



**INTERNATIONAL COALITION
OF WORKPLACE MINISTRIES**
ONE MISSION. SEPARATE CALLINGS. MANY ALLIANCES.

God in the Workplace

2004 Update

DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

150 160 170 180 190 200 210 220 230 240 250
DEGREE

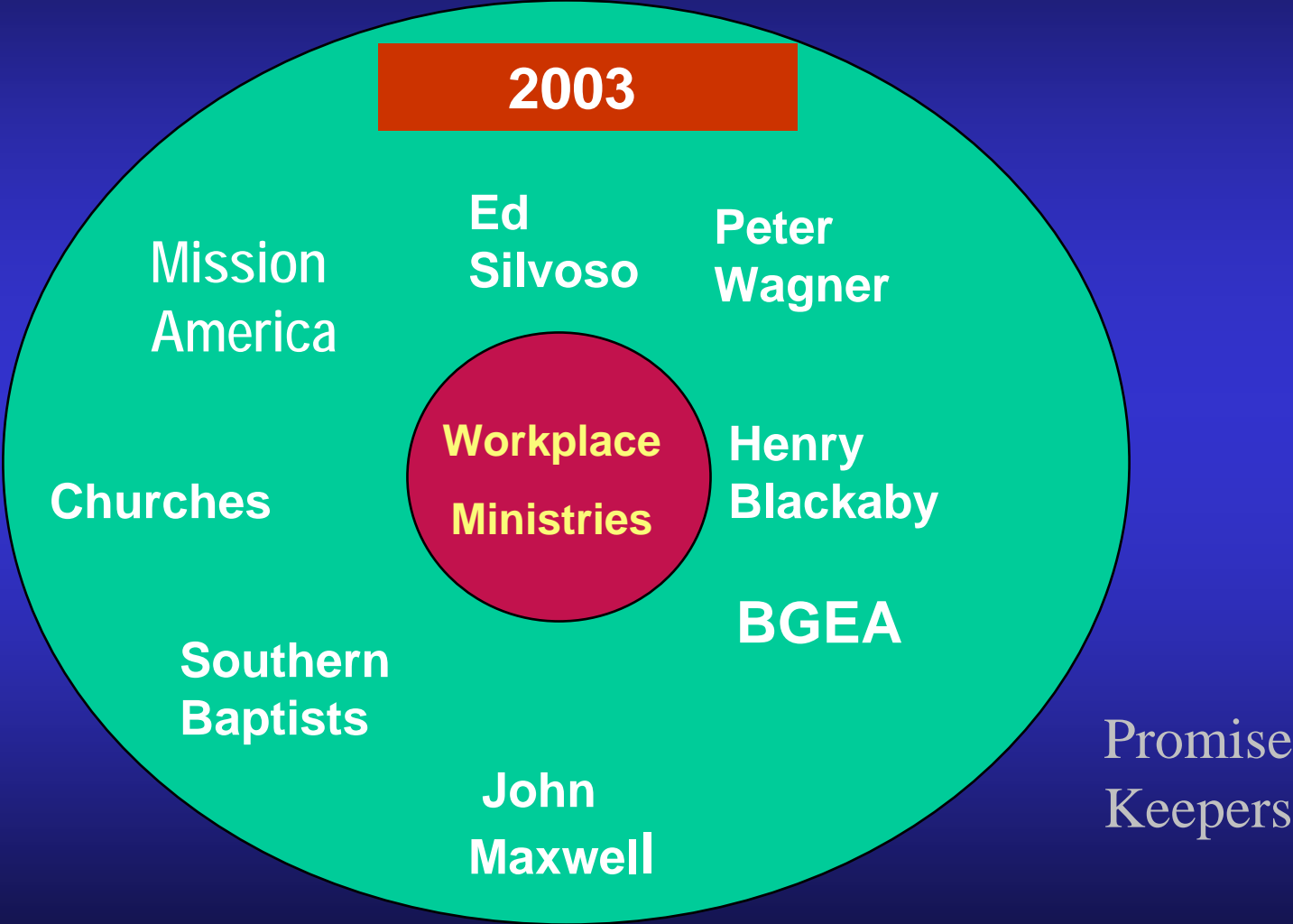
140 150 160 170 180 190 200 210 220 230 240 250
NORTHWEST

What Is Workplace Ministry?

Workplace ministry is an intentional focus of equipping men and women in all spheres of work and society to understand and experience their work and life as a holy calling from God.



