

Returning to Work

Throughout the pandemic, our main goal has been to hold on to our employees, to keep them safe, and to meet the needs of our clients. Much of our work is site-based, meaning that we spend relatively little time in the office and most of our time at our clients' businesses. The financial services we provide are deadline-based.

Fortunately, we have been able to collaborate using remote documentation and virtual meetings and have been able to complete between 85-90% of our service work during the shut-down period. Now, as clients' offices are opening up, we are facing new challenges to meet their needs and to keep our employees safe. In a sense, I am shepherding that process.

As we return to face-to-face work, we are following the recommended guidelines. But this concerns people's health and there are a variety of layers of concern that require careful consideration.

One of the keys is to listen. When we started Phase 2 in June, we opened with a limited capacity. As our clients re-opened it became clear that they expected to see us in person. It has been tricky to navigate the personal interaction that is a hallmark of our firm.

About 25 of our employees have serious health concerns. They have continued to work from home but many more have expressed valid reservations regarding their responsibilities for children or elderly parents. And most of us are nervous.

The emotional challenges are less clear cut but equally valid so we need to listen and encourage while being prudent. Scheduling flexibility and continued options for remote work enable us to serve our clients and help our employees remain productive.

Our key operating mantra is to treat everyone with respect and responsiveness. "Treat others as

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INSIDE: REFLECTIONS

Fostering Patience

Live a life worthy of the Lord... being strengthened with all power according to his glorious might so that you may have great endurance and patience. (Colossians 1:10-11)

By the fourth century, the early church had grown to over 35 million. What fueled this?

For the first three centuries of Christianity, patience was the one virtue that the early church Fathers emphasized. They took their cue from God's own history with his people—one that was marked by his enduring patience.



Their pagan society, governmental officials, and fellow Jews looked at them with skepticism and suspicion, mocking their beliefs and actions. These early Christians encouraged a life Jesus himself had described in his Sermon on the Mount.

The Christian community persisted patiently through hardships and difficulties trusting in God's faithfulness and that like yeast they would impact the world around them. This is true for us today. (Evidence of a special kind of patience, the authors of this month's reflections are siblings.)

October Reflections: Pg 2-4

Job Search

By Nicole Brophy

I can do all this through him who gives me strength. (Philippians 4:13)

Thirty minutes a day. That was the mantra for my job search. It began as a new year resolution I had to follow through on. During an earlier restructuring at my company, my position was almost cut, so it was just a matter of time until it became a reality. I needed to search for a job.

It began with me being emotional at every turn. *God, why didn't they respond? God why didn't I get that job? I was perfect for it.* God was faithful bringing people and words to assist in this process. My job was to pray and stay obedient to the 30 minutes of searching a day. Just be present and trust that God has a plan for me.

Ten months filled with countless resumes, cover letters, interviews, and writing samples. When my job appeared it was perfect but not what I was initially seeking. It took time and

hard work for me to see things differently as I progressed in the search. Staying true to prayer brought me to my current job and God's plan for me.

When I applied, I was just throwing my resume out there as a second-tier job that was a lateral move if I took it. At the first interview, I was curious then interested. By the third interview, I wanted it. God gave me the boldness to tell them why I was the right candidate for the job. What followed was an offer letter! Praise God. As an added bonus, my boss was a Christian, incredibly talented, and someone I could learn a lot from.

Then my husband was diagnosed with a rare aggressive cancer. This job had two things I doubt any of the other jobs I applied for had: top-of-the-line health benefits that kept our costs down as we sought the advice from the top experts and the flexibility to travel out of state with my husband for chemo and doctor's appointments while working remotely. God knew, and by bringing him into my prolonged job search, he provided, in his time, much more than I could ever have expected or even known we would need.

Nicole Brophy is an association executive with 20-plus years of experience in association and events management and a longtime volunteer for women's ministry in her previous church. She currently works for ACG National Capital with a mission to drive middle market growth. Recently widowed, she has two grown boys and can be reached at nbrophy@acgcapital.org.

PRAY

Thank you Lord for your guidance in my career. Help me to be continually grateful and to bring you into my work situation.

REFLECT

Think about why God put you in your job or has you still looking for a job. What is he asking of you? Are you regularly thanking him for your situation and asking him for guidance with your work relationships?

DISCUSS

Why is it that we forget that God placed us in our jobs for a reason? What are we doing to respond to God's will in our work environment?

