



Inspiring Christians to transform their workplace and the nation



Revive and Rejuvenate!
**Refreshing Christian
Workplace Groups**



Downloadable Resources
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Revive and Rejuvenate!

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| ‘God has made us what we are, and in our union with Christ Jesus he has created us for a life of good deeds, which he has already prepared for us to do.’ Ephesians 2:10

BECOMING A CHRISTIAN

| ‘Rejoice in the Lord always. Again I will say, rejoice!’ Philippians 4:4

Do you remember when you first became a Christian? How did it feel? For every person who makes that decision to follow Jesus, the experience is different. But probably all those who decide to take that step are initially filled with a sense of excitement, purpose and anticipation. Those early days along the Christian path can be filled with great energy and enjoyment, ‘mountain-top moments’ to savour, particularly if the support from other Christians is good. But of course the Christian journey is not always smooth. There might be ‘mountain-top moments’, but there are also other times when our spiritual energy drops as we experience the difficulties of everyday life. In the face of pressures, our Christian lives can falter or become stale. We need the Holy Spirit in our lives all the time, but particularly when things are not going well for us, so don’t forget to call on Him. He can revive and rejuvenate us!

BURNING BRIGHTLY? OR NOT? (PT 1)

| ‘In the same way, your light must shine before people, so that they will see the good things you do and praise your Father in heaven.’ Matthew 5:16

The Holy Spirit can come to us when we pray or read the Scriptures, or more often than not through the ministry of other Christians. This is why it is so important to belong to a lively, spiritually sound and supportive fellowship. One minister when asked about the importance of regular attendance at church, likened Christians to burning coals. When a coal is part of a healthy fire, the coal burns brightly, but if you take the bright coal out of the fire, it quickly loses its glow and heat and eventually goes out. Christians are meant to burn brightly in the power of the Spirit, but we all need support to do so.

I wonder if these experiences as a Christian can similarly apply to Christian Workplace Groups (CWGs)?

BECOMING A CHRISTIAN WORKPLACE GROUP

| *‘The apostles did many miracles and they did wonderful things. Everyone felt both excitement and fear. All the believers were together. And they shared all that they had.’ Acts 2: 43-44*

Transform Work

has seen the establishment of many CWGs and without question the early days of formation have always been accompanied by excitement, optimism and more than a little nervousness. Trust in the Lord’s purpose and the energy and commitment of those involved, though, have seen many of these CWGs go on to achieve great things in the workplace. However, sometimes this level of energy and promise diminishes!

BURNING BRIGHTLY? OR NOT? (PT2)

| *‘So let us not become tired of doing good: for if we do not give up. The time will come when we reap the harvest.’ Galatians 6:9*

Sometimes, CWGs burn brightly and then disappear and for others, in the face of organisational opposition and a range of other reasons, the group’s energy and purpose becomes stale. This is not a moment to blame people for this happening, but rather an opportunity to take an honest look and see if it applies to your CWG. If you have concerns about how your CWG is functioning, maybe it would be helpful to reflect how you can access the power of the Holy Spirit so that He might revive and rejuvenate both the individuals involved and the CWG as a whole.

TESTING THE HEALTH OF YOUR WORKPLACE GROUP

| ‘Trust in the Lord with all your heart. Never rely on what you think you know. Remember the Lord in everything you do and he will show you the right way.’ Proverbs 3:5-6

Perhaps with others from your CWG, you might take time to have a look at how your group is functioning. What do you see?

- Are regular meetings still happening, or have time pressures and new ways of working e.g. home working, flexi-working, hot desking, squeezed people’s availability to attend meetings?
- How often does the group communicate with its members? What response do you get back?
- Is the CWG notice board or web-site full of up to date information or have things got stuck and is information out of date?
- How often do you hold events for the wider organisation to attend?
- Significantly, is the active membership of the group growing or declining and as some members leave to go to other jobs or even retire, are there new members coming through and joining the group?

These are a few points to think about and a bit of time spent discussing these will probably bring others out. With a little further exploration you will arrive at a picture of how active and vibrant your CWG is.

PLANNING WITH GOD

| ‘Watch for the new thing I am going to do. It is happening already – you can see it now!’ Isaiah 43:19

One of the exciting things about God is that although His nature remains constant, He is always doing something new, so it’s important that just as our working environment is constantly changing, we open ourselves up to God so that He might work through us in new and different ways. The big question is however, what steps can be taken to revive and rejuvenate the CWG? Here are some thoughts that you might like to consider.

ACTION WITH THE SPIRIT

| ‘There are different abilities to perform service, but the same God gives ability to all for their particular service. The Spirit’s presence is shown in some way in each person for the good of all.’ 1 Corinthians 12:6-7

As with all things, nothing is going to happen without the power of the Holy Spirit, so time spent in prayer is always going to be needed if things are going to move forward. Gathering together as a group to talk and pray about the challenges that lie ahead has to be the starting point and even small meetings can be the beginning of rekindling the flame. Then, like the coals, the group may begin to burn brightly once more.

WHAT IS THE PURPOSE OF THE CWG?

| ‘And the Lord answered me: “Write the vision; make it plain on tablets, so he may run who reads it.”’ Habakkuk 2:2

Nearly all CWGs have some sort of aims and objectives. As the work environment changes and develops and as the group changes in size and membership, it is sometimes a good opportunity to re-visit your aims and objectives to see if they are still relevant. Are they meaningful? Are they crisp and succinct? Do they excite you? Very importantly, do your aims and objectives and statements of faith keep people out or do they attract new members in? If your group is to grow, it needs to know where it is going!

