

# POSSIBILITIES FOR CHRIST-LED ENTERPRISE



## Relational Possibilities

VOLUME 2



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## **Marketplace Discipleship for Discovering God's Best of Business Practices**

The Bible has much to say about work and Christ makes possible an approach to the marketplace that will not only please God but those we serve and work with. This marketplace discipleship study is for those ready to make a strong connection between their faith and their career. The study is designed to give participants a deeper understanding of what God makes possible in their work life and to assist them in hearing and following Christ in their marketplace activities.

For more than 75 years, CBMC has had the Mission:

To present Jesus Christ as Savior and Lord to business and professional men and  
to develop Christian business and professional men to carry out the Great Commission  
(Matthew 28:18-20).

Forums provides a rich discipling environment that is both real-life and real-time; where business owners and professionals can grow as learners of Jesus. We believe that God's heart and purposes are for the redemption of the world. As followers of Jesus we seek to live in mission with Him developing one another to a lifestyle where Jesus Christ is presented as Savior and Lord.

Our Core Values are:

**Preeminence of Christ:** Intimacy with Christ is paramount, and all that we do must emanate from our life in Christ and His life in ours.

**Life-on-Life Relationships:** We value the process of committed one-on-one relationships for evangelism and discipleship.

**Teams:** God calls us to work together in teams in order to multiply what He wants to accomplish through us.

**Generational Spiritual Reproduction:** The goal of the discipleship process is spiritual reproduction to the 3rd and 4th generations and beyond.

Our vision is for all Men in our Movement to Experience:

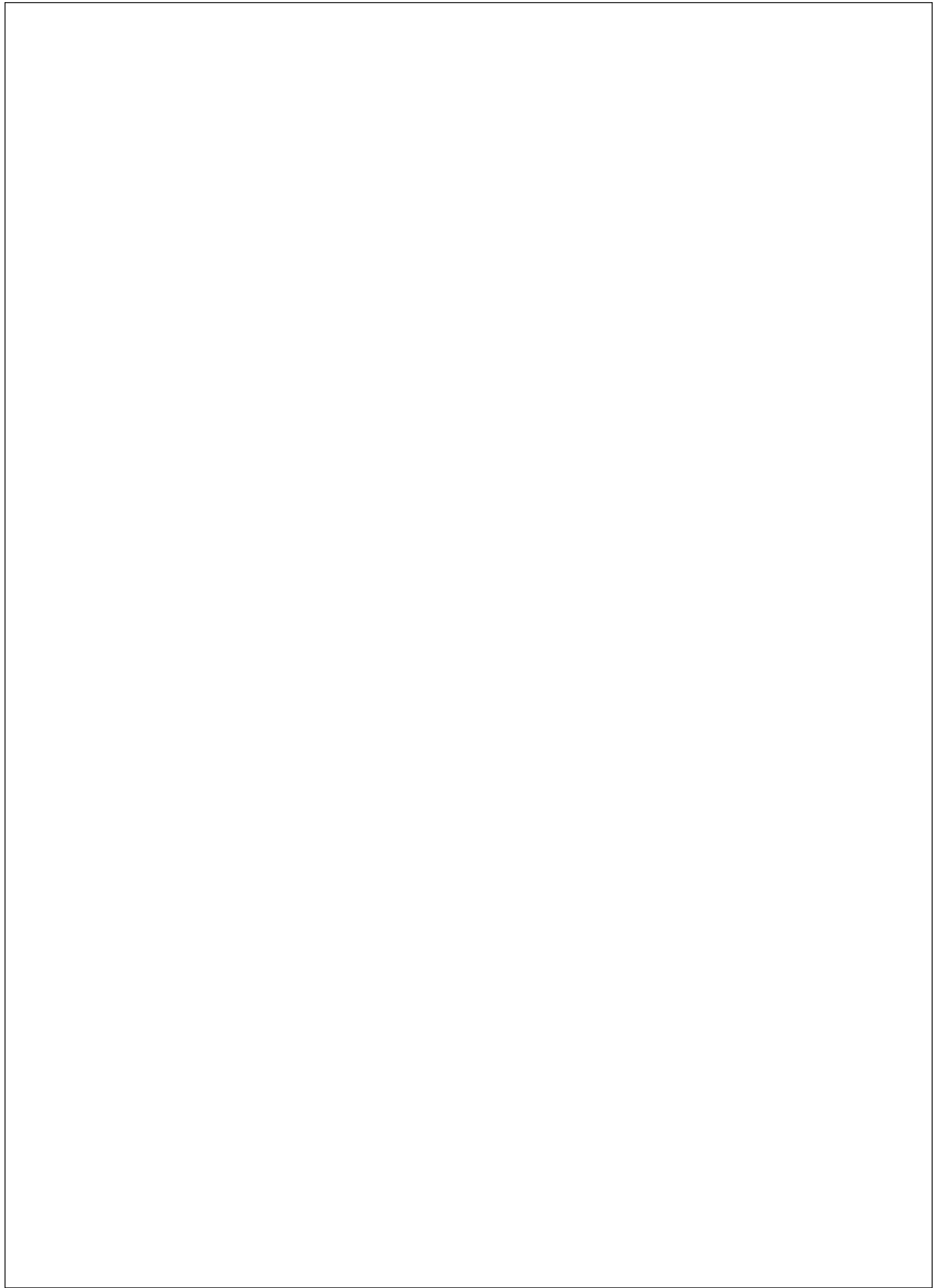
- The Power of One God
- The Value of One Man
- The Leverage of One Team

Resulting in Spiritual Reproduction among Businessmen throughout the World

This study was prepared for Forums by Michael R.. Bundy as a tool for transforming business leaders as we pursue our Focus of seeing:

**Business owners and professionals, lit up by Christ,  
Glorifying God in their life, business and workplace.**

May the mind of Christ and His indwelling Spirit lead you into the Life that Glorifies God.



