WORKLIGHT™

The flame™

Be transformed
by the renewing of your mind

NOVEMBER 2026

The Gift of Stewardship

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)

Everything we have—our time, resources, skills, and influence—is a gift entrusted to us by God. We are reminded that our calling is not to hold tightly to these blessings but to manage them faithfully for his Kingdom.

Stewardship is an act of gratitude, recognizing that all we possess originates from a generous Father. Whether giving financially, leading a group, offering encouragement, or opening a door for another to grow, we respond to God's generosity by giving back.

When we steward what God has placed in our care, we become coworkers in his mission—allowing his provision to flow through us so that others might experience his love, purpose, and abundance.

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Generosity Is Part of God's Plan for Us

By
Keith Kerber

When I was a child, it felt like everyone was generous: Grandparents, uncles, aunts, teachers, and parents of friends always seemed to offer things like toys, extra food, and dessert! Then I became an adult and it seemed everybody expected me to provide for myself. A fair expectation for sure; however, for most of us, young adulthood is a period of scarce resources as we go out on our own and begin our careers.

Growing up, I found it difficult to be generous. As a fit young man, I was always hungry and wanted more food. When I began dating, I felt obligated to pay for my date's food or ticket. And then maintaining a car for my independence carried expenses for gas, oil changes, brakes, tune-ups, and tires. Ugh!

As a Christian, I wanted to give to the Lord's church, but that was hard. And when I did, I rarely gave "cheerfully."

I have grown a lot in my ability to give, and to give cheerfully. As a pastor and fundraiser, I learned a great deal from many generous and mature Christians that their generosity grew along with their journey with the Lord. It was not an overnight change, and their generosity was formed through faithful discipleship in community, worship, and devotion.

One brother shared that he was challenged by another brother to give more than he was comfortable with because, "you cannot outgive God." He shared that he found it to be true, and that as he gave more, he experienced more blessings.

▸ 6
continue on

WEEK 1 *By Lenny Dadasiewicz*

Willing Worker

Restore to me the joy of your salvation and grant me a willing spirit, to sustain me. (Psalm 51:12)

As I was making plans to retire, I set a date for my last day on the job, which gave me a goal that brought me joy and satisfaction.

Unfortunately, I kept telling myself that I needed to handle one thing or another and pushed my retirement date out multiple times. As a service-oriented person, I told myself it was the right thing to do.

First, a major project got delayed because of a materials issue. Since I was the only one with full knowledge of this critical project, I knew I couldn't just leave. Once this was completed, there was a delay with a different project that didn't allow me to finish up on yet another project. So, my retirement date got pushed back again and again.

All this time, I was working with my replacement, which was very challenging. Our work styles were quite different, and I could see he would not be a good fit with one of my customers.

As another delay to my retirement date loomed, I asked the Lord for guidance. I began to recognize that I was seeking to control the situation, rather than seeking to be used by God. With God's help, I adopted a willing spirit and became a willing worker. I helped my replacement understand my customers' needs and how to handle issues about equipment and production that were outside of the normal processes. In the end, I left knowing that the transition was smoother for everyone.

I came to understand that when the work became more stressful, I started working for myself. But after I became a willing worker, I set aside my personal goals, and used my gifts that God gave me to steward others.

PRAY: *Lord, make me a willing worker, adopting a willing spirit to set aside my personal ambitions to serve the needs of others.*

REFLECT: *Have you ever believed you were the only person for the job? Were you right?*

DISCUSS: *What do you need to do to become a more "willing worker" in difficult times?*

Lenny Dadasiewicz is the president of the West Gilbert WorkLight Chapter. He is retired from the contract manufacturing industry, and lives in Gilbert, Arizona.

FILLED. FORMED. SENT.

YOUR GENEROSITY FUELS THE MOVEMENT FOR A NEW GENERATION

Every WorkLight story follows a scriptural path: Filled with the Holy Spirit at a Challenge Weekend, Formed in Christ through small groups, chapters, and prayer, and Sent to shine for Christ in our daily work. It's not a single moment, it's a movement — and it keeps going as we remain faithful to the calling.

As we look to 2027, your gift fills, forms, and sends a new wave of men and women ready to shine for Christ at work.

WORKLIGHT™

WAYS YOU CAN DONATE:

+ **Scan the QR code or go to worklight.org/donate**
+ **We accept donations online or via mail**

WEEK 2 *By Dave Mazanowski*

It was Never Mine

… "'Come and share your master's happiness!'" (Matthew 25:21)

When I hear the word *stewardship*, I immediately think of money, or perhaps my time. But for much of my life, while I used the language of stewardship, the truth was that I lived more like an owner.

