

Ministry and Movement

By Wes Farrow

But everything should be done in a fitting and orderly way. (1 Corinthians 14:40)

When I was a young child one of my favorite books was an illustrated series called, *The Way Things Work*. Not only did I love reading these books with my older brother and my Dad, but I also enjoyed them so much that I would go to an elderly neighbor's house when my own family members were exhausted from my questions and curiosity. He had versions of these

books that we didn't have at home, which allowed me to quench my thirst for more knowledge!

When I joined WorkLight I brought my childhood curiosity to understand "how" to work. Sometimes my wonder around "how" would get appropriately set aside for the greater questions of "why." Other times we simply needed to figure out "what"

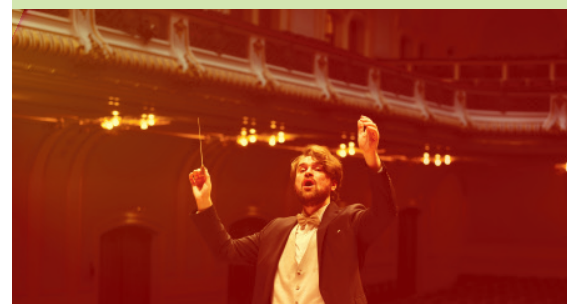
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INSIDE: REFLECTIONS

Orchestrating Good Work

There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. (1 Corinthians 12:4-6)

In Galatians 5, Paul showcases the difference between fruits of the flesh and the fruits of the spirit. The fruits of the flesh seek personal benefit, but when we walk by the Holy Spirit, the gifts we receive and reveal promote unity.



Just as a symphony brings musical instruments and voices together, we have the opportunity to create harmony in our workplaces when we call the Holy Spirit into our work. This occurs when we work with our coworkers and listen carefully to a wide variety of voices, which enables us to take action according to the Lord's plans.

When we proceed in a planned and intentional way—under the single direction of our Lord—the end product is unified, creative, enriching, striking, uplifting, and beautiful.

March Reflections: Pages 2-4

Find The Spark

By Ben Briedall

Whatever you do, work at it with all your heart, as working for the Lord ... It is the Lord Christ you are serving. (Colossians 3:23-24)

As managers, team leaders, mentors, and coaches we have an opportunity to bring people together in powerful ways. A team that is really connected, synched, and building on one another can feel electric. The progress can be unbelievable. On the flip side, if we bring people together poorly, or if we are not intentional, it can often cause struggle and frustration. Even the smallest tasks seem to take Herculean efforts.

We can remember that our work has purpose; it's not our own ambitions we are serving, but the Lord's. In this context all else fades away and we can see the purpose and higher meaning

of our work. The Lord gave each one of us strengths with purpose. Do you know yours? Do you recognize the powerful gifts of others?

Several years ago, I was working on a new technology platform that was very complex. We had to solve problems that our team had never had to address before. We pulled in leading experts in various fields and built a bench of key advisors for our work, but we also looked in uncommon places for sparks; flashes of brilliance that you had to watch for in order to catch. One such flash came from a quiet and humble voice on our team; one that many would miss if they weren't paying attention. This person had flashes of insight that sparked some of our largest and most critical advances, which meant the difference between standing still and taking almost unbelievable leaps forward. Had we not been watching intently and listening carefully to voices like this, we would have missed an incredible opportunity.

Where are there flashes of brilliance on your team today? Are you watching

and listening carefully? Are you bringing oxygen and developing these sparks into roaring fires?

Ben Briedall is an engineering manager in the R&D group at Boston Scientific. He and his wife Laura have five children and live in Eden Prairie, Minnesota.

PRAY

I trust in you Lord Jesus. Help us to remember that it is you that we are serving.

REFLECT

What are your gifts that the Lord has bestowed on you? How do you use them to find flashes of brilliance?

DISCUSS

Share about a time when the Holy Spirit guided your work. What sparks were developed?