# Possibilities for Christ-Led Enterprise

## Volume 2

### Relational Possibilities

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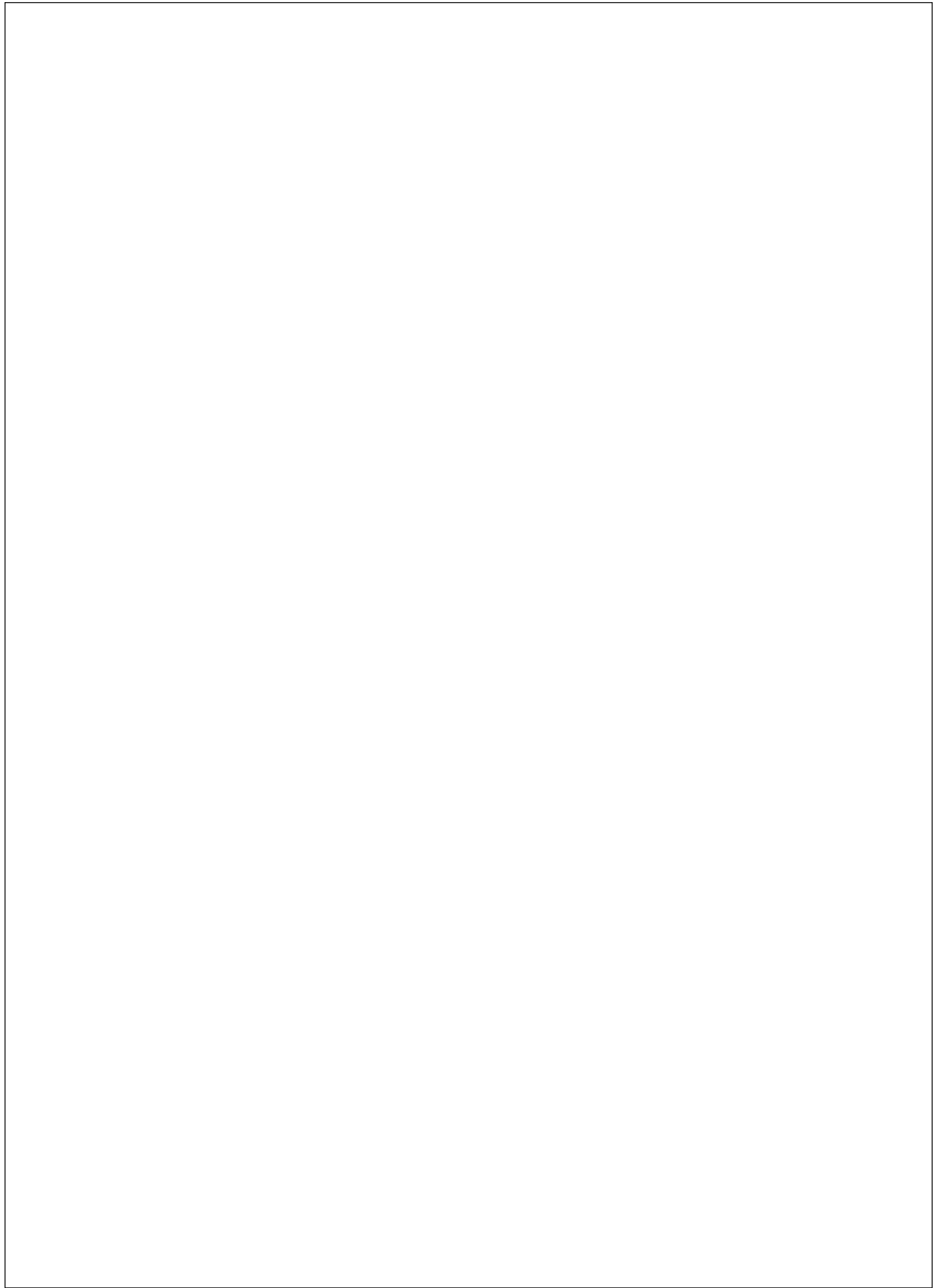
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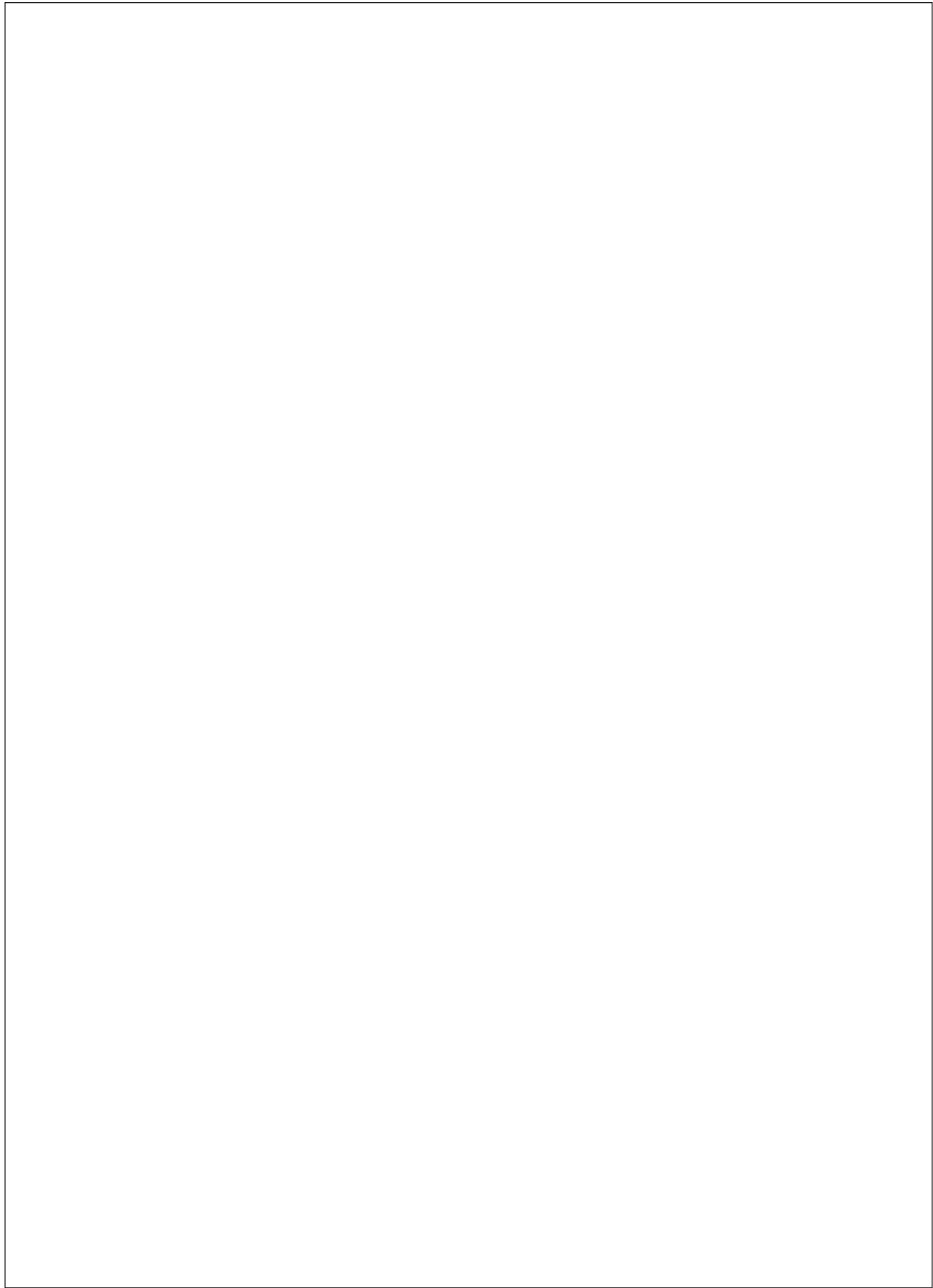


# RELATIONAL POSSIBILITIES



## Relational Possibility #1 Respect







# Relational Possibility I - Respect

## The Possibility

Respect and opportunity is given to everyone with whom the company and its employees have contact.

## The Concept

God gives respect to everyone and makes it possible for us to look upon others with the same kind of heart.

Think of a time when you felt as though you had something to offer to a conversation or situation but were not given a chance. **How did it make you feel?**

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*“Do not pervert justice; do not show partiality to the poor or favoritism to the great, but judge your neighbor fairly.”  
– Leviticus 19:15*

Consider the following verses from James.

“My brothers, as believers in our glorious Lord Jesus Christ, don't show favoritism. {2} Suppose a man comes into your meeting wearing a gold ring and fine clothes, and a poor man in shabby clothes also comes in. {3} If you show special attention to the man wearing fine clothes and say, 'Here's a good seat for you,' but say to the poor man, 'You stand there' or 'Sit on the floor by my feet,' {4} have you not discriminated among yourselves and become judges with evil thoughts?” (James 2:1-4)

The words “show special attention” are also translated as “have respect.” The root meaning is “to look upon.” Following are uses of the word in the context of special attention being given to those of low standing.

Mary acknowledges that she has been looked upon favorably.

“...for he has been mindful of the humble state of his servant. From now on all generations will call me blessed...” (Luke 1:48)

A man seeking special attention from Jesus.

A man in the crowd called out, “Teacher, I beg you to look at my son, for he is my only child. (Luke 9:38)

## No Special Favors

The man used in James' illustration was being looked upon favorably because of his riches. **What are some of the reasons people in the workplace receive special favor?**

*The point James was making is that external factors such as wealth, good looks and social standing do not deserve special treatment...*

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The point James was making is that external factors such as wealth, good looks and social standing do not deserve special treatment in the community of faith. The problem is one of the heart. The man James spoke of was being given special treatment for selfish reasons. Perhaps, this rich person would provide some special benefit.

**How is this kind of selfish heart that grants favors revealed in the workplace? What benefits do we hope for by giving this type of "undeserved" special attention?**

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## Protecting Against Favoritism

While giving Timothy a list of instructions he inserted the following directive as to how they were to be administered:

"I charge you, in the sight of God and Christ Jesus and the elect angels, to keep these instructions without partiality, and to do nothing out of favoritism." (1 Timothy 5:21)

**Why do you think Paul added this? Why was the list not enough?**

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Perhaps Paul knew the importance of having values in place to under gird policy administration - giving people the reason behind the rule. An application for us is the importance of having clearly articulated values. Rules and lists can be very cold and subject to wide interpretation. What will guide the interpretation of rules for those you are responsible for? Of those who will influence your good name? Values that you have clearly laid out and consistently apply can be the arbiter when others make decisions or take actions on your behalf. A value of respecting everyone can play itself out in many positive ways.