There is a profound difference.

Ownership asks, "*What do I want to do with what is mine?*" Stewardship asks, "*Lord, what do you want me to do with what is yours?*"

For more than 40 years, I have been entrusted with Mainscape, a landscaping company. For many of those years, I believed it belonged to me. Yet God patiently invited me into something much greater: To see the company as his and myself as its steward.

God's invitations are always for our flourishing. He doesn't desire obedience merely for obedience's sake. He desires our willing hearts—our trust, our unity, and our participation in what he is doing.

Even the rich young man was invited: "*sell your possessions and give to the poor … Then come, follow me.*" (Matthew 19:21) Jesus was inviting him away from something smaller and into a great adventure.

Eventually, I faced my own invitation. Through prayer, counsel, and honest self-assessment, I realized I needed to step away from leading the company as CEO. Earlier in my life, my ego would never have allowed it. But now, the vision God has given me is bigger than me.

Perhaps that is the great gift of stewardship. God doesn't simply ask us to give him what we have. He invites us to join him in what he is doing. And that is far more exciting than ownership could ever be.

PRAY: *Come, Holy Spirit! Expand our hearts so that nothing keeps us from selling out completely for Jesus.*

REFLECT: *What am I still holding back from Jesus, and what might become possible if I gave it completely to him?*

DISCUSS: *What do you currently claim as yours that God may be asking you to recognize as his?*

Dave Mazanowski is a former board member of WorkLight. He lives in Indianapolis, Indiana, with his wife, Donna. He can be reached at damazanowski@mainscape.com.

WEEK 3 *By Bill Dalgetty*

Part of God's Plan

The Lord God took the man and put him in the Garden of Eden to work it and take care of it. (Genesis 2:15)

After creating us in his image and likeness, God gave us an assignment—to work and take care of his creation. Many people look on work as a curse resulting from the fall, but work was ordained before the fall. Work is a part of God's divine plan. Our purpose is to take care of creation until God is, as Paul says, "*all in all.*" (1 Corinthians 15:28)

Work that contributes to the production of goods and services for others is part of God's plan for creation.

Lester DeKoster, in his book, *Work, the Meaning of Your Life*, defines work as "the form in which we make ourselves useful to others and thus to God." He characterizes it as a "thread in the larger fabric of civilization. The difference between barbarism and culture is, simply, work, which flowers into civilization."

We may be surprised that in doing our work we, too, are serving God. In working as an attorney for most of my career, I did not consider early on that my work was serving God, but it was indeed a "thread in the larger fabric of civilization." My summer jobs in high school and college of serving on a road asphalt crew and a laborer in a cement plant were also "threads" making up the larger fabric of civilization.

God calls us to love him and one another. (Luke 10:27) He calls us to be holy as he is holy. (1 Peter 1:15) He also calls us to work and take care of our thread in the fabric of civilization.

PRAY: *Lord, remind us that our work is part of your sacred plan for us and that our job is to be a good steward of your gifts to us.*

REFLECT: *How do you see your work as a thread in the larger fabric of civilization?*

DISCUSS: *Do you view your job as stewardship? Share with others how that plays out in the workplace.*

Bill Dalgetty served on the board of WorkLight for many years and is a faithful member. He is the author and his latest book is A Friendship That Transcends, and he writes a blog, "Christ In Life and Work." Find him at billdalgetty.com.

ACTING PRESIDENT'S NOTE:

Grateful and Sent

Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. (Colossians 3:15)

I've been thinking a lot about gratitude lately.

Maybe that's expected with Thanksgiving coming, but I think it's also because of what I'm seeing across WorkLight right now. There is a renewed sense of energy and excitement about where God is leading us, and I'm grateful for the people who continue to step forward, serve, and invest in this ministry.

And I know this: God has been incredibly faithful to WorkLight.

I see it in the people I talk with every week. I see it in Challenge Weekends, Small Groups, and Chapters. I see it in people stepping forward to serve. And I hear it in the stories of people who are discovering, or rediscovering, what it means to bring their faith into their work.

That makes me grateful.

It also makes our year-end theme, *Filled. Formed. Sent.*, feel particularly meaningful to me right now. God fills us with his Spirit. He forms us to become more like Christ. But he doesn't stop there. He sends us.

For most of us, one of the primary places he sends us to every day is our workplace.

