



Getting Started Toolkit



God belongs in everything we do, including our workplaces!

Businesses are caring for their associates and communities in a variety of ways. Discover some of the creative methods business leaders are employing to express their faith in their workplaces.

Getting Started Toolkit

Christ at Work exists because of the need for people to feel connected, engaged, valued, and appreciated.

We live in a time where people are more disconnected than ever when it comes to deep, intentional relationships. This lack of connection leaves people vulnerable to countless mental health issues that are leading to record numbers of drug overdose, substance abuse, and suicide cases. These people, your employees, are made in the image of God, and as such deserve to be treated with love, care, and respect. We believe that God is the provider of all good things and that as good stewards of His blessings, we have a responsibility to share what He's given us in a way that honors Him.

If you aren't sure what it looks like to bring your faith into the workplace, don't worry! Getting started is much easier than you think. Businesses are caring for their associates in a variety of ways. Here you will discover many ways to get started and explore the options available to effectively bring faith into the workplace in a ways that helps to connect, engage, value, and appreciate your employees.

God belongs in everything we do, including our workplaces! As we worship God, work with integrity, love our neighbors, and cherish our families, we become billboards of God's message.



Say a Prayer

"Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus." - Philippians 4:6-7 (English Standard Version)

A simple prayer before a meeting can inspire permission for others to do the same. Allow participation to be voluntary, but demonstrate your faith by saying a short prayer to start a leadership meeting. It doesn't have to be long or profound, just from the heart.

Things you could pray for at work:

- Safety for your team
- Specific needs of co-workers
- Success and influence of the company in your community or industry
- That God would be glorified through your work
- Life change for employees who seem interested in exploring their faith



[Check out this video to learn more prayer in the workplace!](#)

Bring in Chaplaincy



A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. By this all people will know that you are my disciples, if you have love for one another.” - John 13:34-35



Setting up regular Chaplaincy is an effective way to care for your associates. The confidentiality of Chaplaincy allows associates to share openly and get the help they need. Chaplains often steer people to the resources they need for complete healing to take place and offer accountability going forward. Chaplaincy is an effective way to minister to your teams.

What are some ways you can bring chaplaincy into your organization?

- **Contract** - Many options exist to provide professional chaplaincy support to your business. These include national chaplaincy organizations, Marketplace Chaplains, and Corporate Chaplains of America
- **Local Pastor or Minister** - If you have a relationship with a local pastor or minister, bringing them into your organization can be a great way to build a strong bridge between your employees and the surrounding community.
- **Full-time Chaplaincy** - Some organizations have created a full-time chaplaincy position which can be an excellent solution for businesses with a large number of employees.

[Check out this video to learn more about chaplaincy!](#)



Set up a Care Committee

*But if anyone has the world's goods and sees his brother in need, yet closes his heart against him, how does God's love abide in him? Little children, let us not love in word or talk but in deed and in truth.
- 1 John 3:17-18*

A Care Committee can be a powerful way for your associates to share in the stewardship of company profits in a meaningful way! This committee's sole purpose is discovering new ways to meet the needs of team members.

Some steps you can take to set up a Care Committee:

- Set aside a portion of profits into a 501(c)3
- Appoint a committee chair
- Invite team members to join the committee
- Survey your company to learn about opportunities to serve others inside and outside your organization



[Check out this video to learn more about care committees!](#)

Prayer Requests



Therefore, confess your sins to one another and pray for one another, that you may be healed. The prayer of a righteous person has great power as it is working. - James 5:16

Some companies have a specific place for associates to share prayer requests. This allows associates to share in each others concerns and celebrations as they deepen their relationships on a personal level.

Some creative ways to share prayer requests:

- Put up a bulletin board with index cards people can write prayer requests on.
- Create a channel on a company-wide instant messaging system for employees to share prayer needs and let other know they are being prayed for.
- Create a box where people can anonymously drop prayer requests on a slip of paper.
- Before prayer always ask if anyone has any specific requests.



[Check out this video to learn more about sharing prayer requests!](#)



Bible Study

All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be competent, equipped for every good work. - 2 Timothy 3:16-17

Encourage an associate to lead a Bible study during work hours. Many companies provide refreshments as associates take some time to deepen their faith through study of the Bible or Christian literature.

Some tips for starting a Bible Study at work:

- Let it happen naturally. Use a lunch our when people typically gather and start with a simple devotional.
- Someone has to go first. Sometimes it just takes someone being bold and offering to lead.
- Keep it simple. Study one chapter from the Bible each meeting and have a few discussion questions ready, leaving time for fellowship and prayer.
- Don't get stuck in a numbers game. Even if only one or two people show up each time, God will still be glorified.