PRESIDENT'S NOTE



For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. (Romans 12:4-5)

Jazz Symphony

I love metaphors. My affection for them is my belief that God can use them to give us understanding that can't be entirely explained. One of my recent favorite metaphors is to think of WorkLight as a sort of "jazz symphony." Each local Chapter and Small Group varies in the particulars of outreach, community dynamics, and even how they put on Challenge Weekends. But somehow each of these unique efforts come together

in the pursuit of God's Kingdom. We are like an extended family of musicians playing together with more improvisation than scripting, but somehow it sounds beautiful and pleasing to the Lord.

I enjoyed talking about us as a "jazz symphony" so much that I took it a little too far. This led to one of many moments where I was grateful for WorkLight's Board chair, my brother-in-Christ, Luke Cahill. He kindly pulled me aside and explained that after a few months the Board was growing a bit tired of being asked at every meeting which instrument they were playing, if there was a key change coming, or whether their string section needed tuning. It was a good reminder not to get stuck on a single metaphor. It was also a good reminder of how important it is to listen to people who have insights and knowledge different from my own.

I'm not an expert musician. I've never conducted an orchestra. But I'm pretty confident that first-chair violinists can consistently out-perform conductors on the violin. I imagine the same is true for every instrument. The gift to lead is not because they can do it all themselves. It's actually because they cannot.

I really do believe we are all part of this jazz symphony called WorkLight. Each Chapter and Small Group. Every Challenge Weekend and day of renewal. All of our committees and task forces. From board to staff and from volunteer to first timers, we are all together in Christ to advance the Kingdom of God.

With you in Christ,
Wes

REFLECTIONS WEEK 2

Lead With Peace

By Steve Lieser

Blessed are the peacemakers, for they shall be called children of God. (Matthew 5:9)

During my time as a project leader on a consulting assignment, our team faced significant challenges. We experienced sudden turnovers of key team members while working under tight deadlines, creating intense pressure to deliver a quality product. As stress increased, conflict followed. Judgment, gossip, and frustration began to replace collaboration, and communication broke down.

Scripture reminds us that there is a clear difference between actions driven by self-interest and those shaped by spiritual maturity. In seasons of pressure, it becomes easy to operate out of fear or defensiveness rather than patience and understanding. I felt called to step into the tension and pursue

peace, trusting that a different way of working together was possible.

I began by listening to team members individually, giving space for concerns to be shared and heard. Afterward, I brought the team together for an open and respectful conversation. We discussed where conflict existed, how our actions affected one another, and where expectations were unclear. This environment allowed people to speak honestly while remaining considerate and open to growth.

As understanding grew, trust was restored. Roles and responsibilities became clearer, communication improved, and each team member committed to supporting one another. What once felt fractured began to move in unity. The team ultimately delivered a strong final product, and along the way we formed lasting relationships and rediscovered joy in working together.

When our work is guided by humility, patience, and a commitment to the good of others, something greater emerges. When we choose to lead with empathy, openness, and faith,

our daily work becomes a place where restoration and shared purpose can truly take root.

Steve Lieser has been active with WorkLight for years and leads a Monday morning Small Group that meets at the Hilltop restaurant in Edina, Minnesota.

PRAY

Lord, help us lead with humility, patience, and peace in every place you have called us to serve. Amen.

REFLECT

How do I typically respond to conflict under pressure, and what might change if I intentionally led with patience and understanding?

DISCUSS

What steps can we take to create an environment of trust and open communication when tension or stress arises in our workplace?

REFLECTIONS WEEK 3

Sharing Our Gifts

By Steve McShane

Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. (1 Peter 4:10)

My professional career has been fast paced and demanding. As I think about how I've navigated it, I reflect on the support I have received in Bible study with my best friend and spouse, Danielle. Our time with our church group has highlighted how we have been blessed with completely different gifts.

My wife is a strong listener, asking meaningful thought-provoking questions. I admire her gift of patience. She is an excellent one-on-one counselor. I am the one gifted with public speaking and communication. I

engage in humor and personal stories. I am also public with my faith, often challenging those around me to pursue Jesus in decision making and with public prayer.

Recently, I led a group of three in public prayer to aid a son hospitalized by addiction. I offered invitations to church services and a faith-based recovery program. As I walked away, I thanked God for the gift of the Holy Spirit and his specific gift to me to be bold in my faith in public.

