

# **WHY WORK? CALLED TO MAKE A DIFFERENCE**

## **OUTLINE SUMMARY**

**Nancy D. Olsen and Howard W. Olsen, Ph.D.**

## Why Work? Called to Make a Difference

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# FINDING YOUR DESTINY

*Do not let your occupation block your destiny, but instead let your destiny shape your occupation by turning it into your ministry.* Ed Silvano

## 1. God's purpose for work and its place in God's plans

- God is accomplishing His plan and purpose through you. God has a dual purpose of reclaiming His usurped kingdom and providing redemption for mankind and creation.
- Work in itself is good and has intrinsic value.
- Work is a principal means of fulfilling the Great Commandments: to love God, to love other people, and to love yourself.

## 2. Nature of work

- Work includes positive productive activities that are paid or unpaid.
- The work that you do is significant and matters to God. God created you in His image to be in partnership with Him working on earth to accomplish His Kingdom purposes. You are to be totally engaged in establishing His kingdom on earth.
- God invites you to be a coworker with Him in accomplishing this purpose. God accomplishes His work through the *good works* that He has prepared in advance for you to do.
- Work is a gift God has given to you.
- Work is doing whatever you are called to do with motivation and passion.
- God uses the workplace to transform your character.
- God wants to give you greater influence.

## 3. Fulfilling your destiny in God's plan

- All of us have "callings" in the world.
- God has uniquely crafted you with certain abilities, interests, motivations and aspirations.
- Work gives you life purpose and fulfillment.
- You have the full power of heaven at your disposal to fulfill your divine destiny.

## 4. Finding your life purpose

- The key to discovering your life purpose is to begin with God. It is God who has implanted in your heart dreams, ambitions, goals, and desires. Open your heart and allow God to continue to narrow your focus in pressing to the mark of your calling.
- Begin your life purpose journey by looking at your past, present and future. Look for patterns of behavior, common elements, and threads you see evident in you life experiences. Identify elements that God has built into your life that identify who you are uniquely created to be. Write down your personal thoughts for each of the following areas: (Adapted from Transformational Leadership Coaching)

## **Life Focus Areas:**

- **Life Circumstances**

Examine my life circumstances, including difficult ones, which shaped me in fundamental ways. These may include circumstances that were beyond my control, such as where I was born, the generation I was a part of, my upbringing, birth order, economic status, and gender that defines who I am.

- **Needs You are Drawn To**

What kinds of situations, circumstances, and people needs really tug at my heart? What kind of things I have responded to throughout my life? What problems in the world would I want to give my life to solve? What are the kind of needs do I want to meet? What am I most passionate about? What are the times I strongly felt God's presence when working?

- **Experience & Fruit**

In what areas do I have valuable experience? Where has the most and best fruit in my life been? What kinds of things has my life experience prepared me to do? What have some negative experiences taught me about who I am and what I don't want to do?

- **Confirmation and Counsel**

What have others seen in and affirmed in me? What significant, resonating counsel or feedback have I gotten about what I should be about? What things have I done where the feedback I received really stands out? When do others say, "This is really you"? Ask other people who know you well, "What do you see as my single greatest strength?"

- **Gifts, Skills, Abilities**

What am I naturally gifted at? What important learned skills have I developed? In what kinds of situations do my abilities really stand out? What am I good at? What are my spiritual gifts? What is my personality style? What do I know about myself from various self-assessment tests? Various tests include: DISC, Myers-Briggs, Keirsey Temperament, Taylor-Johnson Temperaments, C.A.R.E. Profile, Spiritual Gift tests, etc.

- **Inner Knowing**

What do I think I've been called to do? What have I always wanted to do with my life, maybe since I was a kid? What do I have a sense of destiny about? What things do I think I might be or do someday? What things do I want to be or do someday?

- **Fulfillment and Delight**

When did I do something that just "clicked", that I felt born to do? What have I accomplished that was especially fulfilling? What are the little things in life that I just take a lot of pleasure in?

- **God/Revelation**

What are the significant things that God has spoken to me about my life purpose? Are there key scriptures that I sensed might have to do with my life purpose? What are some prayers that have been spoken over me? What might be some calling experiences?

# YOU, CHURCH, KINGDOM OF GOD, MARKETPLACE, CITY

*To change a city you have to change the marketplace. To change the marketplace, it will take Christians in the marketplace. Ed Silvoso*

## 1. Who are you

- I am created by God, empowered by Jesus, and I have a destiny. “For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.” Eph 2:10
- Jesus has given me the Great Commandment. (Mt. 22:37-39)
- Jesus has given me the Great Commission (Mt.28:18-20)  
All the power of Jesus is available for me.

## 2. What is the Church

- Church (ekklesia) is “the assembly of the called.”  
It is composed of “called out” people (ek-“out” and kaleo-“call”). The Church is composed of people “called out” of the world and into the Kingdom of God. The church is composed of individuals coming together in assembly who are corporately united in Jesus Christ.
- The Church is composed of individuals coming together in assembly who are corporately united in Jesus Christ.
- The Church is composed of people carry that Kingdom with them wherever they go. Jesus said, “The Kingdom of God is within you.” (Lk.17:21)
- The Church is commissioned to bring the Kingdom of God to earth.
- The Church is to be dynamic and expansive rather than confined to four walls.

## 3. What is the Kingdom of God:

- The Kingdom of God refers to God’s rule or reign – His kingship, His sovereignty.
- The Church lives in tension between the Kingdom of *this age* and the *age to come*.
- The keys to the Kingdom are given to the Church. (Mt. 16:18-19)
- Bringing the Kingdom into the workplace can transform the environment and the conditions in the workplace. The Church can bring the Kingdom of God to where the kingdom of darkness has been established in their workplace.

## 4. What is the role of the marketplace

- Marketplace is referring to all that is happening in the city.
- The Kingdom of God operates in the marketplace. People in their place of work are the key to making a difference in their area of influence.
- Christians in their place of work have a role to play in healing the land and bring about reconciliation.

## 5. How does this play out in the city.

- When you change the Marketplace, you change the City. We are called to minister in the city, not just a local congregation.
- The key is integrating You, the Church, the Kingdom of God, the Marketplace, and the City.

## WORKING IN THE KINGDOM

*God has begun an evangelistic movement in the workplace that has the potential to transform our society as we know it. Franklin Graham*

### 1. Work and worship

- God sees our work as worship. The Hebrew word *avodah* is the root word from which we get the words “work” and “worship.”
- We are to work and take care of God’s creation
- We are to redeem mankind and creation. We are to destroy Satan’s kingdom and set the captives free.
- We are to reclaim, redeem and restore people and the land by working in God’s Garden. As God’s workers, we have been given a dominion mandate to: *Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish of the sea and the birds of the air and over every living creature that moves on the ground.* (Gen.1:28).

Each one of us has a part to play in reclaiming, redeeming, and restoring that which the Lord has put us in charge of. We have all been called to work in God’s Garden. It encompasses all professions. Working in God’s Garden requires restoring people and reclaiming the land. Our job is to recapture the sacredness of our work. We are to redeem it from the curse. We are to drive the snake out of the land through intercession and work/worship. Each one of us needs to ask himself, “How can I redeem the people and the ground where I work from the curse?”

- As Christians we have been given authority over domains in our society. If every believer would go to work fully convinced that he or she is worshiping God through labor and that every constructive action at work is a form of caring for God’s creation, then our cities would be transformed.

### 2. Sacred-secular dichotomy

- God never made a distinction between sacred and secular work.
- Today many Christians and non-Christians classify work into a hierarchy of two separate categories of “sacred” and “secular” work.
- Strive to integrate sacred/secular work activities.  
If we believe that the work that God has given us to do in the marketplace is less than the call given to professional religious people, we will never be what God has designed us to be and the body of Christ will never be all it is intended to be.

