

FAITH@WORK

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Newbiggin Summer Institute
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LIFE STORY

- Born in Bolton
- Grew up in Bristol
- Read History and Theology at St John's College, Cambridge
- Teacher in Birmingham
- PhD at Manchester University
- Lecturer at Durham
- Moved to Ridley Hall, Cambridge in 1989



FAMILY



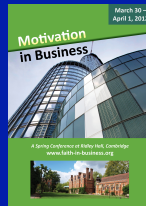
RIDLEY HALL



- Church of England theological college
- Lecturer in Christian Ethics
- Director of Studies
- Director of Faith in Business

FAITH IN BUSINESS

- Conferences
- Workshops
- Books
- Journal
- Speaking engagements



WORKERS IN THE CHURCH

How often are the following occupations prayed for publicly in church?

	Quite Often	Occasionally	Never
Ambulance Workers			
Artists			
Bank Managers			
Broadcasters			
Builders			
Company Directors			
Engineers			
Farmers			
Lawyers			
Lorry Drivers			
Nurses			
Police			
Politicians			
Retailers			
Secretaries			
Social Workers			
Soldiers			
Teachers			
Unemployed People			
Union Leaders			

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Police		/	
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Social Workers	/		
Soldiers		/	
Teachers	/		
Unemployed People	/		
Union Leaders			/

A CRI DE COEUR

'In the thirty years of my professional career, my church has never once suggested that there be any type of accounting of my on-the-job ministry to others. My church has never once offered to improve those skills which could make me a better minister, nor has it ever asked if I needed any kind of support in what I am doing. There has never once been an enquiry into the types of ethical decision I must face, or whether I seek to communicate the faith to my co-workers. I have never once been in a congregation where there was any type of public affirmation of the ministry in my career. In short, I must conclude that my church does not have the slightest interest in whether, or how, I minister in my daily life.'

A Christian sales manager

WHY IS THIS IMPORTANT?

- Work matters to God and has an important part in his purposes
- Work matters to people - it takes a lot of time and energy, and has major effects on personal wellbeing
- Work is an aspect of worship - confessing God's worth in the world
- Work provides vast potential for Christian ministry and witness
- Work is a neglected area in the church's preaching

HOW CAN WE SUPPORT THE WORKERS?

- Learning
- Teaching
- Praying
- Networking
- Celebrating

1. LEARNING

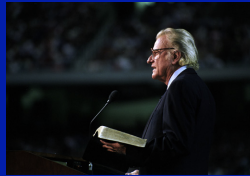
- About the work that others do
- Discovering the real issues
- Revising assumptions
- Acknowledging complexity



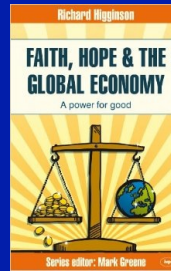
2. TEACHING

Teaching a biblical view of work that is:

- Accessible
- Balanced
- Relevant
- Applied



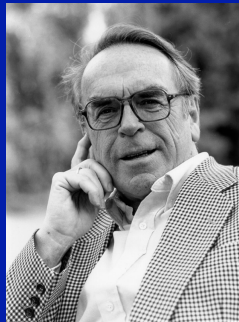
HOPE FOR THE WORLD: WHAT CHRISTIANS BELIEVE



- Launched in Hope
- From Hope to Despair
- Hope for a Nation
- Hope in a Son
- The Death of Hope
- The Resurrection of Hope
- A People of Hope
- Hope for the Future

A THEOLOGY OF HOPE

- Jürgen Moltmann
- Application to workplace not yet developed
- Crucial in recession/recovery situation



THEOLOGICAL THEMES



CREATION

- God has made us to work, and working is one way we fulfil what it means to be made in the image of God
- God has created us with individual gifts, many of which can be used and developed for the good of humanity
- God has given humanity the task of managing his creation, and we need to exemplify good stewardship in the workplace



FALL

- Work is badly scarred by the fall, reflecting an endemic selfishness in humanity
- Frustration, alienation, isolation, exploitation, regimentation, idolatry, sharp separation....
- Some work response to darker side of human experience
- Structural sin at work: imbalance, futility, travail



REDEMPTION

- God in Christ has changed the world for the better - scope for transformation
- God calls us to be solidly committed to serving others - customers, clients, pupils, patients
- Following the example of Jesus, we should be prepared for costly self-sacrifice in being faithful disciples and working with integrity



ESCHATOLOGY

- Not an excuse to 'down tools' and think work doesn't matter
- The vision of a new heaven and a new earth inspires us to work for change, corporate and global: to bring the world more into conformity with that glorious future vision
- The Kingdom: now and not yet - Lord's Prayer



TOPICAL THEMES

- Ambition
- Tough choices
- Work-life balance
- Stress
- Failure, disappointment and hope
- Money and giving

PREACHING AND WORK

- Teach a theology of work
- Expound key texts
- Preach through workers' eyes
- Use workplace analogies
- Apply key themes to work and life in local community, as well as the church and family

3. PRAYING

- Broaden the scope of those prayed for, including business as well as other areas
- Think carefully about *what* to pray for - see my handout with suggestions
- Ask organisations for prayer requests