[Check out this video to learn more leading bible studies!](#)



Build a Chapel

But when you pray, go into your room and shut the door and pray to your Father who is in secret. And your Father who sees in secret will reward you. - Matthew 6:6

Provide a space for prayer and reflection. Some companies set aside specific space for a chapel so associates have a quiet place to go for prayer and reflection.

Some ideas for setting up a chapel:

- Use an extra office or seldom-used space
- Have speakers playing quiet music to drown out sounds from outside the space
- Put in some comfortable seating or even floor cushions/pillows
- Offer a focal point like a cross, candles, Scripture on the walls, peaceful imagery, etc.

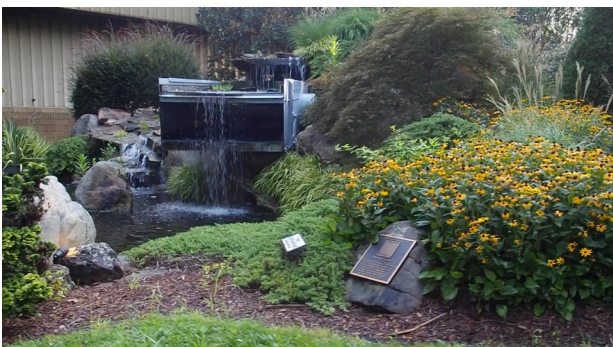


[Check out this video to learn more chapel spaces!](#)

Courtyard & Fountains



So Solomon built the house and finished it. He lined the walls of the house on the inside with boards of cedar. From the floor of the house to the walls of the ceiling, he covered them on the inside with wood, and he covered the floor of the house with boards of cypress. - 1 Kings 6:14-15



Creating a beautiful space matters to God. It can go a long way to provide a space for people to connect with each other and build relationships. Intentional investment in an environment for relationships, offers an opportunity for deeper connections between team members.

If your organization doesn't have the land to add a courtyard or fountain, consider other alternatives such as some simple outdoor seating or reserving a room with lots of natural light. Being able to be in, or observe nature, can result in increased productivity and improved mental health.

[Check out this video to learn more natural spaces!](#)



Mission Trips

But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth. - Acts 1:8

Some companies arrange mission trips for their associates. Serving together on a mission trip is an opportunity to provide team building and connection that can't be matched in a conference room.

How to find mission trip opportunities:

- Connect with the missions/outreach pastor of a local church
- Search for mission organizations doing work that aligns with your company's skillsets
- Partner with a missions organization that offers annual trips your organization can have an ongoing relationship with
- Offer employees a PTO week for a mission trip

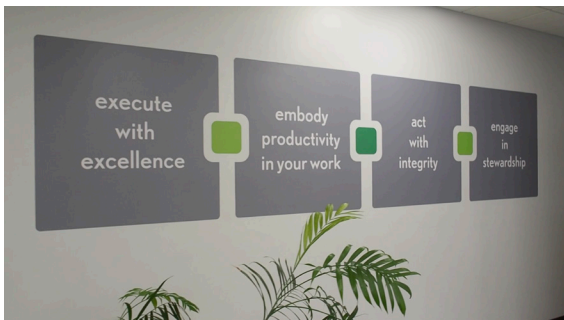


[Check out this video to learn more about mission trips!](#)

ISO Certification



Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth. - 2 Timothy 2:15



The International Organization for Standardization (ISO) is a third party body that offers a seal of approval to companies that run one of their international standards. Setting up ISO Certification in Care and Compassion demonstrates a commitment to having a stable and well-run organizational structure. Some businesses take care and compassion as seriously as they do safety and profits!

How do you obtain ISO certification?

From [OSL](#): "Our simple six step process makes getting certified easy! We undertake an initial assessment of the company, to see where the company currently stands with regards to the chosen ISO certification. From this we make a series of recommendations on what needs to be done to become compliant (we will not make any major procedure changes unless absolutely necessary).

We will then draw up a plan for implementing the recommendations (to be completed over the next 6-12 months), complete as many of them for you as possible, write your manual and mandatory standard operating procedures (as required by the standard) and then 6-8 weeks after the first initial assessment visit come back to present the manual with your ISO certification."

[Check out this video to learn more about ISO certification!](#)



Contract with a Proven Strategy

And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near. - Hebrews 10:24-25

Contract with an organization to walk you through a proven strategy for implementing a system for caring.

Some organizations to consider:

- **His Way At Work** - They empower business leaders to create sustainable cultures of care.
- **Chaplain Organizations** - Organizations like Corporate Chaplains of America and Marketplace Chaplains offer experienced chaplains who know how to foster a culture of care in your organization
- **Independent Chaplaincy** - Work with local chaplains and pastors who have experience in showing care to others in the workplace.
- **Getting Started Toolkit** - This Getting Started Toolkit offers you proven strategies of care in all areas of your business.



[Check out this video to learn more!](#)



Christ at Work

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