In the past few months, many business leaders, journalists, politicians, actors, and others have been called to task for workplace sexual harassment. Throughout my 20 years of providing harassment prevention training to businesses, I saw the pain and suffering harassment brings to its victims (and to those falsely accused), to the business, and even to the harasser.

Bringing this behavior into the light is a good thing, and it provides Christian business leaders with a fresh opportunity to provide moral leadership by creating and maintaining ethical work environments.

Having a harassment policy is important, but the key to prevention is **godly respect** toward employees, customers and suppliers—starting from the top-down. The world defines respect as “admiring someone for their qualities, or achievements.” Godly respect esteem people simply because they are our brothers and sisters in Christ, formed in the image and likeness of God, whether they know him or not.

While leaders cannot control an employee’s choice to behave badly, they can and should work to create an environment which makes that choice unacceptable. Here are some prevention tips:

- **Respect the harassment policy.** A policy is just a piece of paper unless you follow it. Make sure the policy includes a confidential way for employees to report policy violations. Investigate all complaints thoroughly and get outside help when needed.

- **Respect the harassment prevention training.** Don’t allow managers or employees to skip training “because they have more important things to do.” In one successful company, the top management team chose to deliver the training; it sent a powerful message, and no one failed to attend.

- **Model respectful body language.** In a business environment, the most respectful distance between people is the length of a handshake. Since a person’s “personal space” can differ based on culture and experience, anything closer could be considered harassing. While we may be used to giving “holy hugs” to those in church and to comforting an upset friend by rubbing their shoulder, it’s just not appropriate in the workplace. And if you are part of a group picture at work, keep your hands folded, at your side, or in your pockets—not around someone’s body.

- **Model respectful speech.** In Ephesians 4:29, St. Paul encourages us to say, “…only what is helpful for building others up according to their needs, that it may benefit those who listen.” He also gives a very clear description of the type of environment leaders should strive to create in the workplace. As stated in Ephesians 5:4, “Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving.”

- **Maintain a pure visual environment.** Sexual harassment can also come from inappropriate workplace images. One restaurant/bar I worked with had a beverage supplier who kept bringing stand-up photo advertisements which could be viewed as demeaning to women. The leadership team told the supplier to stop bringing the advertising or they would change suppliers. It worked, with no loss of sales for the business.

Our workplaces should reflect the behavior outlined in Ephesians 5:3, “But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God’s holy people.” Business leaders set the tone for their company. How are you doing at yours?

Pat Drechsler (drpatgangi@gmail.com) is a recently retired instructional designer who specialized in customer service, harassment prevention, and emotional intelligence. A founder of Women’s Christians in Commerce, Pat lives with her husband, Rob, in Cornville, AZ, where they are actively involved in prayer ministry.
Caught and Taught

By Art Klaum

When they had finished eating, Jesus said to Simon Peter, “Simon, son of John, do you love me more than these?” “Yes, Lord,” he said, “you know that I love you.” Jesus said, “Feed my lambs.” (John 21: 15)

Most CIC members are familiar with this scripture. Considered in the context of stewardship in the workplace, it causes me to think beyond my first inclination of taking a group of coworkers to a soup kitchen. Feeding the poor is something that we can and should do. However, I see the need to feed the Lord’s lambs on a daily basis, in and around my office.

When I think of how I am to share the Gospel in the workplace, I think of the old adage of how most lessons are caught rather than taught. It is more meaningful for people to observe (catch) how we conduct our business than for someone to tell them how business should be conducted (taught).

One of the people I have worked closely with over the past few years sits right next to my office. We have worked on numerous projects that involved making our business run more smoothly and effectively. In all cases, we have had to assess the current state, identify what is keeping the teams from being more successful, and propose and implement corrective measures. That seems pretty clinical. For the most part, it involves helping people do their jobs better or more effectively—perhaps even teaching them how to work through their challenges more efficiently and effectively. From the perspective of work performance, we teach them to fish so that they can feed themselves and their coworkers.