*Values that you have clearly laid out and consistently apply can be the arbiter when others make decisions or take actions on your behalf.*

**How can you bolster the value of respect and impartiality in your sphere of influence?**

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James (3:17) also tells us that impartiality is one element of heavenly wisdom. Thus, it could be said that if we want to know God's good pleasing and perfect will, our actions must be impartial. **What is your reaction to that?**

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## **Justice For All**

Up to this point, we have focused on avoiding favoring the 'privileged.'" **What does the following verse add to your understanding?**

"Do not pervert justice; do not show partiality to the poor or favoritism to the great, but judge your neighbor fairly." (Leviticus 19:15)

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According to Romans 2:11, God does not show favoritism. Another word that can be used is partiality. The following shows that by his very nature God is not partial.

"Now let the fear of the LORD be upon you. Judge carefully, for with the LORD our God there is no injustice or partiality or bribery." (2 Chronicles 19:7)

Another translation for favoritism is 'respector of persons.' While it is clear that God is not a 'respector of persons,' He is a respector of the person.

*While it is clear that God is not a 'respector of persons,' He is a respector of the person.*

**What does this distinction mean to you?**

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It is important for us to recognize that while God is without partiality or favoritism, He has complete respect for the individual. That respect is not changed by one's sins or position.

- Christ met openly with sinners and disciples.
- He mingled with those of means and those with nothing.
- He challenged the helpless and the powerful.
- He gave opportunity to the weak and the strong.

**How can you apply this modeling from Jesus to your specific role in the marketplace?**

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Below is the section from the Self-Assessment dealing with respect.

**Respect.** Respect and opportunity are given to everyone by the company and its employees.

*Others are looked  
down upon*

*Others are taken  
advantage of*

*People are  
accepted*

*People are  
generally given  
respect when it is  
earned*

*People receive  
respect regardless  
of performance*

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What might "giving respect regardless of performance" look like in your work?

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**What respect are you withholding because of job issues?**

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**How can giving respect and holding someone accountable for performance coexist?**

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# Applications of Relational Possibility # 1 : Respect

**Review** this lesson and record the key points and/or your personal insights.

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**Record** a personal action and/or application to which God has led you through this study.

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## Blessing

May your judgment not be skewed by favoritism and may those around you trust in the fair hearing you will give them.

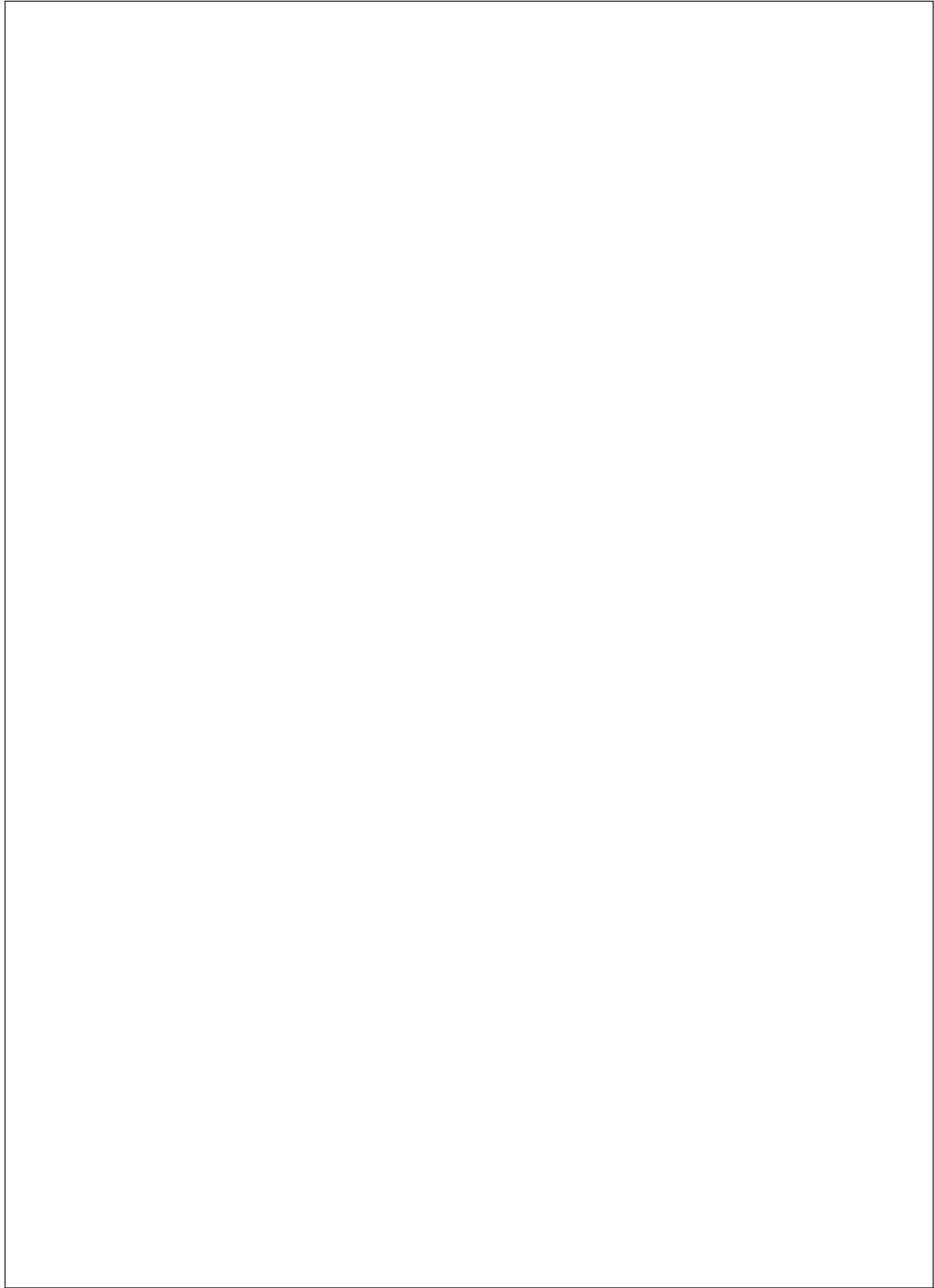


# RELATIONAL POSSIBILITIES



## Relational Possibility #2 Fairness







# Relational Possibility 2 - Fairness

## The Possibility

Equal treatment, even beyond government standards is offered to all.

*“Evil men do not understand justice, but those who seek the LORD understand it fully.”  
– Proverbs 28:5*

## The Concept

The following words are synonyms **fairness**.

- Justice
- Equality
- Evenhandedness

The following are synonyms for **fair**.

- Just
- Reasonable
- Fair-minded
- Open-minded
- Impartial
- Rational
- Evenhanded
- Non-discriminatory

Man’s attempts through laws and value statements and character training are only reflections of the fairness that God has in mind for us.

## Fairness Is God’s Standard For Our Leadership

According to the following, fairness is expected of us in our leadership and supervisory roles.

“Masters, provide your slaves with what is right and fair, because you know that you also have a Master in heaven.” (Colossians 4:1)

**Why does Paul say we are to provide what is right and fair?**

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Describe what motivation that provides for you.

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**Write a working definition of fairness that could be used by your company or to provide direction to those you supervise.**

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### **Fairness Is Rooted In Our Relationship With God**

The following from Proverbs 2 provides much insight concerning fairness.

“My son, if you accept my words and store up my commands within you, {2} turning your ear to wisdom and applying your heart to understanding, {3} and if you call out for insight and cry aloud for understanding, {4} and if you look for it as for silver and search for it as for hidden treasure, {5} then you will understand the fear of the LORD and find the knowledge of God. {6} For the LORD gives wisdom, and from his mouth come knowledge and understanding. {7} He holds victory in store for the upright, he is a shield to those whose walk is blameless, {8} for he guards the course of the just and protects the way of his faithful ones. {9} Then you will understand what is right and just and fair--every good path. {10} For wisdom will enter your heart, and knowledge will be pleasant to your soul. {11} Discretion will protect you, and understanding will guard you.”