I've concluded that God made each of us differently and for the good of the whole. So, I have taken an inventory of the ways I've been blessed with spiritual gifts at work, at home, and in the marketplace. As I've matured as a believer I have become more and more grateful for the fruit of the Holy Spirit. And as a community of believers, when we come to better know ourselves in our faith, we're able to better serve God.

Steve McShane is president of the WorkLight Monterey Chapter. He serves as director of Development for The Bridge Restoration Ministry.

PRAY

Lord, help me seek to deepen my commitment to realizing my gifts and exercising them daily.

REFLECT

Are you able to lean on the Holy Spirit throughout the day when navigating the world around us?

DISCUSS

What specific gifts can you call out as a strength you have? What gifts do you feel called to explore and develop?

REFLECTIONS WEEK 4

Gently Firm

By David Staloch

Let your gentleness be evident to all. The Lord is near. (Philippians 4:5)

In my oversight of a strategic initiative, key milestones were fast approaching, and the team’s morale was thin. Months of work had unraveled because key details shared by one coworker didn’t line up with reality. This team member shared that progress was steady and tasks were complete. But the truth surfaced in missed deadlines and team frustration. During team meetings, tension hung in the air and the tolerance for dishonesty was growing thin.

As leader of the team, I felt the tension and had every reason to speak up sharply in the next team meeting. After all, honesty mattered, and the project had suffered. Reflecting on how to best approach this situation, the Spirit reminded me that gentleness is not weakness—it is the evidence of

godly strength, and it can move people forward without leaving anyone behind.

Instead of calling out the team member publicly, I asked her to meet one-on-one. The conversation was not easy, but it was calm. I named specific examples of misinformation that had been shared and how it affected the project and the team. My words were firm and clear, but my tone was gentle. I resisted the urge to tear her down with harsh comments, choosing instead to focus on expectations and the behaviors needed to move forward. I spoke not as a judge, but as a teammate who believed growth was possible.

When the project regained momentum, the team noticed. They were impressed—not by improved outcomes, but by the way the Spirit had led me to show compassion. Compassion had not slowed progress; it had strengthened it. Take note that the coworker who offends you is still being pursued by God—he is working on them. By choosing gentleness, I helped my coworker see evidence of the goodness of God reflected in restraint and grace.

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

PRAY

May the Lord’s gentleness guide my approach to conflict and reflect your goodness to those in my workplace.

REFLECT

When faced with missed expectations, am I consistently seeking God to guide my words, my tone, and my actions?

DISCUSS

When a coworker has demonstrated a behavior that is not consistent with expectations and is negatively impacting both a project and the associated team members, how do you address the missed expectation?

Champions of All That’s Prudent and Right

WorkLight has a long history of committed volunteer leadership. It’s part of our DNA. A very important but lesser known example is the Governance Committee – the team responsible for keeping the ministry in compliance and good stead. So if reading and fixing the fine print is your jam, WorkLight has a spot for you.

To learn more about serving on WorkLight’s Governance Committee, reach out to Chair Jules Miller at julesmillerlaw@att.net.





Gifts of Our Ministry

By Greg Aitkens

After almost 40 years in WorkLight/Christians In Commerce, I'm more appreciative than ever of the many gifts and sovereign graces our Lord has poured out on us in this ministry. One of our founders, John Mooney, used to say that God has generously provided two major gifts to us—the Challenge Weekend, and fellowship among us! I would add a third—being formed in the image and likeness of Christ. WorkLight provides the power that helps us become more formed with and in our Lord Jesus.

Our shared WorkLight experiences enable us to learn practical steps in living out our call from Christ. How does this happen?

Challenge Weekends

Weekends help us at every level in our relationship with Jesus. In the many Weekends I've attended, I've witnessed conversions, transformations, and amazing miracles. I've seen broken

people set free. (I was one of them!) I've seen tears of sadness and desolation changed to unhinged joy as a result of meeting Jesus for the very first time. I've seen people recommit their lives to Jesus, after admitting they had fallen away. People become baptized in his Holy Spirit and become acutely aware of the new instructions our Lord has for them in his Kingdom. The Weekends are full of God's power and grace.