PRESIDENT'S NOTE



WorkLight family,

What a wonderful God we have. This year he has certainly kept us busy in seeking his will at WorkLight. New staff members. Upgraded board committees. A completed WorkLight Data Initiative. We

are building on the foundation of Christians in Commerce to reach the next generation with a movement of the Holy Spirit. The Lord works through all of us as one body in Christ, and so this work is only made possible through your support.

Over the coming weeks you will hear from brothers and sisters in Christ about how God is putting WorkLight to work. Former President Bill Dalgetty

will speak to the leadership of our Program Committee. You will hear from Pam Garcia about participating in Working for Our Father online. Will DeSanto will explain how the Lord has shown up in his WorkLight Remote Small Group. Board Member Jennifer Frankenberg will share her experience as a presenter at WorkLight StoryNight. There will also be a highlight from Joe Petty from South Bend, IN, on why small groups and coming together with other Christians in this way is important and special.

How has WorkLight been a part of your journey in Christ this year? Go deeper today by visiting worklight.org. While you're there check out our dynamic event calendar, podcasts, blog, story videos, Spark emails, Flame newsletter, and the opportunity to literally get your small group on

the map. Find something that brings you closer to Jesus? Please share with those you love.

While our true power lies in heaven, WorkLight budgets and operates within creation to ensure this movement sustains for generations to come. Last year the Lord used 300 donors to raise nearly \$360,000. As we continue to grow through 2020 to 2021, we are striving for a corresponding increase in support. Our prayer and intention is to see 400 donors raise \$450,000 through the 2020-21 Annual Giving Campaign. Please consider what gift you might be called to give this year, and encourage those in your Small Group and Chapter to join you in building this movement of the Holy Spirit.

Wesley Farrow
Wesley@WorkLight.org

REFLECTIONS WEEK 2

Praying Through Pain

By John Brophy

To the weak I became weak, to win the weak. I have become all things to all people, so that by all possible means I might save some. (1 Corinthians 9:22)

I work in an environment that sees a fair amount of physical pain. Nearly all of my colleagues suffer from injuries sustained over many years serving in the military—with problems including slight hearing loss, nagging knee injuries, full blown back spasms, and spinal nerve damage. There are plenty of opportunities to lose your cool or misinterpret confusing pain-related body language. It's a potentially combustible mix when you add personality types

that were chosen for leadership and toughness during their active military duty years.

Now, those personality traits are less appreciated in an office environment that demands teamwork where we are expected to treat one another as equals. There have been a few bad moments over the last decade where I have regretted things I have said to coworkers who treated me badly. No one really wins. In fact, I'm usually the only one to offer an apology even if wounds are not really healed.

For years I have prayed for healing, especially for those with whom I have the greatest conflict. I have not seen much in the way of their physical improvement, but instead of fighting, we have been finding our way to some common ground. A victory for sure, not just for me, but for the entire office. Christ in me is finding a way to bring some measure of peace to others.

She didn't understand my role as an event planner, so I had to explain every aspect of my work. Our weekly meetings now took twice the time to prepare for and required specific prayer beforehand (and during) to get through each one. I prayed hard that I would respect her authority and guidance. I also begged God to give me some wisdom and humility to render feedback when appropriate. Our weekly meetings were going well and more importantly I was learning new things about myself and growing in prayer. She was supportive of my work and of me as an employee.

Six months into this reporting I learned that a restructuring in the company was going to happen and my job was going to be cut. I went to one of the partners who had a big event coming up and shared the news. God came to my rescue through this partner in the firm, advocating for the

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PRAY

Lord, I know that my coworkers are in pain. Help me to show them the love of God when we disagree on how to solve problems.

REFLECT

Consider ways to remain patient and open to finding ways to put pain in the background and work to improve relationships.

DISCUSS

Am I afraid of appearing weak to my coworkers? Does the fact that I don't get my way when there is conflict affect my ability to pray and serve others?

necessity of my position and because of my positive relationship with my boss, she also supported the decision. This was a great learning experience in my career, growth in my trust in the Lord, and it also prepared me for my next job that came six months later.

PRAY

Thank you Lord for all the relationship you put in my life, even the challenging ones. Let me learn what you would have me learn from these challenges.

REFLECT

Think about your work relationships with coworkers or bosses. Ask God to help you with the challenging ones.