What are the six “ifs” (vs 1 through 5), that lead to finding the knowledge of God?

1. \_\_\_\_\_ 2. \_\_\_\_\_
3. \_\_\_\_\_ 4. \_\_\_\_\_
5. \_\_\_\_\_ 6. \_\_\_\_\_

When finding the knowledge of God, what then does the Lord provide (vs 7-8)?

1. \_\_\_\_\_ 2. \_\_\_\_\_
3. \_\_\_\_\_ 4. \_\_\_\_\_

Then from verse 9 we will understand what is:

1. \_\_\_\_\_ 2. \_\_\_\_\_
3. \_\_\_\_\_

**Using your own words and the insight provided, describe how someone becomes a person “of fairness.”**

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The following provides some additional guidance relating to the purpose of Proverbs.

“For acquiring a disciplined and prudent life, doing what is right and just and fair;”  
(Proverbs 1:3)

**If then, one desires to act fairly, how important will it be to know the relational guidance given in the Proverbs?**

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**What are you willing to commit to that will improve your grasp of the important resource provided for us in the Proverbs?**

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### **The Government’s Role In Providing Fairness**

There is a wide difference of opinion concerning the role of government in our lives. Which of the following best describes your current belief or a position that you may have held in the past?

1. I know how to run my business or unit and what I need to do to make it work. Government interference is inappropriate.
2. Government rules and regulations are a part of doing business. Finding ways around them can provide important competitive advantages.
3. Government rules and guidelines are most often well thought out and provide good performance standards.
4. Government rules and regulations are often reactionary and while providing safety it is often wise to operate at standards that exceed the government minimums.
5. Government rules and regulations are given by God for the common good of sinful man. In Christ, a higher standard of performance is possible.

**Explain the position you chose:**

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Below is an example of how number 5 might be expressed:

Documenting personnel decisions to keep me out of legal trouble is not enough. In Christ, God enables me to see people rather than gender, nationality or religion. Lord help me with my unfair discriminatory thoughts.

Write an expression of your own.

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*God enables me to see  
people rather than  
gender, nationality or  
religion.*

The following Proverb gives us important understanding concerning  
The Possibilities we have.

“Evil men do not understand justice, but those who seek the  
LORD understand it fully.” (Proverbs 28:5)

**What is your reaction to the following application of this verse?**

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Our laws are in part made by evil men in that through compromise and selfish interests and personal agendas laws are made, interpreted and administered. Therefore, man made laws can never fully reflect the glory of our Lord. However, Christ followers need not be limited by man’s short-sightedness. We can fully understand justice. As we seek Christ, it is possible for us to act with complete fairness.

## Fairness Has Economic Value

What God requires of us is always for our benefit. His commandments always lead to a promise. God's requirement for fair and right decisions is no exception. The following Proverbs show the economic value of fairness.

"If a king judges the poor with fairness, his throne will always be secure." (Proverbs 29:14)

"By justice a king gives a country stability, but one who is greedy for bribes tears it down."  
(Proverbs 29:4)

**How does security and stability add value to enterprise?**

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## Applications of Relational Possibility #2: Fairness

Review this lesson and record the key points and/or your personal insights.

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**Record** a personal action and/or application to which God has led you through this study.

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### Blessing

May your career and/or company be blessed with the security and stability that comes from the Possibility of fairness that is within you - a fairness that blesses God and positively surprises man!

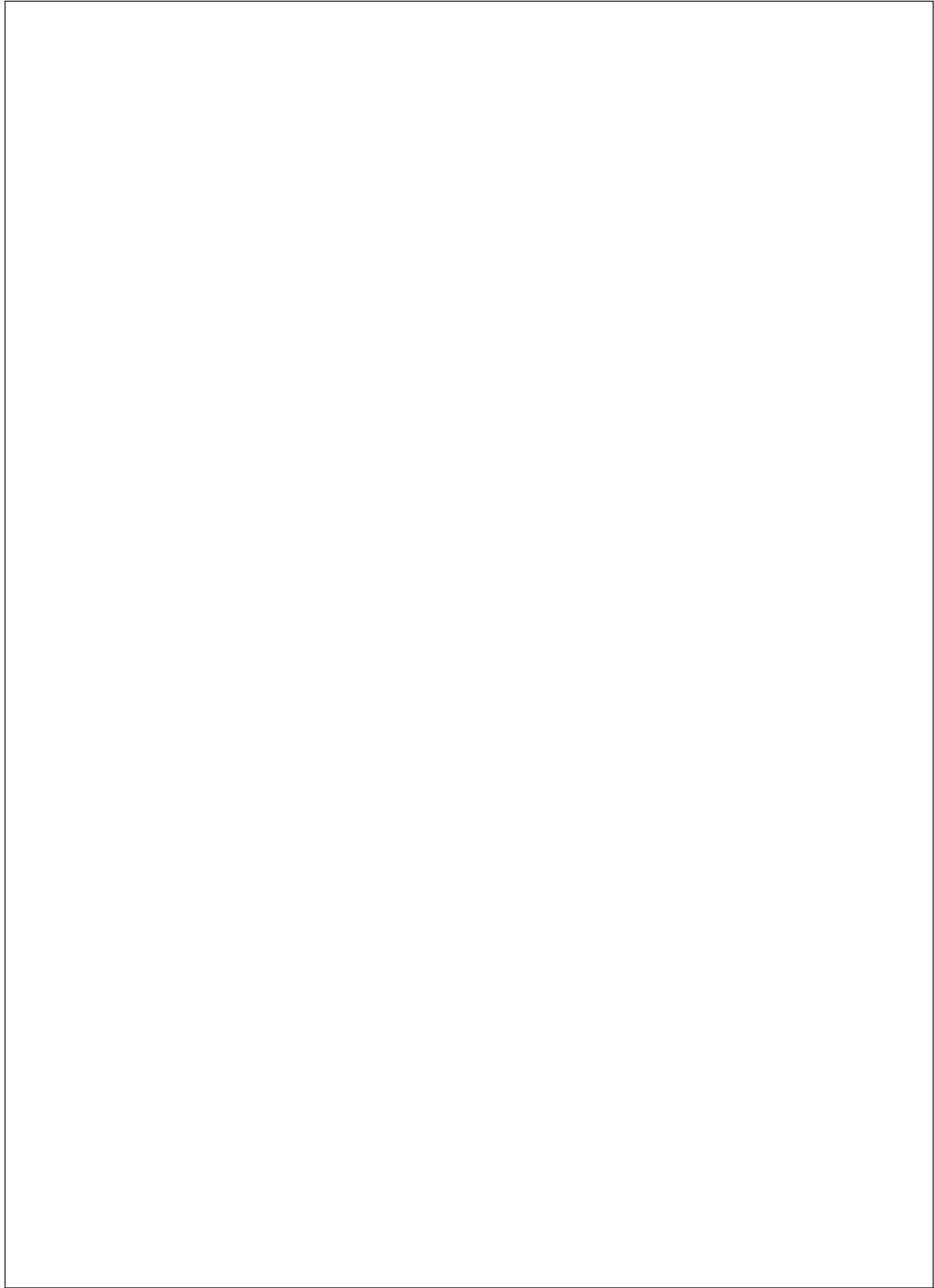


# RELATIONAL POSSIBILITIES



## Relational Possibility #3 Submission







## Relational Possibility #3 - Submission

### The Possibility

Willing submission to appropriate authority.

### The Concept

Submission to authority does not come naturally but is in our best interest. God knows our need for the guidance of authority.

To submit is “to retire, withdraw, yield.” It carries the ideas of

- Deferring to another's decision or judgment
- Yielding to the power or control of another
- Surrendering to treatment or analysis

Submission to authority means that someone else is in control and control is an issue for most of us. Whether it is control of the company picnic, the meeting agenda or a critical corporate decision, we are constantly faced with choices over whether to insist on our own ideas or submit to someone else.

### Authority For All Of Life

Even Jesus was under authority.

