



Releasing Control

By Luke Cahill

For he is our God and we are the people of his pasture, the flock under his care. (Psalm 95:7)

I lead a small insights and strategy agency of 12 full-time employees and some additional contractors. Our team is incredibly close-knit. I was as proud of that as the work our team was doing. We would do the typical corporate-type stuff like team outings and birthday lunches, but it went deeper than that. Most days, the whole team sat together for lunch, sharing our lives with each other. We have an open-office floor plan and you could always find us at someone else's desk working on something together. The work we do requires a lot of on-the-fly support and problem solving. Our tight deadlines benefited from the collaborative nature of our team to get everything out on time.

In March 2020, like many teams throughout the country, our team started working remotely. I worried about what we would lose by not having the ability to be together in the same office. The uncertainty of our business grew since 90% of our work was in-person research and not viable at the start of the pandemic. Personal hardship took many forms.

For one team member, it meant becoming separated from their

spouse and making it work with 2 kids. For another, it was managing the mental health struggles of their teenage kids. For many of us, it meant being full-time parents and full-time teachers while bearing the constant concerns about the health of family members. The popular corporate jargon of bringing your full self to work took on new meaning, when so much stress and struggle was brought with all of us to virtual work.

I thought a lot about stewardship. What does it look like to care for the team God entrusted to me with limited resources? Support took the form of home-delivered care packages, genuine compassion, time off when needed, and fewer Zoom meetings. We also adjusted our compensation structure to provide greater security and consistency. It wasn't perfect, but it got us through the hardest parts.

As our team became vaccinated and felt safe to come back to the office, I found myself feeling greedy. I wanted my team to join me in-person. I worried that we had drifted apart and might not ever regain the closeness in-person we had prior to the pandemic.

I fought the feelings that they owed me something for the struggle it had been to keep everyone employed and

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INSIDE: REFLECTIONS

Fostering a Culture of Generosity

The one who had gathered much did not have too much, the one who gathered little did not have too little. (2 Corinthians 8:15)

We don't need to have a lot of money to be a philanthropist. We can all be generous for the welfare of others, supplying what others need, recognizing our obligation to the common good of all. We all have a wealth of God's goodness to share, not just money, but time, abilities, and the love of Christ.



Paul is reminding his readers that when God generously supplied manna each morning it was for the good of all. If they hoarded more than they needed it would go bad. (Exodus 16:18) This is the economy of our Father's Kingdom.

Paul is talking to the community of Christ and not just calling for independent action, but for his readers to unite to be Christ for others. In WorkLight, this is our mission—to unite Christians to shine bright at work.

Let us be generous with our coworkers, customers, and suppliers.

November Reflections: Pg 2-4

REFLECTIONS WEEK 1

Time, Talent & Treasure

By Jenna Hale

For where your treasure is, there your heart will be also. (Matthew 6:21)

I've been fortunate to have a lot of extra time during the pandemic, partially due to being unemployed and also because I was spending more time at home.

Before the pandemic, I was busy. I took on a lot of "extra work" volunteering, attending networking events, staying on top of errands, and also making time for my friends and family. I was probably home one night a week.

During the pandemic, I also spent a lot of time reflecting, and I felt God place on my heart to consider how I could live more generously. I was somewhat generous with my time, however I reflected on that as well. Was I really using my time wisely and how God wanted me

to? Was I doing what God would want? I think I knew the answer and it was no.

After being laid off, in addition to searching for a job I thought about how I could use my extra time. I felt the Holy Spirit nudging me to look at the whole picture of what it means to be generous: time, talent, and treasure.

As I prayed about it, God placed opportunities in front of me. My church put out a call for a volunteer to help with communications and I felt that I could use the gifts God has given me to support them. It has been a huge blessing and helped me to keep my communications skills sharp.

Shortly after that I was asked to volunteer for my local food shelf and I was able to do that as well. I recently accepted a new position and was able to reinstate my monthly donations to all the organizations I was supporting.

Now, things seem to be normalizing, and I'm so thankful for the opportunity God has given to me to live more generously and recognize where God wants me to prioritize my time, talent, and treasure.

