

God's Purpose for Your Organizational Life

Participant Workbook



Redeeming Babel



Session 1

The Missing Hat

1-1 The Search for Purpose

Notes from the video:

1-3 Individual Workbook Exercise #1: Purpose Meter

ADDITIONAL INSTRUCTIONS FOR STUDENTS:

Throughout this series, you will be asked to focus on a particular organization that you are involved with. Since it is likely most students have not yet had experience within the professional working world, it is important to first take a moment to consider which organization you will identify with.

Here are a few examples:

- Your college/university
- A full-time or part-time job or internship
- A club, sports team, or other extra-curricular organization

ACTIVITY INSTRUCTIONS:

- *5 minutes individual reflection*
- *10 minutes sharing in group*

For each statement below, indicate how much you agree with that statement by selecting the number in the dropdown menu next to each question. Use the following numbering system:

1= Totally Disagree

10= Totally Agree



1. I believe that God has a specific purpose for all human organizations, including secular (non-Christian) organizations.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

2. I can point to many places in Scripture that show God's commitment to secular organizations.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

3. I can articulate God's specific purpose for my current organization.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

4. I believe God has sent me to my organization to help it fulfill God's purposes (i.e., not just to provide financially for me, or for me to witness to an individual colleague).

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

5. I can diagnose the spiritual condition of my organization, including ways it has fallen from God's purposes.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

6. I have hope that God is actively redeeming my organization (Note: "redeeming my organization" means repairing it to His purposes).

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10



7. I have sought to discern my role in God's redemption of my organization, and as a result, have taken some action within the last month.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

8. I have Biblical categories to describe my redemptive role within my organization.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

9. I know how to pray for my organization and have done so within the last month.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

10. I have a plan for connecting God's purpose to my organizational life.

Strongly Agree

Strongly Disagree

1 2 3 4 5 6 7 8 9 10

CALCULATE YOUR TOTAL: _____

1-4 The Redeeming Babel Journey

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1-5 The Missing Hat

Notes from the video:



1-6 Locating Yourself on the Journey

Notes from the video:

1-7 My Place on the Journey

ACTIVITY INSTRUCTIONS:

Below, indicate where you feel you currently are by selecting one of the stages.

Select one:

Captive, Consumer, Committed, Commissioned

Then, write your name on a sticky note and place it on the flip chart indicating your stage.

Additional notes:

1-8 Action Item: Reflection Questions

Action Item:

Schedule 30 minutes during your week to reflect on and answer the following questions:



1. What purpose could God have for my organization?

2. Make a list of things that you like and dislike about your organization. Which of these things are especially influential in determining your current stage (of Captive, Consumer, Committed or Commissioned)?

3. What would need to change (in me) for me to progress to the next stage (i.e., from Captive to Consumer)?

4. As a bonus, can you figure out what stage some of your colleagues or classmates in your organization are in?



1-9 Big Takeaway

Big Takeaway:

God has a purpose for your organization.

Notes from the video:

Session 2

The Trinity and the Organizational Chart

2-1 The Story So Far

Notes from the video:

2-2 God's Purpose for Organizations

Notes from the video:



2-3 Imaging God

Notes from the video:

2-4 Your Organization's Internal Relationships

NOTE: If you're doing this as an individual or meeting remotely, use the area below to fill in these questions.

- *5 minutes individual time*
- *10 minutes group discussion time (skip for individuals)*

MATERIALS NEEDED:

- Whiteboard or flip chart paper
- Pens (whiteboard pens for whiteboard)
- Sticky notes – one pad per person
- Pens or pencils – so each person can write on the sticky notes

SETUP INSTRUCTIONS:

On a white board or flip chart, draw a line down the middle and label the two columns 'Like' and 'Dislike.' Along the left-hand side, write the following words, from top to bottom, evenly spaced: 'Peers,' 'Supervisor,' 'Those You Supervise,' 'Others.'

ACTIVITY INSTRUCTIONS:

- On sticky notes, write something you 'like' or 'dislike' about the internal organizational relationships of peers, supervisors, those you supervise and others.*
- Write one idea per sticky note.
- When done, put the sticky notes up on the chart.
- Discuss insights as a group.

*NOTE: You may leave some of these blank if they are not applicable.