“During the days of Jesus' life on earth, he offered up prayers and petitions with loud cries and tears to the one who could save him from death, and he was heard because of his reverent submission.” (Hebrews 5:7)

Jesus knew the value of submission. Importantly, he modeled it well for us - knowing that there is not an area of our life that is not covered by authority. Following are authority relationships that the Bible instructs us on.

- Christ as Head of the Church (Colossians 1:18)
- Obey Church Leaders (Hebrews 13:17)
- Submission to One Another (Ephesians 5:21)
- Submission to the Boss (1 Peter 2:18)
- Husband as Head of Wife (Ephesians 5:23)
- Submission to Government (Romans 13:1)
- Submission to Parents (Ephesians 6:1)

*“During the days of Jesus; life on earth, He offered up prayers and petitions with loud cries and tears to the One who could save Him from death, and He was heard because of His reverent submission.” – Hebrews 5:7*

God considers submission so important for us that he provides authority in every area of our life. **If submission is that essential, what makes submission so difficult for us?**

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### **Our Sin Nature Rebels Against Authority**

The root cause of our difficulty with submission can be found in our natural or sin nature. We want life on our own terms. Typically, we think of authority as an obstruction to our personal freedom. We rebel against those who attempt to exercise authority over us. This desire for control is deeply rooted in our sin nature and is described in our pre-Christ relationship with the devil.

“You belong to your father, the devil, and you want to carry out your father’s desire.”  
(John 8:44a)

Satan’s desire set him against God’s authority. Our old nature that is subject to the devil wants to do the same. God calls us to submission and Satan encourages our rebellion. God calls us to consider the needs of others and Satan tells us to serve our self first.

**Describe some workplace scenarios where we see this battle - this tension between submission and rebellion.**

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### **Our Culture Sends A Mixed Message**

Somewhat like our internal conflict between our old and new natures, our culture also gives us a mixed message. While many godly qualities shape our national conscience, it is also easy for us to find selfish expressions that are proudly proclaimed in our society. Our natural difficulty with submission is exacerbated by the later. The following chart contrasts the values often favored by our culture with the submission to authority that is a part of our Godly nature.

Godly Quality	Cultural Bias
Submission	Being "On Top"
With Restraints	Free
Vulnerable	Self-reliant
Team Player	Individualistic
Dependent	Autonomous
Being Under Authority	Being Independent

**What contrasts could you add to this list?**

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### **Broken Trust Makes Submission Difficult**

Also, our trust in authority is often damaged by someone's improper use of it. Abuse exists in the home. Corporate misbehavior is widely reported. Even our most cherished institutions and offices have become tarnished. It is not uncommon to question those in authority or to be disappointed as those in authority break private and public trust.

**For you personally what are a few examples of the misuse of authority that makes submission difficult for you in the following areas?**

- Submission to workplace leaders

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- Submission to government rules, regulations and law

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## Submission to Masters

Consider the following in the context of employee/employer relationships.

“Slaves, submit yourselves to your masters with all respect, not only to those who are good and considerate, but also to those who are harsh. For it is commendable if a man bears up under the pain of unjust suffering because he is conscious of God. But how is it to your credit if you receive a beating for doing wrong and endure it? But if you suffer for doing good and you endure it, this is commendable before God. To this you were called, because Christ suffered for you, leaving you an example, that you should follow in his steps. “He committed no sin, and no deceit was found in his mouth.” When they hurled their insults at him, he did not retaliate; when he suffered, he made no threats. Instead, he entrusted himself to him who judges justly.” (1 Peter 2:18-23)

What are your thoughts on the following applications?

- **It is God’s will that you submit rather than rebel against workplace authority.**

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- **It is God’s will that you give your employer full respect.**

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- **Being poorly treated is not an excuse for not doing as you are instructed.**

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- **God-conscious submission while enduring unfair treatment pleases God.**

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- **As one who is doing good work, we can be like Christ by remaining respectfully submissive even in the face of harsh treatment.**

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- **When being treated poorly, we can make our case to God.**

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And consider the following:

“Slaves, obey your earthly masters with respect and fear, and with sincerity of heart, just as you would obey Christ. Obey them not only to win their favor when their eye is on you, but like slaves of Christ, doing the will of God from your heart. Serve wholeheartedly, as if you were serving the Lord, not men, because you know that the Lord will reward everyone for whatever good he does, whether he is slave or free.” (Ephesians 6:5-8)

What are your thoughts on the following applications?

- **Godly submission will not say one thing and do another.**

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- **Submission means the same level of performance when the boss is away.**

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- **God expects us to obey our superiors just as we would Christ.**

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- **While taking a paycheck, half-hearted service is unacceptable to God.**

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- **The reward for our submission comes from God.**

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## Submission to Governing Authorities

“Everyone must submit himself to the governing authorities, for there is no authority except that which God has established. The authorities that exist have been established by God. Consequently, he who rebels against the authority is rebelling against what God has instituted, and those who do so will bring judgment on themselves. For rulers hold no terror for those who do right, but for those who do wrong. Do you want to be free from fear of the one in authority? Then do what is right and he will commend you. For he is God’s servant to do you good. But if you do wrong, be afraid, for he does not bear the sword for nothing. He is God’s servant, an agent of wrath to bring punishment on the wrongdoer. Therefore, it is necessary to submit to the authorities, not only because of possible punishment but also because of conscience.” (Romans 13:1-5)

What are your thoughts on the following applications from the above?

**Submission to government authorities is all-inclusive.**

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**• Government authority does not exist unless established by God.**

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**• Rebelling against God’s governing authority will bring judgment.**

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**• God’s purpose for governing authorities is to help us.**

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## Submission to Finding God's Will

As difficult as it is, it is important for us to remember that submission is God's will for us. **If we are not willing to submit, how can we ever expect to be in the center of God's will for our life? How can we expect the best from our careers if we are not willing to follow God's clear guidance in this area?**

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How do you think that God can best use you at work?

1. Through resisting workplace authority
2. Through submission to even unfair authority

**Explain your answer.**

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What act of submission in your work will you trust God with over the next week?

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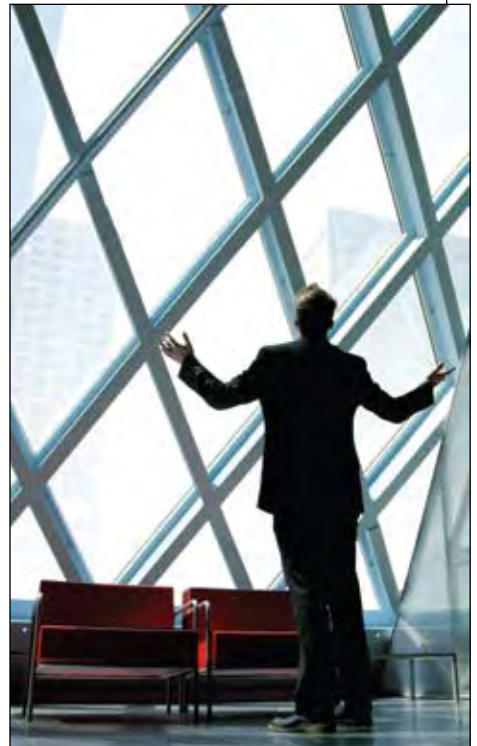
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# Applications of Relational Possibility #3: Submission

**Review** this lesson and record the key points and/or your personal insights.

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**Record** a personal action and/or application to which God has led you through this study.

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## Blessing

May your submission provide you with clear direction and bless those who are responsible for you.