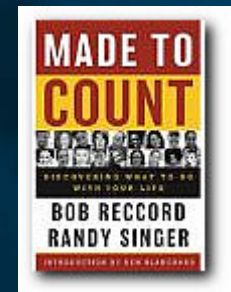
Expanding Circle



New Voices



- “I believe one of the next great moves of God is going to be through the believers in the workplace”.
- **Dr. Billy Graham**
- "God has begun an evangelistic movement in the workplace that has the potential to transform our society as we know it."--
Franklin Graham
- Southern Baptists – Dr. Bob Reccord



More Leaders Affirm Movement



- “The most common self-inflicted put-down is ‘I am not a pastor—I am just a layperson.’ This is all part of a clever satanic scheme to neutralize apostles, prophets, evangelists, pastors and teachers along with the entire army of disciples, already positioned in the marketplace.”
Ed Silvos, *Anointed for Business*, Harvest Evangelism
- “Indeed, as with first-century Christianity, it all begins in the marketplace, where the disciples of Jesus daily rub shoulders with the lost.” – **Bill McCartney**, *Promise Keepers*, *Anointed for Business*, Regal Publishing

DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

Mission America 80 denominations



Sept 04



Uniting
Christians for
Evangelism



& Revival



Mission America Coalition - MAC EConnections

September 2004

Changing the 80/20 Rule in the 9 to 5 Window

There is a quiet revolution taking place among Christians who are looking at their work differently

By Os Hillman

What do the Billy Graham organization, the North American Mission Board, Wagner Leadership Institute, Harvest Evangelism and some mega-churches throughout North America have in common? They all began a new focus on workplace ministry in 2003.

The Lord has quietly begun a move among Christians in the workplace that has been getting national press even among publications like the New York Times and Fortune magazine. The goal of this movement, I believe, is societal transformation.

Dr. Billy Graham has said "I believe one of the next moves of God will be through believers in the workplace."

The 80/20 rule says that 80% of ministry will be done by 20% of the people. This would probably accurately describe where the Church is today. We've heard about unreached people groups in the 10/40 window, but have we considered the unreached people group in the "9 to 5 window?" These people have the power to impact society because many hold positions of societal influence.

Tools & Resources

ICWM Summit



The International Coalition of Workplace Ministries will be hosting a major

summit for marketplace leaders and church leaders October 26-29 in Minneapolis. For more on this summit go to www.icwm.net. [Video Message Concerning ICWM Summit.](#)

Today God Is First

Today God is First is a daily email devotional written by Os Hillman. For more information or to subscribe go to www.marketplaceleaders.org

What
This
Means



“All ships rise when the tide rises.”

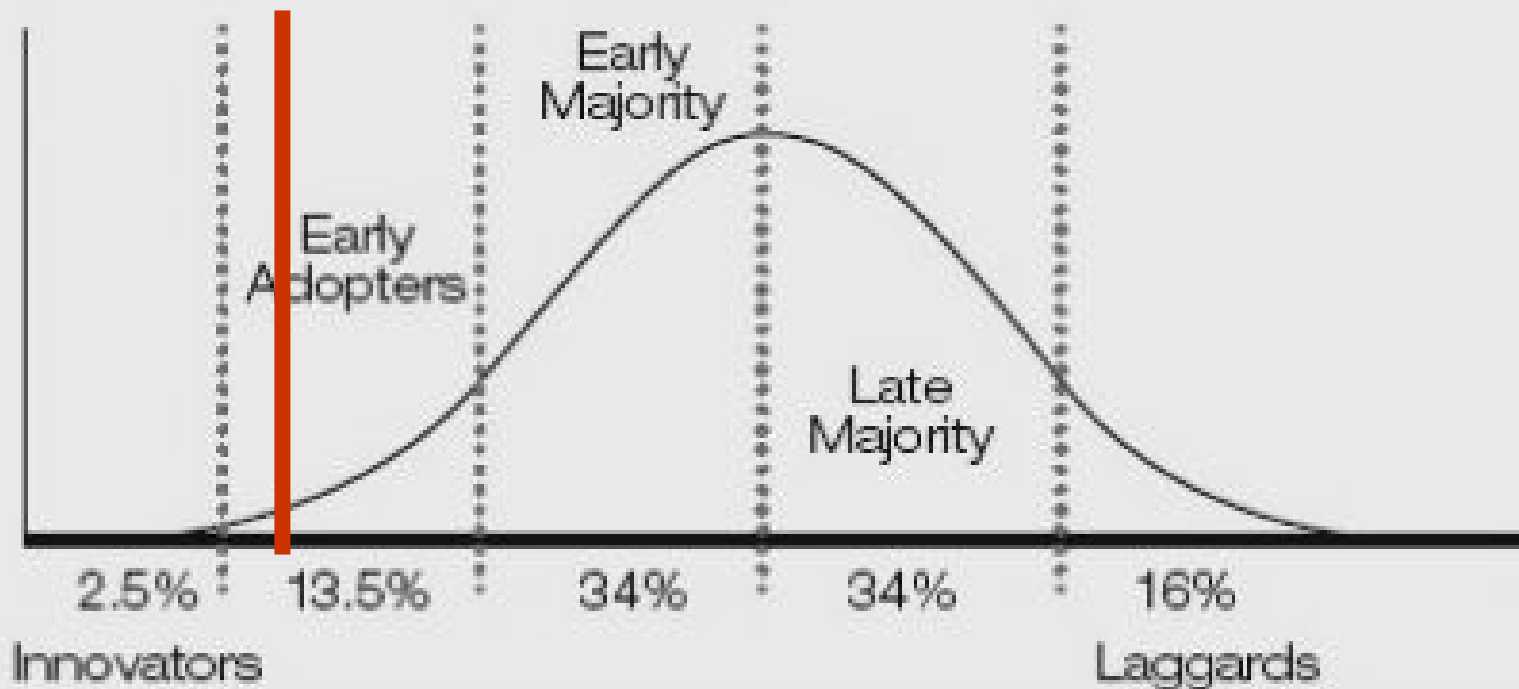
As more and more of the body of Christ recognizes God’s move in the workplace we will see greater and greater penetration into mainstream Christianity.



