need to address the waiting period first.

The clearest picture that I can give of the feeling that I had during this period of waiting is the image of a trapeze artist who has let go of the swing and is hanging in mid-air, but the next swing to grab onto has not yet appeared.

I had a bit of an identity crisis, not knowing who I was developing into, but knowing that I had to let go of who I was.

You may also hear this waiting season described as being in the hallway or in the wilderness. Both of those descriptions are accurate portrayals as well.

So how did we navigate our way through the difficulty of the transition phase? What advice would we have for anyone in a waiting season of their own?

1. Embrace discomfort – this season will naturally be an uncomfortable time; you probably haven't been this way before. We can grow or be comfortable, but not both.
2. Stay in motion – it is easy to be trapped in fear and keep you paralyzed. This lack of activity will prevent you from discovering what you are supported to do next. Keep moving, push through any "analysis paralysis" that you have. You don't know what seemingly random encounter will lead to your next breakthrough.
3. Scatter seed – because we didn't know what was coming next, we needed to take small steps of faith to reach out to new people and new places to see where the seeds that we were scattering would take root. It wasn't easy; it was uncomfortable at times talking to people who I didn't know and go places where I hadn't been previously. I am certain that I made a fool out of myself several times knocking on doors where I was not qualified to go. There were several seeds that were scattered that didn't grow into anything; the time spent sowing those seeds wasn't wasted. Eventually, the seed that you scatter will land on the right soil, and the harvest will probably be better than you could have imagined.
4. Take the next best step. You won't see the entire staircase; move forward anyways.





# Personal Reflection

After I made the big move, I expected clarity to follow. I thought the reward for obedience would be quick confirmation.

Instead, it was silence.

Doors didn't swing open. Opportunities didn't flood in. And to be honest, I started to wonder if I'd made a mistake.

But slowly—almost imperceptibly—things started to shift inside me. My capacity for patience grew. My definition of success changed. I began to trust that not all progress is visible, and that silence doesn't mean absence.

This wasn't a waiting room. It was a workroom.



# Core Teaching

Uncertainty is not the enemy of growth—it's the environment where it thrives.

We often treat uncertain seasons like a void to escape, but what if they're actually the spaces where the deepest change happens?

This stage isn't passive. It's not about doing nothing. It's about learning to stay grounded when things don't make sense. To build roots when you're tempted to run. To trust the process even when you can't predict the outcome.



# Let's Get Real

If you're in a season where everything feels quiet, slow, or vague—it doesn't mean you're off track. It means you're *becoming*.

Not every seed sprouts immediately. Some are working below the surface.

## ? Reflection Questions

- What have you learned about yourself during this uncertain season?
- Where are you being invited to rest, not rush?
- How are you being formed—*not just informed*—in the quiet?



## Action Prompt

Breathe.

Then answer this: **"Where do I need to trust the process—even if I can't see the progress?"**



# Stage 7: Experiencing Breakthrough

When the pieces start coming together—and it finally makes sense.



# Personal Story:

Have you ever been surprised by an unexpected gift that was better than your wildest dreams? I had that experience as I was winding down my time at Nationwide and considering what my next phase might be.

As we progressed through April, there didn't seem to be anything new for me on the horizon, but I felt that we were on the verge of discovery.

During the waiting season, I had started to apply for a small number of positions where I felt as if there could be some alignment to my calling in that direction. One notable instance was a discussion with a growing church that was less than 25 miles from where I grew up. I had a great conversation, but I was surprised to learn that the person interviewing me (Dave) was from Washington state, not Northeast Ohio. It was a somewhat rare instance of someone working for a church remotely.

Several weeks passed, and I didn't hear anything back from that church, so I figured it wasn't going to work out. However, out of nowhere, Dave emailed me and let me know that the role that I had applied for was combined with another role, so it was no longer available. However, he had a friend at a church in Spokane, Washington who was looking for someone, and was wondering if I might consider exploring that role.

With all our grown children now living in the central Ohio area, including our oldest son who had gone off to college in California at USC and had come back, and our only grandchild being less than a year old, moving to Spokane wasn't at the top of our list, but we were willing to consider such a big move.