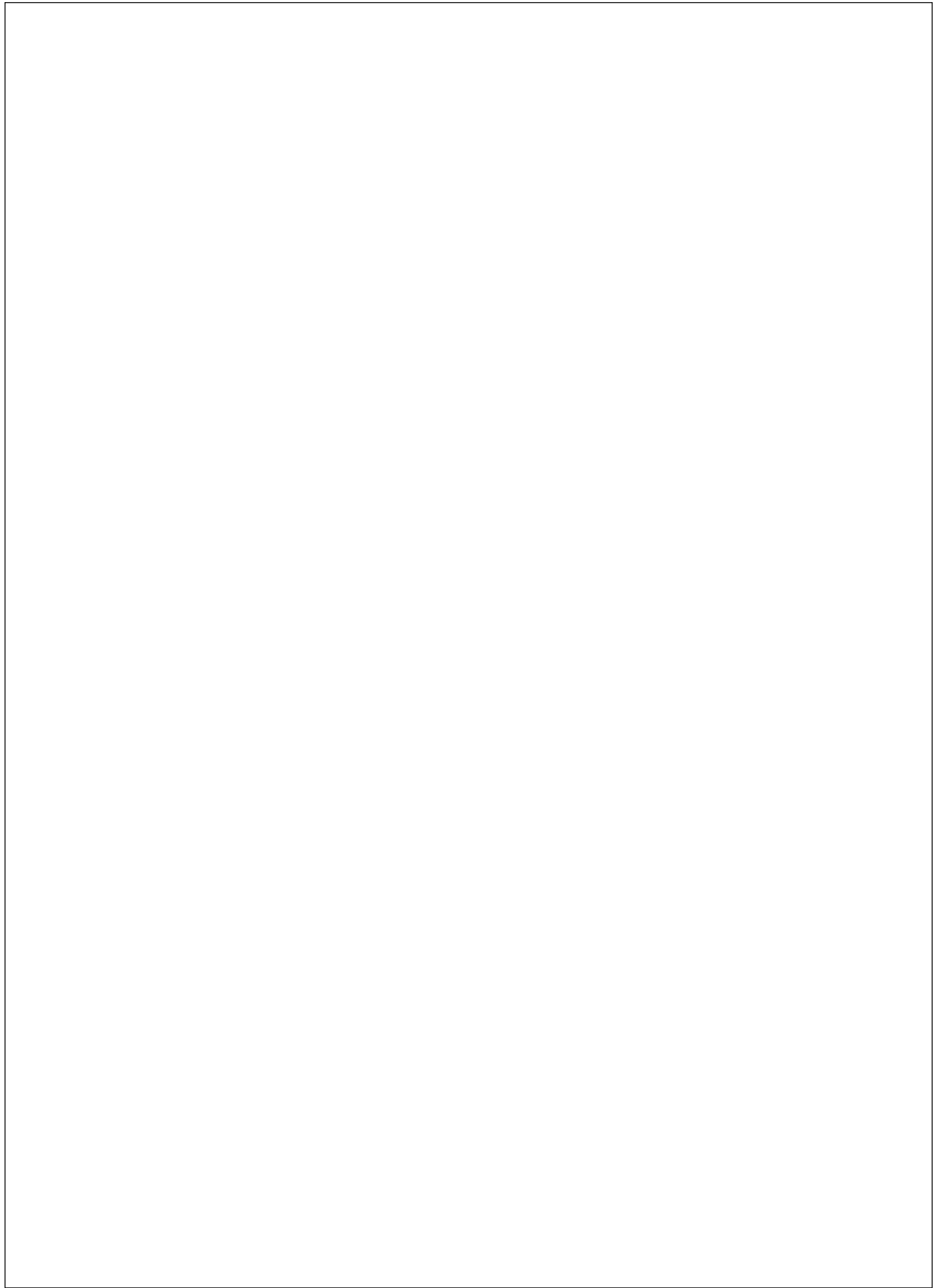


# RELATIONAL POSSIBILITIES



## Relational Possibility #4 Servant Leadership





# Relational Possibility 4 - Servant Leadership

## The Possibility

Serving Christ and considering the needs of others.

## The Concept

What does the idea of 'servant leadership' mean to you?

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*"Whoever serves me must follow me; and where I am, my servant will also be. My Father will honor the one who serves me."  
– John 12:28*

When Jesus was asked 'what is the greatest commandment' his response is recorded in Matthew 23:37-39.

"'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.'"

Typically, we think of servant leadership in the context of how we treat others. However, we first need to frame it in the context of our relationship with the Lord. We could state it this way.

Serve the Lord with all your heart and with all your soul and with all your mind. And then serve your neighbor.

Or perhaps as,

As you lead, focus on serving the Lord. Your service to man will follow.

**What is your reaction to this concept of servant leadership?**

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## Serving Christ First

The following words from Jesus speak clearly about serving him.

"Whoever serves me must follow me; and where I am, my servant also will be. My Father will honor the one who serves me." (John 12:26)

The word Jesus used here that is translated as servant is diakonos - to run errands, an attendant, a waiter for menial tasks. **What does this say about serving the Lord?**

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The kind of servant Jesus had in mind was one

- Without his or her own agenda
- Willing to follow instructions
- Who was humble and not above any task

Based upon this we might define Servant Leadership as:

Setting aside our personal desires and pride to lead as one under authority to the Servant - our Lord.

**What are your thoughts on this definition of 'servant leadership'?**

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At the end of the Bible we read this.

"The throne of God and of the Lamb will be in the city, and his servants will serve him." (Revelation 22:3b)

At Christmas time we often see the message that "wise men still seek Him." We can also say, "Wise leaders still serve him today."

### **Serving Those With Acute Needs**

In the following passage, Jesus gives us a clear idea of how to serve Him.

"Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?' The King will reply, 'I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me.'" (Matthew 25:37-40)

*Servant Leadership:  
Setting aside our  
personal desires and  
pride to lead as one  
under authority to  
the Servant - our  
Lord.*

When we care for those around us with acute needs, we serve Christ. How can you apply that in your role as a leader?

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The following two principles can be drawn:

1. Do not become so consumed with the importance of your job that you overlook those in the world with acute needs.
2. Care for those at work who might be considered outsiders or unimportant.

Below is a partial list of those who might be considered as outsiders or unimportant.

- Those doing low paying work
- Poorly dressed workers
- New employees
- 
- Small clients
- 
- Vendors
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Thinking of those who are hungry, thirsty, strangers, in need of clothes, sick or in prison, add to the above list.

*When we care for those around us with acute needs we serve Christ.*

**Reflecting on the list and the challenge to care for “the least of these,” how might you serve Christ differently than you are currently?**

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## Serving Those In Our Leadership Neighborhood

*Serve the Lord with all your heart and with all your soul and with all your mind. And then serve your neighbor.*

Earlier we used this definition of servant leadership.

Serve the Lord with all your heart and with all your soul and with all your mind. And then serve your neighbor.

Directly serving Christ by serving the “least” can help prepare our hearts to serve everyone in our ‘leadership neighborhood’.

Following are a few expressions of a Servant Leaders heart.

- Set others up for success
- Willingness to step in and help when needed
- Considering the ideas of others
- Taking responsibility for the mistakes of those who report to you
- Being a significance granter
- Taking the time to provide clear instruction
- Accepting appropriate innovation mistakes
- Developing relationships that permit free exchange of information
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**Add your ideas to the above list.**



**Remember this is about leading as you would want to be lead. What are your desires?**

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**From the list, what is the one item that seems most important for you to develop or build upon at this point?**

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Please pray for God's help in this aspect of your servant leadership and seek appropriate counsel.

## Applications of Relational Possibility #4: Servant Leadership

**Review** this lesson and record the key points and/or your personal insights.

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**Record** a personal action and/or application to which God has led you through this study.

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### Blessing

May you bless our Lord with your service to Him.



