

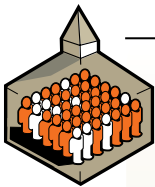
THE MISSIONAL
WORKLIFE CHURCH GUIDE



Table of Contents



Contents



<i>A Word from Doug Spada, Founder and CEO.....</i>	3
Section 1: <i>Using the WorkLife Church Guide.....</i>	4
Section 2: <i>WorkLife and The Missional Church.....</i>	5
Section 3: <i>WorkLife and The Purposes of the Church</i>	8
Section 4: <i>How We Got Here.....</i>	13
Section 5: <i>Four Keys to Supporting Workers</i>	17
Section 6: <i>The Benefits of Addressing WorkLife</i>	21
Section 7: <i>The Six WorkLife Biblical Principles.....</i>	25
Section 8: <i>WorkLife Teaching and Communication</i>	35
Section 9: <i>WorkLife Research.....</i>	43
Section 10: <i>WorkLife Ministry Ideas.....</i>	48
Section 11: <i>WorkLife Resourcing Ideas.....</i>	52
Section 12: <i>Additional WorkLife Reading.....</i>	58
Section 13: <i>Congregational Survey Tools.....</i>	60

See Last Page for More on Maestro™
and Other Work Issues

A Word from Doug Spada, *Founder and CEO*

Dear Church Leader,

More than 15 years ago, I experienced a personal crisis. God had little involvement in my work life and as a result I let my work and character collapse to the point where my confusion was surpassed only by my inability to stop the wreckage. My success was superficial, my spiritual life was a shambles, and everything meant nothing to me as I watched my family slipping through my fingers. Only then did I cry out to God.



Doug Spada

My story is not unique. Over the last several years, WorkLife, Inc. has studied the realities of people's work lives and surveyed over 3,000 individuals from all walks of life and vocations. We found that most of them were well-meaning Christians experiencing untold pain, discouragement, and spiritual powerlessness, all complicated by economic pressures. They spend about half of their waking hours at work and receive most of their relational influence from the people they work with. Additionally, we found they were disconnected to God's purpose for their work and unequipped to fulfill it.

Likewise, a great number of people in our churches are wandering aimlessly between church and work, trying to gain meaning out of the work they do for over 65% of their lives. One author has called this wandering a type of "Christian Schizophrenia," resulting in the workplace witness being anemic or damaged, causing believers and nonbelievers alike to conclude that Christianity doesn't apply at all in the workplace. **How can we let the church continue to grow even more irrelevant in the very center of society—the workplace?** Our Lord spent a majority of His life in the workplace—where a majority of the people were, and still are. This dilemma is crippling the very people that God has placed in this strategic position and compels us all to take immediate action in serving the work-life needs of people.

Perhaps nothing says it better than this quote from Dr. Henry Blackaby.

"The people who go out into the workplace ARE the church. We need to ask God, 'How do I organize my church to help equip members to function where God has put them into the workplace?'" In this guide, you will find the tools and support to do just that.

May God bless you as we, together, mobilize your church for His glory.

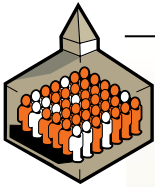
A handwritten signature in black ink that reads "Doug". The signature is fluid and cursive, with a large, prominent "D".

Doug Spada, Founder and CEO, WorkLife, Inc.

Section 1: Using the WorkLife Church Guide



How to Use This Guide



This guide is designed to help you implement a missional WorkLife emphasis in your church. It will give you a starting point in your teaching and ministry preparation, and address ways to help people see how God can work in and through their work lives.

This guide will explain the basic philosophy of missional WorkLife equipping and help you build a comprehensive plan for teaching and fostering God-filled WorkLife awareness in your congregants. This guide also details practical ministry implementation ideas based on a holistic biblical framework of six WorkLife principles.

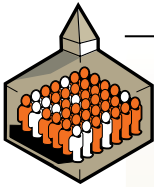
This guide is NOT exhaustive, but a concise overview and introduction. It will help you provide practical Biblical WorkLife applications that connect your audience to the work principles that our curriculum and study materials are built upon.

We at WorkLife, Inc. are here to assist you as you seek to resource your people in their work lives. We offer your audience access to a continuum of biblical teaching including WorkLife-targeted preaching, continued weekly WorkLife discipleship, and spiritual reinforcement through the WorkLife curriculum and online tools.

Section 2: WorkLife and The Missional Church



Creating a Missional Outlook



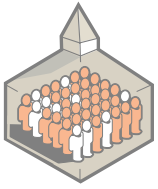
Our Post-Christian Missional Context

The church today faces a cultural crisis that requires a renewed missional outlook. The missional context of the church must be influenced by the simple fact that it no longer lives in a predominantly “Christian” culture. Instead, the church now lives in a post-Christian age in which the Christian faith is a minority worldview. The world is literally on our doorstep. We are a missional outpost in an otherwise spiritually hostile environment. This fact must reshape the lens with which we approach ministry. Since WorkLife is the area where your average church member faces the most opposition to their faith on a daily basis, WorkLife is a missional lens that must shape our understanding of church ministry.

