



Challenge Newsletter

Christ in the Workplace

There Is No Law against Love in the Workplace

by: Bill Dalgetty

How should Christians respond to hostility to their faith in the workplace? Some people believe that faith should be private, not to be shared or otherwise evident in the workplace. Others object to hearing talk about Jesus, complaining that they do not want Christians imposing their beliefs on them. They contend that the workplace should be a religious free zone.

St. Paul has a beautiful and comprehensive definition of love in his first letter to the Corinthians. He says, *Love is patient and kind, does not engage in envy, nor boasts of being proud. It is not rude or self-seeking, easily angered, or keeps a record of wrongs. Love does not delight in evil, but rejoices in the truth. He says that love should always protect, trust, hope and persevere.* (1 Cor. 13:4-7)

There is no law against love in the workplace. There is no employee handbook that can object to conduct exhibiting these characteristics. If as Christians, we adhere to these actions, we will stand out; people will notice that we are different; they will seek our counsel and advice on both business and personal matters.

When I worked at Mobil, there was a certain executive who, when he learned of my affiliation with Christians in Commerce, would mock my Christianity when we were with other colleagues, but when we were alone would ask me numerous questions. With others present he would contend that Christians in Commerce was an oxymoron. Once in front of other colleagues he challenged me about what a raw deal the older brother got in the parable of the prodigal son. While others were looking on, relishing the grilling I was getting, I simply said, "The older brother didn't get a raw deal. The father said 'Everything I have

is yours.'" To this, he responded, "You mean the younger brother ended up working for the older brother?" I said, "Perhaps." He said, "Oh, I guess that's not such a bad deal after all." The next time we were alone, he again asked me about Christians in Commerce, what we did and how we worked. Whether he realized it or not, he was searching for God, and because of the credibility established in our relationship over many years, the Lord may have given me the opportunity to plant a few seeds.

Our initial witness to Jesus Christ is usually better accomplished with conduct than words. The conduct establishes the credibility and opens the door for the words to have more impact when the opportunity arises. The expression, "talk is cheap" applies to Christians too. If you want the opportunity to witness to Christ with your words, witness first with your conduct. Hostility to Christians in the workplace is often a reaction to words that come before the credibility of affirming conduct.

What workplace can object to patience, kindness, humility, forgiveness, truth, protection, hope, trust, perseverance — in other words, love?

This article is taken from one of Bill Dalgetty's weekly blog postings that may be found at www.billdalgetty.com. Bill spent most of his career as a senior attorney and executive of Mobil Corporation where he served for 38 years. He is a past president and chairman of the board of Christians in Commerce. Last year he published Hope for the Workplace — Christ in You about the Holy Spirit empowering us to bring hope and transformation to our workplaces. The book may be found at www.zacchaeuspublications.com, or on Amazon. Bill is married to his wife of 51 years, Marilyn, has five children and twelve grandchildren. You may contact Bill at dalgettybill@gmail.com.

Being Christ in the Workplace

Galatians
2:20

August, 2014

Upcoming Events

Men's Weekends

Greater Phoenix Area

October 3-5, 2014
November 14-16, 2014

South Bend/Elkhart

September 19-21, 2014
Salinas Valley

November 14-16, 2014

Orange County

January 16-18, 2015

Women's Weekends

WCIC-Fresno

August 22-24, 2014

Annual Conference

October 17-18, 2014

Christians in Commerce News

CIC Establishes Presence in Pacific NW

New Member Advisory Council Meets

Please send your stories to:

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Life Pleasing to God

week 1

"Loving with the Compassion of Christ"

by: Jon Cassady

Put on then, as God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive. (Colossians 3:12-13)

I recently had one of those divine appointments, when I spent time with a young man who was dealing with some personal and life issues. It enabled me to put on the image and likeness of Christ, by being Christ and loving with the compassion of Christ.

In Mark's recent reflections about his family of origin, he had discerned that many of his issues were a result of his upbringing, and primarily his relationship with his dad. So as Mark continued to share, I asked him if he had forgiven his father. He stated, "No, not as of yet." So I asked him if he was ready to forgive him? Was he willing to ask our Father and the Holy Spirit to bless a conversation between himself and his father?