DISCUSS

How should we respond when colleagues don't do their part?

REFLECTIONS WEEK 3

Prayer Dividends

By Nicole Brophy

Be joyful in hope, be patient in affliction, be faithful in prayer. (Romans 12:12)

I had a great job and I loved my work at a growing company with offices in four states. Initially I worked directly for the CEO and I had great autonomy. He judged my work on the success of the events I coordinated and the return on investment. This worked well given I was traveling between offices and delivering different types of events.

The company continued to grow and I began reporting to the Vice President of Operations. She was an efficiency expert and great at her job, but I soon learned this would be a challenge like none I had encountered in my career.



REFLECTIONS WEEK 4

Friendship Over Fear

By John Brophy

Whoever is patient has great understanding, but one who is quick-tempered displays folly. (Proverbs 14:29)

In the last couple of months, my interactions with coworkers has required much more patience just to maintain some level of trust and intimacy. I used to take that for granted. Specifically, my closest coworker has elderly parents with comorbidities and often expresses fear regarding potential contact with anyone outside of her tight family circle. Further, this fear would often extend to inquiries about my personal life and who I was interacting with at

my home and around the dinner table.

This line of questioning became irritating to me and became a real opportunity for division between us. In the past, I would preach about how much damage this virus was inflicting on our American way of life and how more and more rules were being “shoved down our throats.” These conversations would often veer toward me having to defend the fact that I believed people are not selfish if they don’t always keep the proscribed social distance or wear a mask everywhere.

Unfortunately, this created a chilling effect on our professional friendship. In fact, this chilling was occurring in more of my friendships than I had originally supposed. I had to ask myself, “Why is there so much fear?” and “What good will my opinions have on my coworkers and others?” Those who know me, know that I am not afraid to share my opinions, but

I needed to listen to the deeper voice within telling me to listen more and opine less.

PRAY

Lord, thank you for keeping my relationships intact. Show me how to love the people in my life better.

REFLECT

I need to balance the little influence I seem to have on big decisions being made on local and national levels with the deep human need of my coworkers and others to be listened to and loved.

DISCUSS

Do I live each day with the goal of proving to others I am more right about this pandemic than they are? Am I living with unexpressed anger that keeps me from showing the love of God to others?

2020 Annual Gift Campaign – Coming Soon!

WorkLight emphasizes our call to be the light of Christ wherever we are called to work. This is a mission we’ve been given to foster and fuel. Help support us to create resources, programs and opportunities for helping the next generation to shine bright and light the darkness.

To learn more about what we’re doing or to give your gift now please visit

WORKLIGHT.ORG/SUPPORT-US/

**HELP US
REACH NEW
AUDIENCES WITH
WORKLIGHT**

WORKLIGHT 

Christ at Work

By Katherine Beneby

*“Love your neighbor as yourself.”
(Matthew 22:39)*

God calls us to love our neighbors, our neighbors who are fellow human beings. For a long time, I thought loving my neighbor meant loving my family, friends, and church members but for some reason I didn't translate loving my neighbor to be the same in the workplace. I grew up learning that you don't go to work to be popular and have a lot of friends, but to work hard and get the job done. This thinking created barriers for me.

Through knowledge, experience, and exposure, I've learned that love is definitely necessary in the workplace. If we want people to be influenced by our leadership we must show love, patience, care, and concern. It must not be all about the work but also the people doing the work.

A colleague and I started off on the wrong foot and it created a dysfunctional working relationship for quite some time. Once you foster a negative relationship it is difficult to come back from. When we choose Christ, we must die to self.

2 Corinthians 5:17 states, “Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here!” It was a process to truly love in spite of the circumstances, something that continues to challenge, but when I made the choice to show God's love as well as having an open conversation for us to start afresh, things improved tremendously.

“Without love, there can be no connection, no future and no success together.” – John C. Maxwell



How can you show love in the workplace?

Recognition

Recognize the contributions team members make in the success of the overall operation, project or effort. This can vary from praising individually or in a team meeting.

Show respect

If you disagree or have a different opinion, always be respectful and listen to all points of view. Be open to adjust or change if necessary.

Solicit their opinion

Everyone wants to be a part of something and included. You'd be amazed by the feedback/suggestions which

can help the team/organization to grow.

Communicate

Keep team members up to date with the latest happenings in your department or work as a whole. Team members value transparency and will feel as key players in the company.

