



FCCI Business Transformation Workshop

In Memorium, Kent Humphreys, 1946-2013

Kent Humphreys was CEO of American Health Partners, a health innovation and distribution company. He helped lead several other businesses and mentored numerous CEOs. Kent previously served as president and CEO of Jack's Merchandising and Distribution from 1972 to 2000. During this time, Kent's company acquired 26 companies in 27 years.

Kent also served for six years as president of FCCI. He has led multiple FCCI teams to Europe, Africa & Asia, offering one day seminars, luncheon & dinner meetings and one-on-one coaching & encouragement to local business leaders. Kent passionately encouraged workplace leaders to serve as ministers in the marketplace and the world.

With dozens of articles published nationally and internationally, and by authoring books like "Show and Then Tell," "Lasting Investments" and "Shepherding Horses," Kent encouraged many to become serving leaders, leading with excellence while inspiring their co-workers to live lives that make a difference.

- Series Planner
- Typical Meeting Agenda
- 9 Sessions of Content, including 2 FCCI Group Check-Ins

For FCCI Business Leadership Groups

Series Planner

Business Transformation — Kent Humphreys

Session 1	Introduction, Founders Purpose Statement Length: 27 Minutes
Session 2	Mission Statement Length: 13 Minutes
Session 3	Core Values Length: 16 Minutes
Session 4	Group Check-In
Session 5	Defining My Marketplace Mission Field Length: 14 Minutes
Session 6	Impacting Our Companies Culture Length: 16 Minutes
Session 7	Brainstorming My Ministry Options Length: 31 Minutes
Session 8	Group Check-In
Session 9	Establishing My Accountability Plan Length: 11 Minutes

FCCI Typical Meeting Agenda

The following is the typical P2P agenda for a standard 1.5 hour meeting.

“Note: This particular workshop could easily warrant weeks of video content with alternating weeks of brainstorming, presentation & peer review.”

Minutes	Typical Agenda for meeting with Video content
5	Opening Prayer
20	Group Check-In (each individual limited to a few minutes; should be brief and dependent upon how many members are in the group; most groups can allow 3 - 4 minutes each)
25	Video Viewing
30	Group Discussion
10	Administrative Items & Closing Prayer (ask prayer partners to exchange Prayer Cards)

Minutes	Typical Agenda for meeting with Group Check-In
5	Opening Prayer
75	FCCI BLG Check-In Form
10	Administrative Items & Closing Prayer Ask Prayer Partners to exchange Prayer Cards

FCCI BLG CURRICULUM SESSION 1

Kingdom Development

INTRODUCTION, FOUNDERS PURPOSE STATEMENT - 27 min

4 Words the Holy Spirit is emphasizing in the workplace today

- I Kingdom
- II Relationships
- III Community
- IV Transformation

I Kingdom

- A) It is about Him, not us
- B) Labels are no longer important

“But seek ye first the kingdom of God, and his righteousness; and all these things shall be added unto you.”

(Matthew 6:33) (KJ)

II Relationships

Men build institutions... God builds relationships

“I am the vine, ye are the branches; he that abideth in me, and I in him, the same bringeth forth much fruit; for without me ye can do nothing.”

(John 15:5) (KJ)

“These things I command you, that ye love one another.”

(John 15:7) (KJ)

III Community

Jesus modeled this with the twelve

“So that they may be one as we are one.”

(John 17:11) (NIV)

“That all of them may be one...they may be one...may they be brought to complete unity.”

(John 17: 21-23) (NIV)

IV Transformation

Is a result of the Holy Spirit working in us

“And do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect.”

(Romans 12:2) (NASV)

As a group, you may want to pause the presentation at this point, then review the following discussion questions.

After discussion, return to Kent’s presentation for next steps

PRACTICAL APPLICATION

DISCUSSION QUESTIONS:

1. How do we take His Kingdom to where we live, work, and play?

2. How do we develop relationships, form community, and see our neighborhoods and workplaces and cities transformed by Jesus Christ who lives in our hearts?

SUMMARY

1. God wants to bring His Kingdom into your company.
2. Through Relationships in your sphere of influence.
3. Establishing Community among your employees.
4. Resulting in Transformation of your family, your co-workers and your company.