So, this Thanksgiving, I'm asking myself a slightly different question. Not simply, "What am I thankful for?" but also, "What am I going to do with what God has given me?"

Who can I encourage? Who can I pray for? Where can I bring peace into a difficult situation? Where can I simply show up differently because Christ is in me?

I'm grateful for this ministry. I'm grateful for each of you. And I'm grateful that our calling remains remarkably simple: Being Christ at Work.

With you all in Christ,

Seth Neistadt
Acting President

WEEK 4 *By Greg Aitkens*

God's Resources

Commit to the Lord whatever you do, and he will establish your plans. (Proverbs 16:3)

After my wife and I moved to a small town on the California coast, I was invited to a local service club dinner. I joined soon after, and a few months later was invited to join the Board.

I prayed about what roles I might take on in this new group and soon observed that most of the members were burned out from prior service. I felt called to use my experience in business leadership and ministry to support the organization.

The club had existed for 75 years, and many members were "set in their ways." New leaders like me had to adapt and kindly suggest new methods to ensure the organization could thrive in the future. In many ways, we became agents of change. The Lord encouraged me in many ways with "do it anyway" amid resistance and opposition.

Although it was a struggle, I leaned into the idea that stewardship is an act of assessing the needs right in front of us and doing what we can to serve God and others. By managing the resources God has provided, we can serve responsibly and earn the trust of our coworkers to fulfill whatever jobs come before us.

In my professional life as a financial advisor, I came to understand the importance of "walking in the shoes of the client." A good steward (advisor) assumes they are in the client's situation, and thinks: "With this set of circumstances, what would I be doing to best serve with the resources that God has provided?"

PRAY: *Lord, thank you for the abundant opportunities to serve that you place before us. Help us to prayerfully discern your will in building your Kingdom in everything we are doing.*

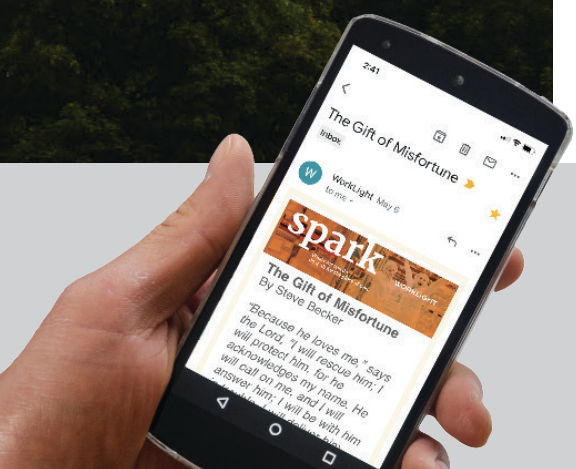
REFLECT: *What does good stewardship mean to you? How are you applying that in your life right now?*

DISCUSS: *Whom do you serve, and for what purpose? Are you serving effectively, or are you spread too thin?*

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.

Taking a Spiritual Breath

By Tom Petersen



I once worked with a man who swore he had mastered the art of multi-tasking. He was confident that he could carry on a conversation while simultaneously reading his emails.

Of course, those of us who tried to talk to him while he multi-tasked doubted that he was as skilled as he claimed. I reached peak skepticism during a conversation where he referred to me at various points as "Todd," "Tim," and "Carol."

Still, I admired his commitment to efficiency. And maybe I was a little jealous.

The work world loves the idea that we are capable of a superhuman effort to do multiple things at once. Our management clichés reinforce that, from "walking and chewing gum at the same time," to "spinning multiple plates" to "wearing many hats." But I was never a very skilled multi-tasker. For instance, I had a hard time both breathing and thinking. It was awkward to have to stop one to do the other. But corporate advancement required sacrifices.

Penchant for Action

Related to its infatuation with multi-tasking is the corporation's yearning for quick action. We were encouraged to "fail fast," "burn the boats" (to make sure we weren't tempted to sail home when the going got tough), and to strike those many irons in the fire while they were still hot. The theme of the work world is to do more and do it faster.

Bad Spiritual Advice

But scripture doesn't include a lot of exhortations for multitasking and rapid-fire decision making. Instead, many verses stress slowing down and asking the Holy Spirit for guidance.