He immediately became quiet. He began to take deep breathes. I asked him if he had ever considered that his dad did the best he could? I reminded him that as the Lord had forgiven us, we must also forgive others. I commented that his dad may have been hurt or held resentments towards his own father. Mark had the opportunity to end this lineage of hurt, bitterness, resentment, anger and unforgiveness. I stated that unforgiveness was an attack from Satan, and a powerful poison for disunity amongst God's people. We then sat in silence for over a minute, as I continued to pray.

Mark began to share from his heart, and I just listened. I immediately prayed that I'd have the ears to hear, the heart of compassion and the mind of Christ. "Who has known the mind of the Lord so as to instruct him?" But we have the mind of Christ." 1 Corinthians 2:16. I asked our Father to enable me to be his instrument of peace.

He expressed to me why he was currently unwilling to forgive his dad. He spoke of the pain that was still in his heart. His breathing became heavier. I gently encouraged and invited him to give his pain and heavy heart over to our Father, releasing all his anger, bitterness, resentment, pain and suffering over to Jesus. I stated what Jesus said in his final hours; 'Father forgive them, for they know not what they are doing.' Luke 23:34. I continued to pray and called upon the Holy Spirit that he would be able to forgive his dad.

So, it was a blessed and glorious moment when he began to tell his father, in prayer, he forgave him. He spoke specifically of each of the items previously mentioned. I claimed this healing in his relationship with his dad. He was being freed from the attacks of Satan, who had been maintaining this hatred and disunity in his family.

We closed with a prayer of gratitude, and I encouraged him to write a love letter to his father. He did not need to mail it immediately or contact his father, but it was necessary to claim this personal victory in his relationship with his dad. Glory.

Jon Cassady has been a member of the Northern Virginia Chapter for over 20 years. He lives in Vienna, Virginia, and serves as the Operations Manager for Christians in Commerce. Jon was a sales and marketing executive with IBM for over 27 years and more recently a Senior Director of Marketing for a non-profit in the DC Area. Jon may be reached at cassady@cicint.org.

Pray: Father, increase my heart of compassion. Forgive me for those times when I have not been kind, humble, meek, and patient with others.

Reflect: Call to mind individuals who you may need to ask for forgiveness for your lack of compassion.

Discuss: Discuss opportunities where your Father gave you opportunities to be compassionate. How did you respond to this divine appointment to be Christ?

Men's August Reflections

week 2

Personal Sacrifice

by: Tim Rowland

The Lord restored Job's losses when he prayed for his friends. (Job 42:10)

As part of my daily appointment with God, I read from "My Utmost for His Highest" by Oswald Chambers. While I have been reading this daily devotional for over twenty years I am often amazed at how relevant and timely they are for me.

On June 20th Oswald Chambers wrote, "The fact that I am trying to be right with God is actually a sign that I am rebelling against the atonement by the Cross of Christ. I pray, "Lord, I will purify my heart if you will answer my prayer—I will walk rightly before you if you will help me." But I cannot make myself right with God; I cannot make my life perfect. I can only be right with God if I accept the atonement of the Lord Jesus Christ as an absolute gift. Am I humble enough to accept it?" What a challenge for me.

Often I find myself, and I witness others trying to barter with God. This bartering is self-focused and I know from my life this is always a mistake. I am already right with God by his action not mine. Personal sacrifice requires me, and I believe you, to focus on God and his desires. Jesus came to fulfill the Father's will. Jesus came to serve and build the kingdom. God's plan for us is to do the same and do so with the power of the Holy Spirit.

Just as with Job, our call is to intercede for others and to do so with great faith. Once Job prayed for his friends his losses were restored. For me, this is not about the gospel of prosperity, but rather the fruits of personal sacrifice, by serving and loving others. Pray for others for the next week and see God move.

Pray: Father, help me turn my focus from myself to you. Renew in me your plan for my life that serves others, especially through intercessory prayer.