Likes/Dislikes About My Organizational Relationships

	Like	Dislike
Peers		
Supervisors		
Those you supervise		
Others		



2-5 The Trinitarian DNA

Notes from the video:

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2-6 Your Organization and the Trinitarian DNA

- *3 minutes individual time*
- *7 minutes group discussion time (skip for individuals)*

In this exercise, we will revisit the chart where you placed your likes and dislikes and now recognize those experiences in terms of the Trinitarian DNA (see your answers below or re-visit lesson [2-4](#) in your workbook).

MATERIALS NEEDED:

- Whiteboard or flip chart paper (second whiteboard or section of whiteboard/or second flip chart paper)
- Pens (whiteboard pens for whiteboard)
- Sticky notes – one pad per person
- Pens or pencils – so each person can write on the sticky notes

SETUP INSTRUCTIONS:

- If the group leader has not already prepared a second chart for this exercise, create a new table similar to the previous one on another space.
- Draw 2 vertical lines to divide the space into three columns and label the two columns to the right ‘Faithful Image’ and ‘Flawed Image.’
- In the left-hand column, write the following words from top to bottom: ‘Interdependence,’ ‘Overflowing Love,’ ‘Shared Purpose,’ and ‘Other.’

ACTIVITY INSTRUCTIONS:

- As a group, take the sticky notes from the previous chart and place them on the new chart in the ‘Interdependence,’ ‘Overflowing Love,’ ‘Shared Purpose,’ or ‘Other’ categories and sort them into either the ‘Faithful Image’ or ‘Flawed Image’ columns.
- How well do your likes/dislikes map to the Trinitarian DNA?
- Discuss insights as a group.



	Faithful Image	Flawed Image
Interdependence		
Overflowing Love		
Shared Purpose		
Other		

2-7 Our Mission Today

Notes from the video:

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2-8 Engaging with the Internal Relationships of Your Organization

- *5 minutes individual reflection time*
- *15 minutes group discussion time (skip for individuals)*



INSTRUCTIONS:

In this exercise, you will be considering the stage you most closely identify with (Captive, Consumer, Committed, or Commissioned) and answer reflection questions.

Consider the stage you most closely identify with (Captive, Consumer, Committed, Commissioned). Review the strategies below and use the questions at the bottom to reflect on what God might be prompting you to do as you engage with the internal relationships of your organization. What is a practical first step you can take?

STRATEGIES:

Captive

- If you are in the Captive stage, your next step may be to find some way to get out of that stage. If your organization is so deeply flawed as an image that you struggle to find much evidence of the Trinitarian DNA, it may mean that you need to leave. While the repair project of Jesus can encompass even the most flawed organizations, sometimes that repair means he must bring judgement and perhaps God is calling you to an exodus.
- If for some reason you feel you cannot pursue an exodus, consider working to establish more of a Consumer relationship toward your organization.

Consumer

- If you are in the Consumer stage, consider how you can grow in relating to your organization as a being that is made in the image of God. Cultivate your affection, loyalty, appreciation, and love of your organization as an image of God, specifically in its internal relationships.
- “How can you enter into a more Trinitarian-imaging relationship?” Can you do work where there is greater interdependence between you and others? Can you join a team that is known for having a strong sense of shared purpose? What is it that your company really loves, and can you dive more deeply into that love?”

Committed



- If you are in the Committed stage, your next step is to discern an actual mission from God within your organization. The question for you would be not just “Where does it need repair?” Look for relationships where interdependence, overflowing love, and shared purpose need to be strengthened. Those might be the places where Jesus is calling you to participate in his work of redemption.

Commissioned

- If you are in the Commissioned stage, you may have a sense of God’s purpose for you in your organization. You are probably already actively involved in the restoration of internal relationships so that they more fully reflect the Trinitarian DNA. So the question for you is “What repair help do you need” (tools, partners, advice, or prayer)?

REFLECTION QUESTIONS:

1. Reflect on your organization and your participation in it. Consider the stage you most closely associate with and reflect on the questions and strategies for that stage.

2. How might you engage with the internal relationships of your organization given the stage that you are in?

3. What would be a first step?



Share in pairs (for groups).

2-9 Action Item and the Big Takeaway

Action Item:

Engage with the internal relationships in your organization.

Big Takeaway:

God's purpose for all organizations is to bear His image.

