



A Mindset Change

By Luke Cahill

I am in the business of analyzing data to find trends that reveal the necessary path to a client's ultimate success. Such examination, however, begins at home—the work home created for my team.

Before COVID hit, our work culture was extremely collaborative, supportive, and really a lot of fun, so the pandemic posed a direct threat to our sense of togetherness. We had an immediate sense that if we were to weather the storm, we had to find other ways to connect. We've always placed value on collaboration, and we work with one another as opposed to working for someone.

Likewise, we foster an environment rich with a group mindset that allows ideas to be shared, regardless of an employee's rank. And being in the business of analyzing, it was together that we considered ways to create solutions that were both business savvy and appreciated by our clients.

Quite early into COVID, we established daily virtual meetups, simply focused

on supporting one another. (What were we experiencing at home? How were our loved ones coping with the changes?) We reached out with care packages, approached Zoom meetings with silliness, and provided as much distanced togetherness as we could create.

During that time, I was transparent with the team on everything, except the graveness of our financials. I wanted to shield them from any added anxiety to what they were already experiencing. Instead, I went back to our commitment to collaboration and included them in the company process of finding and optimizing new ways to apply our expertise. (How could we thrive in these uncomfortable conditions? How could we grow rather than shrink?)

It was a mindset change, flipping the outlook from pessimism to hope-filled. Doing this empowered our company to make it through, and we celebrated multiple victories during those dark

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INSIDE: REFLECTIONS

Overcoming Discouragement

(I) have sufficient courage so that now as always Christ will be exalted in my body, whether by life or by death. (Philippians 1:20b)

Satan is intent on robbing us of our courage and confidence in Jesus Christ's victory.

Living in the world can be a struggle but our struggle is not hopeless. Together, we move forward with absolute certainty that victory is won because the Lord is resurrected and victorious. (Revelations 5:5)

We have this certainty because the "love of God" had been poured into our hearts through the Holy Spirit. This is the hidden mystery that God made known in Jesus Christ, "Christ in you, the hope of glory." (Colossians 1:27) And, this gives us hope, now and into eternity.



Paul had learned to be content no matter what the circumstances, what the struggle (2 Corinthians 4:7-12). He knew through experience he could do all through him who gave him strength. (Philippians 4:13). His letters are filled with exhortations to be courageous.

Jesus Christ is our light and salvation. Let us bring this courage and confidence to those around us, especially in our workplaces.

October Reflections: Pages 2-4

REFLECTIONS WEEK 1

Grace of Suffering

By Irene Robinson

Not only so, but we also glory in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope. (Romans 5:3-4)

“You’d be fantastic in acute care,” said my academic fieldwork coordinator. She explained that because I’d had so much experience as a patient (through a prolonged illness in high school and college), I would be able to empathize with patients in a unique way.

I rolled my eyes. I wanted to stay as far away from the hospital as possible. I thought maybe an outpatient clinic would be nice ... the intensity of suffering I saw every day would be less, and the reminders of my own experiences as a patient would be only a distant memory.

Two years later I graduated and discovered that outpatient clinics had only a few open positions. So, I accepted

a job in an acute care hospital. I figured I would do it temporarily to gain experience, then move to something I enjoyed more.

Eight years later, I work at the same hospital. And at times it is hard; suffering stares me in the face every day. But I’ve learned that I can empathize with patients in a unique way, and they can recognize that I understand their experience.

Recently I worked with a woman who was refusing to get out of bed after surgery because she was in too much pain. I told her that I had had seven major surgeries and got out of bed the day of surgery every single time, because I knew from my professional experience how important it was. She looked at me with newfound respect and said, “Well if you can do that, so can I!”

The Lord slowly revealed his plan for me, through the faculty member in graduate school who urged me to consider working in a hospital, the manager who hired me as a new graduate despite the hesitation of the interview committee, and the encouragement of my coworkers and patients. I only had to stop and listen.

The Lord worked through my prolonged suffering. Whereas I wanted to be removed from my past suffering, God put me in a position to use it in order to uniquely serve others who are suffering.

Irene Robinson is an occupational therapist working in acute care and inpatient neurorehabilitation. She lives in Portland, Oregon.

PRAY

Heavenly Father, thank you for the hope we have in you that you work all things for our good and the good of others. Help us to use what we have been through in order to uniquely serve.

REFLECT

How has the Lord used difficulties in your life to encourage you and used you in ways that surprised you?

DISCUSS

What’s an area of your life the Lord might be inviting you to embrace as opposed to escape?

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REFLECTIONS WEEK 2

On Solid Ground

By David Staloch

Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go. (Joshua 1:9)

I make every attempt for my values to be based on God's Word, not on my definition of the truth nor my personal preferences. Certainly not on what culture, courts, Congress, or corporations say.