Show me your ways, Lord, teach me your paths. Guide me in your truth and teach me, for you are God my Savior, and my hope is in you all day long. (Psalm 25:4-5)

... Let the wise listen and add to their learning, and let the discerning get guidance ... (Proverbs 1:5)

I feel like Paul's admonition to the Romans also has specific application for us here: "*Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will.*" (Romans 12:2)

Listen Carefully

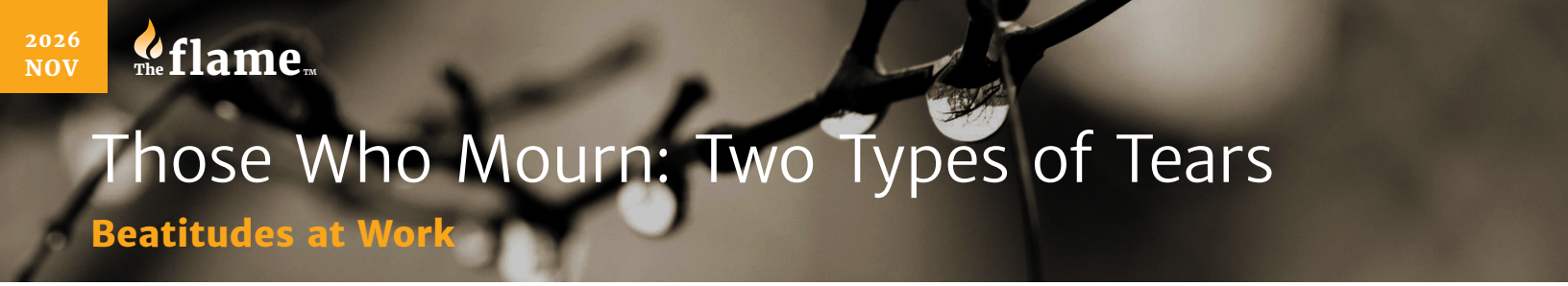
So my new plan is to slow down and concentrate on listening closely to the Spirit's gentle nudges, wise words of scripture, and insights from my circle of Christian friends and colleagues.

It's a lot easier to take a deep breath if we're not trying to do three things at once.

Tom Petersen is a former communications professional who writes about faith, work, and retirement on his Substack, "Repenting of Work."

FORWARD ≫ a spark

If a Spark Reflection reminds you of someone, that's a Holy Spirit nudge. Forward it on and ignite a movement of the Holy Spirit in their life.



Those Who Mourn: Two Types of Tears

Beatitudes at Work

"Blessed are those who mourn, for they will be comforted." (Matthew 5:4)

The Greek word *pentheo* describes grieving and lamenting. If there's no mourning, there can be no healing. Suffering is an extraordinary teacher. In it, we discover the true depths and heroics of the human spirit. Without it, we will never fully know God's love.

If we choose to distance ourselves from the pain of others, we lose the ability to truly mourn with them. In doing so, we become insensitive to their suffering and unable to extend God's favor and blessing in times of comfort.

All Godly grief and mourning begin with confidence in God's compassion and consolation. Godly sorrow is not hopeless despair; it is rooted in faith that God can bring comfort, healing, and restoration. As our mourning awakens us to the brokenness around us, it also awakens us to the call of Christ—to bring his love into the world. Let's consider two types of tears.

Tears of Repentance

The first kind of grief is sorrow over our own rebellion and sin against God. The world often laughs at such grief, dismissing it as weakness, guilt, or shame. Yet genuine repentance is neither self-condemnation nor self-hatred. Rather, it is the Spirit's work in our hearts, convicting us of sin and drawing us back into fellowship with God.

Our mourning is not without hope. The honest recognition of our sin, coupled with a willing heart, creates an opening for God's grace to transform us. As we turn from our failures, we discover the comfort that comes through forgiveness and renewed devotion to the Lord.

Tears of Compassion

The second reason for our grief is living in a world with its many sorrows. While the victory has been won, the fullness of the Kingdom has not come. As a result, we continue to witness suffering, injustice, and brokenness in countless forms.

For the past several centuries, many have embraced a world view that prizes individualism and secularism. The resulting spiritual and social brokenness can be seen all around us—in regional conflicts, fractured relationships, polarization, poverty, loneliness, and countless expressions of human suffering. In the western world, we are strangers in an increasingly stranger land.

This Beatitude moves us to compassion rather than indifference. We learn to mourn with those who mourn, to bear one another's burdens and to become instruments of Christ's comfort. Such tears are not signs of weakness; they are evidence that God's love is at work within us. The Scriptures illustrate the fervent compassion and patience of God through thousands of years. This gives us hope in our own mourning. (Romans 15:4)

"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 equip us to be Christ in the workplace.