Notes from the video:

Session 3

Creation and Mission

3-1 The Story So Far

Notes from the video:



3-2 God's Mission in Creation

Notes from the video:

3-3 Your Organization's Impact

- *3 minutes individual reflection*
- *7 minutes discussion in pairs (skip for individuals)*

INSTRUCTIONS:

Think through the following questions and write your insights in the space provided below. When you are done, share your insights in pairs.

Imagine what would happen if your organization disappeared right now.

- What happens on Monday morning?
- Who would be affected and how?
- If you work for a company, what would happen to your coworkers, the custodial staff, your customers, your suppliers, your partners, your investors?
- If you work in a school, what would happen to your students, families and neighborhood?
- If you work for a non-profit, what would happen to your clients or the community?
- What does that corner of the world look like without your organization?
- What is the chaos, "the waters," that your organization prevents? And if that chaos were allowed to swallow up the world, how would that affect how people imagined the Creator God?



3-4 Creating Trinitarian Images

Notes from the video:

3-5 Your Organization and the Trinitarian DNA

- *3 minutes individual reflection*
- *7 minutes discussion in pairs (skip for individuals)*

INSTRUCTIONS:

In this exercise you will analyze your own organization in terms of one of the characteristics of the Trinitarian DNA. Pick one of the traits discussed and answer the questions provided for that trait, answering them about your organization. Note: While your organization may demonstrate more than one trait, just pick one for this exercise. (In the event that we can have a visual to remind folks here, it would be good to remind them that they are in the “Creates New Trinitarian Images” third part of the three-part structure.)

Then meet in groups of 2–3 to share your insights.

Interdependence

1. What things or people are newly interdependent because of your organization?



2. How does your organization create that new ecosystem of interdependence?

3. How would you describe the gap between this interdependence and the interdependence within the Trinity? What is similar? What is different? What is the distance between image and source?

Overflowing Love

1. What does your organization love in the world?



2. How does that love overflow into the world? What new things are created in the world as a result of that overflowing love?

3. How would you describe the gap between this overflowing love and the overflowing love of the Trinity? What is similar? What is different? What is the distance between image and source?

3-6 Your Contribution—A Mason's Tale

Notes from the video:

3-7 Your Contribution

- *3 minutes individual reflection time*
- *7 minutes discussion in pairs*

ACTIVITY INSTRUCTIONS:



In order to create a built-in reminder for yourself, start by reviewing your notes from this session. Out of the notes, identify one insight about how your organization images the Creator God. Your organization images God by either Creating New Realities; Creating Order; or Creating New Trinitarian Images, and it does this by making some impact in the world.

NOTE: The fill-in-the-blank questions are clickable.

REFLECTION QUESTIONS:

1. Record this insight in a sentence, using the guide below:

“My organization images the Creator God in (choose one: Creating New Realities/Creating Order/Creating New Trinitarian Image) _____ by _____.”

Example: My organization images the Creator God in Creating Order by helping our clients to budget their financial resources efficiently.”

2. Next, identify some organizational task that you do on a regular basis which helps your organization image God. Record this insight in a sentence, using the guide below:

“I help my organization image God by:

Example: “I help my organization image God by updating the weekly spreadsheets that inform my clients their balances in their different accounts.”

3. Review the Prayer of Commission Below:

PRAYER OF COMMISSION

- Still and quiet your mind for one minute (you can set a timer for this).



- Read Colossians 1:15-17: *“He [Jesus] is the image of the invisible God, the firstborn of all creation; for in him all things in heaven and on earth were created, things visible and invisible, whether thrones or dominions or rulers or powers—all things have been created through him and for him. He himself is before all things, and in him all things hold together.”*
- Pray the following: **Father, thank you that you have created my organization through the Son to serve as a visible image of your Triune nature. I place my organizational role before the Son, who is before all things. I commit my piece of work today into the hands of the Son, who holds all things together. Please fill my heart, soul, and mind with the Spirit so that I may, along with my colleagues, faithfully carry out Your commission to us in the world.**
- Reread the description of how your particular task (identified in the description you wrote above) contributes to your organization’s image of God in the world.
- Spend a few minutes asking God for what you need today to carry out this task as God intended.
- Close with the Lord’s Prayer.