### 3. Working in God’s Kingdom

- The Gospel of Salvation is to be the full Gospel of the Kingdom.  
The Old Testament is not about salvation. It’s about how to disciple a nation of people. Jesus referred to the Gospel as the Gospel of the Kingdom,
- Having the *rights* to the Kingdom of God involves *responsibilities*.  
The Gospel of Salvation gives a person the *rights* to the promises of God. With the Gospel of the Kingdom come the *responsibilities* to live and be part of the Kingdom. The Great Commission says we are to “make disciples of all nations
- There are eight Kingdom areas of influence.  
The Old Testament identifies the following eight Kingdom domains of influence: Church, Family, Government, Education, Arts, Communication, Science, Business. Christian principals are to be taken into every domain of influence.  
Workplace Christians are to bring the Gospel of the Kingdom into their domain of influence to produce fruit.

## WORKPLACE MINISTERS AND CHURCH MINISTERS

*God has made us kings and priests. Rev.1:6 NKJ*

Throughout the Bible there are many examples of priests and kings working together to fulfill God's purpose of redeeming mankind and building His Kingdom. God has called some people to serve in the church and others to serve in the city.

### 1. Two callings

- Revelations 1:6 says that God "made us kings and priests."

### 2. Church minister calling

- Priests or church ministers are called to the church domain of influence. They serve as pastors, ministry staff inside the church and mission settings. They are anointed for their influence in the heavenly realm.

### 3. Workplace minister calling

- Kings or workplace ministers are called to all of the other domains of influence: family, government, education, arts, communication, science, and business. Their purpose is to serve in the city. They are anointed for their sphere of influence in the earthly realm.

### 4. Kingly men and women

- The kingly or workplace minister calling includes both male and female.

### 5. Priesthood of all believers

- Every Christian is a minister.  
The New Testament replaced the Levitical priestly order with the "priesthood of all believers". I Peter 2:9-10 uses the word "royal (kingly) priesthood". Ministry must have a much broader based than church-related activities. Ministry should happen all over the city as Christians replicate the model presented in Acts 2:42. *They were continually devoting themselves to the apostles' teaching and to fellowship, to breaking of bread and to prayer.*

### 6. Terminology in referring to church and workplace ministers

- The terminology "church minister" and "workplace minister" brings clarity and unity. It would be preferable to refer to people called to the church domain as "church ministers" instead of clergy. Likewise we need to refer to people called to the marketplace domains as "workplace minister" instead of laity.
- The *Church* is an *assembly* of God's people *called out* and *called together* for relationship with God and with each other to accomplish His Mission. *Church*, which comes from the Greek word *ekklesia*, is an "assembly of called out people". There are two meanings of the word in the original Greek language:  
1.) "Called together" or "called out" and 2.) An "assembly"



## WORKPLACE MINISTERS

*I believe one of the next great moves of God is going to be through the believers in the workplace. Dr. Billy Graham*

### 1. Definition of a workplace minister

- **Workplace Ministers** are leaders who are called and anointed by God in their sphere of influence to transform their place of work and its people by bringing God's Kingdom into their work environment. or
- **Workplace Ministers** are leaders who are called and anointed by God in their sphere of influence to serve in their place of work with the purpose of transforming people and their environment for the Kingdom.

### 2. Percentage of people called to minister in the marketplace

Percentage-wise God has called more people to minister in the marketplace than in religious settings.

- 5% of the saints are called to be ministers behind a pulpit or on ministry staff.
- 95% of saints are called by God to minister in the marketplace.

### 3. Characteristics of a workplace minister

The characteristics of a workplace minister have been described in various ways:

- Person of honesty, integrity, moral excellence, high character, and influence.
- Person passionate about the Kingdom of God
- Person having compassion for the hurting
- Person that thinks strategically and creatively about ways to impact their sphere of influence
- Person who seeks and is lead by Godly wisdom, discerns opportunities, and brings resources to bear to influence his world to advance the Kingdom.
- Person who utilizes his blessings from God to intentionally influence others in his area of work to further advance the Kingdom.
- Competent managerial leader with a strong desire to be obedient to God's calling by actively yielding to the Holy Spirit to lead and teach others in areas of character, knowledge, skills, and spiritual maturity. Person who is able to inspire, mentor and empower people with potential.

### 4. Four levels of involvement in the workplace

Christians in the workplace demonstrate their convictions in various degrees of visibility. In Ed Silvano identified four levels of involvement in the workplace.

- Christians merely trying to survive in the workplace.
- Christian who apply Biblical principles to their work.
- Christian who do their work in the power and the fullness of the Holy Spirit.
- Christian who is involved in and committed to the transformation of their place of work.

## THE CALLING

*God has specifically called and anointed workplace ministers to transform their cities and nations, to bring in the harvest, and to build the Kingdom of God.*

### 1. Called to full-time ministry in the workplace

- Christians can be called to full-time ministry in the workplace instead of the church. They have been called to a pulpit in the workplace. They do not exegete the scriptures, but live them. They are the front line troops. At work, their “congregation” consists of the people they touch: fellow workers and their families, customers, clients, associates, and suppliers. They minister in the 9 to 5 window.

### 2. Misinterpreting the call

- Without clearly understanding their call, Christians may enter into a *church* ministry rather than a *workplace* ministry domain.

### 3. Workplace Christians need to see their position as their platform for ministry

- Workplace Christians need to recognize their call to the workplace. Our position in the workplace is the vehicle that God has given us to bring the Kingdom of God into unique places to touch people. When workplace Christians understand that the Lord may be calling them to make their role at work their platform for ministry, there is a release of freedom and power for them to fulfill their call.
- Workplace Christian need to know and feel just as called to his area of work as his pastor is called to the local church. Pastors need to help workplace Christians recognize and validate their marketplace calling.

### 4. Each of us was given a calling by God

- You can not choose your calling. Your calling chooses you. God has designed you with a plan in mind. A calling can be equated to our passion for what we do.

### 5. Identify a calling

It is of utmost importance to identify your calling. The following are four characteristics of a calling:

- It is unique to each individual.
- It requires certain preconditions.
- It brings a sense of enjoyment and renewed energies.
- It is not usually easy to discover.

### 6. Remain in our calling

Paul urges us twice to remain in the vocation to which God has called us.

*Each one should retain the place in life that the Lord assigned to him and to which God has called him...Each one should remain in the situation which he was in when God called him (1 Cor.7:17, 20).*

## THE ANNOINTING

*The anointing which you have received from Him abides in you. (1 Jn. 2:27)*

### 1. Definition of *anointed*

- “Anointed” means that the person has been chosen and empowered by the Holy Spirit for a divine sanctioned assignment. As defined by *Enhanced Strong’s Lexicon*, “anointed” means “enduing Christians with the gifts of the Holy Spirit”..
- It is God who anoints. (2 Cor. 1:21-22).
- To be anointed means *full-time* consecration to God and His work. Part-time anointing, or anointing for part-time ministry is not found in the Bible. In the Old Testament Kings, priests, prophets and places were set aside *in toto* for divine service. Abundant, overflowing, enveloping, transforming anointing is what we see in Ps133:1-3.

### 2. Definition of *anointed for the workplace*

- To be anointed for the workplace means “to be set aside by God for service in the marketplace to use your job as a ministry vehicle to bring transformation to the marketplace, so that the gospel will reach everyone in your sphere of influence” (Silvoso, p.33).

### 3. Purpose of anointed workplace ministers

- The anointing is meant to transform people and their environment. The anointing is for ministry in serving others. Ministry means more than just being a witness, but bringing transformation. The purpose of the anointing is well stated in Acts. *To open their eyes and turn them from darkness to light, and from the power of Satan to God, so that they may receive forgiveness of sins and a place among those who are sanctified by faith in me* (Acts 26:18).

### 4. Operating in the anointing

- Operating in the anointing is allowing God to do His work so that the will of God will be done on earth. If God has given you an anointing, be careful and watch over it. You must nurture it, use it, and be responsible with it. Anointing demands consecration and serious disciplined preparation. Your level of anointing depends on your level of holiness in dying every day to self, being available to do God’s will and accepting the results
- God will keep expanding your sphere of influence until you reach the level He has chosen for you.
- Old Testament examples of supernatural anointing:
- The anointing can be seen in different contexts.

### 5. Misbeliefs neutralizing anointed workplace ministers

Misbeliefs that usually neutralize God’s calling on those anointed for workplace ministry.