Next Month:
Those Who Mourn: Comfort that Comforts

From Pg 1: Generosity Is Part of God's Plan for Us

So many Christian donors I have spoken with mention the joy of giving. They also described times when they struggled with giving. For years I missed Paul's point in 2 Corinthians 9:7 by focusing on the prior verse that I should give more in order to reap more. But Paul is saying that God would rather have you give cheerfully, not necessarily a lot.

I have noticed that when I "decide in my heart" what to give, I am able to be cheerful about it. And, I have grown to give more and more because that act fills my heart with joy when I see the impact of my giving.

May you find cheerfulness in your own giving during our Filled. Formed. Sent. year-end generosity campaign!

Keith's story reminds us that generosity is part of how God forms us. Our generosity also helps make that same journey possible for others. Men and women are filled anew by the Holy Spirit, formed through Christian community and discipleship, and sent back into their workplaces to be the presence of Christ. When we give, we help make room for someone else's journey from being filled, to being formed, to being sent.

***Keith Kerber, CFRE, M.Div.**, has served as WorkLight's philanthropy and generosity consultant.*

NEWS

VALUE SERIES: UNITY IN JESUS ABOVE EARTHLY DIFFERENCES

Our fifth and final value is new in language but has been with us from our founding in 1983: "*Unity in Jesus Above Earthly Differences.*" Previously, our commitment to Christian unity was expressed in a preface describing WorkLight as an ecumenical organization. Through this discernment process, our leadership recognized that unity in Jesus deserves to stand as a value in its own right. This language is both more inviting and more direct. We are naming what our brothers and sisters across traditions have experienced at WorkLight for more than 40 years. What unites us in Jesus Christ today and forever is far greater than any earthly difference between us.

BOARD RETREAT FOCUSES ON GOD'S PROVISION

WorkLight's October Board Retreat centered on prayerfully discerning how God is providing for the ministry and how WorkLight can faithfully steward those resources in the year ahead. Board members and ministry leaders reflected on the people, relationships, financial resources, and ministry opportunities God has provided, and how the growth and activity of 2026 will guide priorities for 2027. We welcome your prayers as we seek to align the ministry's plans with God's provision and where he is already at work.

CHAMBER FAITH INITIATIVE OPENS NEW DOORS

WorkLight's Chamber Faith Initiative is creating new opportunities to introduce Challenge Weekends through relationships with local Chambers of Commerce. Several Chamber-connected Challenge Weekends have now provided an opportunity to reach business and community leaders, including people with little or no previous connection to WorkLight. The early response demonstrates the potential of working alongside Chambers to bring faith into conversations about work, leadership, and community. Do you know a Chamber of Commerce in your area that might be interested in this new opportunity? Email **seth@worklight.org** with the subject line Chamber Faith Initiative.

Upcoming Challenge Weekends

Join us in prayer for our ongoing local group meetings and upcoming Challenge Weekends:

- **Santa Cruz Men's Chapter**
  October 30 - November 1, 2026
- **Minneapolis Men's Chapter**
  November 6-7, 2026
- **Mississippi Men's and Women's Small Group**
  November 13-14, 2026
- **Salinas Valley Men's Chapter**
  November 13-15, 2026

Father in Heaven, may these events bring honor to your name and transform those who participate – for your glory and building of your kingdom. Come Holy Spirit!

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

The flame
NOVEMBER 2026

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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

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"I have been crucified with Christ and I no longer live, but Christ lives in me." –Galatians 2:20

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WORKLIGHT.org

Vision

Being Christ at Work

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

- *Growing and Being Transformed in Christ*
- *Manifesting the Gifts of the Holy Spirit*
- *Nurturing Brotherhood and Sisterhood*
- *Building God's Kingdom in All Aspects of Our Lives*
- *Unity in Jesus Above Earthly Differences*

WORKLIGHT™

Accept the Challenge

CHALLENGE WEEKEND

Deep immersion into a work life rooted in Christ with teaching sessions, real life stories, reflection, and small group discussions

Build the Kingdom

SMALL GROUPS

Build relationships and experience discipleship in a continuous, supportive small group setting – all centered on shining bright for Christ at work

Grow in Faith

DAILY RESOURCES

Be inspired and encouraged with biblical content, thoughtful reflections, and moving sharings of the Lord at work in our lives at work

Be part of a movement to transform the workplace. Find out how at WorkLight.org and find a chapter near you!

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linkedin.com/company/christians-in-commerce