

Missional Living: Living Your Faith In The Workplace

Kent N. O'Grady

My Background

- 1976-1979 St. Peter PD, Mankato PD
- 1979-Minnesota State Patrol
- 1980 - 1990 State Patrol Fairmont/Blue Earth/St. James
- 1990-1998 State Patrol - Brainerd - Field Supervisor
- 1998-2001 State Patrol Investigative Services Command
- 2001-2003 State Patrol Commander - Brainerd
- 2003-2011 State Patrol Command Staff-Central Office
 - Spec Ops, Legal Affairs, Training and Development

My Faith Background

- Came to the Lord in 1993
- Active in Men's Ministry and Small Groups
- 2011-2015 Five Oaks Church - Woodbury
 - Director of Adult Ministries and Small Groups
- July 2015 Chaplain, Prelude Homes and Services

What is Missional Living in the Workplace?

Missional Living is living our faith every moment of every day; at church, at home, and even in our workplace

Why Do We Do This?

- Matthew 28 The Great Commission - Make Disciples
- *“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”*

(Matt 28:19,20 NIV)

Why Do We Do This?

Our faith is not something that
we do, it is *who we are*.

Group Discussion...

- How are we called to be different than the non-believers around us?

How Do We Do This?

- We Must Be Genuine
- We Must Grow In Our Own Faith Journey
 - We must grow to be a Disciple of Christ
- We Must Live Out Our Faith As A Disciple of Christ
- We Must Let Others See Christ In Us - Let Your Light Shine
- We Must Talk About Christ

How Do We Do This?

- We Must Be Genuine

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How Do We Do This?

The Fruits of The Spirit

*²² But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, ²³ gentleness and self-control. Against such things there is no law. ²⁴ Those who belong to Christ Jesus have crucified the flesh with its passions and desires. ²⁵ Since we live by the Spirit, let us keep in step with the Spirit. ²⁶ Let us not become conceited, provoking and envying each other.
(Gal 5:22-16 NIV)*

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How Do We Do This?

Let Your Light Shine

- *“People would rather see a sermon than hear one any day”.* (Edgar Allen Guest)
- *“Preach the gospel at all times, and when necessary, use words.”* (St. Francis of Assisi.)
- *“People don’t care how much you know, until they know how much you care”.* (Major Kent O’Grady - stolen from Theodore Roosevelt)

How Do We Do This?

Jesus talks about being the Salt and Light of the Earth in the Sermon on The Mount.

¹³ “You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything, except to be thrown out and trampled underfoot. ¹⁴“You are the light of the world. A town built on a hill cannot be hidden. ¹⁵ Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. ¹⁶ In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven. (Matthew 5:14-16 NIV)

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Group Discussion...

How do we be the salt and light to others?

How Do We Do This?

- How Do We Start The Conversation?

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- Will This Change Our Relationship?

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- What Is Your Story?

How Do We Do This?

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- Will This Change Our Relationship?
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- What Is Your Story?
 - My Life Before Christ
 - My Change
 - My Life In Christ

Group Discussion...

What is the biggest obstacle to me sharing my faith?

Missional Living

- Missional living is about recognizing opportunities to share the good news of salvation through faith in Jesus Christ with those who God has placed in your life.
 - Faith is not about what you do, it is about who you are
 - Be genuine, so people can trust you and what you say
 - Make sure that you are growing in your faith journey
 - Live out your faith as a Disciple
 - Be the salt and light to others around you
 - Tell others about Jesus Christ
 - Help others take that next step in their faith journey

How Do We Do This In The
Workplace?

How Do We Do This In The Workplace?

- *"Where is the hope? The hope that each of us have, is not in who governs us, or what laws are passed, or what great things we do as a nation. Our hope is in the power of God working through the hearts of people. And that's where our hope is in this country. And that's where our hope is in this life."* (Chuck Colson - 1994)

How Do We Do This In The Workplace?

There are two areas of concern as we live out our faith in the public arena

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- The Bill of Rights amendments to the U.S. Constitution
- The Civil Rights Act of 1964

The Separation of Church and State

- Separation Of Church And State Around The World

The Separation of Church and State

- Separation Of Church And State Around The World
- American History On The Separation Of Church And State

The Separation of Church and State

- To Summarize...
 - We are an adventurous and independent people
 - We don't like to be told what to do
 - Our ancestors suffered from religious persecution
 - Our common beliefs are rooted in Judeo-Christian values
 - We will fight for what we think is right, especially when we think the government is the oppressor
 - It is our very DNA as a country

The Separation of Church and State

- Many experts believe that the founding fathers wanted God's principles to guide the new nation, but did not want any particular religious denomination to run the nation. They knew that the best way to protect everyone's right to practice their own religion was to keep the government out of it.

The U.S. Constitution

- The U.S. Constitution contains Establishment Clause in the First Amendment (The Bill of Rights)
- **Amendment 1:** Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

The U.S. Constitution

- In 1971, the Supreme Court in *Lemon v Kurtzman* decided that there would be a three-prong test to determine if government was improperly exercising its authority in public policy:
- Does it have a non-religious purpose?
- Does it not promote or favor one set of religious beliefs over another?
- Does it not overly involve the government in the affairs of religion?

The U.S. Constitution

Is there anything in the Bill of Rights under the Establishment Clause (separation of church and state) that prevents us from treating the others around us with the love of Christ?

I don't think so.

The U.S. Constitution

- Putting Faith Based Values Into The Marketplace
 - Chick Fil A
 - Franklin-Covey
 - Café Zupas
- Interstate Batteries
- Omni Hotels
- Hobby Lobby

Title VII Of The Civil Rights Act of 1964

- Title VII of the Civil Rights Act of 1964 prohibits workplace discrimination based on religion, national origin, race, color, or sex.
- *It shall be an unlawful employment practice for an employer:*
 - *1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin; or*
 - *(2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.*

Title VII Of The Civil Rights Act of 1964

- What does this mean? It means that you cannot make employment decisions based upon someone's race, color, religion, gender or national origin.
- There are some exceptions for religious entities for employees performing work carrying on the practices associated with those religious entities. You can refuse to hire a rabbi for a position as a priest in a Catholic church. Could you refuse to hire a Jewish janitor? Probably not.

Title VII Of The Civil Rights Act of 1964

- The most recent conflict in Title VII is regarding religious accommodation. Title VII requires employers to “reasonably accommodate” employees religious practices of employees or prospective employees unless to do so would create an undue hardship upon the employer. Flexible scheduling, voluntary shift swaps and other accommodations are way of accommodating an individual’s religious beliefs.
- A recent case involves a meat-packing plant where the Muslim employees walked off the job to protest the employers lack of flexibility in permitting employees to remove themselves from the assembly line to engage in prayer.

Title VII Of The Civil Rights Act of 1964

Is there anything in the Civil Rights Act of 1964 that prevents us from treating the others around us with the love of Christ?

I don't think so

How Do We Live Our Faith In The Workplace?

- Love God
- Love Others
- Show the Love of Christ
- Act with love and grace, letting the love of Christ flow through you to others around you.

How Do We Live Our Faith In The Workplace?

- What Does This Look Like?
 - SWAT call in outstate Minnesota
 - DWI arrest of on-call nurse
 - Dismissing an employee who was in treatment
- Being available to co-workers and employees who are struggling with personal problems
- Government Service vs. Faith-based Entity

Group Discussion...

- What Opportunities Do You Have To Share Your Faith In The Workplace?

Questions?