Reflect: Do I try to barter with God? How has that worked?

Discuss: Is it wise to barter with God? What would be an alternative? Why? How?

week 3

Making a Difference in the Workplace

by: Tim Rowland

Blessed are all who fear the Lord, who walk in obedience to him. You will eat the fruit of your labor; blessings and prosperity will be yours. (Psalm 128:1-3)

I am an investment advisor. I advise clients about their money. Therefore I get to see the good and the ugly of money in my clients' lives. Those with a grateful heart are better able to handle the responsibilities of having money. Those that operate in fear will never have enough money in their minds and so choose to live under the bondage of money. This is not a good place to be for anyone.

For me the right and correct perspective is to pray, "Father grant me as much prosperity as would be good for my soul." My experience is that some clients can handle a great deal of money. They are generous, their marriages are strong, they are respected in the community, and they are right with God and his priorities. Other clients while they have more money than they will ever spend do not have "happy souls."

Psalm 128 suggests those who "fear the Lord, who walk in obedience to him (not money or power) will eat the fruits of your labor, blessings and prosperity will be yours." There is an order here: fear – obey – labor – prosperity. In other words respect and place the Lord first in your life. Next we are called to work. This work is to work on building the kingdom regardless if we are employed, between jobs or retired. There is always work for us to do. The fruits of that work will be blessings and prosperity. Prosperity is freedom from money and its control over our lives.

So I challenge you to pray for as much prosperity as would be good for your soul. Can you do that?

Pray: Father, grant me as much prosperity as would be good for my soul.

Reflect: Can I say money does not hold me in bondage?

Discuss: What is good for my soul? What is bad for my soul? How can I focus on the good and avoid the bad?

Men's August Reflections

(continued)

week 4

Holding Each Other Accountable

by: Tim Rowland

Brothers and sisters, if someone is caught in a sin, you who live by the Spirit should restore that person gently. But watch yourselves, or you also may be tempted. Carry each other's burdens, and in this way you will fulfill the law of Christ. (Galatians 6:1-2)

Accountability is hard but very important. It has been my experience that accountability is most effective in small groups or one-on-one. Everyone needs to be held accountable. But why do we resist? Candidly it is hard and can be painful. Yet true spiritual growth seems to happen most during trials and with accountability.

Galatians 6:1-2 reminds us that we should be gentle and to anticipate our own temptation. It has been my experience that the gentleness is required because the brother or sister that has fallen is usually most critical of themselves. This self-defeat can often result in isolation and moving away from one's support system. The gentle accountability partner or Challenge Group is what will keep them engaged and hopefully not fall away. When sin is the focus and not redemption, we are not focused on Jesus and his saving grace. It is by God's grace and the power of the Holy Spirit that we can repent and get back on the narrow path.

For me, I have granted several men the right to speak into my life. I trust them to be truthful and honest with me. I need this feedback and encouragement. In hindsight I can't imagine where I would be without their guidance, wisdom and support. You shortchange God and his grace when you don't have such a relationship. Believe me there will be mutual benefits. Therefore be gentle and on guard like the scriptures remind us.

Tim Rowland is a member of the Phoenix and Scottsdale Chapters. He and his wife Celesta live in Phoenix. Tim can be reached at timrowland@gmail.com.

Pray: Father I ask for the grace to seek accountability from my CIC brothers. I also seek grace to be gentle when I am in a place to hold another brother accountable. Protect me from the temptation that you warn me will likely come my way.

Reflect: Have I been gentle in my dealing with other brothers who may have fallen? Have I made an effort to walk with them and not judge them? Is there anyone I need to ask for forgiveness?

Discuss: What does gentleness look like when it is demonstrated? Give examples of when gentleness has been exhibited and when it has not.



2014 Annual Conference: October 17-18, 2014

... and that life was the light of all mankind. (John 1:4)

Join with us as we grow in living the life of Christ - a life that is the light for those we meet in the marketplace. There is a new wave of the Spirit and evangelization sweeping across our land! We are a part of this as we build his kingdom and share his Gospel in our workplaces.