HOW DO WE EXPERIENCE THIS TRANSFORMATION IN OUR COMPANY

1. Personal Transformation
2. Founder's Purpose Statement
3. Compelling Vision Statement
4. Developing Our Company Mission Statement
5. Establishing Key Company Values
6. Defining Marketplace Mission Field
7. Impacting Our Company's Culture
8. Brainstorming My Ministry Options
9. Establishing My Accountability Plan

**1. Personal Transformation**

- A) Establish a Spiritual Foundation
- B) When asked which 4 things have contributed to their Spiritual growth, leaders have responded:
 1. Consistent Devotional Life
 2. Role Model / Mentor / Example
 3. Accountability Group
 4. Encouragement of Family / Friends

Therefore, we need to emphasize 4 relationships:

- Our relationship with God
- Our inner circle (Council of Advisors)
- Our small group
- Our large group

2. Founder's Purpose Statement

- A) Developing My Purpose Statement
 1. Prov. 21:5 "The plan of the diligent..."
 2. Prov. 15:22 "Without consultation, plans..."
 3. Prov. 24:3-4 "Any enterprise is built by..."
 4. Prov. 29:18 "For no man can lay a foundation..."

B) My Personal Mission Statement

Through Kingdom relationships and partnerships, I encourage and bring into community Christian business owners and workplace leaders to model Jesus Christ, while building bridges globally with pastor and church leaders, to use the biblical mandate, equip and release all the saints into their sphere of influence with the power of the Holy Spirit, in order to bring about changed lives which result in city and national transformation that glorifies God.

C) Founder's Purpose Statement, considerations:

1. Season of Life
2. Your Burning Passion
3. Spiritual Gifts
4. Talents
5. Experiences
6. Your Opportunities (Open Doors)
7. What God is Blessing in Your Life

D) Points to Consider:

1. Why does the business exist?
2. What is God's ultimate purpose for this business?
3. Fewer legal issues encountered when preparing a personal mission statement
4. Profitability (the bottom line)
5. You, as God's steward
6. To glorify God
7. Pray ? Draft ? Wait ? Clarify ? Revise

3) **Compelling Vision Statement**

FCCI

What we do: Equipping business leaders for Christ

*Vision: Transforming the world through Christ
...one company leader at a time.*

1. Compelling Vision Statement, most effective when it is: Short
2. Compelling / Energizing
3. A Giant Vision
4. Specific
5. Memorable—Remember it!!!

CHRIST@WORK CURRICULUM: SESSION 2

MISSION STATEMENT - 13 min

Developing Our Company Mission Statement

FCCI Example:

MISSION

In pursuit of Christ's eternal objectives, we equip and encourage Christian Business Leaders to operate their businesses and conduct their personal lives according to Biblical principles.

AN EFFECTIVE MISSION STATEMENT EXPLAINS:

- What my product or service is...
- Who uses my product...
- My market niche...
- What my competitive advantage is...
- Why people should buy from me vs. my competitors...

YOUR MISSION STATEMENT SHOULD...

- Provide focus and direction
- Be long-term
- Give employees an opportunity to buy in
- Show your unique value vs. competitors
- Keys
- Process: Pray Draft Engage Team Revise Modify

EXAMPLE: FCCI

SERVING

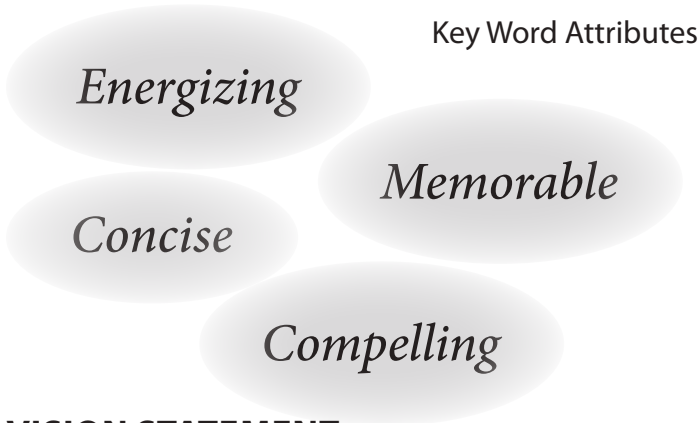
Business Owners
CEO's
Executives
Legacy Leaders
Pastors
Business Students