Where are we? Entering a New Phase.

www.valuebasedmanagement.net

Rogers Adoption/Innovation Curve





Trends



DIRECTION
NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

Current Trends in Movement

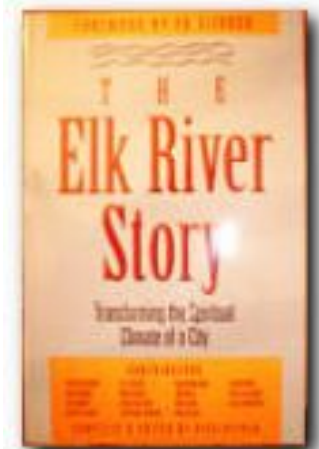
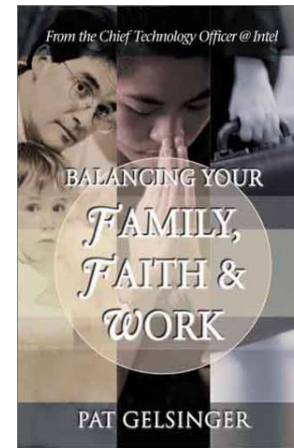
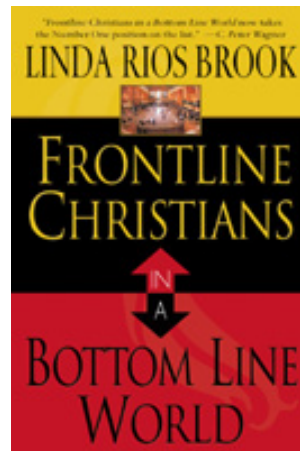
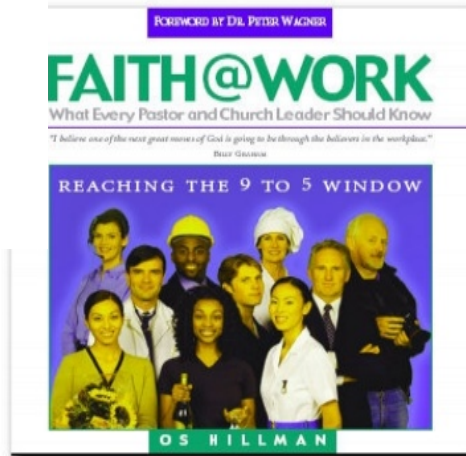
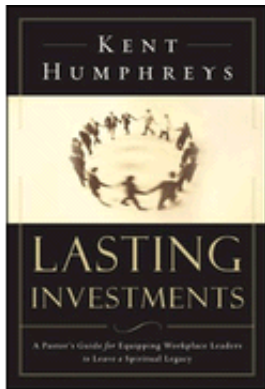
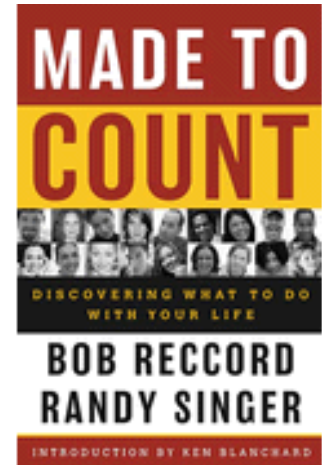
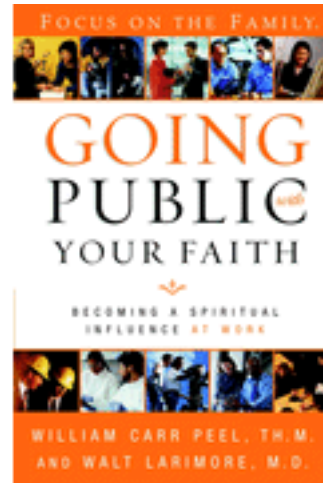
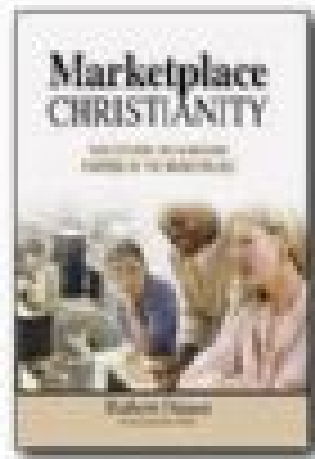
- **Unity among ministries – openness – long way to go – alliances forming.**
 - “His Kingdom” focus vs “My Kingdom” focus – resource sharing, common initiatives
- **Growing awareness of movement among churches. Now have early innovator churches in incubation stage.**