So, in today's corporate world, it is easy to get discouraged by corporate priorities that do not align with my values. This conflict is a common discussion topic amongst Christian coworkers—together, we affirm our belief in God's Word and individually, we seek God's direction and wisdom in addressing the resulting conflict.

For some, the conflict between corporate practices and a Christian worldview will become so great that the best option may be to find another employer. For myself, at this juncture, I feel called to continue to be a light, both to my Christian coworkers as well as to all of those who I encounter at work. I can certainly imagine circumstances under which I will prayerfully consider alternative approaches, but for now, God has given me peace within this conflict.

I try to be mindful that the world has different priorities than God does, and these priorities are ever changing. God's Word does not change—nor should my Christian worldview. What a relief it is to be standing on solid ground rather than blowing with the winds of the hot cultural topics of the times.

The confidence that my eternity is secure regardless of what the corporate world embraces allows me to be loving when others are angry, to be focused when others are confused, and to feel peace when others are fearful.

meeting that I had a rough night's sleep, so if I was less than my best that day, he would know what was going on with me.

I came to the meeting with my tail between my legs because I had to reschedule a quarter of a workday, and I'm only there four days a month. But there was no condemnation or judgment from the president, and after the meeting he asked if I'd like to pray with him. We walked down to another office together where several other employees were, and they laid hands on me and prayed over me.

Here I was, this wounded person, feeling broken, worthless, and suffering, and in return I got love and prayers for the Holy Spirit to restore my health and for a full night's sleep. In a world where we are often condemned for doing less, I was getting uplifted. They didn't push me down further. What a model of Christ—to give and love unconditionally and to lift someone up. That's the gift they gave me.

David Staloch is a technology leader in Minneapolis, Minnesota, and an ardent utilizer of WorkLight content to equip and encourage Christians in the Salt and Light group at his company.

PRAY

Lord, I pray that I may find strength and peace in your Word so that my Christian worldview guides me in my daily work.

REFLECT

How can you be a light even when discouraged?

DISCUSS

Share something about a time when you have struggled to stand on solid ground when others around you are fearful, angry, confused, or have lost their way. How did you gain the confidence to be loving when faced with a different worldview than your own?

REFLECTIONS WEEK 3

Uplifted

By Dave Betz

The Lord is compassionate and gracious, slow to anger, abounding in love. (Psalm 103:8)

As a management consultant, I have several clients, including one which I travel to meet with four days each month. Whenever I'm there, I'm inspired by the way the company integrates faith into the workplace.

One night before a day of meetings, I experienced bad insomnia, leading me to reschedule my first two meetings of the day. Like many professionals, I want to demonstrate excellence and competence; I want to bring my A-game, 110%, and deliver value. It was challenging to deal with the lack of sleep and rescheduling two meetings. I told the company president before our

Dave Betz is the owner and president of The Betz Group, which provides consulting and coaching services to help organizations and leaders get along and get results. He and his wife, Gina, live in Dyer, Indiana.

PRAY

Lord, just as you are always compassionate and merciful, offering us freedom and not condemnation, please help us to do the same for others.

REFLECT

Do you evaluate others harshly or mercifully?

DISCUSS

When have you modeled Christ and asked to pray with a suffering colleague instead of condemning them?

REFLECTIONS WEEK 4

Feeling Rudderless

By Michael Lacognato

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. (Philippians 4:6)

The COVID pandemic had its share of challenges for all of us, and unfortunately, it hit the world with very little notice and even less information. As humans, we are resistant to change, but if it is going to happen, we want to know all of the details—the when, how, and why of the situation.

For lack of a better analogy, we were all in the same boat, and it appeared rudderless.

Early on in the pandemic, I was asked to be the COVID contact point for our company because we were deemed to be an “essential business.” Although I knew little about COVID, I felt this request of me went beyond the science of the pandemic, and I felt called.

I recalled the parable where the disciples were out fishing in rough seas, and they were frightened and unsure of their outcome. I felt very much like one of the fishermen, but this went beyond our workplace because the pandemic affected every aspect of people’s lives.

My role was to help people understand what we were doing as a company to keep them and their families safe, while still maintaining an active business that had an impact on the world’s population.

I had the pleasure to do daily health checks with each employee to ensure they were feeling well and asymptomatic. For those 15 minutes every morning, I felt like I was helping to steer the boat to shore. What really made my day was greeting each employee to get to know them and let them know that we were doing everything possible to ensure their safety. It became a ritual that I looked forward to, and one where I encountered many people who wanted to pray and wanted to talk about what they were feeling.