However, beyond the distance from family, we were a little unsettled about whether Washington state was really what was in store for us.

A couple of days later, while sitting in my office at Nationwide, I had a nudge to check around at the websites of churches in the Columbus area in our fellowship to see if there were ministry or job openings nearby that would allow me to move toward my purpose.

Of the roughly 15-20 potential landing spots that I identified from our fellowship's website, there were only two that listed job openings at that time.

Coincidentally, a church administrator role had opened at just the right time in Dublin, a town in central Ohio less than 5 miles from where our son, daughter-in-law and granddaughter live and also where my wife could keep the teaching job that she loves. In addition, of all of the potential church roles that could be available, this one aligned well with my spiritual gifting (administration).

After finding the role on the church's website, I applied that same day, and things began to come together rather quickly.

Upon talking to the elder who was the contact person for the role, I discovered that this role had just opened in the prior couple of days, was only posted on their website and not on any other job boards, and they had plans to fill it quickly. Thus, I had needed to look for that spot at exactly the right time in the right place in order to have the opportunity to apply. Not only that, but the person leaving that role had postponed her retirement by 6 months. The timing was perfect.

Over the next several days, I had several discussions with the leadership of that church, things moved at warp speed, and I quickly had an offer. Thus, everything came together at just the right time.

# Personal Reflection

I didn't recognize it right away. The breakthrough didn't come with fireworks or fanfare. It came in a quiet moment—an unexpected conversation, a door that opened, a peace that settled in my spirit.

Provision showed up. Clarity returned. But more than that, I felt *anchored*. Not because life had gone back to “normal,” but because I had changed. I was rooted in something deeper than circumstances.

The journey didn't just lead to something new. It made me someone new.

## Core Teaching

Breakthrough rarely looks like we expect. It might not be a promotion, a resolution, or a perfect plan falling into place. Sometimes it's a perspective shift. Sometimes it's internal peace. Sometimes it's a new opportunity that feels exactly right—at just the right time.

But it always comes with deeper understanding.

You see the purpose behind the pause. The growth that came from the disruption. The way uncertainty strengthened your resilience.

Breakthrough doesn't just change your *situation*. It changes your *sight*.



# Let's Get Real

If you're starting to feel momentum, lean in—but stay grounded.

Remember: this journey wasn't just about the destination. It was about who you've become along the way.

## ? Reflection Questions

- Where have you seen unexpected provision or clarity?
- How do you view your past differently in light of what's emerging?
- What does it look like to move forward from this breakthrough with humility and strength?



## Action Prompt

Write this down: **"What breakthrough am I celebrating—and what responsibility comes with it?"**



# Bonus Chapter: Seven Lessons from the Journey

# Personal Story:

May 31, 2025 marked one year since I walked away from a stable, decade-long career in insurance asset management.

I surrendered everything I'd known as an adult and stepped into an open-handed trust that everything would work out.

I didn't know where life would take me, but looking back, I wouldn't change a thing.

Here are 7 things that I learned or were solidified over the prior 12 months, in no particular order:

1. **Money isn't everything.** From a purely financial point of view, May 2024 was a terrible time to leave. I was in my prime earning years. The company was on a strong growth trajectory. There were financial incentives for me to stay until age 55. The sensible thing to do would be to bide my time and push ahead. But I knew that I would be simply going through the motions if I didn't make a change. Life is too short to be spending most of your days doing something that doesn't make you burn with passion. So, it was time to burn the ships. Since then, I have found contentment and blessings in other ways that would not have been possible if I had stayed. The conventional rules aren't for everyone; chart your own path and do what's right for you.
2. **Career and life aren't always up and to the right.** When you're young, you're always striving for the next promotion, the higher pay, the better title, the corner office, and all the perks. You think you know what you want to do for the next 5 years, 10 years, etc. What's your long-term development plan? You get asked in interviews where you see yourself. The truth is that you don't really know. Like the stock market, there are highs and lows. Sometimes you need to be willing to move to the side through a lateral move or humble yourself through sacrifice to a less prestigious role in order to reach new heights.