- There is a God-ordained division between clergy and laity.
- Church is called to operate primarily inside a building.
- People involved in business, education, and government cannot be as spiritual as those serving in traditional Church ministry.
- The primary role of people in the workplace is to make money to support the vision of those “in the ministry”.

## THE MARKETPLACE

*Indeed, as with first-century Christianity, it all begins in the marketplace, where the disciples of Jesus daily rub shoulders with the lost.*  
Bill McCartney, Promise Keepers

### 1. Marketplace in the world

- Marketplace is the center of society, the life in the city, and the focus of action in the community throughout the world.
- The marketplace is the combination of the church, business, education, and government.

### 2. Marketplace in the Bible

- Examine the Scriptures from a marketplace perspective.
- The majority of the Old Testament leaders were deeply involved in everyday marketplace issues.

### 3. Jesus and the marketplace

- Jesus was born in the marketplace.
- Jesus was a carpenter in business.
- Jesus was a well-established artisan or craftsman.
- Jesus was a full-time profitable entrepreneur.
- Of Jesus' 132 public appearances in the New Testament, 122 were in the marketplace.
- Of the 52 parables Jesus told, 45 had a workplace context.
- Jesus performed business miracles in the marketplace.
- Jesus was well provided for.

### 4. The Disciples and the marketplace

- The disciples all came from the marketplace.  
Jesus called 12 workplace individuals, rather than those in the clergy, to build His church. None of the Twelve was a leader in the Temple or in the synagogue.
- Jesus recruited His disciples in the marketplace, not in the Temple.
  - Peter and Andrew – professional fisherman mending a net (Mat. 4:18-19)
  - John and James – professional fisherman preparing nets (Mat. 4:21-22)
  - Matthew – tax collector in his tax office (Mat. 9:9)
  - Nathaniel – farmer (Jn. 1:48)
- The Gospels were written by marketplace leaders.
  - Matthew – retired tax collector (IRS/savings and loan manager)
  - Mark – scion of a wealthy family (equivalent of being CEO of a private foundation)
  - Luke – medical doctor
  - John – fisherman (food industry)

### 5. The Early Church and the marketplace

- The Church was conceived in a private home, which was a non-religious setting. (Acts 1:13,15)
- The disciples held church all over the city every day, several times a day (Acts 2:42).
- Most of their activity took place in homes, which was the marketplace (Acts 2:44-47).
- Early Christians made the marketplace the focal point of their ministry.
- They performed signs and wonders in the marketplace. Jerusalem experienced transformation. Thousands were led to the Lord (Acts 5:28; 6:7).

## 6. Marketplace leaders in the Early Church

Marketplace leaders played a vital role in the emergence, establishment, and expansion of the Early Church.

- They were excellent leaders who were rapidly equipped.  
They were already leaders in the city who, after coming to Christ through experientially, were passionate about their faith and ministered daily to the lost. (Acts 20:28-32).
- They were capable of ministry and business.
  - Paul, Aquila, and Priscilla - were tent-makers of large tents (Acts 18:1-3, 9:3)
  - Paul - ran a profitable business in Ephesus that was large enough to provide for him, his team and needy people (Act. 20:33-35)
  - Lydia - a wealthy wholesaler of purple cloth (Act. 16:14-21)
  - Dorcas - a successful designer and manufacturer of delicate inner garments (Acts 9:36-43)
  - Ethiopian eunuch – was a finance minister (banker) of a Kingdom (Acts 8:27)
  - Erastus – a city treasurer (Rm. 16:23)
  - Theophilus – a nobleman, or a high-ranking government official (Acts 1:1)
  - Philemon - a wealthy generous leader (Phm. 1)
- They were capable of understanding theological truths.

## 7. Growth of the Early Church

- The Church grew as recognized leaders were selected to partner with the apostles. Workplace Christians were selected to fix a deficiency in the food distribution system that was fast becoming a threat to the growth of the Church. (Acts 6:6-7) Signs and wonders happened and the church grew.
- Book of Acts 39 of the 40 divine interventions happened in the marketplace.
- Persecution forced the Church to move out of Jerusalem.  
The Church's international headquarters was moved out of Jerusalem, a religious city and established in Antioch, a merchant city located on important trading roads.
- In Corinth people were saved, power encounters happened, the church rapidly grew, when Paul, Aquilla, and Priscilla focused on taking the gospel into the marketplace. Paul, a church minister, went into business by partnering with Aquillas & Priscilla, who went into church work. Together they set up a tent-making operation. Many people believed and were baptized *in* the marketplace (Acts 18).

|                    |                  |                       |
|--------------------|------------------|-----------------------|
| Paul               | partners with... | Aquilla & Priscilla   |
| Pulpit Minister    |                  | Marketplace Ministers |
| went into business |                  | went into pulpit work |

- Ephesus experienced the most radical transformation. It was transformed by power encounters that occurred in the marketplace. (Acts 19:1-20)
- Encounters happened “all over Asia” in other cities (Acts 19:26).
- Churches today in the 21<sup>st</sup> century may be equivalent to the 1<sup>st</sup> century synagogue.

## 8. Ministry and work blended

1<sup>st</sup> century Christians did not see working in the marketplace and serving in Church as mutually exclusive activities.

- It appears that the Apostles did not irreversibly divest themselves of all possessions.
- Levi did not divest himself of all his possessions but utilized them for the Kingdom cause.
- Luke continued to practice medicine.
- Paul, Aquilla, and Priscilla functioned in a dual ministry/business status.

## TRANSFORMING CITIES AND NATIONS

*Societal transformation is high on God's agenda and the chief catalytic force to bring it about will be Christians ministering in the marketplace.* Peter Wagner, Wagner Leadership Institute  
*...men of Issachar understood the times and knew what Israel should do.* 1 Chr. 12:32

The workplace ministry movement may be more appropriately called “workplace transformation.” Workplace ministers have an important part in transforming their workplace.

### 1. Bring in provision for the harvest.

- It has been said that “Priests bring the vision; kings bring the provision.”
- Workplace ministers have the gifts, abilities, and talents to be the bridge and to provide creative strategies to generate wealth for the Kingdom. Scriptures say the wealth of the wicked is laid up for the righteous (Ecc.2:26; Pr.13:22).

### 2. Execute judgment, justice, and righteousness

Although bringing in provision for the end time harvest is a major role of the workplace Christians, *the* major role of the workplace leaders is in bringing about transformation.

- God instructs His kings to execute judgment, justice, and righteousness in the Bible. (Jer.22:1-5, Ez. 45:9, 2Ch. 9:8, 1 Ki.10:9).
- God gives us the power to lift oppression, take care of the needy and social outcasts.
- We are to be proactive and part of the initiates in making Jesus real in a broken world.

### 3. Revolutionize systems

- Marketplace is comprised of cities that are dark with sin and sick with greed and lust.
- God, however, wants to change structures controlled by Satan. Christians in the workplace are the most strategically placed soldiers, because they are the ones closest to Satan's command and control centers.
- As Christ's ambassadors we have the power and authority to redeem business, educational, and government structures and systems. (Mk. 16:17-18; Jn.14:12-15).

### 4. Bring spiritual transformation to the workplace

- God designed the Church to be *counterculture* and produce transformation rather than be a *subculture* satisfied with survival by separating itself into its own closed community. The Church was not to *assimilate* itself into society, but to transform it.
- The workplace is where the Church can work to transform society.
- Societal transformation occurs when God's Kingdom is brought into the workplace.
- Transformation can take place in the marketplace because of our authority in Christ.
- The Kingdom of God is intended to transform, not just individuals, but also the environment and the conditions around them.

### 5. Let your light shine in the workplace

- Our light shines when we live life in contrast to the ways of the world (Mat.5:16).

### 6. Community transformation

Workplace transformation is a catalyst for community transformation. A transformed community is where every facet of life submits to God's authority.

- *Core principles* for community transformation to happen.
- *Hindrances* to community transformation.

## BRINGING IN THE HARVEST

*I've never seen the activity of God this deeply in the business community as I do right now.*  
Henry Blackaby

It is believed by many that the next worldwide harvest will occur in the marketplace. God will use the workplace Christians to bring revival. As in previous revivals, it will happen outside the walls of the church.