SUSTAINING A PRAYER LIFE

- Helping busy people to pray
- 'Redeeming the time'
- Praying on journeys
- Praying under pressure
- Going on retreat
- 'Sharpening the saw'
- Keeping relationship with God fresh

4. NETWORKING

Facilitating and setting up support groups eg

- Business breakfasts
- Men's groups
- Accountability groups
- Occupational groups

CHRISTIAN CONSULTANTS GROUP

- Arose out of 1997 conference at Ridley
- Met 3 times a year for several years, to share, pray and discuss



5. CELEBRATING

Affirming work in worship through:

- Interviewing people about their work
- Imaginative application of Harvest - offering the 'first fruits' - and Rogation - sowing the seed
- Ely Cathedral - a Celebration of Business
- Recognising human labour that goes into the Eucharist

BREAD AND WINE

- Bread has to be baked, wine fermented
- Product of human hands
- Supreme example of God transforming our earthly endeavours



FAITH A POWER FOR GOOD WHEN IT

- Stimulates enterprise
- Reduces poverty
- Promotes integrity
- Ensures sustainability
- Fosters discipleship

GOAL TRANSFORMATION OF WORK

Christians in workplace who are competent and confident about:

- Fulfilling their particular role and responsibility
- Articulating the vision and values of the organisation
- Taking a lead as entrepreneurs
- Defending the hope that is in us (1 Peter 3:15-16)

FULLFILLING OUR ROLE AND RESPONSIBILITY

- Doing a job well
- Making a quality product
- Providing a quality service
- Being a good team worker



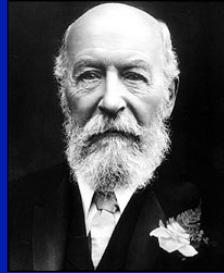
ARTICULATING THE VISION AND VALUES

- Take a positive role in shaping corporate discussion
- Recall company to fine ideals already stated eg
“Improve the quality of human life by enabling people to do more, feel better and live longer”
- Take a moral stand if necessary - requires courage and discernment



TAKING A LEAD AS ENTREPRENEURS

- Role of Christian entrepreneurs
- Distinguished history in UK - especially 19th century Nonconformists
- Creating and developing companies with distinctive ethos & real social purpose



FAITH IN BUSINESS RESEARCH PROJECT

- Aim to interview 50 Christian entrepreneurs (42 completed; 14 transcribed)
- Mixture of different:
 - Sized companies
 - Business sectors
 - Ethnic backgrounds
 - Denominational backgrounds
 - Men and women



QUESTIONS ASKED

- What motivates entrepreneurs
- Key personal characteristics contributing to success
- Christian underpinning for these
- Attitude to risk
- Whether they see themselves as having a calling and contributing to the advance of God's kingdom

QUESTIONS ASKED

- Most satisfying and humiliating moments
- Challenges including moral challenges
- Importance of prayer
- Importance of particular Bible passages
- Attitude of church to their work
- Prospects of companies and churches working constructively together

ANALYSIS OF INTERVIEWS

Group of people who:

- Are highly motivated – lots of energy and enthusiasm
- Display qualities of creativity, innovation, passion, perseverance, risk-taking, discernment
- Perseverance evident in resilience: bouncing back from setbacks/adversity
- Passion evident in excitement about product/service and fulfillment of people's potential
- In addition: integrity or integration - important antidote to dark side of entrepreneurship

ANALYSIS OF INTERVIEWS

- Do talk language of calling and kingdom
- Appreciate being appreciated
- Hate laying people off
- Take moral stand over variety of issues
- Fasting often important as well as prayer
- Key biblical passages include: seek ye first the kingdom of God (Mt 6), trust in the Lord with all your heart (Prov 3), he who honours me I will honour (1 Sam 2), parable of talents (Mt 25)
- Generally not affirmed by local churches; have had to rely on own motivation or develop their own support networks



DEFENDING THE HOPE

- Being consistent
- Earning respect
- Being a genuine friend
- Talking over a drink or a meal
- Explaining why we believe
- Making disciples



AN IMPORTANT RESOURCE



- Mark Greene, *Thank God It's Monday*
- Mark Greene, *Fruitfulness on the Frontline*
- Neil Hudson, *Imagine Church: Releasing Whole-Life Disciples*
- www.licc.org.uk/resources/resources-2/work-forum/

A LIBRARY WHICH KEEPS GROWING

- Sir Fred Catherwood, *The Christian In Industrial Society*
- Miroslav Volf, *Work in the Spirit*
- Robert Banks, *God the Worker*
- Richard Higginson, *Called to Account*
- Steve Walton, *A Call to Live*
- Alexander Hill, *Just Business*
- Os Guinness, *The Call*
- R. Paul Stevens, *Work Matters*
- Laura Nash & Scotty McLennan, *Church on Sunday, Work on Monday*
- David Jensen, *Responsive Labor*
- Darrell Cosden, *The Heavenly Good of Earthly Work*
- Jeff Van Duzer, *Why Business Matters to God*
- Jago Wynne, *Working Without Wilting*
- Paul Valler, *Get a Life*