4. Finally, schedule some time on a day when you know you will be performing that organizational task, and plan on taking a few minutes that day to pray the Prayer of Commission. Put it in your calendar or schedule an alert. In some way, create a “built in reminder” that you are imaging God in the world.

5. Share your insight with a partner.

3-8 Big Takeaway

Big Takeaway:

Your organizational life contributes to the holy collection of images of God in the world.

Notes from the video:

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Session 4

Babel and the Fallen Organization

4-1 The Story So Far

Notes from the video:

4-2 The Fall of Organizations

Notes from the video:

4-3 Recognizing Sin in Your Organization

Notes from the video:

4-4 The Mutation of Interdependence

Notes from the video:



4-5 Forced Dependence Analysis

- *5 minutes individual reflection*
- *5 minutes discussion with partner or group*

INSTRUCTIONS:

Think about your organization as you read the statements below and choose the level which best represents how much you agree or disagree with each statement.

Internal Relationships:

1. Management regularly consults with the “rank and file” before making decisions.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

2. There is a healthy level of collaboration between departments.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

3. Anyone can get properly heard, regardless of their place in the org chart.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

4. Information is shared broadly and fairly.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

5. The organizational culture has a low level of fear and anxiety present.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

External Relationships:

1. People exercise a great deal of creativity in their work.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**



2. The organization prioritizes listening to customers, clients, external partners, etc.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

3. People exhibit a high level of curiosity in their field.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

4. Decisions are being made to achieve something good and enduring in the world.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

5. Management believes it is more important to get things right than it is to get things big.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

As you reflect on these ratings, summarize how you feel about your organization in terms of forced dependence.

4-6 The Mutation of Overflowing Love

Notes from the video:

4-7 The Mutation of Shared Purpose

Notes from the video:

4-8a Self-Focused Love Analysis



- 7 minutes individual reflection
- 5 minutes discussion with partner or group (skip for individuals)

Think about your organization as read the statements below and choose the level which best represents how much you agree or disagree with each statement.

Internal Relationships:

1. Our membership properly reflects the diversity of our corner of the world (in gender, race, etc.).

Strongly Agree	1	2	3	4	5	Strongly Disagree
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2. Our leaders do not fit a highly similar profile.

Strongly Agree	1	2	3	4	5	Strongly Disagree
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3. Certain personality types are not unfairly privileged in our organizational culture.

Strongly Agree	1	2	3	4	5	Strongly Disagree
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4. There is little “groupthink”—a diversity of opinions is encouraged.

Strongly Agree	1	2	3	4	5	Strongly Disagree
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External Relationships:

1. There is strong evidence that when our organization prospers, the world outside our organization benefits as a result.

Strongly Agree	1	2	3	4	5	Strongly Disagree
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2. No one outside our organization fears we are trying to “take over” or eliminate them.

Strongly Agree	1	2	3	4	5	Strongly Disagree
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3. We make decisions with strong consideration for how our actions will affect the natural environment.

Strongly Agree	1	2	3	4	5	Strongly Disagree
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4. We compete with others in a way that includes respect and appreciation for them.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

As you reflect on these ratings, summarize how you feel about your organization in terms of Self-Focused Love.

4-8b Corrupted Purpose Analysis

Think about your organization as you read the statements below and choose the level which best represents how much you agree or disagree with each statement.

Internal Relationships:

1. Members feel like they are doing what they were meant to do in life.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

2. Members pursue roles in the organization because of an intrinsic personal sense of fit versus extrinsic reward structure (i.e. compensation or prestige).

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

3. The ways people are evaluated and rewarded feel fair and right.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

4. Members understand and believe in the purpose of the organization.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

External Relationships:



1. Members are highly motivated to serve the true interests of customers, clients, external partners, etc.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

2. Practices that are motivated to “game the system” are discouraged.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

3. The most important quotas, targets, or other metrics used are properly measuring the good we are doing in the world.

Strongly Agree **1** **2** **3** **4** **5** **Strongly Disagree**

As you reflect on these ratings, summarize how you feel about your organization in terms of Corrupted Purpose.

4-9 Commissioned to the Fallen Organization

Notes from the video:

4-10 The Lord’s Prayer (Organizational Version)

INSTRUCTIONS:

Consider the ways your organization has fallen, and then use the prayer as a guide for your intercession.