PROVIDING

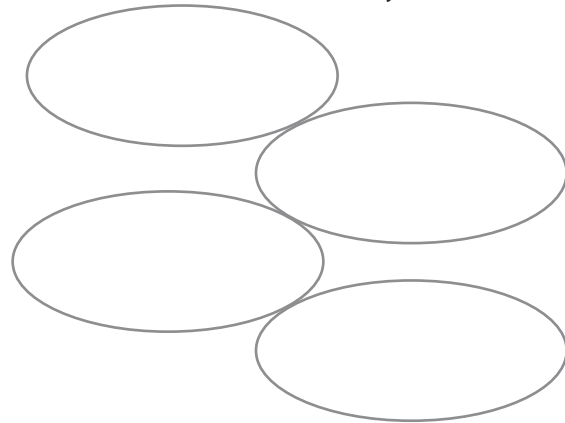
Business Leadership Groups
Conferences
Web Site
Seminars
Mentoring
Resources

ACTION STEPS

COMPANY VISION STATEMENT



Key Words



VISION STATEMENT

COMPANY MISSION STATEMENT

My product or service is: _____

My product is used by: _____

My market niche can be described as: _____

My competitive advantage is: _____

People should buy from me vs. my competitor because: _____

Your mission statement should...

- Provide focus and direction
- Be long-term
- Give employees an opportunity to buy into it
- Show your unique value vs. your competitor(s)

Keys to Remember...

- Clear
- Concise
- Personal
- Short
- Easy to Memorize
- Harmonious with Founder's Purpose Statement
- Express why the business exists

MISSION STATEMENT

Session 3

CORE VALUES - 16 min

Establishing Key Company Values

The Ten Commandments for Business

1. **“I am the Lord your God... you shall have no other gods before me.”**
 - Show proper respect for authority.
2. **“You shall not make for yourself an idol.”**
 - Have a singleness of purpose.
3. **“You shall not misuse the Name of the Lord your God.”**
 - Use effective communication in word and deed.
4. **“Remember the Sabbath Day by keeping it holy.”**
 - Provide proper rest, recreation, and reflection.
5. **“Honor your father and mother, so that you may live long...”**
 - Show respect for elders.
6. **“You shall not murder.”**
 - Show respect for human life, dignity, and rights.
7. **“You shall not commit adultery.”**
 - Maintain stability of the sexes and the family.
8. **“You shall not steal.”**
 - Demonstrate the proper allocation of resources.
9. **“You shall not give false testimony.”**
 - Demonstrate honesty and integrity.
10. **“You shall not covet.”**
 - Maintain the right of ownership.

Jack's Merchandising & Distribution Values:

Our values are standards by which basic business choices and decisions are made. They are revealed in the context of personal relationships (example: Buyer to Supplier, Service Person to Store Manager, Manager to Employee, etc.) The integrity of a firm's structure is dependent upon its values. These values should be evidenced by our behavior to each other and to those outside our firm. The sum of all of our behavior, which reveals our values, represents our "corporate culture". We do not possess our values as a company in order to succeed; rather, we believe we will succeed because of our values.

1. Trustworthy with Integrity

We will be reliable, dependable, and can be counted on to keep promises.
"We will do what we say we will do" within the promised time frame.

2. Family and Stability in Relationships

The family is the foundation unit of every society. We will respect women as wives, men as husbands, and singles. The family has a higher priority than the firm and its profitability; therefore, we seek to build it up, not tear it down.

3. Honest and Truthful Communication

We will strive to be genuine, open, and aboveboard in all relationships.
We will honestly and accurately report the facts.

4. Responsibility of the Individuals as Part of a Team.

For the use of time, talents, and company resources. Each of us will accept individual accountability for how we carry out our responsibilities. We, as a company, will aim to motivate each other by praise rather than criticism so as to create an atmosphere of productivity and freedom to admit individual mistakes in order to accomplish our team goals.

5. Rewarding Productivity

In every way possible (example: praise, monetary, promotion, awards, benefits, etc.), we will seek to reward industriousness, innovation, initiative, prudence, and discipline. Our focus is to develop our full potential, the natural results of which is reaping the rewards of our labor.