Through Christians in Commerce and understanding my role as a steward of creation, I know the Lord wants me to fulfill my responsibilities to my company, but he also wants me to feed his lambs—in his way. How I go about the clinical aspects of my job opens the door for being invited into people’s lives and being a conduit for how the Lord feeds them.

In one situation, I noticed that “Diane” seemed distracted during one of our meetings. Normally, she is vocal and participative in our brainstorming sessions. On this particular day, she was not. After the meeting we went our separate ways, but she instant-messaged me and apologized for her lack of involvement in the meeting. She shared that her husband was in a remote part of the state, leading a team of firefighters and work-release inmates in battling wild fires. They are parents of two young children, and it was clear that her concern for her husband was weighing on her and distracting her from her work. She is aware of my walk with the Lord and asked if I would pray for their situation. It came as a surprise to her that not only did I agree to lift them up, but I included a short prayer right then and there. She was especially thankful and I could tell she was refreshed.

When I consider the Lord’s purpose for me in the workplace, I know there is a level of excellence in being a good steward for the work but more importantly for the attitude I bring. I am there to feed his sheep—every day.

2018 Annual Campaign Launched

We enter 2018 with a BOLD VISION for a BRIGHT FUTURE. With a goal to influence 20,000 lives by 2020, let’s invest in our mission together with prayers, financial support, and personal effort.

We’ve opened doors to thousands of Christians at several large corporations. We continue to grow our social media outreach. The Annual Conference provided inspiration and a sense of renewal for attendees to face future challenges. We are developing a new monthly podcast series. Join us in realizing this bold vision to support others in being Christ in their workplaces.

How can you help?

Encourage a new generation of Christians to meet the call to align their careers with God’s mission by donating online at www.cicintl.org/agc18. Thank you for your continued prayers and support!
REFLECTIONS: WEEK 2

From Confrontation to Calm
By Jennifer Dusenbury

Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. (Colossians 3:12)

Several years ago I taught at a small Christian school. Relationships among students, teachers, and parents were one of the keys to its success. Good relationships foster learning, and young people need good role models—serious adult Christians who can also be generous with the inconsistencies and trials of adolescence. The result was an excellent school that was a happy, welcoming place.

One year there was a student, “Brittany,” who developed a mysterious hostility toward me in spite of my attempts at warmth and cheerfulness. She avoided eye contact when I approached and she was silent when I spoke to her. She grew colder still when I had to correct her for minor infractions in the school’s order. Her offenses were initially small: chewing gum, eating in class, untucking her shirt. I encouraged her to do better, but nothing changed. I called her parents. Finally, I began giving detentions, but her offenses escalated. In one encounter she looked straight at me and lied.

Eventually I became angry. My thoughts were harsh even if my language was controlled. I almost wished that she would be expelled. So much for that nurturing relationship I was supposed to cultivate.

At home one evening I recognized that my anger had become part of the problem, but felt powerless before it. I began to pray for Brittany by imagining her at home with her family. I thought of her helping her mother in the kitchen or quietly doing homework. I prayed for her happiness that evening, for good conversations, and for her studies. I prayed the Lord would hear her prayers and give her deep sleep.

My anger cooled. I still had to deal with her behavior, but I was able to do it without so much ill will. From then on, I prayed each time I had to confront her and it never failed to give me peace.

REFLECT:
How do I approach the people I find challenging in my life?

Discuss:
Right actions don’t always lead to the desired outcome. Discuss strategies for dealing with negative behaviors.

REFLECTIONS: WEEK 3

Projects and Patience
By Art Klaum

Who, then, is the faithful and wise servant, whom the master has put in charge of the servants in his household to give them their food at the proper time? It will be good for that servant whose master finds him doing so when he returns. (Matthew 24: 45-46)

Accepted wisdom says if you want to find out what kind of parent you are, ask your children. The same goes for husbands and wives. How then would your coworkers, employees, suppliers, and customers describe how you do your work?

I am currently finishing up a project that I have been leading for the past 10 months. As many Project Managers have experienced, it can be especially challenging to get things done when your assignees have multiple tasks and priorities competing for their time. It would be easy for me to say that I was not able to accomplish my objectives because resources were not available. I don’t think the project sponsors would accept that as a valid reason—or excuse.