### 1. Relationship between work and the Great Commission

- The workplace is an ideal place to obey the command of the Great Commission found in Mt. 28:18-20.  
*"All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."* (Mt. 28:18-20)
- The entire world must be the focus of the mission entrusted to us.  
*Go into all the world and preach the gospel to all creation.* (Mk.16:15).
- We are blessed to be a blessing. (Gen. 12:2-3; Gal.3:8)

### 2. Workplace ministers are positioned to bring in the harvest

- "The harvest truly is great, but the laborers are few". (Lk.10:2)
- It is believed by some that these laborers are workplace Christians leaders that are already strategically positioned in the marketplace to bring in the harvest, but just need to be released.

### 3. Workplace and church ministers working together to reach a city

- Workplace and church ministers working together have an opportunity to touch the 50% of the seed that has taken root but needs serious attention to survive due to culture. In the Western World, culture entertains. In the Third World, culture threatens survival.

Parable of the Sower (Mt.13).

| <i>Seed Sown</i>  | <i>Results</i>  | <i>Enemy</i> |
|---|---|--------------|
| Some fell by the wayside and the birds got them.              | No positive response  | Devil        |
| Some fell on stony ground and had shallow roots.              | True understanding of the Kingdom is set aside by this shallow response on the emotional level. Misplaced over-enthusiasm.                                | Culture      |
| Some sprung up and the thorns choked them out.                | Seemed to have a genuine response, but something more important is always demanding their attention. The Gospel gets shoved aside by the demands of life. | Culture      |
| Some fell on good soil and brought forth 100, 60 and 30 fold. | Their new relationship with God compels them to share the Good News with others. These self starters and determined seekers bear fruit.                   |              |

#### 4. The five-fold ministry inside and outside the church

- The five-fold ministry priestly gifts inside the church have a dynamic equivalent of the five-fold workplace gifts outside the church. (Eph. 4:7-11)
- Applying the Five-Fold ministry giftings laid out in Eph. 4 to the workplace benefits both the people and the company. People need to function in a place where they can live up to the potential that God has for them. This in turn creates profit, which is a by-product of doing God's will. The following chart illustrates how a five-fold gifting functions in the workplace:

| <i>Gifting</i> | <i>Workplace Function</i>  | <i>Function Description</i>  |
|----------------|--|--|
| Prophets       | Entrepreneur, Visionary, Analyst, Accountant, CFO  | A prophet is an entrepreneur that may lay out the vision as he sees it. They are visionaries. A prophet is an analyst that may layout potential problems that are on the horizon. They can see the outcomes of decisions the company makes.  |
| Apostle        | Builder, Creator, Manager, Implementer   | The apostle builds the prophet's vision. He fixes potential problems that the prophet sees. He tends to be a problem solver as he puts the pieces and the over-all design of the organization together. An apostle takes initiative in building an organization, a division, or a product line. Apostles are good organizers. They see what needs to be done on an operational level or with specific systems. |
| Evangelists    | Marketer, Salesperson, Recruiter, Public Relations   | An evangelist is someone who communicates the message. He influences customers, strategic partners, and employees with the message. They tend to make people want to hear what they have to say. They have charisma.   |
| Pastors        | Human Resource Manager, Workplace Chaplains  | A pastor deals with people internally. He cares for the needs of people and helps them grow on a more intimate level. They are encourages and sympathetic in dealing with people. They nurture the employees.  |
| Teachers       | Production Supervisors, Department Heads, Professors, Technicians, Operations Manager, Quality control positions | A teacher trains and teaches others how to do their work in a specific area. They instruct others with clarity and simplicity of instruction. They know how things work and are able to communicate that to fellow employees.  |

#### 6. Paradigm shifts

- Paradigm shifts already in place
- Paradigm shifts in process.
- Paradigm shifts to come



## BUILDING THE KINGDOM

*You have planted much, but have harvested little... Give careful thought to your ways...  
My house, which remains a ruin, while each of you is busy with his own house.  
Build my house, so that I may take pleasure in it and be honored.  
I am with you, declares the Lord. (Hag. 1:6-13)*

Workplace ministry in action is not a new concept. Throughout the Bible there are many examples of church ministers and workplace ministers working together to fulfill God's purpose of redeeming mankind and building His Kingdom.

### 1. Priests and kings function together in the Old Testament

- Kings and priests were two distinct and different offices.
- The king and priest team had separate functions.
  - The king would not go to war without the priest's blessing Joshua & Eleazar (Num 27:1-21).
  - If a king tried to do a priest's job, he suffered judgment from the Lord Saul & Samuel (I Sam. 11-13).
  - Both the kings and the priests respected the anointing and calling of God on the office whether it was a word of judgment or blessing David & Nathan (2 Sam. 12)
- The priests provided the vision and the kings provided the provision..

### 2. Old Testament example of a priest and king building the house of the Lord

- Book of Haggai is about Joshua, a priest and Zerubbabel, a governor working together to build the Kingdom. It tells how church and workplace ministers need to get their priorities right and work together to build the Lord's Temple. The book lists the blessings of obedience and consequences of disobedience for respectively working together and not working together to build the house of the Lord. (See the diagram of the book of Haggai on the next page.)
- As seen in Hag. 1:6-13 they were called by God to work together to build the "house of the Lord." The Lord told them to give careful thought to their current ways. The people had lost concern for the need to build God's house because they were so focused on their own worldly needs. They were busy living in their paneled houses, while the Lord's house remained in ruins (1:4).  
He said, "*You have planted much, but have harvested little*" (v.7). The Lord said "*my house, which remains a ruin, while each of you is busy with his own house*"(v.9). They were told to get their priorities right and together build His temple, and then God would "*be with them*" and "*bless them*" for their obedience. The Lord promised that He would shake all nations and fill the temple with His glory.
- The Lord making Zerubbabel, who was a marketplace leader, as like his "*signet ring.*" The signet ring's impression in wax was the seal that carried the authority of the king.

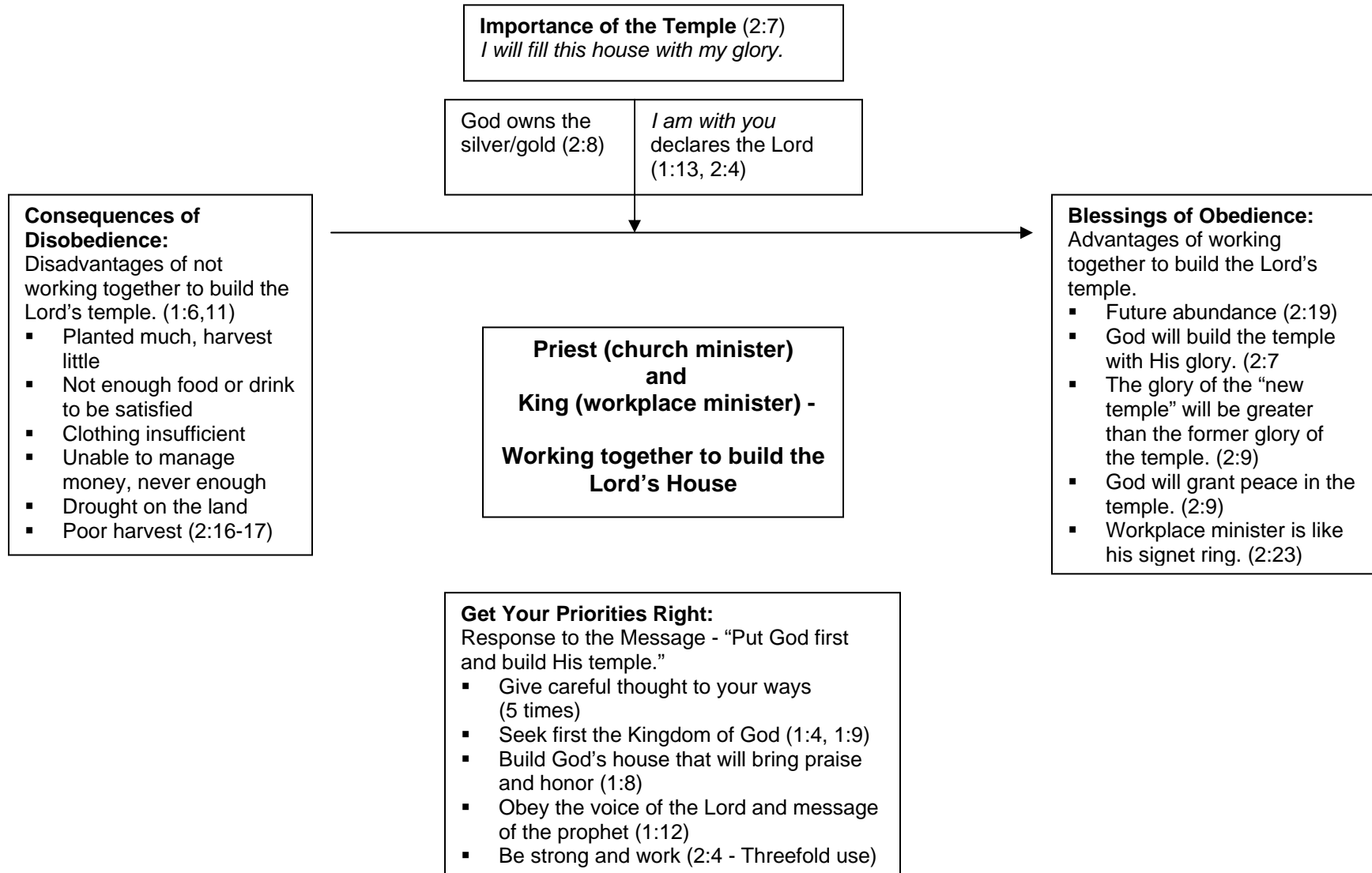
### 3. New Testament example of church and workplace ministers functioning together