The 2014 Annual Conference will take place October 17-18th at the DoubleTree by Hilton Hotel in San Jose, CA.

Go to christiansincommerce.org/2014EarlyBird to register now and get the Early Bird discount!

Women's August Reflections

week 2

Personal Sacrifice

by: Diane Hannan

“...All these are the work of one and the same Spirit, and he gives them to each one, just as he determines.” (1Cor 12:11)

The Women's committee to review the Challenge Weekend Talks was sitting around my dining room table. We were reviewing Talk Four- Receiving the Power of the Holy Spirit. Although we had agreed to skip the Goal and Points of Emphasis in each talk, I had to speak up. I interrupted and voiced my objection to the “word” - “GET” in the Goal. It reads: “Get participants baptized in the Holy Spirit.” It sounds benign but up until that point, we had been willing to discuss words that were “unsettling.”

My interruption was not premeditated. By simply scanning the page, I was transported back to the moment in an annual conference when I was unschooled in the Gifts of the Holy Spirit. I knew others who had “gifts” and wanted to learn more. I attended a workshop. The speaker spoke for a few minutes and then indicated that if anyone wanted to be prayed over for the “Release of Gifts” they should be seated within a circle of chairs. Sheepishly, I moved there. Moments later, I was surrounded by 5, then 10, then everyone in the room! Self-conscious does not begin to describe how I felt. Needless to say, I was not properly prepared for what could happen and not able to surrender to the possibility.

As I shared this, a tear trickled from one of the sister's compassionate eyes. Another sister broke the awkward moment with a joke and we all giggled. I realized that I had encountered zealous people “on fire” for the Lord who wanted what they thought I wanted. I can't change what happened but I can better prepare the people I bring to charismatic events that charisms are real and not to be feared. I've since pursued my gifts more privately in a way that suits me.

week 3

Redeeming Our Father's Creation

by: Diane Hannan

If your brother or sister[a] sins, [b] go and point out their fault, just between the two of you. If they listen to you, you have won them over. (Matthew 18:15) (NIV)

In five years of reading session evaluations for Ministry for Women, I'd never read feedback like this about a three-person facilitator team. I was able to piece together the disregard for the training instructions given about how to prepare for each session; that each facilitator should read the materials and then the team should meet to plan. Instead, it seems two of the facilitators bonded, leaving the third “out of the loop” and so each week the team “winged it!” Sessions frequently went “off-topic” which frustrated the participants. The third facilitator began the session hopeful but the isolation left her resentful and hurt. This was not how a program designed to empower women was supposed to make anyone feel. My ministry was broken.

How should a volunteer Ministry Coordinator sanction volunteers? Every day I prayed for the wisdom to know what to do. The Facilitator Coordinators were divided over whether it was advisable to bring the three women together for fear of the proverbial “cat fight.” Instead, I brought six women together in a closed door meeting. We began by meditating on Romans 8:28, And we know that in all things God works for the good of those who love him, who have been called according to his purpose...

These women answered a call to serve and then failed to foster relationships between themselves or the session participants. The Facilitator Coordinators and I took some responsibility for failed supervision. But the meeting was necessary to make these women aware that their actions damaged each other, the participants and the ministry. My goal was to foster healing and reconciliation. In time, the third facilitator became a core team member. God indeed made things “good for those who love him.”

Pray: Come Holy Spirit. Fill the hearts of the faithful and kindle in them the fire of your love.

Reflect: Meditate on, Do you not know that you are a temple of God and that the Spirit of God dwells in you? (1 Cor 3:16)

Discuss: Consider a time in your faith walk, when there was something you did not understand. How did you go about finding answers? Who did you confide in? How did you feel?

Pray: Heavenly Father, You trust us with responsibility to do your work in our places of employment or service. Send your Holy Spirit to guide our every thought, word and deed. Amen.

Reflect: How does it make you feel when you observe behavior that is inconsistent with being a Christian in your workplace?

Discuss: What action can you take when you observe co-workers blatantly disregarding another person? Discuss a real example for your work environment.