As time passed and as our world became educated on COVID, anxiety decreased and comfort levels increased, and people had a sense that although we weren’t totally out of the storm, we were at least steering toward the shore.

Michael Lacognato has worked in a marketing capacity for over 30 years and is active in a variety of volunteering efforts in and around South Bend, Indiana.

PRAY

Lord, please grant us the grace to remember that if we only look to you, we can make it through and help others along the way.

REFLECT

How has going through a storm ever been an opportunity for you to build the Kingdom more?

DISCUSS

What are some opportunities the Lord is presenting to you for serving others amidst a storm?

PRESIDENT’S NOTE



So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand. (Isaiah 41:10)

Discouraged and Afraid

The phrase “do not be afraid” is one of the most common in all of scripture. Some even say that you can find one such reminder for each day of the year. But what about when we are both discouraged and afraid?

Fear is bad enough on its own, but when discouragement comes with it we can be at a particular risk of spiritual paralysis.

The word of God encourages us to trust in Jesus and let go of fear. Does that mean that the purpose of being a Christian is to become fearless? Of course not. The purpose is in Christ, not in the absence of fear.

Jesus not only fulfills the promise of delivering us from evil, he walks with us in times of discouragement, fear, and all the rest of it. Let us answer the call not only to know that we are saved for eternity, but that we are called to trust the risen Christ, right here and right now.

If you’re feeling fearful or discouraged, then there’s no better time to pray for the power of the Holy Spirit. Let God use your weakness to bring glory to his

holy name. Once you’ve experienced what it’s like to let Jesus carry your fear away and encourage you, be sure to spread the good news.

Afraid of talking to people about Jesus? Not sure if you’re the type of person to lead? Feeling reluctant to make that big decision? What a blessed opportunity for even more prayer and transformation through the power of the Holy Spirit.

Where is God calling and equipping you to get started?

With you in Christ,
Wes



Let's Grab Coffee By Paul Putzier

For the past 10 years, I have worked for the Minnesota Department of Natural Resources (DNR). A geologist by training, I supervise a team of a dozen people who come from a broad mix of backgrounds and personal situations. We have young and old, single and married—all stages of life.

We have the kind of team that will work all morning together and then sit together during lunch. We talk about our lives, our pets, trips, etc., and then go back to working at our desks together.

The shutdown caused by the pandemic posed a potential obstacle to maintaining these good relationships. In the absence of meeting over lunches and physically being together, I needed to be more intentional about each relationship.

I set up a spreadsheet to keep track of the number of communications I had with the team. There are some people you naturally talk to, and others that you don't, so it was helpful for me to see and note when I went awhile without connecting with a team member, and then to respond intentionally.

As we started getting more flexibility to meet in person the first summer of the pandemic, I set up optional outdoor picnics. Everyone showed up. At the first picnic, we all donned masks and stood far apart, carrying on conversations from a distance. Over time, these picnics became more relaxed. They were great opportunities to catch up.

Next, I began going to each team member's neighborhood and taking walks with them over lunch. Conversations tend to flow differently when you're going on a walk with someone, as opposed to trying to carry it out online.

I also sent pizzas to families on Fridays or during lunch, and, once restrictions lessened, began meeting with individuals for lunch or coffee.

I want to be Christ to my coworkers, and that is made easier in a coffee shop, where I can enter into conversations that are more difficult and personal.

Once, when I was meeting with two team members over coffee, one of them mentioned that he and his wife had returned to church after two years of being away, and we talked about that. This type of conversation wouldn't have been included in a team call or even a one-on-one call.

One thing I've learned throughout my life is the importance of always maintaining good relationships and open channels of communication. It's important to be in peoples' lives when there's nothing dramatic to talk about and to meet regularly and build friendships, so that when things do come up people are more willing to reach out.

In his letter to Timothy, the Apostle Paul demonstrates that Christian leadership requires being aware and attentive to the real and concrete details

of people's lives. This takes effort and intentionality, but it's an important part of evangelizing in the workplace.

Paul Putzier is the hydrogeologist supervisor for the Minnesota DNR Groundwater Atlas team. He and his wife have five children and live in Burnsville, Minnesota.

A Mindset Change *Continued from page 1*

months, small victories that added up to company growth in what was predicted to be a period of decline.

I attribute our success to God's Word. I ran to prayer regularly, just to keep going. God's Word gave me sustenance and encouragement. Reading the Word focused me on the fact that the business was his, and if he had bigger and better things for my team and me than working for REAL Insight, I could accept it. Worrying wouldn't add a single hour to our business's survival. (Matthew 6:27)

I had a strong sense, however, that God didn't want us to fail. Listening to his Word and trusting him gave me the irrational confidence to lean into the storm and work with what we had. I was the shepherd to a flock, and they were looking at me for examples. (Peter 5:2-3) My team needed a leader, just as I did, and because I was regularly turning to my "boss in Heaven," I was able to bring the decisiveness, strength, and clarity necessary to believe in our vision.

