



Business Leadership Group Discussion & Application Guide

Kelly Shackelford, Esq. | Faith at Work—Is It Legal?—Session 1 of 4

Kelly begins his talk by declaring that one of his prime objectives is to dispel much false information which feeds fear, often prompting Christians not to act within their liberties to express their faith in Christ. Share your greatest [faith related] fear that constrains you to silence or inaction in your workplace.

Kelly describes how even churches in the USA face legal challenges on what they can teach *from the Bible*. Was this a new revelation to you? _____ If churches must go to court to simply teach what the Bible clearly states [commands], does that make you think that Christian business leaders will continue to face legal threats? [Compare your thoughts in your group]

In this introductory segment [1 of 4], Kelly focuses on challenges to religious freedom in various parts of society. He later moves into specific applications for Christian business leaders to help them understand both opportunities and threats to faith expressions at work. Before the group gets to those specifics, share how potential government intervention concerns you, or even tempers your faith expression. **[Consider circling back to this question after finishing Session 4]**

Select an idea or concept from today’s talk that would make the most impact or warrants immediate attention and answer the following questions:

1. Should I apply this concept or practice to my business or personal life?
2. Can I commit to a schedule to implement this application? [explain and discuss with the group, if necessary]

Comment:



Development Objectives:

Life, Leadership, Excellence, Kingdom

“From the tribe of Issachar, there were 200 leaders of the tribe with their relatives. All these men *understood the signs of the times* and *knew the best course for Israel to take.*” 1Chronicles 12:43 NASB



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Kelly starts this segment by stating that “We are about to lose our country if people aren’t willing to speak the truth and change lives.” The Second Amendment of the US Constitution addresses freedom of speech, in general, AND very specifically in regard to expressions of faith. ***It specifically prohibits establishment of a state religion.*** The term “separation of church and state” did not originate from the Constitution; but from some letters written by the authors to various groups. Freedoms of speech, press, assembly and petitions for redress & grievances are established there. ***Why*** do you think this amendment has become so twisted that it has been used to inhibit speech, especially faith expressions for Christians?

Kelly states: We live in a country that is built upon religious freedom... Whether you are an employee or an employer, you have religious freedom in this country... There is only one thing that you cannot do [as an employer]. You cannot force your employees to engage in religious activities.” He continues with specifics. If you could have absolute confidence in his statements, would it change anything you do in your workplace? [Explain]

Reflect on Kelly’s question, “Think of how much time you spent at your business pouring thought and energy into how to be successful. What percentage of that time have you spent thinking of what God could do through your company and how that could be used?” Share a number with your group along with your thoughts on that number. _____%

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Comment:

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For as he thinks in his heart, so *is* he. Proverbs 23:7a NKJV

"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." US Constitution 2nd Amendment



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Kelly Shackelford, Esq. | Faith at Work—Is It Legal?—Session 3of4

Kelly describes First Liberty Institute’s approach, engaging Christian attorneys to take on cases defending religious liberties on a pro-bono basis. His experience has been that once they do so, [for the first time] their talents, training & gifts are lined up—for the Kingdom, “We have them for the rest of their lives. **They will never not do a case like this again..They have to do another one of these [cases].**” **How does that compare to your own experience at your work?**

Kelly states that with their model, the only way that the lose cases is “...if people are not willing to take stands.” He goes on to quote from Joshua 1. Why do you think this is this so important?

What was most striking to you about Barney, the WWII veteran’s story?

Kelly showed a 90 second video of Ashton Lawrence, the Kountze H.S. cheerleader’s story. What did you find most challenging about her experience? [share and consider sharing her story with someone this week]

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2. Can I commit to a schedule to implement this application? [explain and discuss with the group, if necessary]

Comment:



The person who tells one side of a story seems right, until someone else comes and asks questions. Proverbs 18:17 New Century Bible

NOTE: There are 404 pages of additional related information in two PDFs offered on the Library tab associated with this series at: www.fcci/library

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As a refresher, Session 3 closed and this session begins with Ashton Lawrence’s interview. Can you envision what you would say, if you were challenged in a court of law for sharing your faith in Christ? Share your thoughts with your group [and if you told others this past week regarding her experience]

“[As an organization]...if you want to stand on some principle and you don’t have it in your statement of faith or in your legal documents, you can’t stand on it...No one is going to buy that.” This concept was absolutely vital to Hobby Lobby’s victory in the Supreme Court. Have you written down the values that govern your business? _____

Even if you never go to court, the business value of doing so is undeniable. **Discuss with your group** and consider establishing your values and/or reviewing & updating them as a good business practice and for The Kingdom.

Establish/Review Values [circle one] Completion Date / /

Which one of Kelly’s Q&A responses did you find most valuable?

In the first session of this series, we posed the challenge: **Share how potential government intervention concerns you, or even tempers your faith expression.** Have Kelly’s thoughts changed your perspective? _____ Are you more active in expressing your faith in Christ than when you started this series? If Yes, share with your group what has changed. If No, describe what would most encourage you to do so.

Select an idea or concept from today’s talk that would make the most impact or warrants immediate attention and answer the following questions:

- 3. Should I apply this concept or practice to my business or personal life?
- 4. Can I commit to a schedule to implement this application? [explain and discuss with the group, if necessary]



Comment:

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