Women's July Reflections

(Continued)

week 4

The Fruits of Our Relationships as Sisters

by: Diane Hannan

Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving. (Colossians 3:23-24)

Anyone who has spoken to me lately has heard me claim that "I am busier now than when I raised my children." The difference is that I am "working for the Lord." My biological "go to" sister recently sent a card with this scripture proving "she gets me." Last year, a ministry sister, a wise woman who writes for a living recommended The Gifts of Imperfection by Brene' Brown. With the three persons of the Holy Trinity, I credit this book as the source of inspiration and my recent "growth."

What has been revealed to me is that in order to live a wholehearted journey, I must be willing to embrace the gifts of imperfection which are courage, compassion and connection. I work in Women's ministry, so connecting is a necessity; compassion a requirement and courage is what I must model in order to empower other women to live their faith more fully. On my desk, I have a plaque that asks, "What if we practiced courage every single day?"

Last October at the annual conference, bolstered by the confidence of writing for the CIC newsletter, I approached one of the sisters from the WCIC Board of Director's and offered my help. I became part of a team that reviewed the Challenge Weekend Talks. Through that project and other opportunities, I was able to build new relationships with other BOD members. And at our local level, the women of the WCIC Phoenix Challenge Weekend team worked together to bring a record breaking number of women to the weekend. By God's phenomenal grace, mercy and forgiveness, I am living passionately and filled with joy at the abundance of the love, support and much needed confirmation from a WCIC sisterhood!

Diane has been a member of WCIC for three years and is President of the WCIC-Phoenix Chapter. She is the Coordinator of the Women's Ministry at St. Patrick Catholic Community in Scottsdale, Arizona. She is married to Jim, who has been with CIC since the 1990's. They are the proud parents of two precious and beautiful young women of God, Lily and Rose. Diane would welcome your feedback or questions at dmchannan@hotmail.com.

Living the Life – by Bob Neubauer

30 For two whole years Paul stayed there in his own rented house and welcomed all who came to see him. 31 He proclaimed the kingdom of God and taught about the Lord Jesus Christ—with all boldness and without hindrance! (Acts 28:30-31)

Having been involved with two chapters of Christians in Commerce over the past seven years I have received many blessings, but one common thread has been my personal growth. In our Beaverton OR chapter, brothers have shared how they were reluctant at first to share, but after participating for a time, it has helped their personal, professional and spiritual life. As we share in our small groups, we gain confidence in sharing Christ with people in the marketplace. As a result, I have become bolder for Christ.

Recently I ran into a, old co-worker at the barber shop and felt that the Lord had placed this person there. In trying to be bold in my faith, I said to the man "we should grab coffee together." Then I suddenly remembered the last time I extended an invitation and they mistakenly thought I wanted to talk about marketing, so I hesitated. He agreed to meet but also shared he was laid off again and was going through a divorce. Now I was happy that I invited him for coffee.

When we got together he shared many things that were going on in his life. As he spoke, I didn't offer solutions but instead listened and prayed. As we left I invited him to CIC and gave him a monthly challenge newsletter. A few days later, I followed up to see if he wanted to come to a meeting. He declined, mentioning it was too soon. I told him I would keep him in my prayers and reminded myself that reaching out is always the first thing the Lord wants me to do. Chapter growth will come in its time.

Pray: Lord, God I ask for the gifts of imperfection: Courage, compassion and connection with other sisters in faith that with them I may be empowered to do your will, in Jesus' name I humbly pray Amen.

Reflect: Ask yourself, "What if I practiced courage every single day?"

Discuss: What stands in the way of stepping out of your comfort zone and doing new things? Are there things you have always wanted to do but have been afraid to try?

Christians in Commerce

NEWS

**Christians in Commerce
Prayer**

CIC Establishes Presence in Pacific NW

On June 29th-July 2nd, three of the hottest days in the Pacific NW, CIC President Terry Cassell traveled to the Beaverton Chapter in Portland, Oregon, where one of the newer CIC chapters is located. On Sunday afternoon, the Chapter held a social in a rural Oregon setting for a BBQ and social sharing with members and their families. During the afternoon, Terry and the members met in the living room of member Will Moore's home to share the CIC vision; to discuss the upcoming CIC Annual Conference; new avenues of service; plans to host their first Challenge Weekend and to pray for chapter growth.