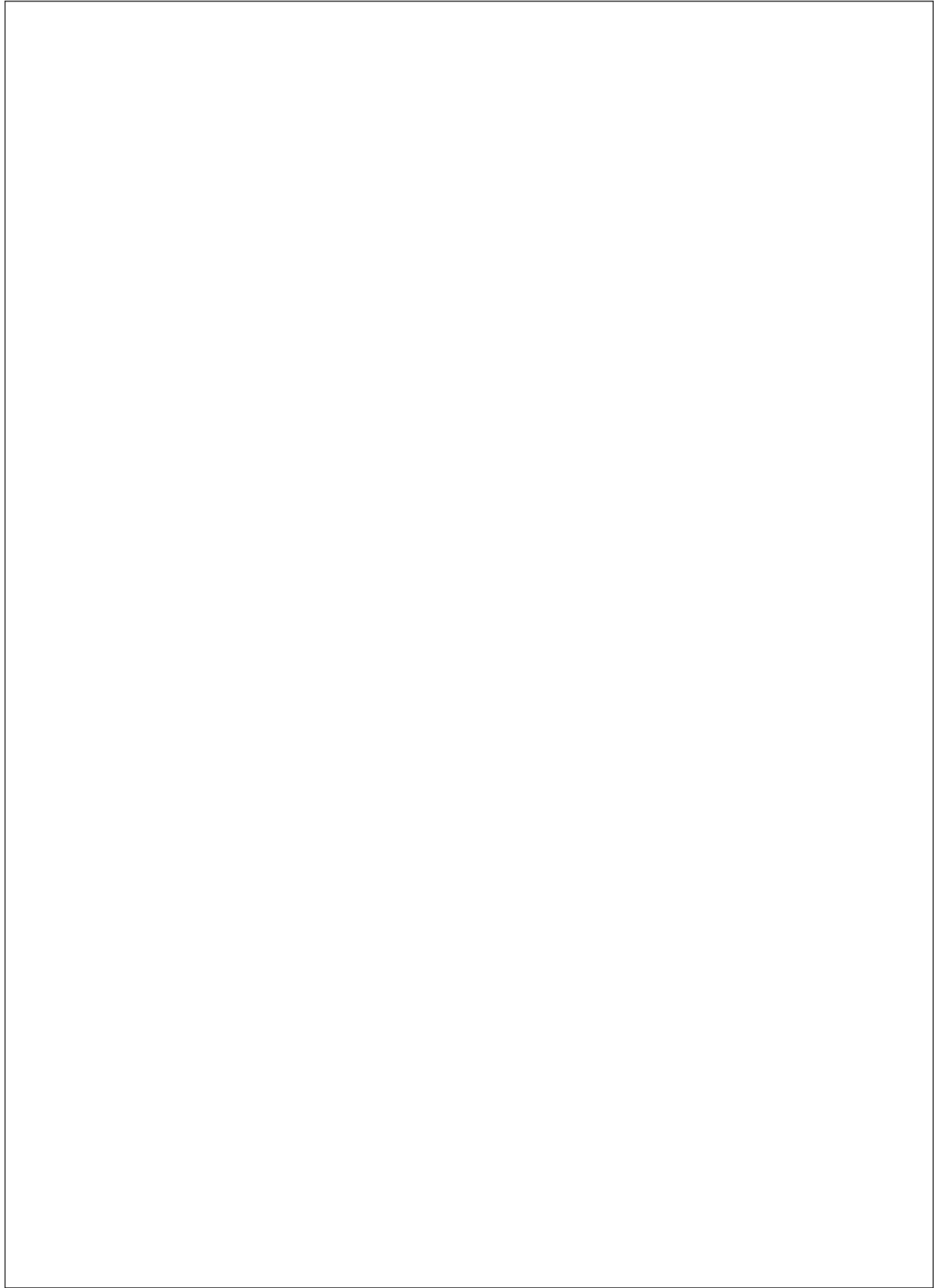


# RELATIONAL POSSIBILITIES



## Relational Possibility #5 Reconciliation





# Relational Possibility 5 - Reconciliation

## The Possibility

A clear commitment to reconciliation exists - beginning with an articulated model for good communications that shows a process for discussing and resolving differences.

*"If it is possible, as far as it depends on you, live at peace with everyone."  
- Romans 12:18*

## The Concept

We are not exempt from business deals that fall apart, expectations that leave us at odds with someone else or being unfairly treated. However, in the midst of these common marketplace occurrences, God calls us to reconciliation. Our witness for Christ will be improved as we replace the testimony of hard feelings against another Christian with powerful stories of reconciliation.

**In the workplace what problems have you seen because of differences that were not resolved?**

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Reconciliation means to change from enmity to friendship. It is not from enmity to:

- Tolerance
- Avoidance
- Discounting

The above are common tactics we use for dealing with someone we are at odds with.

**What other tactics could be added to the list?**

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*Without a solid commitment the possibilities for reconciliation will be dimmed by the strong temptations we face to justify separation.*

## **Committed To Reconciliation**

To avoid these natural responses of our flesh, a clear commitment to reconciliation is required. Without a solid commitment the possibilities for reconciliation will be dimmed by the strong temptations we face to justify separation. **What are some of the ways you have or are currently using to justify separation from someone due to a workplace problem?**

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A commitment to reconciliation will have two other benefits for us.

1. If truly committed to resolving conflict, we will soon realize that avoiding it in the first place is often a better option than the pain of reconciliation. As we learn from past mistakes, reconciliation will lead us to improving our communications so as to avoid the problem solving.
2. We will learn to quickly seek reconciliation when problems occur. This will make reconciliation much easier and avoid additional problems that will result as long as disharmony drags on.

In Romans 12:18, we are instructed, "If it is possible, as far as it depends on you, live at peace with everyone." Two important workplace applications can be drawn from this.

1. God is telling us that while we are not accountable for the other's response, we do have a responsibility to seek harmony - to create a climate of peace in our business unit.
2. This responsibility extends to everyone. Yes, even to those most unlikable people we face in the marketplace. Workplace conflict is a given. Differing agendas, priorities and styles lead to an endless assortment of misunderstandings and frustrations. And yet we are to be peacemakers.

**What opportunities for peacemaking are currently available to you?**

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A common testimony amongst Christians is that the worst business deal they suffered came at the hands of another Christian. In terms of our witness for Christ, what impact might there be if rather, the common testimony was about how differences were overcome and reconciliation was experienced? In terms of Christians having a distinctive God honoring presence in the workplace, is a commitment to reconciliation a value worth fiercely clinging to - worth being committed to?

Another reason for being committed to reconciliation is that through it God can be glorified. The Peacemakers ministry has and is doing excellent work in bringing reconciliation to the Christian community. Their beginning premise is that conflict provides an opportunity for God to be glorified. **What does that idea mean to you?**

*...conflict provides an opportunity for God to be glorified.*

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The need for reconciliation may occur because of your sin or that of another. Either way, we are called to be peacemakers. Either way God makes reconciliation possible and gives us clear instructions.

### **When The Problem is Ours**

“Therefore, if you are offering your gift at the altar and there remember that your brother has something against you, leave your gift there in front of the altar. First go and be reconciled to your brother; then come and offer your gift. (Matthew 5:23-24)

What importance does Jesus place upon reconciliation?

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Not only does disunity impact our relationships with one another and our business outcomes, it hinders relationship with the Lord. “Go and be reconciled” may have any or all of the following elements.

- Humbling oneself
- Creating understanding
- Asking for forgiveness
- Confessing
- Making restitution

This is tough work but possible - it is our calling and God’s will.

As an exercise, imagine yourself before the altar of God. You stand there waiting to present an important gift. Further, imagine that the gift you have to present is from your work-life - perhaps the use of your talents to glorify Him through your work or perhaps the fruit of your labors in the marketplace. You are now paused in God’s presence and able to hear Him more clearly than normal. Are you reminded of something a brother has against you or are you free to present your offer? If the former, will you commit to taking appropriate action to heal the differences?

## When Someone Sins Against Us

The Peacemaker's suggest that our first consideration is forgiveness - to overlook an offense.

"A man's wisdom gives him patience; it is to his glory to overlook an offense." (Proverbs19:11)

What does this verse say to you and how could you apply it today in a workplace conflict you have?

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*Not only does disunity impact our relationships with one another and our business outcomes, it hinders relationship with the Lord.*

When overlooking is not possible or even wise, Jesus provides us with a very straightforward process for dealing with conflict when we have been wronged.

"If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector." (Matthew 18:15-17)

Simply put, Jesus is telling us to resolve the issue involving the fewest number of people beginning with a one on one meeting. Importantly, this does not mean hiding something from those in authority. This instruction is for sin against you. It is not for dealing with someone who is hurting others or misusing a corporate, fiduciary or public trust.

*Simply put, Jesus is telling us to resolve the issue involving the fewest number of people.*



Using Matthew 18:15-17 as a model:

- **Draft a policy on conflict resolution that could be used in your business unit.**

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- Write out your personal process for resolving conflict at work.

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If you are currently experiencing conflict that is the result of someone who has sinned against you, the anger or hostility or even simple annoyance that you are experiencing is keeping you from your best. Your work is being hindered and your witness for Christ is damaged. **What step toward reconciliation in appropriate for you at this moment?**

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Remember, that commitment to reconciliation is critical. It may be useful for you to ask someone to hold you accountable to the process so that you can experience what God is making Possible for you.