Current Trends in Movement

- Early stages of solid scholarly work in theology, giving substance that might avoid this passing away as one more Christian fad.
- International developments, some in high places of government and business, as indigenous Christian collegians graduate and rise to prominence in their own cultures.
- More books on subject



New Books in 2004



Trends



- A growing interest among business leaders who want to be a catalyst to see their cities transformed for Jesus Christ.
 - Kingdom projects
 - Business used to fund
 - Not controlled by a church
 - Measurable results
 - Willing to work with local church leadership but w/out bureaucracy



Trends

An aerial night view of a city skyline, featuring several prominent skyscrapers with illuminated windows and spires. The sky is a deep blue, and the city lights create a vibrant, glowing effect. The perspective is from a high vantage point, looking down on the city.

- **Prayer in the workplace – intercessors**
 - Workplace intercessors, Prayer SWAT teams, new book on subject
- **Technology innovations – Directory of ministries, online resources, online training, more websites devoted to the movement.**
- **More training is being birthed**

More than 40 National Conferences in Fall 2004

Notables in '04:

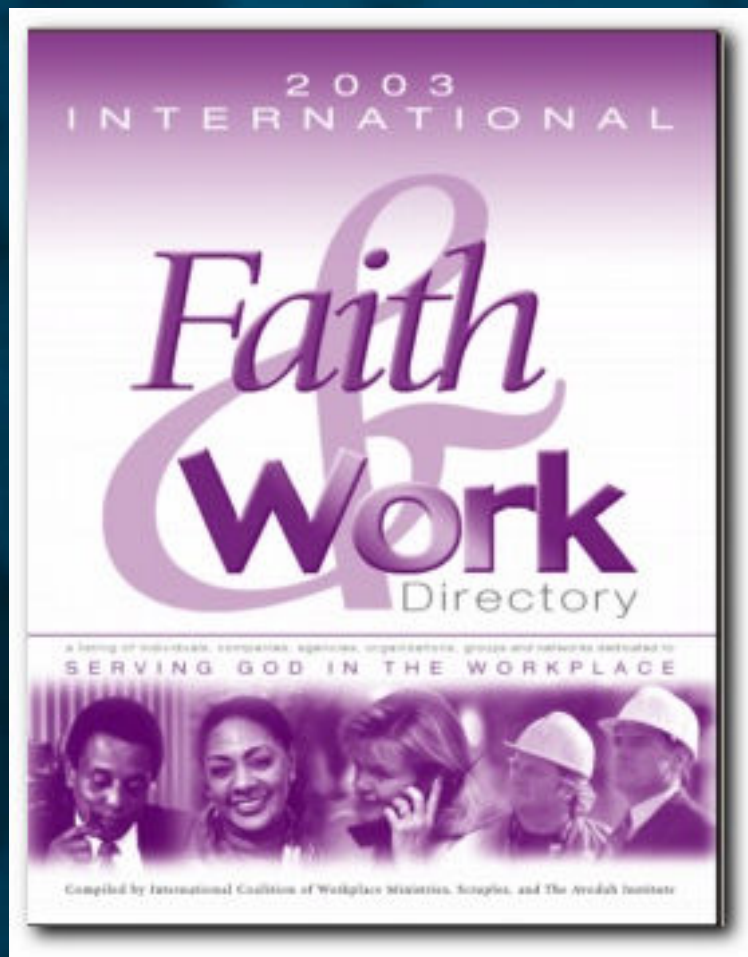
- Elevate Dallas- 2,500; Charlotte, 1,000
- Atlanta- March -BGEA/ACWM -650 in attendance



Evangelistic Prayer Breakfasts

- **High Tech Ministries – Atlanta**
 - **Real Estate, Financial**

More ministries being birthed



More than 1300 listings!