Jenna Hale is a communications professional who just accepted a new job at a marketing agency in the Twin Cities. She lives in Hudson, WI. She can be reached at jenna.hale@icloud.com.

PRAY

Thank you Jesus for all the wonderful opportunities you bless me with each day. Help me to continue to reflect on your will and how to live more generously.

REFLECT

Is there one area that you struggle in with living generously? (time, talent, treasure) How might you work on this with Christ Jesus?

DISCUSS

What does being generous look like in your life? How might the Lord be calling you to live more generously?

HOST A CHALLENGE WEEKEND

Is your Chapter or Small Group interested in putting on a Challenge Weekend? WorkLight has set a challenge to have at least 10 Challenge Weekend events scheduled before the end of 2021. Will you answer the call?

Find important planning and event materials in the Challenge Weekend toolkit at:

WORKLIGHT.ORG/CHALLENGE-WEEKEND

REFLECTIONS WEEK 2

Little Nudges

By Michael Goldsmith

“The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’” (Matthew 25:40)

One of the things the Father, through his son Jesus, by his Holy Spirit has called me to do is pay-it-forward by paying for other people’s orders. Usually, it’s buying their coffee at The Warming House in Cloquet, MN.

Yesterday the Lord had something else in mind. I walked out of my office to hop in the car and drive to the “House” and decided to go to the Dollar Store and buy a new pair of sunglasses. I arrived at the store, picked out my sunglasses, and headed to the checkout.

I offered to pay for the person in front of me, but he turned me down, as did the person right behind me in line. Then I saw John. I motioned him to the front of the line with me and I paid for his items. It was only a couple of things. Looking like a man with few possessions, he took his items and left without a word.

When I walked out of the store he was waiting for me. He thanked me and we started a conversation. Being an author, I asked him if he liked to read. When he said, “Yes;” I offered him a book. He shared prayers with me, and we prayed together.

I learned that he needed some help with his bank account, so I gave him my card and offered him a ride home. I was surprised by how far he lived from the store.

This adventure started with a nudge. I encourage us to follow those little nudges from the Holy Spirit. We never know whose life will be changed.

Michael Goldsmith owns a small marketing company called Goldsmith and Associates in Duluth, MN. He is the author of 4 published works including: *Eli Greatness Begins*, *Continues*, *Passed on Herman*, and *The Man who built the Cross*. He can be reached at Goldiesblog@yahoo.com.

PRAY

Lord, thank you for the opportunities you have placed in my life to help others.

REFLECT

Do you pay attention to gentle nudges from the Holy Spirit?

DISCUSS

Has there ever been a time in your life when your plan was better than God’s?

REFLECTIONS WEEK 3

Working and Serving Together

By Jim Ingram

How good and pleasant it is when God’s people live together in unity! (Psalm 133)

My son asked me and my wife to come to Denver to help them move into their newly purchased condominium. I anticipated it would take only a couple of weeks to move their belongings. However, their intention to remodel one of the bedrooms into a rental made us stay a lot longer.

Despite the “Oh Nos” and “Mizels” (might as well do this), this difficult project was a good experience for all of us. In my work as a skilled electrical tradesman, this type of project was familiar to me.

I was blessed to see how working together, with our different gifts, we were able to accomplish a lot. I brought the “know-how”, my son contributed the organizing, and my wife and daughter-in-law orchestrated the decorating to make the place more appealing. My wife also made sure we were well fed and clothed. All things added together to make a successful project.

On the last couple days of the project, my son’s grade school buddy, Glen, and his wife came into town. They were going on vacation to Hawaii. We had one long work day left, which this young couple eagerly joined in.

Our last meal together was filled with laughter, stories of the boys growing up in Minnesota, and love. It evolved into some fatherly advice about how we men must care for our wives. As all our women served us by cleaning up, there were three pairs of ears listening to every word that was said. Glen’s wife responded with joy and said, “You’re family!”

Jim Ingram is a retired Master Electrician/Votech Instructor living in Burnsville, MN. He enjoys doing volunteer work with youth and young adults on service projects and he loves family get togethers. He and his wife, Brenda, have 5 grown children and 2 grandchildren with one on the way. Jim can be reached at ingram7@msn.com.