## Applications of Relational Possibility #5: Reconciliation

**Review** this lesson and record the key points and/or your personal insights.

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**Record** a personal action and/or application to which God has led you through this study.

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### Blessing

May your commitment to reconciliation serve you well as your peacemaking blesses others.



# Review and Reflection on the Relational Possibilities of Christ-led Enterprise

## Application Review

Review the Application Sections of the five Possibilities in this study and respond to the following. List the top three key points or insights that you recorded.

1. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What has been the most important personal action and/or application to which God has led you through this study?

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What difference has this study made in your life or your understanding of the connection between your faith and your work?

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What transformational change do you expect this study will have in your life over the next few months?

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### Self-Assessment

Following is the self-assessment for the Possibilities covered in this study. Please circle the number that best represents the level at which you feel you are currently experiencing each Possibility.

**Respect.** Respect and opportunity are given to everyone by the company and its employees.

<i>Others are looked down upon</i>	<i>Others are taken advantage of</i>	<i>People are accepted</i>	<i>People are generally given respect when it is earned</i>	<i>People receive respect regardless of performance</i>					
1	2	3	4	5	6	7	8	9	10

**Fairness.** Equal treatment, even beyond government standards is offered to all.

<i>Unfair discrimination</i>	<i>Pervasive prejudicial thinking</i>	<i>Compliance with government directives</i>	<i>Proactive in seeking fair treatment</i>	<i>Provide appropriate opportunity for all.</i>					
1	2	3	4	5	6	7	8	9	10

**Submission.** Willing submission to appropriate authority.

<i>Independent attitude of “the government has not right to tell me what to do...”</i>	<i>Government is seen as an annoyance and skirting the rules is a game</i>	<i>As little as possible is done to comply with regulations</i>	<i>Understanding that the government is a source of information and wisdom</i>	<i>Godly submission with an appreciation that governing authorities provide God-given protection and direction.</i>
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1            2            3            4            5            6            7            8            9            10

<i>Independent attitude of “I know better than the bosses do...”</i>	<i>The appearance of submission is given while supervisors are present</i>	<i>Half-hearted service is given</i>	<i>Supervisors are appreciated and important information is not withheld from them</i>	<i>Regardless of perceived treatment, workplace authorities are submitted to</i>
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1            2            3            4            5            6            7            8            9            10

**Servant Leadership.** Through the ethical use of power and authority true leaders help others grow, achieve success and attain organizational outcomes.

<i>Arrogantly assume or impose needs</i>	<i>Others needs are not considered</i>	<i>Realization that others have legitimate needs</i>	<i>Sincere efforts are made to understand the needs of others</i>	<i>Meeting the needs of others is common practice</i>
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1            2            3            4            5            6            7            8            9            10

**Reconciliation.** A clear commitment to reconciliation exists – beginning with an articulated model for good communication that teaches a process for discussing and resolving differences.

<i>Hard heart towards those who have offended</i>	<i>Unforgiving spirit – “never do business with them again...”</i>	<i>A plan for effective communication and reconciliation exists</i>	<i>Forgiveness is a corporate value</i>	<i>Reconciliation is consistently strived for</i>
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1            2            3            4            5            6            7            8            9            10

**Using a distinctive marking, record the responses you made to these Possibilities on the Self-Assessment you took in the Introduction. What differences do you notice?**

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**How are you encouraged by any growth in marketplace maturity you sense?**

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**What, if any, possibilities has God revealed to you through this study?**

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**God will not use this tool to condemn you but may well be using it to convict you of the next step He has for you in your transformation to marketplace maturity. If so, what is He speaking to you?**

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# Possibilities for Christ-led Enterprise

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**Beneficial and Constructive Actions.** Although many actions can be considered as possible and within the law and even acceptable to the culture, only those actions that are beneficial and constructive are undertaken.

**Best Thinking.** Thoughts are focused on whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable- anything excellent or praiseworthy.

**Complementary Advantage.** Christians have a special ability to work within God's economic realities and enjoy the marketplace benefits of doing so.

**Fairness.** Equal treatment, even beyond government standards is offered to all.

**Love.** Being known for love for neighboring business, competitors, staff, suppliers and every stakeholder.

**Obedience.** Obedience to God is seen as a positive quality.

**Prayer.** Praying continually brings the best that God has to offer into each business moment.

**Reconciliation.** A clear commitment to reconciliation exists – beginning with an articulated model for good communications that teaches a process for discussing and resolving differences.

**Reputation.** A good name is maintained within the community of faith and the community at large.

**Respect.** Respect and opportunity is given to everyone by the company and its employees.

**Servant Leadership.** Through the ethical use of power and authority true leaders help others grow, achieve success and attain organizational outcomes.

**Submission.** Willing submission to appropriate authority.

**Trust.** Trust and dependence are reinforced within the culture and result in value adding teamwork.

**Wealth.** Wealth is being created for personal use, for the benefit of all stakeholders and for sharing. The wealth created is through the complementary advantage of conducting business in a righteous and obedient manner.

**Wisdom.** Recognition that Godly wisdom is available, appropriate and advantageous for business issues.

## Study Components

**Introduction** - The introduction to The Possibilities for Christ Led Enterprise looks at God's movement in today's marketplace and the Possibilities Christ has for us in it.

The self-assessment contained in the study is designed for the believer to discover the next work-life growth area God has in mind for him or her.

**Foundational Possibilities** - The possibilities found in this study provide a foundational understanding of God's economic system and a basis for implementing the relational and strategic Possibilities. The Possibilities covered in this study are:

***The Possibility***

Complementary Advantage  
Trust  
Reputation  
Prayerful  
Wealth

***The Workplace Impact***

God's ways provide marketplace advantages  
Trust and dependence produce positive results  
Maintaining a good name has economic value  
Prayer impacts marketplace transactions  
God honoring creation of wealth benefits many

**Relational Possibilities** - Building upon the Foundational Possibilities, Christ offers a relational wholeness in the workplace that can improve business outcomes and reduce stress. God has workplace Possibilities for us in each of the following areas:

***The Possibility***

Respect  
Fairness  
Submission  
Servant Leadership  
Reconciliation

***The Workplace Impact***

Giving respect unlocks potential  
Equal treatment enables God's blessings  
Submission is a success pathway provided by God  
Leaders who serve Christ lead well  
Reconciliation yields career and business advantages.

**Strategic Possibilities** - Having a foundational understanding of God's involvement in the marketplace and a commitment to relational wholeness is not enough for business success. Decision-making and action are required. The following Strategic Possibilities will lead us in His purposes and help us realize our potential.

***The Possibility***

Beneficial & Constructive Actions  
  
Best Thinking  
  
Obedience  
  
Love  
Wisdom

***The Workplace Impact***

Seeking the beneficial and constructive course has long term value  
God provides specific guidance that yields the best thinking about business issues  
Applying Biblical principles and guidance is sound business strategy  
Love is an effective management style  
God's wisdom is available and effective for work place decision-making

## **Marketplace Discipleship for Discovering God's Best of Business Practices**

The Bible has much to say about work and Christ makes possible an approach to the marketplace that will not only please God but those we serve and work with. This marketplace discipleship study is for those ready to make a strong connection between their faith and their career. The study is designed to give participants a deeper understanding of what God makes possible in their work life and to assist them in hearing and following Christ in their marketplace activities.

If your answer is yes to any of the following, The Possibilities for Christ-led Enterprise can help you.

*Are you seeking a transforming experience that will profoundly impact your view of your work?*

*Are you looking to improve your effectiveness as a leader?*

*Would you like to unlock the complementary advantage you have in the marketplace because of Christ?*

*Would you like to explore with like-minded business leaders, the universal and timeless 'best business practices' that Christ will lead you in?*

*Are you ready to be equipped to join with others in God's marketplace movement?*

*Would you like Christ to make a profound difference in your company and for your company to be used to profoundly impact our community?*

*Would you like to identify with others in the Indianapolis business community who are willing to be transformed in their workday thinking, decisions and actions?*