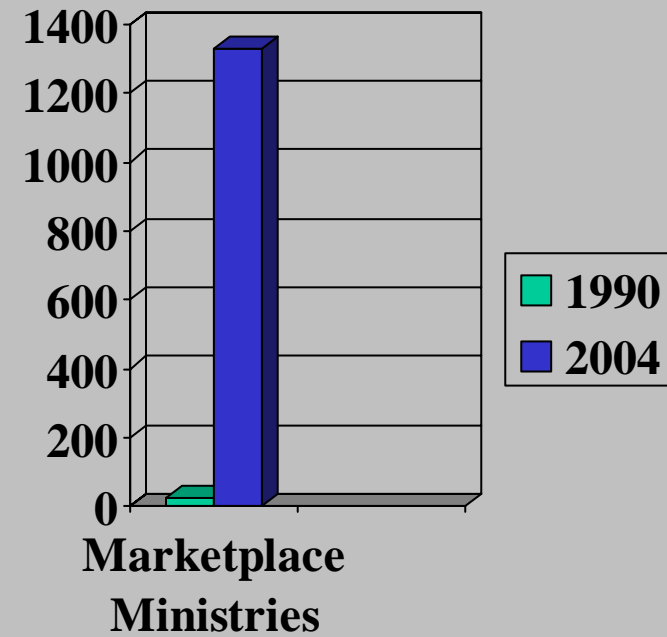
DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

A Grassroots move of God!



"14 years ago we could only identify 25-50 workplace ministries. Today, we can identify more than 842 ministries, 1,330 listings that are national or international."

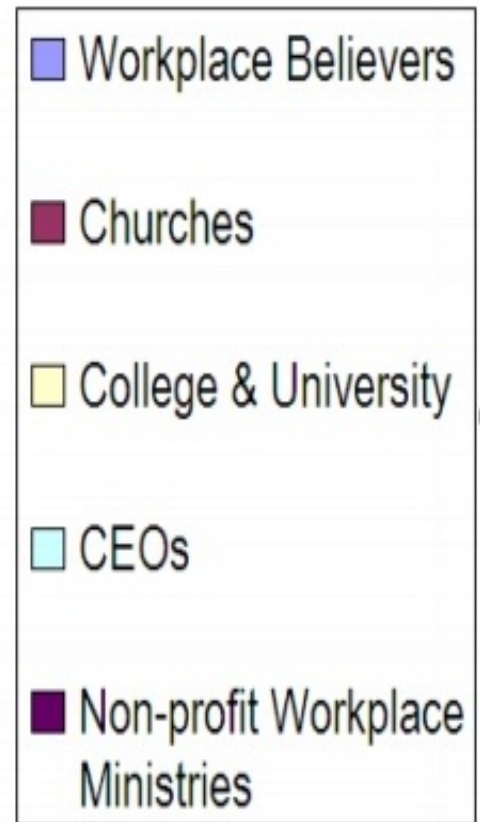
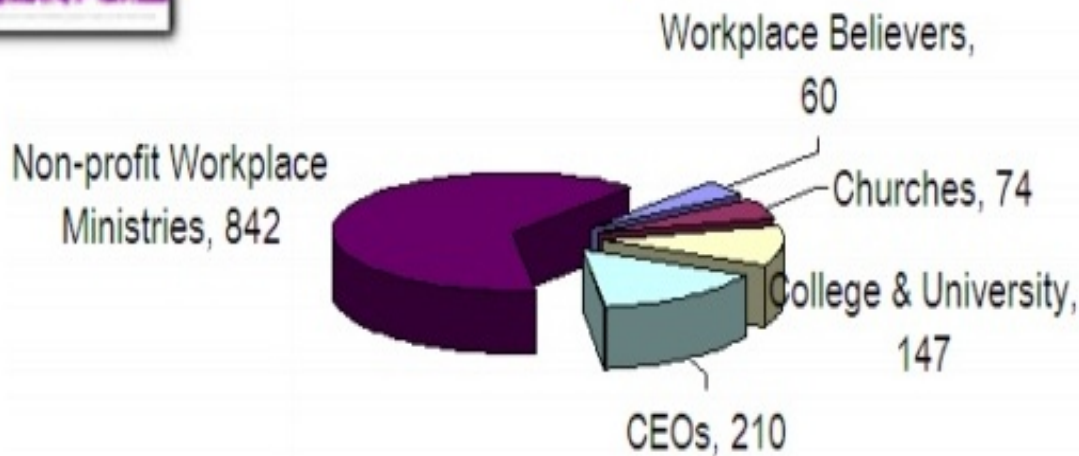




International Coalition of Workplace Ministries

Faith & Work Directory

1,330 Listings



Add your listing at www.icwm.net

Current Trends in Movement

- The development of "Business as Mission" whereby the developed nations offer a new cup of cold water in Jesus name, business expertise and empowerment among the poorer Christian communities. Has developed as its own niche in the movement.
- The rise of a new generation committed to workplace ministry, meaning those in their 20s and 30s, bringing energy, peer sensitivities and new ways to lead in what is often a tired evangelical/charismatic senior leadership.
- International Business Expos – Israel, Argentina, Cairo
- City Coalitions – “Transformation”
 1. Elk River – City Transformation
 2. Transformation Africa