PRAY

Heavenly father, thank you for the gift of time well spent with family and friends.

REFLECT

How can I foster a joy for serving within my family?

DISCUSS

How can we share the gifts we use in business, giving or receiving, to build unity in our families?

REFLECTIONS WEEK 4

That's Not My Job

By Jenna Hale

In everything I did, I showed you that by this kind of hard work we must help the weak, remembering the words the Lord Jesus himself said: "It is more blessed to give than to receive." (Acts 20:35)

I got laid off at the height of the pandemic. At first, I was furloughed and then the word came from upper management that I along with 10 others at the small publishing company were being laid off.

I wasn't shocked. At that point, I had been furloughed for a couple months. I had hoped to return, so I didn't look for jobs until I was laid off. I wanted to be very particular in my job search because I was determined to work for a company with good values. This was my chance.

The other day I was interviewing for a job that I, at first, wasn't so sure about. The pay was lower than my previous salary and the job description had just as many responsibilities, if not more. I decided to apply anyway.

During the interview process I could see that the people I interviewed with were kind and compassionate people. When I got called back for a third interview with the second in command, I thought, "This is my chance to really get a feel for what the organization is like and if they treat their staff fairly."

The interview went well and we ended up chatting in casual conversation, but something the director said really stood out to me: "You will never hear the words 'that's not my job' from anyone in this organization. In fact, I was just cleaning up a mess in our parking lot the other day when the custodian was sick. We all feel that way here. We all help each other out."

That was what I was waiting to hear. My goal was to find an organization that

shared my values and fostered a culture of kindness and generosity, and I found it. Thank you, Lord Jesus.

PRAY

Lord, we ask that you to remind us to have compassion, show kindness and generosity to others in the workplace and outside of it too.

REFLECT

How can you be like Christ in your workplace? Where can you be more generous?

DISCUSS

Have you ever had a job where the culture did not represent your values? How did you react?

PRESIDENT'S NOTE



A generous person will prosper; whoever refreshes others will be refreshed. (Proverbs 11:25)

Fostering a Culture of Generosity

Culture can be seen as the product of multiple relationships. When a group of people gets together, their relationships come together to generate patterns, feelings, and even a sense of shared identity. Families. Friend groups. Church communities. WorkLight Chapters and Small Groups. As we are reminded in Proverbs 11, a generous person is a beautiful thing.

But what about generous people? When we gather in the name of Jesus Christ, our generosity is amplified through the power of the Holy Spirit.

Generosity towards one another is a gift from God. But what about generosity towards those who aren't already part of the group? Jesus came to reach outward to those in need, not merely inward to those already engaged.

This year's Annual Conference was built on the foundation of our Challenge Weekend. WorkLight's commissioning is for more than our existing Chapters and Small Groups. Our prayer is for an open and dynamic generosity that brings the light of Christ to new brothers and sisters in Christ.

Chapters and Small Groups tend to be generous towards their members. Glory be to God! But where is the Holy Spirit nudging you to turn that culture of generosity outward? Who do you know that needs that brotherhood and sisterhood in Christ that you treasure? Don't just pray for them. Reach out and pray with them! Colleagues. Neighbors. Family members. Strangers. A prayerful direct invitation to join a Challenge Weekend could transform their lives.

God bless,
Wes

Evangelism in the Workplace

By Dave Kahle

What's the best way for Christians to be evangelistic in workplace? We're caught between two opposing forces: On one hand, we know the Matthew 28 command:

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. (Matthew 28:19-20)

Yet we also know that being too outspoken about our faith can cause conflict and division among our employees and skepticism from our customers and vendors. It can be a path to business or professional disaster.

Is there a Biblically-based approach to workplace evangelism that bridges the gap between full-fledged evangelistic efforts and good business practices?

Consider these four suggestions.

1. Strive for excellence in your job

As a rule, the better you are at your business or job, the more respect and influence you have. God knows this, of course, and offers this direction to us:

Whatever you do in word or deed, do all in the name of the Lord Jesus, giving thanks through him to God the Father. (Colossians 3:17)

Excellence in our work expands our influence, increases our credibility, and provides us with visibility in our industries.