3. **Be willing to try new things.** Take on some low risk experiments; you don't know what you will learn about yourself. You don't need to completely walk away like I did, but take a small step of faith in the direction that you want to go and see what happens. Embrace the discomfort of not being the expert in something. You may find that you were missing out on more than what you realized.
4. **You don't need to have everything figured out in advance.** For all of the biggest adventures in my life (leaving to go to college, the first day of my internship at Nationwide, getting married, having children, starting a second career, etc.), I honestly didn't have the slightest idea how it would turn out. Instead of trying to map out the entire plan, what's the next best step? You have more ability to figure things out as you go along than what you realize. When you let go of fear and start moving, another next best step opens up, and after a while looking back, the staircase will appear, and you will have gone much further than you could have imagined.
5. **The value of honoring people and treating them well, even if there's nothing that they can do for you in the moment.** In the past year, as my circumstances have been changing, there have been many situations where seemingly innocuous interactions and unremarkable moments have led to breakthroughs that I could not have foreseen. Your reputation precedes you. Your complete impact may not be visible to you. There may be people talking about you in arenas that you have not yet entered. By loving, serving, and valuing others, you will make a difference and will stand out.

6. **Blessings can come from unexpected places when you least expect it.** When I first decided to step away from my corporate career, I had a tentative plan to go back to graduate school so I could work for a church. Then, I started applying to churches. After a few swings and misses, I found a role where I could start right away that didn't require further formal education. After several months in that role, I thought that I was going to a senior leadership role for a local nonprofit. During the final interviews, I got a call to consider a role at the church closer to home where we were still members but had stopped attending due to my role elsewhere. I had no idea that there were any opportunities there. Now, my commute is shorter than it's ever been at 15 minutes, and I have been regularly able to eat lunch with my wife. I can sleep in a little and still get home earlier every day. Nothing like this was on my radar screen a year ago. I truly believe that if you consistently do the right things, eventually you will see the blessings of the harvest.
7. **Leadership is influence not a title.** When I gave up my "leader" title, I didn't stop leading the people that were on my team. I still had their trust and the ability to impact their lives. I deeply miss the people that I left behind, but it brings great joy to reconnect with them and continue to value and serve them in new ways. Similarly, some of the greatest joys that I have seen are situations where I wasn't the one making the final decision, but I was able to provide advice and inform those outcomes. How many times have we all seen where the true leader wasn't the person in the corner office? I've come to better understand this principle and be OK with not having the ultimate authority over the decision. However, I still love to lead and am considering how that will manifest itself in the future. John Maxwell does some excellent teaching on this topic if you want to dig deeper.



# What's Next: Walking Forward from Here

You've made it to the end of this journey—but really, this is just the beginning.

If something stirred in you as you read—if a stage felt familiar or a question hit home—don't ignore it. That's often how clarity begins. Quietly. Gently. Then powerfully.

Whether you're still in the middle of your transition or finally catching your breath on the other side, you're not alone. You've done difficult internal work. You've named the unknown. And you've taken steps most people are too afraid to try.

That's resilience.

That's depth.

That's courage.

## **Now it's time to keep going.**

# A Few Ideas to Continue Your Journey:

- **Revisit the stages** when you feel stuck. This isn't a one-time path—it's a cycle we walk through in different seasons.
- **Share your story** with someone who's facing their own transition. You don't need all the answers—just authenticity.
- **Stay rooted.** Build rhythms that keep you grounded when life gets loud. Journaling. Nature. Rest. Stillness. Prayer or reflection. Your roots matter.
- If you would like to go deeper in reflection on your purpose, check out Scott's 7 day journal on finding your why.

## I'd Love to Hear from You

This message was born out of my personal journey—and it's always evolving. If this guide spoke to you, or you'd like to share your own story, I'd be honored to connect.

 **Reach out anytime:** [scott@scottkline.me](mailto:scott@scottkline.me)

If faith is important to you, you may check out my faith-based resources at the website below.

 **Visit:** [deeprootedbelievers.com](http://deeprootedbelievers.com)

We grow stronger when we grow together.  
Keep digging deep. Keep rising.  
You're more resilient than you know.

—Scott