Chapter Life

We are organized into Chapters of women and men throughout the country. Most meet weekly, and many now add a Zoom capability to include more people. Reflections from *The Flame* are introduced by a speaker/teacher, then discussed in Small Groups, where challenging discussions help us in living out our faith lives. What a wonderful opportunity for fellowship and building unity among fellow Christians right next to us!

Small Groups

Many Chapters facilitate the formation of Small Groups of about six people or less. Here, members meet regularly to confidentially share their walk with new close friends in Christ. There is world class listening and abundant encouragement and prayer evident in these groups. "A burden shared is halved." People are growing in Christ week by week!

Individual Prayer

I encourage WorkLight members to have an appointment with God—a daily commitment to spending time with our loving Lord. This time is a game changer for many WorkLight members. We are becoming close friends with Jesus and learning clearly about what he would like us to be doing in his Kingdom. Living a life in God begins with daily prayer.

WorkLight Resources

Check out the many resources described here on WorkLight.org. These include our *Flame* newsletter, our daily *Spark* reflections, and access to our *Working for Our Father* video series. We also have our own WorkLight YouTube channel—all pointing us to Jesus and becoming more formed in him to build his Kingdom here and now!

*Greg Aitkens is a long-time member of WorkLight who lives in Cambria, California, with his wife Ginny. He is the author of *A New Mindset for Forgiveness* and can be reached at greg.r.aitkens@gmail.com.*

WORKLIGHT

Challenge
Weekend
Toolkit

Is your group interested in putting on a Challenge Weekend? Will you answer the call? Find important planning and event materials in the Challenge Weekend toolkit!

WorkLight.org/cwetoolkit

Blessedness of the Beatitudes

Beatitudes at Work

Throughout Matthew's Gospel, each Beatitude is illustrated by Jesus' life. At the Baptism preceding the sermon, the Father gives an audible endorsement. "This is my Son, whom I love; with him I am well pleased. Listen to him."

Each Beatitude starts with the word translated "Blessed." Both Greek and Hebrew have two different words for blessed. They are used for different reasons. "Makarios" is the Greek word used to translate the Hebrew word "ashre" and both of them refer to a state of happiness and good fortune, or blessedness.

Makarios was chosen to translate Hebrew into Greek because it shares the same sense. Two key takeaways.

Bless-ed

First, makarios is not a blessing, neither is it just a wish. It's the blessedness of living the life of Christ. It's better to pronounce it as bless-ed rather than blessed.

It is the happiness coming from hearing the Father say: "This is my Son, whom I love and am well pleased!" We know he loves us, but a fuller joy comes from knowing our life is pleasing to him. It is Christ loving the Father back.

The Beatitudes unlock the supreme happiness our human soul is designed for. The Christ we are to be one with. A heart completely one with the Father. Jesus calls us to take on his heart. And, like the Son, transforms those around us as we let his life consume us.

This is the supreme blessedness. It clearly is not the superficial and fleeting happiness of the world. It's the joy of the Kingdom, experiencing the favor and love of the Father, Son, and Holy Spirit. It's the Spirit at work in us.

A Nowness Factor

Secondly, it's "an existing state." So, there is a nowness factor to the promises the particular Beatitude is emphasizing. Nowness that's happening right now. A promise of joy and good fortune in the present moment, regardless of life's circumstances. We are breathing divine life.

It's a quality that is already present. "Blessed are the poor in spirit, for theirs is the kingdom of heaven." Those poor in spirit are experiencing the Kingdom of Heaven on Earth right now. So, we are bless-ed in our very being, not in the blessings we may receive. And each Beatitude ends with promises we are right now possessing.

"Beatitudes at Work" is an ongoing series exploring the practical and formative aspects of the Beatitudes found in Matthew's recording of the Sermon on the Mount. These eight character traits will prove foundational for fulfilling our mission to be Christ in the workplace.

Next month: Me Vs. Be Attitudes

Ministry and Movement

Continued from page 1

or "who" before we could even start to understand "how."