As faithful and prudent employees, we are called to work through obstacles to complete our objectives. Not only are we to identify those obstacles but we are expected to provide solutions and get things done. On this particular project, I called upon the Holy Spirit to help me manage my way—not just for my sake but for the sake of my team. I believe that the majority of employees want to do a good job. Quite often, we managers don’t give them the tools they need, the vision of what a good job looks like, or help in managing their time.

On this particular project, the feedback I received from team members was how the patience I demonstrated (a fruit of the Holy Spirit) helped them continue to push through and accomplish our goals. Upon returning, how will the master find you?

PRAY:
Thank you Lord for compelling me to not just do the right things but do them in the right way.

REFLECT:
Upon his return, how would I want the master to find me—living in the flesh or in the Spirit?

Discuss:
When you consider what a faithful and prudent servant is, how are you doing? Share some successes and challenges.
Above and Beyond  
By Jennifer Dusenbury

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

When the school where I once taught hired a new receptionist, she was known already as an active parent. Alice had four kids enrolled in the small school. Her official duties were clerical and I’m sure, never-ending.

In addition to being our receptionist, she was a wife, a mother, and had been a physician’s assistant earlier in her career. She brought all of those skills to the service of our school. She spruced up some of the forlorn corners of the school with small decorations. She donated supplies quietly where they were helpful. She gave generous gifts to her colleagues, especially for weddings and births.

There was no school nurse, but Alice became one, unofficially. Students who felt poorly went to Alice for a consult. She would don sterile gloves, pop out a thermometer, and have a look at the patient. The faculty began dropping in as well, asking her advice for minor complaints. One day a young, part-time teacher split his chin playing ball with a group of boys. Alice cleaned and bandaged the cut to spare him an ER bill for stitches. She had a motherly concern for students and young faculty alike. Once after a school event she saw a teacher waiting with a single boy whose ride had forgotten him. Teachers were barred from driving students and no one else could be reached. Alice waited an hour until someone answered the phone and then she arranged to drive him home herself. Another evening a young teacher locked herself out of her car with the ignition running. Alice stayed late to help her track down a locksmith.

Since then, Alice and I have both moved on to other work, but she remains one of my best models for stewardship through her unstinting, affectionate service.

Jennifer Dusenbury spent 12 years teaching history, literature, and writing at Trinity School in Falls Church, VA. She holds a BA in history from the University of Texas at Austin. She is currently staying at home to care for her two small children.

The Working for Our Father series assists Christians in aligning their careers with God’s mission.

The program uses professionally-developed, engaging videos to capture the imagination of attendees, opening up to them a world of possibilities in working for our Father, as coworkers in Christ, filled with the power of the Holy Spirit.

Conduct the series in a single four-hour session or in four separate sessions. Topics include:
- Accepting the Father’s Gift of Work
- Triumphing Over Toil, Trials, and Temptations
- Aligning Your Career to God’s Mission
- Operating in the Fruit of the Spirit

To complement the series, we have developed 20 brief audio podcasts that draw insights from members’ firsthand accounts of encountering faith in the workplace.

To preview and learn more about the series and how to obtain materials, please go to www.cicintl.org/wfof or contact the CIC Home Office, info@cicintl.org or (703) 205-5600.
Our vocation is for this time and place. Our work life is to be not just a job or career but an integral part of our Father’s creative and sanctifying work. It takes grace and ingenuity to take the job we currently have and recreate it.

One example comes from a Yale study on job crafting and looks at the cleaning crew in a university hospital. While many of these workers viewed their job as mundane and even demeaning, others saw it as valuable and rewarding. For them, cleaning hospital rooms was a calling.

One room housed a comatose patient in rehab waiting to emerge from a coma. Each time a particular worker cleaned the patient’s room, she’d take down all the framed paintings and rearrange them. She hoped moving them would spark something, speeding up the patient’s recovery. “It’s not part of my job,” she explained, “but it’s a part of me.”