- In Acts 6, the apostles called on the workplace Christians to fix a deficiency in the food distributions system that was becoming a threat to the growth of the Church.

### 4. Church and workplace ministers are still called to work at building the Kingdom

- Today God is calling church ministers and workplace Christians to work together to see our cities transformed, to bring in the revival, and to fulfill the Great Commission.

## Book of Haggai: Priest and Governor Building the House of the Lord



# WORKPLACE MINISTER AND CHURCH MINISTER RELATIONSHIP

*Many church leaders are training us to do their ministry, instead of our ministry.*  
Dr. Myles Munroe

The current challenges in a workplace minister and church minister relationship needs to be turned into opportunities to further advance the Kingdom.

## 1. Frustrated workplace ministers

Workplace ministers have expressed frustrations in their relationship with church ministers.

- They are second class citizens compared to those who serve in a church.
- They feel guilty due to their lack of faith, attachment to worldly things.
- They feel put down, isolated, neglected, and confused.
- Spiritually zealous workplace ministers are many times encouraged by their pastor to go to Bible school or become a director in the church.
- They are asked to be active in church responsibilities to the point of burnout.
- They feel that they are only a source of tithing revenue.
- They become frustrated when their gifts are not put to best use.
- They are frustrated with the poverty mentality of the Church.
- They suffer from loneliness, as there is no one to share with that understands their situation.
- They often fail to rise to their God-appointed position.
- They feel a lack of support for what they are doing in their place of work..

## 2. Frustrated church ministers

Church ministers have expressed frustrations in their relationship with workplace ministers.

- Many times pastors think that people are not committed.
- They feel frustrated that people in the workplace are not tithing.
- They see worker accumulating wealth, but not submitting it to the body of Christ for use.
- Most benevolent work is still done by church ministers, who become very frustrated and disillusioned.
- They are frustrated with the attitude of workplace Christians.
- They are afraid that marketplace leaders will try to impose business ideas on the church.
- They want the marketplace leaders to get involved, but there is a lack of trust.
- They feel inferior and intimidated by organizational power.
- They have difficulty deciding how to incorporate the new emphasis of workplace ministry into an already-crowded schedule.

## 3. Consequences of a poor relationship between a workplace and a church minister

The consequences of not working together results in some negative consequences.

- The Church is not doing all that it is intended for it to do
- The Church suffers today for lack of long-range planning and provision.
- Churches full of frustrated workplace leaders, listening to frustrated church ministers who have heard from God, but do not have the money to make it happen.
- Many workplace Christians have watched the fiscal irresponsibility of the Church.
- Rejection by the Church of valid ministry of workplace ministers within the church structure has left the Kingdom incomplete and divided.
- Churches seek out and use their members' skills for the church's institutional life, but rarely affirm these same people for using their skills as people of faith in the workplace.
- Unless we recognize the problem and repentant, we will never see the reality of revival that God wants to bring to the community.
- A survey showed that only 9.4% of the businesspeople would consult their pastors in dealing with financial difficulties.

#### **4. Benefits of a good relationship between a workplace and a church minister**

Some of the benefits of a good working relationship are as follows:

- If workplace ministers would be free, blessed, and sent to work for the Kingdom, they would view their work as having real purpose.
- Affirmation by their pastor is important to workplace ministers.
- When workplace Christians are brought on board as ministry peers, many times problems that have frustrated pastors for years are solved in a few days.
- Workplace people can direct people to be connected with a local church.
- Teamwork creates more powerful, more effective churches that can minister in a more relevant way to their communities and to the world.

#### **5. Connecting workplace ministers to church ministers**

- Traditional pastors are already recognized as ministers. The challenge is how to acknowledge and integrate workplace ministers as ministers and co-laborers. This requires the resolution of three major issues:
  - Differences in worldview
  - Expected levels of involvement,
  - Need for intentional reconciliation.

#### **6. Workplace ministers and church ministers as partners**

- Workplace and church ministers need to partner in a new model that would more effectively deal with our current realities. There are many areas where the Church can benefit by looking at the workplace. Likewise there are many areas where the workplace needs to look to the Church for answers. They need to look at the following areas:
  - Structure
  - Community
  - Trust
  - Love
  - Sharing power
  - Servanthood

## EQUIPPING

The purpose of the Church is *for the equipping of the saints for the work of service, to the building up of the body of Christ.* (Eph 4:11 NAS)

Many people are frustrated in their job because they do not have a biblical understanding of what their work is. Part of equipping the saints for ministry is to give them that understanding.

### 1. Impart a workplace ministry vision

- Pastors need to help workplace ministers recognize their calling and anointing.

### 2. Equip the workplace ministers

- Eph. 4:11-13 states the importance of equipping the saints for the work of service. Workplace Christians need to be specifically equipped for ministry in the workplace.
- National research across the denominations reports startling statistics.
  - 55% of the Christians have never ever heard a sermon on work.
  - 75% have never been taught a Biblical view of work

### 3. Choosing and developing workplace leaders

Read Deut 17:14-20 for instructions on developing kings.

- Workplace leaders have a God-given anointing (v.15).
- Leaders need to know that their strength and power is not in what they own (v.16, 17).
- Workplace leaders must guard themselves in the area of moral purity, and from seeking power and position (v.17).
- Workplace leaders are to copy the law personally (v.18).
- Leaders need to read the Word and receive direction from the Lord (v.19).
- God-anointed workplace leaders will serve in humility (v.17).
- Obedience will result in a tremendous blessing (v.19, 20).

### 4. Equipping topics for workplace ministers

The following are some basic equipping areas for workplace ministers:

- Daily quiet time with God.
- Develop a reverence for and the submission to the Word of God and its principles.
- View prayer as an integral part of work.
- The quality of your product or service should be viewed as a tool that is used to help build a strong platform for Christian testimony or ministry.
- A commitment on one's part to personal spiritual growth and development.
- A willingness to give from one's increase. It is acquiring an attitude of gratitude and a willingness to share. It is a matter of trusting and serving God versus mammon.
- Be a stewardship of one's time, resources, and money.
- Work should be both profitable and purposeful.
- A person's life should be surrendered to God.

### 5. Release the workplace ministers

- The church needs to release God's anointed workplace leaders by praying and standing beside them.