If you're not seeing the humor in all of this yet, let me share another book that I found and love as an adult. It's called *The Goal* and it's on the shelf behind me as I write. *The Goal* is a famous book for business students about a man trying to save a manufacturing plant by implementing the theory of constraints through processes of ongoing improvement. Spoiler alert: WorkLight is not a manufacturing business.

The Bible does not teach us to treat ministries like manufacturing plants. But it does provide some remarkable guidance on "how" as well as "why." After a process of discernment with brothers and sisters in Christ and a repeated revisiting of scripture, we have begun referring to both the ministry and the movement of WorkLight.

Now the efforts of those of us called to organizational leadership and process improvement can come together through the staff, board, committees, and task forces of the ministry. At the same time, the movement can continuously seek to align with the local directions and activities of the Holy Spirit.

The work of building God's Kingdom may be straightforward at times. But together we are able to accomplish far more than any one of us could imagine. I pray for the board and staff of WorkLight to always put Jesus first and the movement above the ministry. In that posture we can learn to encourage and equip while staying far away from control or commands. By God's grace and with good stewardship, we can bring together a diversity of spiritual gifts across an entire nation one community at a time. Come Holy Spirit!

Wes Farrow is the president of WorkLight and lives in Woodbury, Minnesota. He can be reached at wesley@worklight.org.

NEWS

JOIN OUR NATIONAL GROWTH COUNCIL

We are praying for additional passionate leaders to join our National Growth Council. This council plays a pivotal role in our strategy, partnering directly with our Program Committee to deepen the relationships and community that drive our mission forward. Through the 26 x 26 directive we are hard at work expanding and deepening the impact of our core program elements for Challenge Weekends, Chapters, and Small Groups. As a National Growth Council member, your focus will be on witnessing how the Holy Spirit is moving within the relational infrastructure that allows these initiatives to thrive. You will help us ensure that every participant moves beyond mere attendance into true connection and purpose. This is an opportunity to actively shape how we cultivate community on a national scale. If you feel a calling to help us strengthen the bonds that make this work possible, we would be honored to discuss this role

with you. Email Seth Neistadt at seth@worklight.org, with the subject line: National Growth Council.

WELCOME, RANDY RACITI

At WorkLight we seek not only to encourage and equip others but also to reflect on where and how Jesus is calling each part of this ministry to experience life in the Holy Spirit. WorkLight's Board of Directors has been at the center of discernment and leadership for decades, and God continues to bring us the right board members for the right seasons. What a blessing it is to welcome Randy Raciti to the Board. A longtime CIC member from South Bend, Indiana, Randy has close ties to



UPCOMING CHALLENGE WEEKENDS

Palm Desert Men's Chapter

- March 6-7, Sacred Heart Church, 43775 Deep Canyon Road, Palm Desert, CA.

West Gilbert Men's Chapter

- March 27-29, Chapel Rock, 1131 Country Club Drive, Prescott, AZ.

Honolulu Men's/Women's Chapter

- August 28-30, Saint Anthony Retreat Center, 3351 Kalihi St., Honolulu, HI.

Check out these events and more at WorkLight.org/events/.

the history of WorkLight, along with a remarkable experience with Small Group growth in South Bend that leans into the next generation. Come Holy Spirit!

26 X 26

FILLED IN SPIRIT. FORMED IN COMMUNITY. SENT IN POWER.

In 2026, WorkLight will step into a bold new season: 26 Challenge Weekends across the country, the most in our ministry's history. This effort, grounded in Acts 2, 6, and 26, is a movement of the Holy Spirit calling us to go beyond ourselves and open eyes to God's presence in the workplace.

Our goal for expansion follows a biblical pattern. Just as the early church was filled with the Spirit (Acts 2), formed new leaders (Acts 6), and then sent out to open eyes and transform lives (Acts 26), we believe this is our time to do the same.

Will you help lead the way?

Pray about hosting or leading a Challenge Weekend in 2026.

Let's answer the call, together.



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

Galatians 2:20

MARCH 2026

WorkLight.org

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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