Luke Cahill is a member of the Minneapolis-South Men's Chapter. He also is one of the Board of Directors for WorkLight. Luke lives in Eagan, Minnesota, with his wife and five children. He owns a marketing research agency, REAL Insight, based in Minneapolis. Luke can be reached at lcahill@real-insight.us.



Charitable Trusts

By Clay Klein

We are called to be good and faithful stewards of the resources God has entrusted to us. This of course includes our financial assets. As Christians, we want to make sure that our “wealth” is used to benefit our families as well as good works and charities we care about.

Financial planning should be driven by our core beliefs and values. When talking to your financial advisor it’s helpful to explore some of the opportunities our tax system allows so you can maximize your generosity. One of these is a Charitable Remainder Trust (CRT).

Basically, a CRT is the execution of the charitable inclinations for you and your spouse and provides an opportunity to share and promote your faith and family values. A wide variety of asset types are suitable as CRT contributions, including public or professionally valued and

privately held securities, an undivided interest of your home or cabin, bare land, and myriad other assets. When considering it in your overall strategy, timing of the trust date, sale, and reinvestment of contributed assets are essential in its implementation.

Because of its design flexibility, the CRT may be used for a variety of planning purposes, including enhancement of retirement income for you or aged relatives and education of family members. It’s not a tool for use only by the rich. It also can be used to accommodate current needs of the select charities. A well-designed self-trusted CRT can be simple to establish, reasonable to operate, and can be a cornerstone in your current financial and ultimate estate plan.

Think of a CRT as another investment account from which you may receive income.

- The contributions are partially tax deductible, based upon your age. As your life expectancy decreases, the charity’s remainder interest (the deductible portion) increases. Most CRT contributions receive a current market value deduction and may be spread in the current and ensuing five-year period.
- Contributions of capital assets are usually valued at market value with no tax on capital gains as assets are repositioned. The technique can be most useful and once a CRT is in place, further contributions may be made by you, and the donor/trustee can do so on your timetable. (Please note sometimes the donor is the trustee.) In a sense, you may look upon it as you do your revocable living trust, although the contributions to the CRT are irrevocable (which means the grantor cannot change or modify the trust after its creation).

It’s important to speak to your financial planner about planned giving opportunities that are best suited for you. When you do, we hope you’ll include WorkLight in your considerations.

Donations of stock, setting up a CRT, making bequests, providing charitable rollover gifts from an IRA, or using Amazon Smile are other ways to support the good works of WorkLight. More details about giving options can be found at worklight.org/support-us/.

Your donation helps WorkLight fund program support, content development, ministry events, and igniters, all designed to foster a movement of the Holy Spirit in the next generation.

Clay Klein and his wife, Roberta, have been married for 20 years and live primarily in Rancho Mirage, California. Separately and together, they have devoted much of their lives to church and community activities.

NEWS

500 BY 2025 - GOAL OR DESIRE?

If you've been reading The Flame these past few months, you've probably seen articles and references about our goal to cultivate 500 igniters on Challenge Weekends by 2025. This objective was developed through prayer and discernment to help direct the work of the staff, board, and volunteers. Yet, even if all the world were to unite, we know nothing would happen without God. Please join us in praying for 500 igniters by 2025 to be much more than a goal. Let us pray for this to be a desire of our hearts that aligns with the will of our Father in Heaven!

MAP OF CHAPTERS AND SMALL GROUPS

Our new and improved website now includes Chapters and Small Groups across the country. Whether you're a new igniter looking for a local gathering or a longtime member curious about visiting a far-away chapter on Zoom, we've got you covered. No meetings near you? No problem. Even if the weekly WorkLight Remote Small Group doesn't fit your schedule, there are still numerous opportunities to meet remotely. <https://worklight.org/all-events/category/small-groups/map/>

EXPLAIN TO ME YOUR LIFE BEFORE AND AFTER

One of our co-founders, John Mooney, was known to ask great questions. One such question was, "Explain to me your life before and after Christians in Commerce." Responses reflect the core of our mission, vision, and values. Brothers and sisters in Christ have shared numerous tales of transformation, incarnation, and new life with one another. Do you have a story to share about how this ministry impacted your life? Send us an email at communications@worklight.org. As one of our other co-founders, Bud Rose, likes to say—"Glory!"

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More details available at: WorkLight.org/2022NCW

2022

OCTOBER

*"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 Christians in Commerce (DBA WorkLight) 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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