2. Work hard at gaining and exhibiting Biblical characteristics

Focus on developing on the fruits of the spirit:

But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness,

faithfulness, gentleness, and self-control. Against such things there is no law. (Galatians 5:22-23)

And move onto more specific Christian characteristics:

Now for this very reason also, applying all diligence, in your faith supply moral excellence, and in your moral excellence, godliness, and in your godliness, brotherly kindness, and in your brotherly kindness, Christian love. For if these qualities are yours and are increasing, they render you neither useless nor unfruitful in the true knowledge of our Lord Jesus Christ. (2 Peter 1: 5-8)

The Lord wants us to be salt and light to the world. As salt only has value when it rubs off on the non-salt around it, so our Christian character influences the people with whom we interact.

3. Give glory to God

And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him. (Colossians 3:17)

Whoever acknowledges me before others, I will also acknowledge before my Father in heaven. But whoever disowns me before others, I will disown before my Father in heaven. (Matthew 10:32, 33)

Secular language is a challenge to most workplace Christians. With secular perspectives all around us, we hesitate to interject God into the conversation.

When we give credit to God, we should do so with confidence and assurance in our voices and non-verbal communication, sending the message that there is no doubt that God was at the heart of your story.

4. Be prepared to respond

Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect, keeping a clear conscience, so that those who speak maliciously against your good behavior in Christ may be ashamed of their slander. (1 Peter 3:15)

If we give glory to God for his involvement in our lives, people will take notice. The Holy Spirit will prompt some of those around you, to ask you about your faith.

The Lord directs us to prepare for sharing our personal testimony.

Five Steps to Implementation

1. Bathe this project in prayer

Ask his involvement in every step of the process, and invite the Holy Spirit to inspire, educate and direct you through it.

2. Work at excellence

That means, first, to set 'excellence in your field' as a goal for yourself and your organization. Then, begin to improve yourself, and your organization.

3. Seek, methodically, to build a Christian character

Understand that this is a lifetime challenge.

4. Practice praising God

For many business professionals, giving credit to God is a difficult task. Practice with your family, or other Christian friends.

5. Prepare a written version of your personal testimony

Tell the story of your life before Christ, how you encountered him, and what you have become since. Talk about the change in you.

This article was previously published on Dave Kahle's personal LinkedIn page and was republished and adapted with permission.

Dave Kahle has been a Bible teacher, elder, house church leader, short-term missionary, and Christian executive roundtable leader. For 30 years, he has been a leading authority on sales and sale systems. He can be reached at dave@davekahle.com.

Love Remains

By Bill Dalgetty

Do our actions have a lasting effect?

Our daily lives are filled with many actions. Most of them affect the current moment, some may affect the future for a certain period of time, but few remain long term or have an eternal effect.

We get up each morning, shower, brush our teeth, comb our hair, eat breakfast, go to work, break for lunch, come home in the evening, have dinner, read the paper, watch the news, help our kids with their homework, attend an evening meeting for some civic or church related purpose, watch some television and go to bed with the expectation of restarting a similar cycle the next morning. On the weekend, our actions may vary to include some household chores, taking children to sporting or school activities, going to church and engaging in some relaxing entertainment.

In the course of all of these many actions, we will have the opportunity to love and serve others.

St. Paul has a glorious insight in his first letter to the Corinthians when talking about proper worship and use of the spiritual gifts in chapters 11-13. After describing the various spiritual gifts of wisdom, knowledge, faith, healing, prophecy and tongues, and how they build up the church, he declares that none of them are as

important as love. He then proceeds to give a beautiful definition of love and concludes that all of these other actions will at some point pass away, but love will remain.

He says, “Love never fails.” Acts of love never die. They have a lasting quality. They are remembered and extend into eternity.

The committed love of a married man and woman that result in children being born in the image and likeness of God with eternal souls; the loving care of those children into faith-filled adults; the encouraging word to a work colleague being harassed by a boss; assisting a disabled person in crossing the street; showing generosity to a homeless person or a friend in need; forgiving a loved one who has wronged you—all of these acts of love have a life beyond their occurrence. They have a ripple effect that just keeps moving outward in infinite 360 degree rings, often having impact and begetting acts of love by others that we will never know about.