Express your appreciation

No one can be told too often they are appreciated. This can be done through small tokens, writing a thank-you note, buying lunch, a social media shout-out etc.

1 Corinthians 13: 4-7 tell us, “Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres.”

God's love belongs in the workplace and if we wholeheartedly embrace it, we will build powerful, unstoppable teams.

Katherine Beneby is the Director of Operations and Marketing at Queen's College Centre for Further Education located in Nassau, Bahamas. She is also a Certified John Maxwell Speaker, Trainer and Coach. She can be reached at kbiiicomm@gmail.com.

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you wish to be treated.” Timely responsiveness is critical. People need to know that they can count on me. I will respond within 24 hours to any concern with a concrete plan to help. Our quality reflects a culture of committed excellence for which respect and responsiveness are critical.

We have seen some production drop, not surprising given the changes in professional and personal balance, such as employees overseeing the virtual education of their children. For some, coming into the office was important for quality work, so we have supported that option. For newer staff, teamwork and hands-on opportunities for training and development have lagged. Still, the goal of management has been to stay connected and aware of the challenges both our employees and clients face.

I have been looking ahead to where we want to be in the next period in terms of service, production, technologies, and data analytics. My job is to make sure we are carrying through on the firm's strategic plans. I have to break down future goals and stay focused on the present moment. I am working hard to follow my own advice to strike personal balances and stay connected to family members.

Overall, I am deeply satisfied that my faith and commitment to others come through in my work as I seek opportunities to be of service, mentor, and support. I am on guard to not get overwhelmed by an uncertain future. These are the tools that will help us all to recover.

The author manages a financial services company with over 150 employees. His name has been withheld to meet his employer's concerns for compliance regulations. Like many employers, he has put into place work from home while still deemed an “essential business.” Since March, he and his colleagues have navigated unsure waters and are now opening up with caution and care.

A Workplace without Love?

By John Kyle

Love at work – is that allowed? This question launched this blog discussion three months ago. Since then, I've had the pleasure of talking with a lot of people about the idea of love at work.

For the most part, love at work is not something most of us have thought much about. But when we stop to think about it, we feel the workplace lacks love.

For some, the workplace has become cold, sterile, and sometimes even hostile. For others, the workplace is filled with interpersonal stresses and strained relationships. For most of us, love at work is best described as superficial and cordial, not rich and genuine as it's described in I Corinthians 13.

How has this happened?

Has Love Failed in the Workplace?

We've looked at the Apostle Paul's description of love in I Corinthians 13. He tells us that love is patient and kind. It does not envy or boast. Love is not rude or arrogant and does not demand its own way.

In the context of the modern work-world, these marks of love do not seem like a path to success. In fact, on the surface, they seem like a path to failure.

If I am patient,

will anything ever get done around here?

*If I am kind,
won't my employees walk all over me?*

*If I don't demand my own way,
won't I lose control and not get
what I want?*

In I Corinthians 13:8, the Apostle Paul tells us love never fails. If there is a lack of love in the workplace, it is not because love has failed. It is because we have failed to love.

The Appearance of Failure

We don't like to fail. We don't want to be seen as failures. We also find it difficult to trust that God is working out a plan for our eternal good.

In our pursuit of our own plans and selfish (not shared) success, we focus on ourselves rather than our colleagues. And, in focusing on ourselves, we fail to love and serve them.

As usual, Jesus has much to teach us about love, service, success and the appearance of failure.

In his last hours of life, Jesus appeared to be a failure.

As he hung on the cross, the hope of a new kingdom and the end of the Roman occupation seemed lost. The promise of a new era of truth, love, and peace seemed ridiculous, if not dangerous.

Seeking not only to kill Jesus, but also to stifle his message, the people cried "Crucify him!" Jesus was dealt the most debasing, humiliating death society could muster at the time.

To everyone watching that scene, Jesus looked like a spectacular failure.

Of course, we know that Jesus did not fail at all. What appeared to be a monumental failure was actually a spectacular success!

Love is often like that.

Love – An Act of Worship at Work

Jesus was humiliated for his people. He was spat upon for us. He was beaten and killed – for us. He did things for us that we could never do for ourselves.

We owe him an eternity of love and worship. He tells us,

Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it, 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments. – Matthew 22:37-40

Jesus tells us that we serve him when we serve others (Matthew 25:31-40). When we love our workmates with a genuine, self-sacrificing love (Romans 12), we bring honor to the One who first loved us.