## SETTING APART AND COMMISSIONING

*They presented these men to the apostles, who prayed and laid their hands on them.*  
Acts 6:6

The church needs to be about the equipping, anointing and commissioning people in every sector of the marketplace. When workplace Christians are set apart or commissioned, they will more fully recognize and embrace their call as being appointed to serve as full-time ministers in their place of work.

Acts 6-8 is an example of church ministers, the apostles *setting apart* workplace leaders. It also identifies the *qualifications* for workplace leaders whom are set apart for ministry. Additionally, it is an excellent New Testament example of a church and workplace ministers *working together to build the Kingdom of God*.

### 1. **Biblical support for commissioning workplace ministers**

It is biblically appropriate for pastors to set apart and commission anointed workplace Christian leaders? Biblical support is based on Acts 6-8.

- A problem came about in the food distribution program.
- The Apostles selected seven workplace leaders who could address this problem (Acts 6:1-4).
- The Apostles commissioned the seven to do the work and they were empowered by the Holy Spirit. The Word of God quickly spread in Jerusalem (Acts 6:7).

### 2. **Qualifications for setting apart or commissioning workplace ministers**

Qualifications for commissioning workplace ministers are based on criteria in Acts 6:3-5.

Based on criteria in Acts 6:3, "Select from among you" those of ...

- "Good reputation" both in the workplace and in the community. (v.3)
- Mature Christians that are "Full of the Holy Spirit." (v.3)
- "Full of wisdom" in their work life. (v.3)
- "Full of faith" in God.(v.5)

## **SUPPORTING MINISTRY IN THE WORKPLACE**

*Workplace ministry will be one of the core future innovations in church ministry.*  
George Barna, Boiling Point, Regal Publishing

When the Church begins to think about where people actually spend their time and the kind of issues they face, it may begin to set a different agenda for its teaching and care. It is important to recognize the issues and values in the contemporary workplace and how the Church can support workplace ministers.

### **1. Issues in the workplace**

- A recent study indicated that workers are working longer hours and suffering increasing levels of stress, anxiety and depression.

### **2. Values of the contemporary workplace**

It's important to be aware of the values that shape consciousness in the workplace:

- The first is practical atheism.
- The second is people equal functions.
- The third is Individualism.
- The fourth is materialism/consumerism and the problem of enough.
- The fifth is works equal worth.

### **3. Convictions needed by workplace ministers**

For people to integrate work and faith, they will need to have some basic convictions.

- Their work matters to God.
- They are called by God to the marketplace.
- The workplace is a context for spiritual growth and for ministry.
- They should expect the support of their brothers and sisters in Christ.
- Work cannot be elevated to an idol.

### **4. Supporting workplace ministers**

Here are some ways churches can take action to help people integrate their faith and work:

- Start believing God is present in the marketplace.
- Focus on the life of the church beyond the church walls.
- See people's work as sacred rather than secular.
- Equip and affirm the people.
- Encourage people to be lights in a dark world.
- Teach the basics of the faith as applied to the workplace.
- Create a biblical framework for work.
- Create and maintain faith consciousness at work.
- Stress the "priesthood of all believers".
- Listen to the workers' needs and issues.
- Relate to marketplace issue. Seek to hear and understand the culture of our times.
- Provide prayer and worship times relating faith and work.

### **5. Getting your church to work**

Here are some ways a church can connected to its members in the workplace:

- Plan to transform the church.
- Identify workplace issues by taking a survey at the church.
- Ask workplace Christians from different vocations to give input on sermons that could address the need of those in the workplace.

- Do sermons on workplace.
- Present a five minutes member workplace testimony.
- Recognize ministry being done in the workplace.
- Provide opportunities on relating faith and work.
- Develop small support groups.
- Specifically incorporate workplace focus in the mission and outreach activities.
- Help workers develop an Action Plan for Workplace Ministry.
- Set apart or commission workplace ministers.
- Seek to engage with the marketplace.
- Be a church *of* the community rather than a church *in* the community.
- Provide every member with the support base they need to do their ministry.
- Look for creative and biblical way to reach the community with maximum effectiveness.
- Create an internet devotional ministry for workplace ministers or use.
- Make members aware of web sites and ministries that help them integrate their faith and work. <http://www.todaygodisfirst.com> ; [www.hischurchatwork.org](http://www.hischurchatwork.org).
- Provide career counseling and employment assistance.
- Above every door leading out of the church post a sign saying “Servant’s entrance.”



## LAYING THE FOUNDATION FOR PLANNING

*In his heart a man plans his course, but the Lord determines his steps. (Pr. 16:9)*

Many aspects of an envisioned future can be influenced or changed by decisions and actions we make today. For the Christian this is not simply projection-based planning, but realizing that through prayer and our relationship with God, we can be a catalyst to help bring about a future that is in alignment with God's will. [See *Action Steps for Workplace Ministry* on next page.]

### 1. **About Planning: Why is it scriptural to plan**

- God's Word teaches us that we should plan
- Planning helps to enable God's best for us
- Planning helps us to prepare and think through our actions
- Planning produces favor with God and man
- Planning helps us to heed the warnings in scripture
- Planning can keep us from doing what might seem right but can end in disaster

### 2. **About Planning: How should we approach planning**

- Plan by seeking God's wisdom
- Plan with complete trust in God and acknowledge His leading
- Plan by emphasizing prayer, then action
- Plan with balance: We plan, God directs
- Plan diligently
- Plan as directed by God
- Plan with wise counsel

### 3. **Action Step: Dedicating your workplace to God**

- Deal with personal sin
- Deal with corporate sin
- Dedicate your workplace
- Select a place at work to meet with God
- Recognize the Father, Jesus, and the Holy Spirit as head of your workplace

### 4. **Action Step: Embracing and improving the workplace**

- Be part of the workplace
- Embrace your workplace
- Improve your workplace
- Bring the Kingdom of God to your workplace

### 5. **Assessment: For organizations**

## ***Action Steps for Workplace Ministry***

### **Dedicating Your Workplace to God**

#### **Deal with Personal Sin**

Ask the Lord if there is any personal sin that is hindering your anointing in the workplace. Confess any sin God brings to mind. Ask for His grace to turn away from it completely.

- List any personal sins:

#### **Deal with Corporate Sin**

Ask the Lord if there is any corporate sin that is hindering your workplace. Confess any sin God brings to mind. Ask for His grace to turn away from it completely.

- List any corporate sins:

#### **Dedicate Your Workplace**

Ask Jesus into your workplace. Ask for His perfect efficiency to replace your deficiency or insufficiency. Renew your commitment to do your work God's way. Go to the door, open it and say, "Come in Jesus. I need you." Walk around your workplace and claim it for the Kingdom. Talk to Jesus about every person with whom you work. Make a commitment to ask the Lord to help you walk with Him daily in your place of work by being aware of His presence.

*Pray: I have heard you Jesus knocking on the door of my work and I now open the door for you to come in. I have invited You to come in to have fellowship. I want you to transform, restore, enrich, enlighten and clothe me spiritually in my workplace.*

- What date and time will I do this?
- Who might I invite to pray with me?

#### **Select a Place a Work to Meet with God**

Select a place at work where you meet with God. In this place seek His wisdom to increase your efficiency.

*Pray: Holy Spirit, I come to you to be filled with your presence. I also pray for spiritual gifts to be activated in me and for You to grant me the fullness of your power to use them in my job, which is my ministry. I welcome Your ministering angels to stand guard over this outpost of ministry in the marketplace.*

- Where is my place to meet with God?

#### **Recognize the Father, Jesus, and the Holy Spirit as Head of Your Workplace**

Recognize the Trinity as the head of the place where you work. Acknowledge the Father as the chairman of the board, Jesus as the CEO, and the Holy Spirit as the legal counsel. Proclaim their supreme superiority over you and your workplace. Listen and get your wisdom from God. Be sensitive to the leading of the Holy Spirit. He is the ultimate competitive advantage. Pray that the decision makers in your workplace be led by God.

*Pray: Let this workplace be the place of your habitation. May your presence fill every aspect of it and may your eternal purposes be carried out in every detail and at every level so that the Kingdom of God will be evident in my place of work.*

- What might God be saying to me?