How ironic that God in his love and mercy forgets repented sin, but remembers acts of love forever!

We strive for meaning and purpose in our lives. We seek achievement and recognition in our work and professions. All of these actions may be worthwhile for they further God’s as-

signment that we “work and take care of the garden” of his creation. (Genesis 2:15) Yet, in time the fruit of that work will eventually pass.

However, the acts of love taking place in the course of those achievements and in the context of all the other actions that make up our daily lives will not pass, but will remain in the annals of God’s kingdom.

These actions of love and our souls will last beyond the current season.

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Releasing Control*

afloat. Three of our staff moved out of state, and we decided to keep them on as permanently remote team members. This was a great way to keep good employees, but I worried it would make it harder to get the rest to come back to the office.

God worked on my greed as I slowly became more willing to release control to him. I wanted to dictate terms to my team, but he has set a better model. Care for my flock is different from controlling my flock. Within a few weeks, the energy was back in the office and we now have an idyllic hybrid culture where team members work from home when it makes sense, but are in the office the majority of the time. The fruit of this new way of working is that no one left for other opportunities. Our team is happier and healthier than we have ever been and I am grateful.

Luke Cahill is a board member of WorkLight. He lives in Eagan, MN, with his wife and five children. He owns a market research company, REAL Insight, based in Minneapolis and he can be reached at lcahill@real-insight.us

NEWS

STAFF CHANGES

WorkLight's Director of Communications, **Becki Lonnquist**, will be transitioning from her position as a full-time staff member, to a communications consultant with WorkLight. She will also be working as a communications consultant with a local church and another non-profit organization in St. Paul, MN.

She plans to be involved as a member of the ministry as well as a consultant. She also is looking forward to starting a women's WorkLight Small Group in Minneapolis. Her role and transition will include working with the WorkLight two communication resources, *The Flame* newsletter and The Spark workday reflection emails.

Other communications support during this transition will come from DKY, a

digital marketing agency based in the Twin Cities.

VOLUNTEER WRITERS

The WorkLight home office is seeking volunteers at this time to share their stories with our volunteer writers. If you have a story or know someone who does, please reach out to us at communications@worklight.org.

WORKLIGHT IS HIRING

For (Minnesota) home office job openings, please visit our website [WorkLight.org/Careers](https://worklight.org/Careers).

A BIG THANK YOU

A big thank you to everyone who attended the 2021 Annual Conference! Whether you attended virtually or

at one of the in-person Regional Gatherings, we hope you had a wonderful time with us and left the conference feeling the power of the Holy Spirit fully. In next month's issue we will be posting pictures and a bigger recap, so please stay tuned!

We want to give a special thanks to the Annual Conference taskforce, our Regional Gathering leaders, the conference speakers, and all those who helped make the event a success. Thank you!

For those of you who were unable to attend we are working to get the recordings from the conference on the WorkLight Youtube Channel and on worklight.org. If you have not subscribed to our YouTube Channel you can do so by visiting <https://bit.ly/worklight-youtube>.

Save the Date:

GIVING TUESDAY



Tues. Nov. 30, 2021

Mark your calendar for Tuesday, November 30, 2021 and make this year's Giving Tuesday the most generous day in WorkLight's history.

worklight.org/donate

Become a Kingdom Builder

Make a gift to WorkLight that will last for generations and help support future generations of coworkers in Christ. Consider designating WorkLight as a beneficiary in your will.

Find out more and sign-up by visiting worklight.org/legacy

2021

NOVEMBER

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

Galatians 2:20

THE FLAME

WORKLIGHT PRAYER

Father,

*Fill us with your Holy Spirit
that we may be made new
and bring the presence of Christ into all we do;
That we may grow in love for you, and for all;
That we may be humble and wise stewards of your creation;
That we may bring your light into our workplaces;
That we may lead all to unity in you;
Through Jesus, our 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 WorkLight is an ecumenical workplace ministry committed to:

- Growing and being transformed in Jesus Christ
- Working for our Father, 24/7, 365 days a year
- Building a strong sense of community
- Living life in the power and gifts of the Holy Spirit

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