COMMUNICATING WITH OTHERS

| *‘Then the Lord put out his hand and touched my lips, and said to me, “Listen, I am giving you the words you must speak.”’ Jeremiah 1:9*

Consider which are the best ways to communicate with your members. If you can’t all get together, because of the nature of working practices or geographic constraints, could a regular conference call each week or even each morning be possible, to pray and discuss any key issues? Alongside this, try and establish just who your potential members are and if possible try to take the time to contact each one, either face to face or by phone to see what would encourage them to become more engaged. E-mail is great in many ways for communicating, but sometimes the personal touch is what is needed.

SPECIAL EVENTS

| *‘Gather the people together. Gather the men, women and children. Also bring together the outsiders who are living in your towns. Then they can listen and learn to have respect for the Lord your God.’ Deuteronomy 31:12*

If you are going to try and re-energise the group, it is often helpful to focus your energy around some sort of activity. Could a workshop or some sort of get together be arranged to plan some steps to move the CWG forward?

Transform Work would be willing to help you if you felt that our involvement would be useful.

Don’t forget to tell your senior managers what you have in mind!

An alternative approach could involve the group hosting a special event for the organisation, such as a hot-

cross bun day around Easter, with material available

to tell the Easter story; or mince pies in the lunch time at Christmas, perhaps linked to hosting a carol service. Some groups have engaged colleagues at Christmas through shoe box appeals, Christmas hampers and dovetailed this in with the carol service. Even lunchtime Christmas karaoke is a possibility, but check out the noise levels first!

The advantage of putting on an organisational event is that it serves two purposes. It is an opportunity for outreach, but also provides a ‘working together’ focus for the CWG which is definitely good for developing a stronger team spirit.

PLANNING FOR THE FUTURE

| *‘Take the teachings that you heard me proclaim in the presence of many witnesses, and entrust them to reliable people, who will be able to teach others also.’ 2 Timothy 2:2*

One of the key reasons that CWGs sometimes run out of steam is because no attention is given to succession planning within the group’s leadership team. It can be hard work leading a CWG, particularly, if the key leader feels alone. It is important that leadership of CWGs is shared and that there is a plan for ongoing leadership succession, as membership inevitably changes. The most successful CWGs have taken time to ensure that the group’s energy and purpose can be sustained by having new leaders coming through.



PRACTICAL STEPS

So if you think your CWG is in need of revival and rejuvenation, how do you get started?

Hopefully this leaflet has given you an idea of some of the issues that you might need to address. How you go about putting these into action will depend upon the size and nature of your group and the context of your workplace. However, one way of moving things forward might be setting up a series of discussion topics for your group to address, perhaps in lunchtimes or after work. Set out below is a suggested approach.

Session - Discussion Topic Outline:

1. Welcome question to break the ice and get everyone in the group talking.
2. Bible verses related to the topic.
3. Short prayer to welcome the Holy Spirit to help the discussion.
4. Discussion questions to identify action points.
5. Identify actions to take forward.
6. Close in Prayer.

The discussion topics can be pulled from the main text of this leaflet and you can use some of the Bible readings suggested as a means of focusing on the issue or you can use others that you feel are appropriate.

Five sessions are suggested and the first of these is used as an example of how you might like to approach this with your group members.

5 Session Framework:

Week 1: Have we grown cold?

Week 2: What are we trying to achieve? (Aims & Objectives)

Week 3: How do we communicate with members of our Group and those who do not know about us?

Week 4: What events and activities can we plan?

Week 5: Who is going to lead this group now and for the future?

Example Session:

Session One - Have we Grown Cold?

1. What are the key issues are in your particular area of work at the moment?
2. Bible Verse: *'Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths.'* Proverbs 3:5-6
3. Short prayer to welcome the Holy Spirit to help our discussion
4. Discussion Questions:
 - How often have we met in the last 6 months? (If infrequently why?)
 - How often do we communicate with our members and how do we do it?
 - What does our notice board look like at the moment?
 - How often have we held events for others to attend?
 - Are our numbers growing or declining?
 - Who is involved in leading our group
5. What actions do we need to take?
6. Closing Prayer.

These sessions are a suggested framework, but please do not feel constrained if you want to try an alternative approach, or you may feel you want to 'pick and mix' some of the sessions.

Remember it is good practice to keep your managers informed of the group's activities, particularly any plans you develop which potentially impact upon the wider organisation.

If you need help in planning or implementing these sessions, by all means contact us here at Transform Work. We will be happy to assist you.

REVIVED AND REJUVENATED!

| *‘Restore us, O Lord God of hosts! Let your face shine, that we may be saved.’ Psalm 80:19*


Whichever approach you adopt, your group needs to be confident that the path you are treading is God’s way and you will of course need to seek His guidance in prayer. One thing that you can be assured of though is that God does have plans for your CWG. The path ahead may be challenging and demanding, but all of the Transform Work team believe that God wants CWGs to be active, vibrant and make a real difference in the workplace. That’s His challenge to us - to check out that we haven’t lost our way or come to a halt, to access the power of the Holy Spirit and working in that power, that we and our CWGs might be revived and rejuvenated!


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