6. Servant Leaders

Within every organization there are many managers, but few leaders. Effective leaders will be servants who have attracted a following because of their passion, vision, integrity, and love for their people. We will make every effort to develop this kind of leader.

ACTION STEPS

ESTABLISHING COMPANY VALUES

Our values are standards by which basic business choices and decisions are made. They are revealed in the context of personal relationships (example Buyer to Supplier, Service Person to Store Manager, Manager to Employee, etc.). The integrity of a firm's structure is dependent upon its values. These values should be evidenced by our behavior to each other and to those outside our firm. The sum of all of our behavior, which reveals our values, represents our "corporate culture". We do not possess our values as a company in order to succeed; rather, we believe we will succeed because of our values.

VALUES Examples

- 1) Trustworthy with Integrity
- 2) Worth of the Individual
- 3) Family and Stability in Relationships
- 4) Honest and Truthful Communication
- 5) Responsibility of Individuals as Part of the Team
- 6) Balance of Work and Rest
- 7) Rewarding Productivity
- 8) Everyone is Accountable to Authority
- 9) Servant Leaders
- 10 Stewardship

Your Company Examples

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____
- 6) _____
- 7) _____
- 8) _____
- 9) _____
- 10) _____

FCCI BLG CHECK-IN FORM

Annual Focus Word: _____

Annual Scripture Verse: _____

NAME: _____ DATE: _____

Rate Your Last 30 Days: Scale of 1-10 (1 = worst; 10 = best)

Focus	Score 1-10	Notes:
Business		
Family		
Health		
Spiritual		

In the next 30 days, I plan to start: _____

In the next 30 days, I plan to stop: _____

Optional: Recommend a resource (book, tape or other) used in the past 30 days for personal or business enrichment _____

MOST CRITICAL ISSUE YOU FACE IN THE NEXT 30 – 60 DAYS:

DESIRED RESULT [perfect outcome]:

What would you like from the group: Counsel Prayer Referral Resource?

ACTION PLAN (Report your progress to the Group at the next meeting):

1. _____
2. _____
3. _____
4. _____

SESSION 5

DEFINING MY MARKETPLACE MISSION FIELD - 14 min

Defining My Marketplace Mission Field

- Proverbs 27:23 “Know well the condition of your...”
- Matthew 5:16 “Let your light so shine before men...”
- Matthew 9:33-38 “The harvest is plentiful, but...”
- Matthew 28:19-20 “Go therefore and make disciples...”
- I Peter 2:9 “But you are... a royal priesthood...”

(Show the total number of people in each case.)

Employees	#
Active employees and their families	
Past or retired employees and their families	
People who apply to work for us	
Vendors	
Those we buy from and their families	
Those we do not buy from and their families	
Customers	
Those who buy from us and their families	
Those we solicit but are not able to sell to	
Those who see our advertising of any kind	
Competitors and Trade Association Contacts	
We refer business to them / they to us	
We see them at shows / conventions	
We belong to organizations with them	
Others	
Our business neighbors and passers-by	
Friends that we have because of business	
Community	
Lives that we touch by our advertising	
Others	
Total	

ACTION STEPS

DEFINING MY MARKETPLACE MISSION FIELD

BE SURE YOU KNOW THE CONDITION OF YOUR FLOCKS,
GIVE CAREFUL ATTENTION TO YOUR HERDS.

Proverbs 27:23

IN THE SAME WAY, LET YOUR LIGHT
SHINE BEFORE MEN, THAT THEY MAY
SEE YOUR GOOD DEEDS AND PRAISE
YOUR FATHER IN HEAVEN.

Matthew 5:16

THEN HE SAID TO HIS DISCIPLES, "THE HARVEST IS
PLENTIFUL, BUT THE WORKERS ARE FEW. ASK THE LORD
OF THE HARVEST, THEREFORE, TO SEND OUT WORKERS
INTO HIS HARVEST FIELD.

Matthew 37:38

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.

Matthew 28:19, 20

BUT YOU ARE A CHOSEN PEOPLE, A ROYAL PRIESTHOOD,
A HOLY NATION, A PEOPLE BELONGING TO GOD, THAT
YOU MAY DECLARE THE PRAISES OF HIM WHO CALLED
YOU OUT OF DARKNESS INTO HIS WONDERFUL LIGHT.