She described herself as a healer because she creates safe, sterile spaces where patients can heal. She, along with like-minded coworkers, had creatively expanded their roles. Crafting their jobs provided them greater meaning and purpose. But, their personal satisfaction wasn’t the end they were after; it was the outcome of doing something of value to individuals and society.

There are three particular ways to craft our jobs, adapting the tasks we perform, the relationships we have with workers and customers, and the way we think about our work. The Christian perspective of work has the greatest and most resilient impact in an ever-changing economy.

These discoveries by Yale researchers are not new; they are as old as God’s creation. As we become adept at cultivating our vocation, we can use job crafting to draw others into the work of the kingdom, further aligning them to their own created purpose. How we do that will be specific to our situations and take a little creativity. But then, creativity has always been a big part of our Father’s work.

**FOR WE ARE GOD’S WORKMANSHIP, CREATED IN CHRIST JESUS TO DO GOOD WORKS, WHICH GOD PREPARED IN ADVANCE FOR US TO DO.**

**EPHESIANS 2:10**

Steve Becker is the longest-standing member of the Christians in Commerce Board of Directors. He is currently retired after 47 years in advertising, marketing, and brand building. He can be reached at stevan.becker@gmail.com.

**“EACH OF US HAS AN ESSENTIAL ROLE TO PLAY IN GOD’S PLAN... WE SHOULD CONNECT EACH INDIVIDUAL’S PASSIONS TO GOD’S CALLING IN THEIR LIVES TO TRANSFORM THE WORKPLACE CULTURE.”**

**TERRY CASSELL**
FINDING YOUR PURPOSE

It’s human nature to want a life with purpose. This is because God is a God of purpose. He created human beings for a purpose, with a purpose. We all share the desire to work that out for ourselves, to know who we are and what we are to be doing. Having a purpose is what gives our life meaning.

How do we discover our purpose within God’s mission? We do it little by little. We start by accepting the reality that our Father has a mission to restore his creation and that he wants us involved.

We want our careers to align with a greater purpose and what greater purpose is there than the mission that God has given us to serve him and to serve others? We’re made to serve, not be served. When we forget that, we get frustrated.

CONTRIBUTING TO THE NEEDS OF OTHERS

Having an occupation that contributes to the good needs of society is honest work and a key element of finding meaning in our occupation. How is your job linked to the greater needs of society like food, drink, clothing, shelter, and health care? How does your job help civilization work well together for the good of all?

Our occupations should be designed to make the world a better place. It’s helpful for each of us to see how our own work is adding to what others are already doing, how it is contributing to others making the world better for all.

Having a role to play that is valued and has worth to others is another important element in finding meaning in our work. Society puts a lot of weight on this perspective and how much we get paid is usually how we measure it. But a Christian’s perspective is broader and looks to the importance of our work for others. For each of us, it’s God who ultimately determines the importance of our work.

Meaningful Work

The Lord God took man and put him in the Garden of Eden to work it and take care of it.

Genesis 2:15

“For whoever wants to save their life will lose it, but whoever loses their life for me will save it. What good is it for someone to gain the whole world, and yet lose or forfeit their very self?”

Luke 9:24-25

Good work is satisfying and brings good results. It’s our Father’s great gift to us. One he wishes us to accept freely. Our call is to work for our Father, 24/7, 365 days a year—especially where we spend most of our lives, at work.

Excerpted from the Snapshot Podcast “Meaningful Work.” To hear the full podcast, go to www.christiansincommerce.org/snapshot.

Workplace Stories Needed

Stories are memorable and relatable and help encourage others to live the CIC vision of being Christ in the workplace. Please contribute your personal stories—especially those focused on the workplace—to our Workday Reflection emails.

If writing is not your talent, simply share your story with us over the phone or through email, and we’ll take care of the rest.

Are you willing to share your writing talents with others? Someone in your chapter may have an inspiring story to tell but needs help writing a Workday Reflection.