## **Embracing and Improving the Workplace**

### **Be Part of the Workplace**

Be part of the workplace by accepting it as God's starting point for you. Declare that your job is God's gift to you. Speak peace to it. Thank God for it. Acknowledge the fact that God has placed you there to bring transformation to it. Your assignment is to bring the light of the Kingdom into the darkness of your work environment.

*Pray: Father God, I speak peace into (name of business). Bless (name of person) and reveal Yourself to them in a person way.*

- When will I speak peace over my workplace and bless in prayer those who work with me?

### **Embrace Your Workplace**

Embrace your workplace by giving everything you have to your current job and to those with whom you are working. As you speak peace to and bless those around you, look for ways to improve and develop those relationships through God-led fellowship.

- What are the good things that my job has to offer that I can affirm?
- What persons will I intentionally seek out to improve and develop relationships?

### **Improve Your Workplace**

Improve your workplace by praying for the felt needs that exist in the workplace or in a person's life. Observe, pray, and meet the felt needs of the workplace and those in your circle of influence. Pray for God's grace and strength to act on what He has put on your heart.

- What is one felt need of the persons I listed above?
- What one way can I care for this person and his/her need other than prayer?
- What transformations do I desire to see in the marketplace?

### **Bring the Kingdom of God to Your Workplace**

Declare that the Kingdom of God is advancing in your workplace, because you are blessing your job, embracing it, and bringing to bear the power of God on the areas that require miracles. As God draws near to those you are praying for, let them know that you have been praying for them and that God loves them.

- What might my workplace look like as the Kingdom of God comes to it? Describe the mission, vision, values, processes, language, morals and ethics of your workplace.

**Note:** Incorporate these **Action Steps** into your **Workplace Ministry Plan** in the next section.

(Adapted from Silvos, Ed. Anointed for Business. Ventura: Regal, 2002)

## ***Assessment for Organizations***

Make an assessment of your organization from an outside perspective. Observe your organization as an employee, customer, supplier, or competitor.

### **Exercise to Assess Your Organization**

- Identify each department and function of your organization.
- Take Jesus on a tour through every department and practice of your organization. Show Him what you think you are doing to fit into His plan for your organization. Imagine saying to Jesus, "Lord, this is how we think You would do this."
- Assess how Christ is involved or demonstrated in each function, activity or relationship. Ask Him to show you where his heart is in each area.

### **Questions to Assess Your Organization**

- What do you see on a regular basis that would make you think that your company is Kingdom focused? What evidence is there that indicates that you are a believing manager or steward of it?
- What practices do you see in your company that would be different from other organizations?
- Can your *employees* see Kingdom principles evident in company policies, performance evaluations, discipline and rewards? Do they see it in the practices you encourage, people you praise?
- Can your *customers* see Kingdom principles operating in your sales people, your sales literature, and advertising? Is it evident in your billing, credit and collection, customer service, and product delivery?
- Can your *supplier* see Kingdom principles operating in your negotiations and vendor selection process, in your paying practices, in your attitudes toward them?
- Can your *competitors* see Kingdom principles operating as you compete with them, refer business to them, participate in trade associations or civic organizations with them?
- Do you have a plan that has Kingdom values to guide you as you evaluate and look at each part of the business?
- What are your ministry plans for your business?

### **Questions to Contemplate Before Doing Your Workplace Ministry Plan**

- Where is your passion? How much money and people are you willing to commit?
- Is your focus inward? How can you minister to your staff? Should I provide funds, counseling, rent, spiritual, retreats, devotional, marriage, books, library, nursery, etc.?
- Is your focus outward? How can you minister to the community? How can your organization utilize its resources for the community? How can you assist your staff in working in the community?
- Is your focus on your industry at the city, state, or national level?
- If money were no object, and you wanted to reach out with ministry through your business contacts and relationships, what things would you do? Create a list of ideas.
- What is God's purpose in giving you an organization to run for Him?
- Who else in your organization has God given you to work with to accomplish His purpose in and through the business?
- What are you working on in your business today that you think might be important to you in twenty years?

## PLAN FOR WORKPLACE TRANSFORMATION

Planning is a process that helps you focus on understanding your workplace and aligning your unique gifts and resources that God has given you to take advantage of the opportunities. It is a method for setting specific goals and determining a set of actions to achieve those goals and accessing the results. Two prerequisites for planning are: 1) believe that you can do it and that it will make a difference and 2) believe that God wants you to do it.

It is important to view your plan as a living, dynamic document. Planning is a process that is ongoing and never-ending, changing as your situation changes and as God directs. The following is condensed personal plan for bringing transformation to the workplace. For information on doing a complete strategic plan go to [www.mystrategicplan.com](http://www.mystrategicplan.com) or [www.mykingdomplan.com](http://www.mykingdomplan.com). The later site is the Biblically-based planning process. Remember when you have a clear plan and take appropriate action, you get “traction” to take you from where you are, to where you want to go!

### ***Plan for Workplace Transformation***

#### **Mission Statement**

A mission statement is a statement of your life purpose. It is useful for putting the spotlight on what needs you are presently endeavoring to meet. A mission statement deals with the present. It is a fixed vantage point, giving you perspective on where you are going. It explains why you do what you do. Your mission statement must inspire you and capture the essence of the highest purpose you wish to serve. It must be clear and concise, intensely personal, and capable of being used to make decisions against.

To create a mission statement you need to understand how God has uniquely gifted you with core strengths, abilities, and gifts. You need to embrace your uniqueness and develop your plans around it. With this in mind, your mission statement will be one that expresses your understanding of God’s call on your work— focusing on who you are and what you do. A proactive, focused person with a refined mission statement is a better steward of God’s resources than a reactive one (I Cor. 9:24-27).

#### **Questions for Developing a Mission Statement**

Prayerfully develop your mission statement. Pray and seek God’s wisdom in answering the following questions:

- What is God’s purpose for you in your workplace?
- What do you do well? Look at your strengths, skills, and giftings organization.
- In light of all the needs your see, what purpose do you have within your organization?
- What needs are you seeking to meet in the marketplace?
- Where can you really make a difference? Look at the opportunities and specific needs you are uniquely qualified to meet.

#### ➤ **Action Item**

Write your mission statement attempting to use only one sentence.

## **Vision Statement**

A vision statement provides a clear mental picture, by faith, of what your workplace will look like in 3 to 5 years from now. A vision is the image of the direction you are headed, the focus you should have, the activities to be pursued, and the capabilities you plan to develop. It provides a roadmap of where you are headed. Forming a vision of what your workplace could be and where it are headed is needed so as to provide long-term direction and infuse you with a sense of purposeful action.

A Godly vision is based on God's will for your place of work. A Godly vision is based on God's will for the company. It is a picture of seeking the needs of other people and meeting those needs. It is vitally connected to the heart of God and His perspective. A vision which is inspired by God is God-sized and will require the power of God to fulfill. A Godly vision makes your heart surge, carries you to heights you never dreamed possible, and causes exponential growth. Vision is the thing that makes your heart surge. You are empowered and motivated by it. It causes exponential growth. It seizes hold of you and orders your thoughts and actions. Scripture says, *Record the vision and inscribe it on tablets, that the one who reads it may run.* (Hab.2:2)

### **Questions for Developing a Vision Statement**

Prayerfully develop your vision statement. Pray and seek God's wisdom in answering the following questions:

- What do you anticipate your workplace will look like in 3 to 5 years from now?
- How do you hope to influence your workplace?
- What direction has God been leading you?
- If you knew that you could not fail, what would you do to make a difference?
- Will the vision require faith to fulfill?

#### ➤ **Action Item**

Write your vision statement using one or two sentences.

## **Core Values**

Values are enduring, passionate, and distinctive core beliefs. They are guiding principles that never change. Values are why we do what we do. They are core beliefs that guide your conduct, activities, and goals. Values are deeply held convictions, priorities and underlying assumptions which influence your attitudes and behaviors.

### **Questions for Identifying Core Values**

Prayerfully examine your values by answering these questions:

- What are your core values and beliefs?
- What are the core values and beliefs in your workplace?
- What values and beliefs guide your daily interactions?

#### ➤ **Action Item**

Write down 3 to 5 core values and beliefs that you are truly committed to.