The Lord's Prayer (Organizational Version)

- **Our Father who is in heaven, holy is your name**
 - *Our Father who is in heaven:* Before I turn to anyone else in this organization, I turn first to you as you are in heaven: our Father, who is with the Son and the Spirit.
 - *Holy is your name:* Before I face the imperfections of this organization, I look up to your perfection as the Triune God. Holy is the interdependence, the overflowing love, and the shared purpose that flow between Father, Son, and Holy Spirit.
- **Your kingdom come, your will be done, on earth as it is in heaven**
 - *Your kingdom come, your will be done:* You are the ultimate Founder, Owner and Leader of this organization. Help me today to play the role you have assigned to me here.
 - *On earth as it is in heaven:* Thank you for creating this organization to image you here on earth as you are in heaven. Help us to reflect your Triune image in all our relationships, internally and externally.
- **Give us this day our daily bread**
 - Give to me what I personally need to image you properly. Today that need is: _____
 - Give to this organization what we need to image you properly. Today that need is: _____
- **And forgive us our trespasses, as we forgive those who trespass against us**
 - *Forgive us our trespasses:* Forgive us for the ways that sin corrupts the image of God in this organization. Forgive this organization and forgive me for any ways we have mutated your image of perfect interdependence, overflowing love, and shared purpose.
 - *As we forgive those who trespass against us:* Father, call to my mind any way that this or any other organization has violated your image in me. Father, empower me to forgive them, as you have forgiven me in your Son Jesus.
- **And lead us not into temptation, but deliver us from evil**
 - *And lead us not into temptation:* Show me by your Holy Spirit how this organization and I as a member of it may be prone to subtle practices of coercion, eradication, bribery, or any other sin.
 - *But deliver us from evil:* Rescue us from the corrupting disease of Sin, for only you have the power to heal this organization.
- **For yours is the kingdom, the power, and the glory forever and ever**
 - Thank you that the ultimate outcome is not in doubt. By the sacrificial death of your Son Jesus, and by your loving resurrection of him, you have already secured the ultimate cure. The future of this and all other fallen organizations are in your hands. In your loving power, I step into the rest of my day.

Continue to pray this daily on behalf of your organization.

4-11 Big Takeaway



Big Takeaway:

God calls you to diagnose and intercede for your organization.

Notes from the video:

Session 5

Light for the Nations

5-1 The Story So Far

Notes from the video:

5-2 Secular Organizations and The Nations

Notes from the video:

5-3 The Nations and Idolatry

Notes from the video:



5-4 Your Organization as a Nation

- *5 minutes individual reflection*
- *5 minutes discussion in pairs (skip for individuals)*

MATERIALS NEEDED:

- Sheet of paper

ACTIVITY INSTRUCTIONS:

Answer the following questions about your organization.

1. How can you identify your organization as your “Nation?”

Here are some prompts:

- How does your organization provide you with the following?
 1. Cultural identity
 2. Access to the means of production
 3. Security
 - Which of the above is most important to you?
-

2. How is your organization’s sin the equivalent of the Biblical notion of “idolatry?”

Here are some prompts:

- What was a main organizational sin you identified from the previous session?



- What is the “idolatry” that drives that institutional behavior? What is the false image of “god?”

3. Clues:

- What is being held up as the highest good above all else?
- What value or outcome demands sacrifice?
- What is it that makes people feel dehumanized?
- Is it one of these common “false gods?”
 1. Efficiency
 2. Profit
 3. Prestige
 4. Attractiveness
 5. Intellect
 6. Dominance
 7. Comfort
 8. Something else?

Draw a picture of this false image on a sheet of paper.



5-5 Israel, a Light for the Nations

Notes from the video:

5-6 Light for Where You've Been Placed

Notes from the video:

5-7 Guidance for the Journey

- *5 minutes individual reflection and scripture reading*
- *7 minutes sharing and praying*

Part 1: Individual Prayerful Reflection

- Pray silently The Lord's Prayer (Organizational Version):

Our Father who is in heaven, holy is your name

Our Father who is in heaven: Before I turn to anyone else in this organization, I turn first to you as you are in heaven: our Father, who is with the Son and the Spirit.