Tim Keller, Christian apologist and author, argues that for the church to be missionally effective in a post-Christian twenty-first century world, one of its core characteristics must be that it “theologically train lay people for public life and vocation.” He explains that “In ‘Christendom’ you can afford to train people just in prayer, Bible study, and evangelism—private world skills—because they are not facing radically non-Christian values in their public life...” But to prepare people to live amid the anti-Christian culture of today, “the laity needs theological education to ‘think Christianly’ about everything and work with Christian distinctiveness.”

Cruise Ships versus Aircraft Carriers

A lot of churches struggle with a “cruise ship” mentality. The goal of a cruise ship is to get as many people on board as possible. People come to watch the show. To keep them, you have to entertain them. It’s all about what happens “on board.”



The church was never meant to be merely a cruise ship. Instead, it was meant to be an aircraft carrier whose job, according to Ephesians 4:12, is to get its people to be on mission. An aircraft carrier is built to equip and launch planes. It briefs the pilots, fuels the jets, loads the armaments, and then catapults the pilot and plane to go fulfill a mission. Planes that are just sitting on the deck are useless. They are sitting ducks. The plane is built for the sky.

...the church's mission is not ultimately fulfilled by its pastors, but by its people.

There is another interesting thing about an aircraft carrier. Although the ship is run by sailors, its mission is fulfilled by aviators. In the same way, the church's mission is not ultimately fulfilled by its pastors, but by its people.

When the planes of an aircraft carrier are "on station" they create what in naval military doctrine is called "strategic air dominance." That means that an aircraft carrier controls all of the airspace for as far as its planes can fly. The carrier's function is "forward power projection." It projects power into a territory that would otherwise be controlled by others.

(See [Doug Spada short video on Power Projection](#))

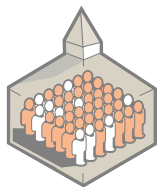
A WorkLife Missional Lens

Our new missional context as Christians in a hostile culture dictates, Keller says, that "ministry" be redefined: "In a 'missional' situation, lay people renewing and transforming the culture through distinctively Christian vocations must be lifted up as real 'kingdom work' and ministry along with the traditional ministry of the Word."

A missional approach to ministry changes our goal. The emphasis is no longer on the programs or organization of the church, but on the type of lives those church programs and organization are designed to promote and develop. A missional church seeks to foster missional lives, lives that are salt and light to those who are around them. Once again the WorkLife missional lens is crucial because the workplace is where people have the most daily contact with unbelievers. The church, therefore, must be reversed engineered with this added missional perspective in view.

A Missional WorkLife Ministry Effort

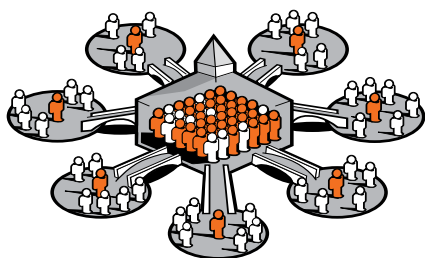
The church is similarly called to project the power of the Kingdom of God forward into enemy territory, reshaping the culture through the lives of its people. But the church can only do this when it equips people for their mission. Since work constitutes the bulk of people's waking hours, it's a major missional arena that churches cannot afford to overlook.



One of the purposes of the church on Sunday is to affirm, equip, and mobilize the people to be on mission as the church on Monday.

What kind of ministry effort addresses people's WorkLife? It's a sustainable plan and applied process of the gathered church to envision, disciple, equip, commission, and support the "projected church" in their WorkLife as they walk well with God at work while reaching and transforming their workplace for Christ.

Stewarding a Church's True Scope of Influence



When such a WorkLife missional lens is implemented, it geometrically increases the ministry impact that a church is stewarding. Consider this: the true scope of influence for any church is not its attendance, but the sum total of the relationships of its members, most of whom work. If each person has regular interaction with twenty people during a given work week, then a church of 250 has a potential scope of influence of 5,000, and a church of 5,000 has a potential reach that week touching 100,000 lives. WorkLife ministry grows out of the vision to steward this wider ministry opportunity. Its task is to mentally and practically merge the ministry of the church with the daily ministry of its people. [DAVE LOVELESS video LINK](#)

Do the Math:

$$\begin{array}{ccccccc}
 1 & \times & 20 & \times & 250 & = & 5,000 \\
 \text{member} & & \text{coworkers} & & \text{members in church} & & \text{lives influenced}
 \end{array}$$

Implementing WorkLife in Your Church

What follows are some foundational precepts and practical suggestions gleaned from the best practices of other churches who have strategically addressed this area of WorkLife. We invite you to read, digest, and customize these ideas to fit the culture and context of your church.