## **Specific Goals**

Goals are like stair steps to your mission and vision. With goals, you convert the mission and vision into specific performance targets. Goals set out what you want to accomplish and when you would like to see it happen. For goals to be effective, they must state *how much of what kind* of performance *by when* it is to be accomplished. They must be relevant, aggressive yet achievable, and be stated in measurable or quantifiable terms. Think about achieving them in a one-year timeframe.

Goals can be difficult to set because they should be faith-stretching without being presumptuous. They ought to serve as a tool for stretching an organization to reach its full potential. Prayerfully seek God's guidance in setting faith goals. Let God give you things He wants you to do. Hold your plans before the Lord.

### **Questions for Identifying Goals**

Set goals depending upon your unique position or situation. Prayerfully set goals by answering the following questions:

- What is God's plan for you in your place of world?
- What does God want to be accomplished through you?
- What are your specific, measurable, realistic targets?

#### ➤ **Action Item**

In faith write specific goals for every major area of the organization. Check to be sure that each goal is specific, measurable, aggressive yet achievable, relevant, and time specific.

### **Tactics – Specific Actions**

Tactics create specific action steps that lead to implementing your goals. It is basically a to-do list for each goal. If you are in charge of others, it is important to assign responsibilities and deadlines to ensure implementation. A great method to get buy-in is to assign a goal to each person. Ask him/her to write the action items and be responsible for making sure each task is accomplished.

### **Questions for Developing Tactics**

Prayerfully answer the following questions:

- What specific actions are required to carry out each goal?
- What individual can you assign to carry out each goal?
- What resources do you need to accomplish these goals?

#### ➤ **Action Item**

Write down a set of actions to achieve each goal. Determine what resources are needed to carry out each tactic. Assign individuals who are responsible to carry out each tactic.

### **Implementation**

To achieve ministry goals, you need not only a good plan, but also a well-executed implementation of the plan. Implementation is the process that turns plans into actions in order to accomplish your goals. Whereas the ministry plan addresses the *what* and *why* of activities, implementation addresses the *who*, *where*, *when*, and *how*.

### **Questions for Implementation**

- Dates: What date(s) will you to focus on your ministry plan?
- Goals: What do you want to achieve?
- Measure Results: What is happening?
- Evaluate Performance: Why is it happening?
- Corrective Action: What should you do about it?

#### ➤ **Action Item**

Begin the implementation of your plan by answering the appropriate questions. Later evaluate the results of your plan and take corrective action to ensure that the goals are attained. Set a date on your calendar to evaluate your commitments and progress.

## ***Workplace Transformation Plan***

**Mission Statement:**

**Vision Statement:**

**Core Values:**

| <b>Specific Goals</b> | <b>Tactics-Specific Actions</b> |
|-----------------------|---------------------------------|
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**Dates:** What date(s) will you to focus on your ministry plan?



# WORKPLACE TRANSFORMATION PLAN EXAMPLE

## Life Purpose Thoughts:

I am called to be part of a *team*, in an *administrative role*, to encourage and *equip* leaders and bring resources together to effectively implement a fruitful multiplying Kingdom purpose. I am the link and the door to facilitate business people on an *international* level to create new wealth for the Kingdom.

## Mission Statement:

**Personal:** To encourage and equip business leaders to strategically impact the marketplace by using their resources to transform nations for Christ.

**M3 Planning, Inc:** Our mission is to make strategy a reality for entrepreneurial – spirited organizations.

## Vision Statement:

**Personal:** To retake the marketplace for the Kingdom. Specifically it is to equip international Christian business leaders with a workplace transformation vision, market-focused strategic planning tools, and organizational resources to transform communities and return the wealth to the Kingdom.

Take the marketplace for the Kingdom.

**M3 Planning, Inc.:** To be known as the small organization strategy experts.

## Core Values:

We commit to these values to guide our decisions and behavior:

- To be a servant to business leaders.
- To be professional in our actions to our clients, partners, and each other.
- To be honest, have integrity and respect for all individuals.
- To continually pursue knowledge.
- To practice what we teach.
- To have enjoyment and fulfillment in our work.

| Specific Goals  | Tactics-Specific Actions  |
|---|---|
| <p><b>Workplace Ministry –</b><br/>To provide Christian business owners with the foundational tools in order to have a Purpose Driven-Business<br/>Target: Christians- locally &amp; Internationally</p>  | <ul style="list-style-type: none"> <li>▪ 2 hrs presentation</li> <li>▪ 8-10 wk class equipping class</li> </ul>   |
| <p><b>Market Focused Strategic Planning</b><br/>To build purpose-driven Christian organizations by equipping business leaders with practical planning tools to connect with their marketplace and enhance their performance<br/>Target: Small-Medium size organizations in U.S &amp; Intl. (&lt;100 employees)<br/>Product: mystrategicplan.com; mykingdomplan.com; mynonprofitplan.com; mychurchplan.com</p> | <ul style="list-style-type: none"> <li>▪ Online interactive site</li> <li>▪ Christian Strategic Plan for Organization</li> <li>▪ Business facilitation</li> <li>▪ Workshops</li> </ul>                    |
| <p><b>Business Mission Trips</b><br/>Host conference on Business Plan with Biblical Principles<br/>Target: Intl. Business people<br/>Participants: Business leaders and students</p>  | <ul style="list-style-type: none"> <li>▪ Develop Biblical based Business Plan for conferences</li> <li>▪ Develop a conference model for business trips</li> <li>▪ Take a business mission trip</li> </ul> |

## ***Ministry Ideas for Organizations***

### **Ministry Mission Statements Examples for Organizations**

- By God's grace, maintain a dynamic, growing business with a Christian impact...by developing, marketing and manufacturing quality products, which perform as they should and enrich the lives of those who use them throughout the world. (MB Sports Tournament Towboats [www.mbsports.net](http://www.mbsports.net))
- Sharing the love of Christ while providing unique management services for the manufactured housing industry. (Martin Newby Management Corp.)
- To honor God in all we do. To manage assets with diligence. To grow profitably. To help people develop. (ServiceMaster, Inc.)
- Sharing the love of Christ while building homes and relationships with excellence. (Pruett Builders)
- Honoring God, the Greatest Designer, making Him known while building relationships through quality design.(Maddox & Associates)
- To bring honor to God and have an eternally beneficial, life-changing impact on people by striving to be the finest custom building team we can be and by genuinely reflecting the character of Christ. (The Fechtel Co.)

### **Ministry Ideas for Organizations**

- Pray daily for employees, customers, suppliers, and competitors. If appropriate, let them know it.
- Send holiday cards with a Christ-centered message. Send "We are praying for you" cards to customers and suppliers.
- Make Christian books, tapes, and videos available on various topics.
- Display Christian tasteful paintings, pictures, scriptures as office décor.
- Have Christian music in your office. Have Christian magazines and literature in your reception area.
- Include testimonies with invoices and other mailing pieces.
- Create a personal testimony tract and send it to business associates.
- Give away one-year Bibles. Give away copy of the "Jesus" film video.
- Have prayer at company meetings.
- Model application of scripture in business situations. Look for teachable moments to use to illustrate applications.
- Recognize biblical fruitfulness in employees.
- Share views on current events from a biblical perspective in a newsletter or other format.
- Lead a small group study on Christian values for your employees.
- Make financial planning from a biblical perspective available to employees.
- Use Christian motivational speakers at sales and company meetings.
- Have a corporate Chaplain.
- Send key people to seminars and conferences where they can relate to other Christian business and professional leaders.
- Give children's Bibles, devotions, or storybooks to employees for their children.
- Host Christ-centered holiday parties.
- Purchase seats at local Christian events, concerts, seminars and give them to employees, suppliers, and customers.
- Purchase a company retreat center and make it available to employees and families.
- Send children of employees to Christian camps. Offer camp scholarships in community.
- Send employees and spouses to family seminars.
- Provide educational scholarships for employee's children.
- Provide seminars from a Christian worldview for employees and suppliers.
- Have a supplier appreciation banquet. Show you value them as persons.
- Release employees to do ministry on company time.
- Donate some of your profits to support local Christian ministries.

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