We can do this. Through the power of the Holy Spirit, we can transform the workplace because love never fails.

This article has been adapted and published with permission from the Institute for Faith, Work & Economics. The original article appears at <https://tifwe.org/has-love-failed-in-the-workplace/>. To subscribe to the IFWE Daily Blog go to <https://tifwe.org/subscribe>.

The Story of Christ at Work

Watch inspirational videos of Christians sharing their stories about living out their faith in the workplace and examples of what it means to them to be Christ at work.

Visit worklight.org/WorkLight-Stories

NEWS

WORKLIGHT STORYNIGHT

On August 23, WorkLight hosted a virtual WorkLight StoryNight: Afternoon Edition. To reach a wider audience—including our membership base—the event was streamed on both Zoom and Facebook Live and is available to view on our Facebook page. The event featured five speakers from different parts of the country and highlighted a theme of Christ in the workplace and prevailing through challenges, especially during a pandemic.

Since we will not be hosting an Annual Conference this year, WorkLight encourages chapters and groups to consider convening brothers and sisters in Christ by hosting regional WorkLight StoryNight events.

We hope to see at least three StoryNight events around the country this year. If you are interested in learning more, including virtual hosting options, please reach out to us at Remote@WorkLight.org or visit WorkLight.org to find more resources and get your event on the calendar.

**Please note if you do not have a Facebook account or cannot access our Live recording and would like to hear the stories from the event, they will soon be added to our WorkLight Stories library.*

WEBSITE UPDATE: PHASE 3 COMPLETE!

WorkLight.org launched phase 3 of the website on August 31 and is now complete. Phase 3 added new resources like WorkLight Stories, a video library of Christians sharing their stories of living out their faith at work and being Christ's light in the workplace. The site also includes new features and tools that support WorkLight groups and chapters on both the event page and small groups pages.

One tool, the Event Calendar, will make it easy for groups and Chapters to submit WorkLight events like Working for our Father, WorkLight StoryNight or Challenge Weekends so that they may be shared with a wider audience.

Also added to our Small Groups page is an interactive map that makes it easy for people to connect with a Chapter or group. Add your group to the map by filling out a simple form on the Small Groups page.

There will be small updates and improvements to the site as we grow

and learn. The goal of WorkLight.org is to not only serve current members, but also to reach and engage new and younger audiences. WorkLight and WorkLight.org will support Christians in their workplace by:



- Helping Christians unite across traditions, occupations, and positions.
- Providing practical, on-demand resources that are adaptable and free of charge.
- Helping men and women form groups to accompany one another as coworkers in Christ.

Check out our new site and visit WorkLight.org today!



HAVE YOU TAKEN THE WORKLIGHT CENSUS?

You can help us to improve the quality of service and fulfill our mission and vision of being Christ in the workplace by taking our census survey.

<http://bit.ly/WL-Census>

SHARE YOUR STORY: CREATE A SPARK!

We share stories to encourage and equip Christians to shine bright at work. Great stories have the power to open hearts and connect us as Christians on a deeper level of relation with one another. Have a story to share?

Visit worklight.org/share-your-story/

2020

OCTOBER

*"I have been crucified
with Christ and I no
longer live, but Christ
lives in me."*

Galatians 2:20

THE FLAME

CHRISTIANS IN COMMERCE PRAYER

Father,

You are my Lord and Creator.

You entrust me with a place of stewardship in your creation.

Fill me with your Holy Spirit:

That he may teach me to pray and live in Christ and as Christ;

That he may teach me love for family, friends and all people.

A love that is selfless, humble, and wise;

*That he may teach me stewardship of the talents, time, money and
possessions you have given me.*

A stewardship that serves, is generous, and brings honor to your name;

That he may teach me faithfulness to your call to Christians in Commerce.

A call that unites us and builds your Kingdom in the marketplace.

Through Jesus Christ who is Lord.

Amen

VISION Being Christ in the workplace

MISSION To encourage and equip Christians to be God's presence in the workplace by the power of the Holy Spirit, exercising faith, integrity, and excellence

VALUES Christians in Commerce is an ecumenical organization committed to:

- Growing and being transformed in Jesus Christ
- Manifesting the gifts of the Holy Spirit
- Building strong brotherhood and sisterhood
- Serving God and expanding his Kingdom in all aspects of our lives

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