

In-N-Out CEO Talks Faith, Family and Legacy in Stunning Interview

In a candid interview with PragerU's Marissa Streit, In-N-Out President and CEO Lynsi Snyder shared her inspiring journey, detailing how her faith in God has guided her through personal loss and the pressures of running one of America's most beloved fast food chains.

Snyder, who inherited the company at the age of 17 after the tragic loss of close family members, discussed the challenges that came with the inheritance and the criticism she faced for receiving such a legacy. "For me, defending myself and trying to get into that, I just had to lay it down a long time ago," Snyder explained. As a Christian, she said, accepting persecution and judgment from others has been part of the process. "When you align yourself with Jesus, you're making enemies," she noted, emphasizing that her peace comes from knowing that God and the people who truly know her understand her dedication and hard work.

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Throughout the interview, Snyder spoke about her high-capacity work schedule, balancing meetings with vice presidents, department heads and her involvement in creative outlets like the merchandise department. She explained how her father's death pushed her to step into her role more fully, becoming the guardian of her family's legacy. "All the things I was passionate about, I'm able to do in some way here at In-N-Out or through ministry," she said.

Snyder also shared how forgiveness and grace have shaped her leadership style, having experienced significant loss and been

guided by God's grace. She believes that unforgiveness poisons people, and she advocates for forgiveness as a path to healing.

One of the unique aspects of In-N-Out that Snyder highlighted was the inclusion of Bible verses on their packaging, a practice started by her uncle, who became a Christian before he passed away. Snyder shared her personal touch on the Bible verses, including a verse on the fry boat about resilience, which holds deep meaning for her.

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Reflecting on her journey and the loss of her family members, Snyder said, "God knew that when I lost my family members that started this company and that were so special to me ... In losing them, you can't replace them. But God did know that I was gaining a giant family."

When asked what advice she would give her 20-something self, Snyder's message was simple yet profound: "Ultimately, God is good." She concluded, "He has blessed me ... and I think ultimately it just makes me love Him more."

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