1 Peter 2:9

SESSION 6

IMPACTING OUR COMPANIES CULTURE - 16 min

Impacting Our Company's Culture

- Culture (some definitions).
- Every company has a culture, a **set of values** that govern how its owners and employees conduct themselves.
- Culture begins with competence and grows through character. Finding people with **character** is the key.
- The characteristics of a social unit that make it **unique** to itself.
- A strong successful culture is the way people **unify** behind a common purpose, **deliver** strong performance, and **pass along** skills to others.
- Strong company cultures, like strong family cultures come from **within**, and they are built by individual **leaders**.
- A culture's characteristics – its goals and values are **not** usually written down. They don't need to be – because they are **anchored** in the heads and hearts of the workers.
- Culture is the shared assumptions and beliefs of people in the company.

Practical Pointers on How to Influence our Company Culture for Christ

- Culture is more caught than taught.
- Positive cultures are the result of positive leadership.
- Negative cultures are the result of negative leadership or no leadership at all.
- Culture is what we say and do.
- It is particularly how we act / react in unstable and stressful times.
- Our culture is what we do without thinking.
- Our culture can normally be influenced one generation at a time. Usually the next one is easier to influence than our peers. If we “pass it on” to reliable leaders, then they can carry it on to another generation.
- A culture is the “way that we think”.
- Our culture is the “way that we treat people”.
- A culture takes a long time to build. It may take 20 to 25 years, then you have to start over again. With employees being hired and leaving, this is definitely true.
- As you treat your key team members (both managers and staff), they will treat their subordinates and team members. Each level that it is passed down loses something in exchange.
- Change is easiest to start at the top. However, it can start anywhere. Change takes longer and has a limited sphere of influence until the change agent is respected as a leader. Example: Joseph, Daniel, and Mother Teresa all started out in obscure positions.
- Think about your culture when you hire.

- A thriving culture has robust two-way communication.
- You can tell if the people (the troops) have bought into the culture by examining their actions.
- *Put your values in writing. It holds us as leaders more accountable than the followers.*
- A Biblical culture is based on the 10 Commandments and the Fruit of the Spirit.

LOVE GOD (our focus)

Love – Joy – Peace – Goodness

LOVE PEOPLE (servant leaders)

Patience – Gentleness — Kindness – Self Control

- Transform the Culture
 - Starts with the Leader
 - Leadership Team
 - Influencers (20%)
 - The Entire Company
- How Do We Influence Our Cultures
(Examples from the Life of Daniel; Daniel 1-6)
 - The culture is out to change the way we think, act, and live. (1:4)
 - We must not violate our beliefs to adapt to the culture. (1:8)
 - We must propose creative alternatives. (1:8)
 - God will provide us everything we need to survive in the culture. (1:17)
 - We should ask God to give us discretion and discernment. (2:14)
 - We must praise God privately when He provides for us. He is to be our focus, not the culture. (2:19)
 - We must give God credit (including to our superiors). (2:28)
 - The difference in our lives will be noticed by those in authority. (5:11)
 - God may allow us to serve under numerous superiors or administrations. (5:29)
 - Others may be jealous of us if God allows us to be promoted or be successful. (6:4)
- (Examples from the Life of Daniel; Daniel 1-6)
 - Must remain faithful, responsible, uncorrupted. (6:4)
 - We must never neglect the spiritual input into our lives regardless of the cost. (6:10)
 - God will place us in various businesses or cultures to be a model for Christ. (6:16)
 - In our most difficult circumstances, remember God is Sovereign (2:21); He may choose to deliver us (6:27), but “if not” (3:18), He still has a long-term plan.
 - Greatest impact we can have on any culture is a long-term commitment to allowing Christ to be modeled in our lives – 70 years. (6:28)

SESSION 7

BRAINSTORMING MY MINISTRY OPTIONS - 31 min

8) Brainstorming My Ministry Options

A) Biblical Foundation

- Proverbs 1:7 “The fear of the Lord is the...”
- Proverbs 3:5,6 “Trust in the Lord with all your...”
- Proverbs 21:28 “A false witness will perish...”
- I Corinthians 9:23 “And I do all things for the sake...”
- I Corinthians 10:31 “Whether you eat or drink...”