Holy is your name: Before I face the imperfections of this organization, I look up to your perfection as the Triune God. Holy is the interdependence, the overflowing love, and the shared purpose that flow between Father, Son, and Holy Spirit.

Your kingdom come, your will be done, on earth as it is in heaven

Your kingdom come, your will be done: You are the ultimate Founder, Owner and Leader of this organization. Help me today to play the role you have assigned to me here.



On earth as it is in heaven: Thank you for creating this organization to image you here on earth as you are in heaven. Help us to reflect your Triune image in all our relationships, internally and externally.

Give us this day our daily bread

Give to me what I personally need to image you properly. Today that need is: _____

Give to this organization what we need to image you properly. Today that need is:

And forgive us our trespasses, as we forgive those who trespass against us

Forgive us our trespasses: Forgive us for the ways that sin corrupts the image of God in this organization. Forgive this organization and forgive me for any ways we have mutated your image of perfect interdependence, overflowing love, and shared purpose.

As we forgive those who trespass against us: Father, call to my mind any way that this or any other organization has violated your image in me. Father, empower me to forgive them, as you have forgiven me in your Son Jesus.

And lead us not into temptation, but deliver us from evil

And lead us not into temptation: Show me by your Holy Spirit how this organization and I as a member of it may be prone to subtle practices of coercion, eradication, bribery, or any other sin.

But deliver us from evil: Rescue us from the corrupting disease of Sin, for only you have the power to heal this organization.

For yours is the kingdom, the power, and the glory forever and ever

Thank you that the ultimate outcome is not in doubt. By the sacrificial death of your Son Jesus, and by your loving resurrection of him, you have already secured the ultimate cure. The future of this and all other fallen organizations are in your hands. In in your loving power, I step into the rest of my day.

- In silent individual prayer, ask God to show you what He is doing to repair your organization.
- Write down any impressions or insights.



Part 2: Connecting to Scripture

- Imagine for a moment that God is sending you to actively participate in his repair of your organization. Suspend for a moment what this means practically. Just imagine you have heard from God that you are supposed to participate in some way.
- Pay attention to your reaction to this imaginary commission. What are you thinking? What are you feeling?
- Look at the list of possible reactions. See if any particularly resonates with your reaction.

A Compassion	Abraham (Genesis 18:16-33)
B. Fear of resentment from colleagues	Isaac (Genesis 26)
C. Concern that you may be treated unfairly	Jacob (Genesis 29:1-30)
D. Inspired by how a redeemed version of your organization could benefit the world	Joseph (Genesis 41)
E. Feelings of inadequacy	Moses (Exodus 4)
F. Divided loyalty	David (1 Samuel 27)
G. Sense that a moment is arriving that calls for action	Esther (Esther 4)
H. Recognition of the organizational resources at your disposal	Ezra (Ezra 7)
I. Awareness of your favorable standing within the organization	Nehemiah (Nehemiah 1-2)
J. Sobered by the potential cost of confronting idolatry	Daniel (Daniel 3)
K. Feelings of isolation, that no one will listen to me	Jeremiah (Jeremiah 43-44)
L. Dislike of the people involved	Jonah (Jonah 3-4)
M. Some other reaction: _____	????

Read the matching Biblical story and ask God to speak to you through the passage.



Notes:

Part 3: Share what you heard with another person and pray for each other

5-8 Action Item and Big Takeaway

INSTRUCTIONS:

Choose one of the following options to practice hearing from God for this week:

1. Pray the organizational version of the Lord's Prayer as you start each day
2. Schedule a time to study further about the Old Testament hero you identified in the Guidance for the Journey exercise
3. Read passages from the Book of Isaiah. See below for good passages to start with:

Guidance for the “Insider Light” Calling from the Book of Isaiah

Isaiah 25: Read to remind yourself of God’s promise of his final redemption of the nations.

Isaiah 31: Read to remind yourself that your organization does not hold ultimate power over you.

Isaiah 35: Read this as an encouragement of God to his people who feel stuck in a fallen organization. The passage points to the final day when God’s people will lead the nations back to Him.

Isaiah 40 and Isaiah 41: Read these chapters as God’s word to his people who are weary of dealing with their organization’s sin/idolatry.

Isaiah 42: Read this as one of the best expressions of God’s call to his people to serve as a “light for the nations.”