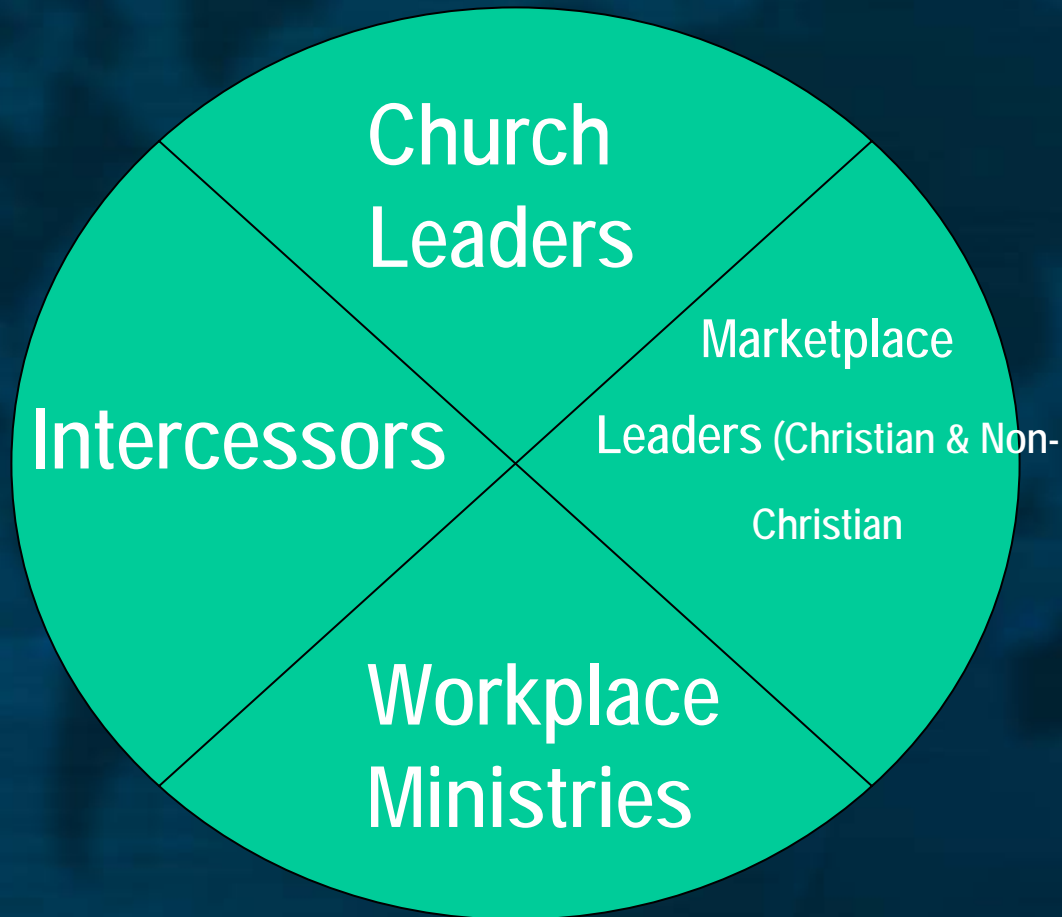


City Coalitions

4-Fold Cord – City Coalitions Birthing



150 160 170 180 190 200 210 220 230 240 250
DEGREE



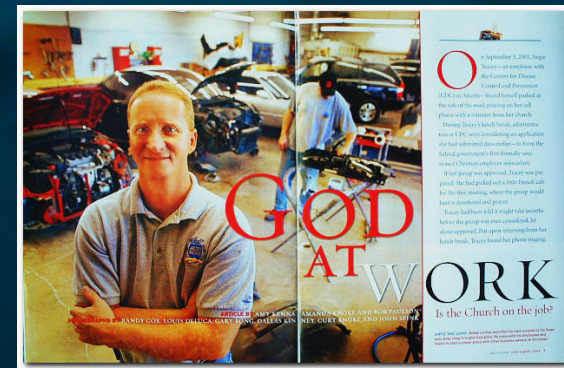
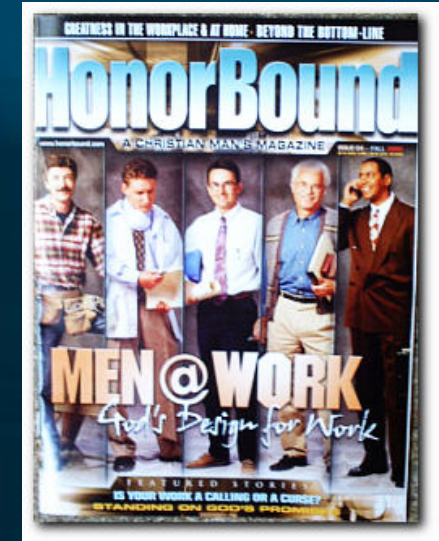
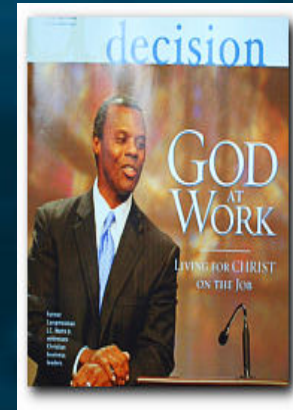
God is birthing coalitions in cities throughout the world.

DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

F@W in the Media

- Decision – July
- HonorBound – Oct.
- NY Times – March
- Atlanta Journal – May
 - Coca-Cola niece
- CNN – June
- National Public Radio – June
- CNBC – feature
- NY Times Magazine – **Oct. 31 Pub Date - This Sunday!**
- Fortune Small Business
 - article – April '05
- Christianity Today website
 - workplace focus



New York Times Writer





Fingerprints of God

“5 years ago - only one conference on spirituality and the workplace; now there are hundreds.”

— Business Week magazine

International Developments



- ICCC – Israel, China, Sweden, Argentina, Egypt
 - **Ed Silvoso**, marketplace mission trips to Argentina
- Transformation Africa – May 04 & May 15, '05 Global Day of Prayer

A Church Growth Expert's Observation

- “We have attempted to transform our cities for years without success. I now believe the reason is because pastors and church leaders do not have the authority to do so. That authority lies within those leaders in the marketplace. When we recognize and affirm the apostles in the marketplace we will begin to see the transformation of cities.”

– – Peter Wagner

The Future of the Local Church

“Workplace ministry will be one of the core future innovations in church ministry. He reported that...a growing number of people will team with work associates to develop a ministry to the people whom they encounter in that segment of the marketplace...these people will serve as ministers to their associates, engaging in evangelism, discipling and service ministries...they will exploit the freedom they have to be a roving ambassador of Christ to the world they regularly inhabit.”

-- **George Barna** — “Boiling Point” © 2001 Regal Books, a chapter titled The Future of the Local Church

“The Two Types of Churches”

Peter Wagner



Nuclear Church

Unique rulebook



Extended Church

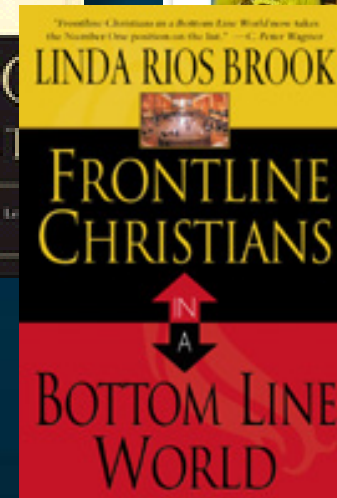
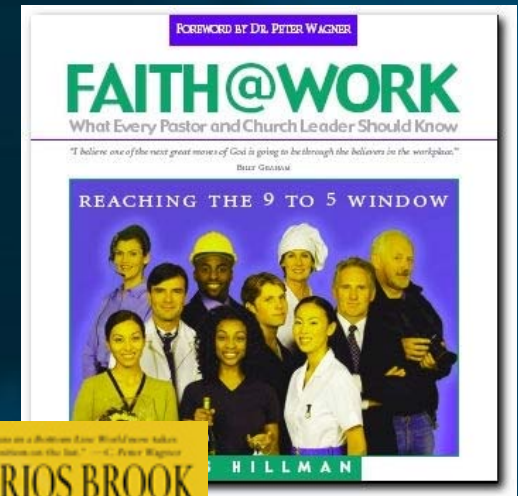
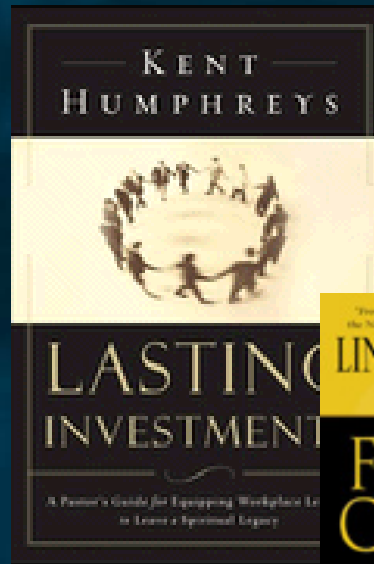
Unique rulebook

New Focus on the Local Church



Ministries focused The local church are birthing. His Church at Work

- DNA
- Intentional
- Visible
- Ongoing



DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST



The Future



DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

The Next 5 Years



- We will see intentional training in the local church to help men and women see their work as ministry with practical application.
- We will begin to see a movement similar to Promise Keepers with major events around the faith and work theme.