B) Defining Opportunities and Resources

1) Gifts and Abilities

- owner (and family)
- management
- employees

2) Ministry needs we know about

- employees and families
- vendors
- customers
- competition

3) Obstacles to ministry we know about

- employees and family
- vendors
- customers
- competition

C) Biblical Strategy

- Colossians 4:2-6 (NASU)
- Devote yourselves to **prayer**...
- That **God will open up to us a door** for the word, so that we may speak forth the mystery of Christ.
- Conduct yourselves with wisdom toward outsiders, making the most of the **opportunity**...
- So that you will know how you should **respond** to each person.
- Prayer.
- Make a list of twelve people in your workplace, neighborhood, or school.
- Begin to pray for them by name on a regular basis.
- Ask God to make you sensitive to them and to use you as He is working in their lives.

8) Brainstorming My Ministry Options, cont'd

Need	Resource	Action/ Date
<u>Believers</u>		
<u>Non-Believers</u>		
<u>Unsure</u>		

A) Open Doors of Crises

- Birth of a new baby
- Death of a loved one
- Major illness
- Marriage problems
- Children issues
- Financial difficulties
- Loss of job

B) Opportunities to Minister to Others

- Observe
- Identify Needs
- Be Sensitive
- Listen
- Be Available

C) Examples of Responding

- I have been praying for Joe for months.
- I hear that Joe's mother has died (crisis).
- I know that he is going through the normal grieving process (observation).
- I send Joe a card with a personal note and continue to pray (sensitivity).
- I listen to Joe over a coffee break about what he is doing to settle her affairs.

- I ask Joe to go to a basketball game with me during the next few weeks. (availability)
- I offer to help Joe go to pick up some furniture from his mom's home that he is selling. (servitude)
- I send him a booklet of scripture. (caring)
- I drop him a note to let him know that I am still praying for him months later. (encouragement)
- I get a call from Joe late one night about his teenager who is in trouble. I listen, trying to encourage and counsel him. I am there for him. (show love)
- Finally, I ask Joe if we can read the scriptures together. Eventually, I ask if he would like to invite Jesus into his life.

D) Ministry in the Workplace

1. **Their Need:**

Relationships

To be loved by their co-workers.

2. **Our Objective:**

To communicate the love of Jesus Christ

E) Make Your Own List

- List the names of your co-workers, neighbors, or family members.
- Put down what problem(s) they are facing at this time.
- Make a list of possible tools that you can use to minister to each person individually.

F) Review the Process

- Pray for those in your sphere of influence.
- Watch for the doors that God is opening.
- Be sensitive to each opportunity to minister to the person.
- Respond to their interest as you build trust in the relationships.

G) This Type of Ministry

- Kingdom focused, not church or religious
- Based on relationship
- It is intentional about what we do
- We have to build bridges with Joe through our workplace connection before the crises of his life.
- We are extending the walls of the church out into our natural sphere of influence.

H) Think Strategically

- How can you serve a family with a new baby?
- How can you care for a co-worker or neighbor facing surgery?
- What can you do with a friend who is facing marital difficulties?
- What about someone who is having financial problems?

I) Think from a Servant's Perspective

- How can you show your concern when a friend mentions having discipline problems with a child?
- How would you help a parent who has a teen with a drinking or drug problem?
- How would you handle a co-worker who has a spouse that has lost their job?

J) Taking Christ to Your Workplace

- Do NOT take religion to work – take Christ!
- Lift up the flag but do not be offensive.
- Be a light in a world of darkness.
- Offer to pray for co-workers with problems.
- Write it down and check on them later.
- Ask about their families.
- Keep a supply of Bibles and booklets to give out in the right situation.
- A hand-written card is a sign of caring.
- Say 'thank you'!
- Go out to lunch and talk as you travel together.

K) Remember!

- Always pray first; preparing your heart and theirs.
- Look for where God is at work in the lives of others; watch for that open door.
- Be patient – this is a process, not an event.
- As you walk through that open door, identify which opportunity that you need to address first.
- Respond carefully and with sensitivity; this person is NOT a project but a relationship that God has brought into your life for His purposes.
- They want to know that you care for them before they will listen to what you have to say to them.
- They will look for examples of your character and integrity. They want to know if it really works in your life before they will buy into what you “preach” to others.