To share your story or to help someone else write theirs, please contact the CIC offices by calling (703) 205-5600 or send an email to info@cicintl.org.
SAVE THE DATE!
2018 CIC ANNUAL CONFERENCE
OCTOBER 5-6, 2018

This year’s CIC Annual Conference will be held on October 5-6 at the Embassy Suites Bloomington, MN. Please mark your calendars! An Annual Conference Planning Committee is already hard at work to ensure this will be a conference of inspiration, renewal, and fellowship for all attendees. Minnesota is beautiful in the fall. We hope you can join us!

YOUR GIFT THAT KEEPS ON GIVING

By Randy Raciti

Many people ask how they can support Christians in Commerce (CIC) as we work together to be Christ’s presence in the workplace. We’re all familiar with the concept of time, talents, and treasure. I’d like to share a few thoughts on treasure.

There are different ways to support Christians in Commerce financially. Certainly our Annual Gift Campaign is financially the lifeblood of CIC and most important to support. A second way is through “planned giving”, or giving at the end of one’s life. I have been a member of CIC for four years. I joined during a very dark period in my life. Various brothers literally took me by the hand and brought me out of the darkness and into the light of Christ.

In gratitude for these brothers and CIC, I want this work of God to continue well beyond my lifetime. I found the easiest way to do this was to name CIC as the primary beneficiary of one of my retirement plans. The reasons I selected this approach were the following:

**Easy to do:** Simply obtain a change of beneficiary form from your retirement company and name Christians in Commerce as a primary or contingent beneficiary. This took me three minutes to complete.

**Flexible:** You can name CIC as primary or contingent beneficiary, and for any percentage or dollar amount.

**Tax efficient:** Estates/Trusts are not subject to Federal taxes when funds are donated to charities (CIC).

**Revocable:** Your beneficiary designation can be changed at any time.

I encourage everyone to prayerfully consider making some planned gift to CIC. After praying, act. Don’t put off until tomorrow what you can do for the Lord today. There is no better investment we can make in life than in the building of God’s kingdom here on earth, and CIC is at the heart of this.

A reference document is available at [www.cicintl.org/bequest](http://www.cicintl.org/bequest). Contact Jon Cassady at our Home Office with any questions: Cassady@cicintl.org or 703-205-5600.

THANKS!

The CIC Home Office is saying good-bye to valued staff member, Therese McNichol Rosenthal. After working for us for 12 years, first as a part-time college student, then as a full-time employee for three years, and eventually part-time again as she balanced work and motherhood, she has decided to stay at home with her three young children, ages two, three, and five years old. A faithful team-player, Therese has been a great resource in our outreach to the next generation and has been integral to CIC communications as she expertly managed the CIC Challenge Newsletter and the Workday Reflections.

Please join us in thanking Therese for her many years of service!

MEN’S CHALLENGE WEEKENDS

Orange County/Mission Viejo
March 2-4, 2018

Monterey
March 9-11, 2018

Greater Phoenix Area
March 16-18, 2018

Fresno
April 4-6, 2018

Salinas Valley
April 20-22, 2018

WOMEN’S CHALLENGE WEEKENDS

Gilroy/Morgan Hill
April 14-15, 2018

Fresno
April 27-29, 2018

WORKING FOR OUR FATHER SERIES

Fresno Women’s Chapter
February 22, 2018 5:30pm

Monterey Chapter
February 24, 2018
8:30am-2:00pm

ANNUAL CONFERENCE

Bloomington, MN Area
October 5-6, 2018

Please send your events and stories to:

Terry Cassell
Fax: (703) 205-0485
cassell@cicintl.org
7515 Lee Highway
Falls Church, VA 22042
I have been crucified with Christ and I no longer live, but Christ lives in me.”

Galatians 2:20

CHRISTIANS IN COMMERCE PRAYER

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: Being Christ in the workplace
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: Christians in Commerce is an ecumenical organization committed to:
• Growing and being transformed in Jesus Christ
• Manifesting the gifts of the Holy Spirit
• Building strong brotherhood and sisterhood
• Serving God and expanding his Kingdom in all aspects of our lives