...The Future



- **We will begin to see corporations take a more proactive acceptance of faith and work issues.**
- **We will see more prayer in the workplaces with a resulting impact.**
- **We will see our first cities transformed because those in authority will be impacted with the gospel and will become active and passionate about their faith where they work.**

DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

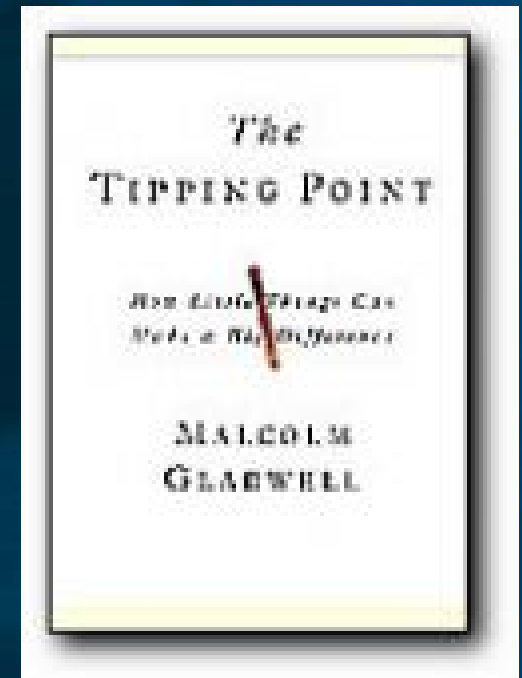
3 Types of People (Level 3s) that Cause “Epidemics” When Combined



?

**Will the
workplace
movement
become a
tipping
point?**

- Connectors
- Mavens
- Salesmen



Purpose-Driven Life --Prayer of Jabez--Promise Keepers





Why is the Faith@Work Movement Happening Now?



DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

Movement in Corporate America



American Airlines Christian
Resource Group



September 2001



Why?



Ford Employees for Christ



1. Love



John 3:16-18

"For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life. For God did not send his Son into the world to condemn the world, but to save the world through him."

There are a lot of people He wants to reach that will never dampen the steps of a local church. He wants US to reach them.



2. “Favorable Market Conditions”



1. It's good business to provide a favorable corporate culture.

“We’re particularly trying to make sure people feel that they don’t have to leave their faith or personal beliefs at the door when they show up for work in the morning,” says Daniel Dunnigan, a finance manager at Ford and chairman of the Interfaith Network. “The company acknowledges that is part of who they are.”

“Many say that the faith-based employee resource groups complement their workforce-diversity goals and contribute to the bottom line through employee recruitment, development and retention.”

3. Social Trends



“Much of the increased interest in religion in the workplace reflects a convergence of social trends. A 2004 Gallup survey shows that 90 percent of American adults believe in God and 59 percent say religion is "very important" in their lives. And as **employees spend more time at the office**, they feel more entitled to personal expression.”

4. Ethics Failures



“Recent high-profile corporate scandals are making the rest of corporate America more receptive to efforts perceived as fostering an ethical workplace.”



5. Happier Employees=More Productivity (competitive advantage)



“We know that folks who feel like they can bring their spiritual values to work are happier, are more productive, stay longer and help the company more than people who don't feel like they can bring their values to work. The challenge is finding a way to do that, that still respects the old conventional wisdom of seeing to it that people don't feel pressured or proselytized in any way.”

Workforce Management magazine, Oct. '04

DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

6. Alignment with Perception of Being a Good Corporate Community Supporter



Intel's Bible-Based Christian Group received company funding to attend the 2004 Christian Games Developers Conference, where Christians who develop computer games discuss the industry and pray for God to bless it.

Sears has its own choir and funded a CD project.

American Airlines -To support American's objective of community involvement, the Christian Employee Resource Group coordinated a program that collected and shipped 729 contemporary Christian music CDs to U.S. troops in Iraq.

7. Aging Baby-Boomer Seeking Answers



- **Wall Street Journal :**
 - 80% job dissatisfaction rate general workforce
 - 50% among execs
 - 50% among Christians

DIRECTION

NORTHEAST EAST SOUTHEAST SOUTH SOUTHWEST WEST

Two Different Motives

Believers vs Corporation

“It is true that some preach Christ out of envy and rivalry, but others out of goodwill. The latter do so in love, knowing that I am put here for the defense of the gospel. The former preach Christ out of selfish ambition, not sincerely, supposing that they can stir up trouble for me while I am in chains. But what does it matter? The important thing is that in every way, whether from false motives or true, Christ is preached. And because of this I rejoice.”

Phil 1:15-18



Caution



- New openness also opens the door to all religions.
- “Fad” workplace initiatives



What
This
Means



“Present-day indicators point toward a revival of national and international proportion, the likes of which we have not yet seen, but that appears to be on the horizon.”

–Alistair Petrie, *Transformed!*





Prayer



DIRECTION

EAST EAST SOUTHEAST SOUTH SOUTHWEST WEST