- It is “caught”, not “taught”; they will watch you closely. This takes TIME!

L) Biblical Examples

- Jesus with Matthew and tax collectors
- Jesus with Zacchaeus in his house
- Had centurion go back to the army
- Had the demoniac stay in his community
- Our greatest influence will be with those that we are with everyday

M) Focus on Your Friends that Need Christ

- This type of evangelism and discipleship takes place in our sphere of influence and is NOT about activities but about relationships.
- Pray... pray... pray...
- Read the Gospels and look at the example of Jesus Christ loving and serving people.

N) Resources

- Be prepared; build your tool box
- Booklets
- American Bible Society
- Stories
- Children’s Bible story books / books on parenting teenagers and finances
- The Message Bible, The Spanish Bible, The One-Year Bible
- Give up your parking place and park in the back
- Cards to those who are sick, hospital visits, Grief Kits (for 12 months of care)
- Birthday cards – signed with notes
- Monthly letter, “My Heart to Yours”
- Christmas letter to all employees, customers, and vendors
- Cards to Jewish competitors
- Christmas dinners
- Free books
- Summer picnics for the entire family
- Marriage retreats
- Saying THANK YOU in person, by card, by phone, by email, by awards of every kind
- Pizza lunches on values for new employees
- Monthly cookouts in the summer
- Company chaplains

- Mother's Day for the entire week
- Take your family to the movies, with a video and popcorn (Christmas gift)

O) You Can Have a Ministry As a CEO

- Provide seminars from a Christian viewpoint. (Topics and speakers picked by employee committee)
- Share your profits and help your employees provide for their futures through a generous retirement plan. Teach them the value of saving, long-term investing and compound interest.
- Provide educational scholarships to children of your employees. Let them know families are a priority to you.
- Share your values with key suppliers. Pay them on time so that you will have a testimony to them.
- Examine your overtime hours and travel schedules to make sure that the family remains a priority regardless of competitive pressures.

P) Review the Process

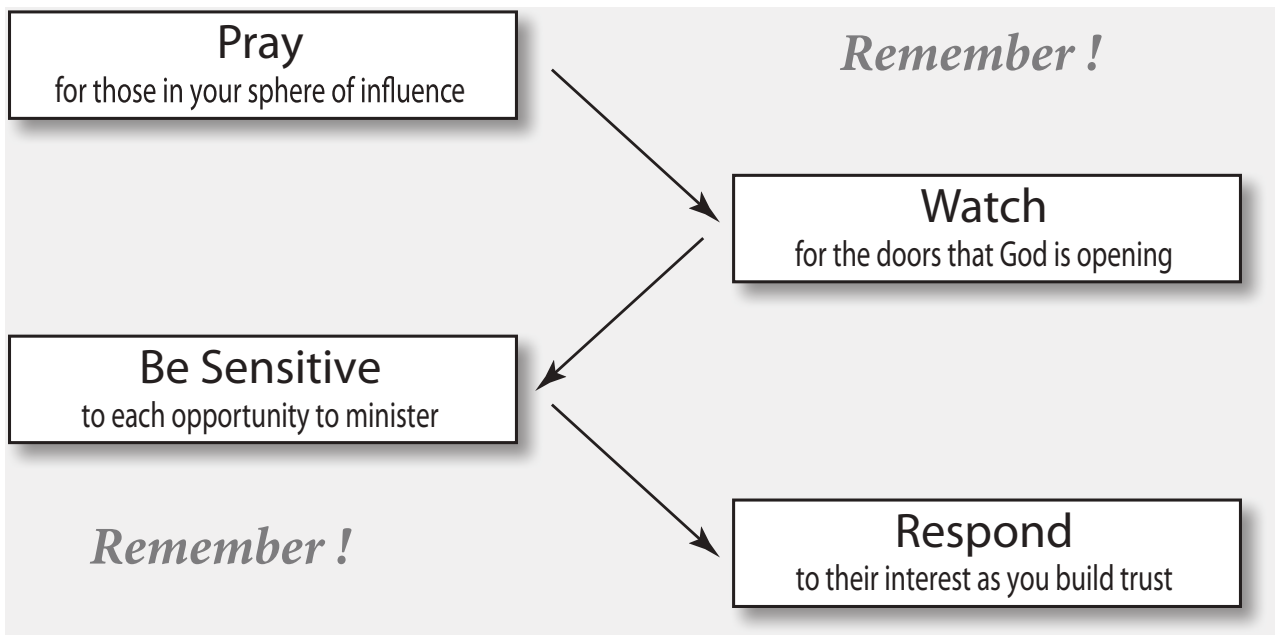
- Pray for those in your sphere of influence.
- Watch for the doors that God is opening.
- Be sensitive to each opportunity to minister to the person.
- Respond to their interest as you build trust in the relationship.