Terry also met with Campus Ministry personnel at the University of Portland; Holy Trinity Catholic Church and the new Auxiliary Catholic Bishop, Fr. Peter Smith; Pastor Scott Gilchrist at SW Bible Church; Fr. Chuck Wood at Our Lady of the Lake Parish, and key contacts at Luis Palau Crusade Ministries. Bill Dalgetty's book, Hope for the Workplace, Christ in You, was also presented to each of these individuals and churches. Future endeavors with many of these groups were also discussed.

It was a blessed time to see how the Lord is truly working in the community and collaboration of faiths to spread the Word of the Lord through the work of CIC. Praise Jesus!

New Member Advisory Council Meets

Eight of the ten members serving on the New Member Advisory Council met on June 21 in Phoenix, AZ to discuss outreach to the millennial generation. The topic discussed was "How can CIC appeal to the younger generation, as they join forces with our current members, and build the kingdom of God together?" Below is a list of the members who serve as part of this council.

CIC chapter members serving:

- Ryan Derfler, San Jose Chapter
- Tad Dreschler, Campus Club, Arizona State University
- Kevin Langan, Campus Club, Arizona State University
- Brad Prose, Mesa Chapter
- Stieg Strand, Minneapolis-Downtown Chapter
- Josh Tesoriero, Campus Club, Arizona State University

CIC Board members and office staff serving:

- Steve Becker, Board of Directors
- Terry Cassell, President
- Jon Cassady, Operations Manager
- Art Klaum, Board of Directors

Ryan Derfler, who was present at the meeting, captured some suggestions that were shared:

Take away from the meeting —

"With members scattered around the country and possessing great life and spiritual experience, not to mention a strong belief in and desire to follow behind the Holy Spirit, CIC is positioned for explosive growth."

What did the Lord say — "All at CIC must fast and pray for a willing, eager, and grateful heart to see the flock among us and shepherd as God has called." (1 Peter 5:2)

How to reach younger folks — "Ask God to show you people of peace he is already drawing around you to meet with." (Luke 10:6) "Take simple, practical small steps to know them and be known." "As the Spirit leads, invite them to coffee or lunch to discuss spiritual issues." "Rather than teach or preach, guide people to the Word of God and allow the Holy Spirit to teach." "Make yourself available for questions and counsel as needed." "Give people permission to contact you anytime and for any issue." "Continue to pray for the person." "As a natural fit for the conversation and overflow of the Spirit, invite them to church, CIC, or a Challenge Weekend."

Father,

You are my Lord and Creator.

You entrust me with a place of stewardship in your creation.

Fill me with your Holy Spirit:

That he may teach me to pray and live in Christ and as Christ;

That he may teach me love for family, friends and all people. A love that is selfless, humble, and wise;

That he may teach me stewardship of the talents, time, money and possessions you have given me. A stewardship that serves, is generous and brings honor to your name;

That he may teach me faithfulness to your call to Christians in Commerce. A call that unites us and builds your Kingdom in the marketplace.

Through Jesus Christ who is Lord.

Amen

Vision

Expanding the Kingdom by being Christ in the workplace.

Mission

We encourage and equip Christians to live the life of Christ by releasing the power of the Holy Spirit that is in them. We challenge them to be Christ to the people and circumstances in their workplaces by bringing his truth, love, healing, justice and excellence to the marketplace.

Values

As Christians in Commerce, we are an ecumenical organization united with the body of Christ to:

- Know, love and serve God and others
- Embrace the beliefs of the Nicene Creed
- Release the power of the Holy Spirit in worship and work
- Share the time, talents and resources God has entrusted to us
- Enrich member participation in prayer, scripture, family and church life



Christ ALIVE!

Galatians 2:20

“...I no longer live, but Christ lives in me.”

www.christiansincommerce.org



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