ACTION STEPS
BRAINSTORMING MY MINISTRY OPTIONS

Believers	Need	Resource	Action / Date

Non-Believers	Need	Resource	Action / Date

Unsure	Need	Resource	Action / Date



FCCI BLG CHECK-IN: SESSION 8

Annual Focus Word: _____

Annual Scripture Verse: _____

NAME: _____ DATE: _____

Rate Your Last 30 Days: Scale of 1-10 (1 = worst; 10 = best)

Focus	Score 1-10	Notes:
Business		
Family		
Health		
Spiritual		

In the next 30 days, I plan to start: _____

In the next 30 days, I plan to stop: _____

Optional: Recommend a resource (book, tape or other) used in the past 30 days for personal or business enrichment _____

MOST CRITICAL ISSUE YOU FACE IN THE NEXT 30 - 60 DAYS:

DESIRED RESULT [perfect outcome]:

What would you like from the group: Counsel Prayer Referral Resource?

ACTION PLAN (Report your progress to the Group at the next meeting):

1. _____
2. _____
3. _____
4. _____

CHRIST@WORK CURRICULUM: SESSION 9**ESTABLISHING MY ACCOUNTABILITY PLAN - 11 min****9) Establishing My Accountability Plan**

- Proverbs 16:3 “Commit your works to the Lord...”
- Proverbs 16:9 “The mind of a man plans his ways...”
- Proverbs 16:7 “When a man’s ways are pleasing...”
- Proverbs 19:21 “Many are the plans in a man’s heart...”

Considerations:

- Estimate cost, in terms of dollars, people & time
- Potential risks vs. benefits
- Earliest start date
- Go slowly (test ideas)
- Get counsel
- Have prayer support (intercessors)

9 STEPS REVIEW:

1. Personal Transformation
2. Founder’s Purpose Statement
3. Compelling Vision Statement
4. Developing Our Company Mission Statement
5. Establishing Key Company Values
6. Defining Marketplace Mission Field
7. Impacting Our Company’s Culture
8. Brainstorming My Ministry Options
9. Establishing My Accountability Plan



ACTION STEPS

ESTABLISHING MY ACCOUNTABILITY PLAN

COMMIT TO THE LORD WHATEVER YOU DO, AND YOUR PLANS WILL SUCCEED.

Proverbs 21:5

IN HIS HEART A MAN PLANS HIS COURSE BUT THE LORD DETERMINES HIS STEPS.

Proverbs 16:9

WHEN A MAN'S WAYS ARE PLEASING TO THE LORD, HE MAKES EVEN HIS ENEMIES AT PEACE WITH HIM.

Proverbs 16:7

MANY ARE THE PLANS IN A MAN'S HEART, BUT IT IS THE LORD'S PURPOSE THAT PREVAILS.

Proverbs 29:18

START PLANNING

<p>1) Cost in Terms of Dollars, People, Time</p> <hr/> <hr/> <hr/>
<p>2) Potential Risks vs. Benefits</p> <hr/> <hr/> <hr/>
<p>3) Earliest Start Date</p> <hr/> <hr/> <hr/>
<p>4) Go Slowly (Test Dates)</p> <hr/> <hr/> <hr/>
<p>5) Get Counsel (Who?)</p> <hr/> <hr/> <hr/>
<p>6) Have Prayer Support—Intercessors (Who?)</p> <hr/> <hr/> <hr/>