Isaiah 43:1-13: Read this as an expression of God’s calling to you to serve as a guide for others within your organization.



Isaiah 44: Read this as God’s message to his commissioned people that He is immensely more powerful than organizational idolatry.

Isaiah 45: Read this as an example of how God works through even fallen organizations and leaders (in this case, Cyrus and the Persian nation) to accomplish his ultimate purposes of redemption in the world.

Isaiah 46: Read this as a reminder of how God – not the idolatry of fallen organizations – provides for you.

Isaiah 47: Read this if you are encountering a fallen organization that arrogantly celebrates its idolatry.

Isaiah 48:12-22: Read this if you are wondering if God will guide you in your organizational life.

Isaiah 49: Read this as another powerful expression of God’s calling to his people to serve as a “light for the nations.”

Isaiah 50: Read this as you are facing opposition from within your own organization in your calling to serve as a “light for the nations.”

Isaiah 51:1-8: Read this to remind you that God has given you the law as a way for you to download guidance in your calling as a “light for the nations.”

Isaiah 61: Read this to catch God’s heart for those that are captive in fallen organizations.

Isaiah 62:1-3: Read this when you need to be re-inspired by God’s calling and promises to you in your organizational life.

4. Schedule 10-30 minutes this week to practice hearing from God in one of these ways.

Big Takeaway:

You are a light for the nations in your fallen organization.

Notes from the video:

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Session 6

The Law and Redemptive Roles

6-1 The Story So Far

Notes from the video:

6-2 The Need for Ongoing Guidance

Notes from the video:

6-3 Daniel and The Law

Prayer of Commission

The Lord's Prayer (organizational version)

Notes from the video:



6-4 Jubilee and Gleanings

Notes from the video:

6-5 The Law, Secular Organizations and Israel's Org Chart

Notes from the video:

6-6 Israel's Placement Test

- *3 minutes individual reflection*
- *7 minutes discussion in pairs (skip for individuals)*

INSTRUCTIONS:

Below, for each question, choose the answer that you most agree with from the dropdown menu next to the question.

When finished, refer to which role (Prophet, Priest, or King) you are most associated with.

TOTAL POINTS:

Scoring System:

If your total is between **7 and 16** points, you are a **Prophet**

If your total is between **17 and 26** points, you are a **Priest**

If your total is between **27 and 35** points, you are a **King**

1) Which figure do you most admire?

[Select an Option](#)



- **Select An Option**
 - Martin Luther King Jr.
 - Mother Theresa
 - Abraham Lincoln
-

2) You are going on a road trip in a three row van with seven friends. Which seat do you take?

Select an Option

- **Select An Option**
 - Driver's Seat
 - Rear Window Seat
 - Middle Row Seat
-

3) Which collection of movies best represents your tastes?

Select an Option

- **Select An Option**
 - Get Out; The Usual Suspects; Sixth Sense
 - Braveheart; Black Panther; Apollo 13
 - When Harry Met Sally; Ladybird; Casablanca
-

4) You have made plans with a bunch of friends to meet at a location, go to dinner together, and then see a movie. A member of your group shows up at the meet up location 30 minutes late, but doesn't say anything to acknowledge this fact. Which most typifies your internal reaction?

Select an Option

- **Select An Option**
 - You're Concerned About The Group Making The Movie Time And You're Calculating Options To Adjust For The Change
 - You're Irritated That The Person Did Not Apologize, And Wondering If You Should Say Something To Him
 - You're Feeling Tense About How This Is Affecting The Group Dynamic And You're Trying To Read Other People's Reactions
-

5) You are part of a team at work. Your supervisor gives you the option of the following three tasks. Which assignment would you most be willing to take on?



Select an Option

- **Select An Option**
 - Have A Tough Conversation With A Team Member Who Is Under Performing And Figure Out What's Wrong
 - Deliver A Big Presentation
 - Make The Call On A Big Decision
-

6) It's game night for your small group. Which games would be the most fun for you?

Select an Option

- **Select An Option**
 - Settlers Of Catan; Monopoly; Risk
 - Clue; How To Host A Murder; Mastermind
 - Charades; Pictionary; Twister
-

7) Which set of courses would have been most attractive to you in college?

Select an Option

- **Select An Option**
 - Public Speaking; Community Organizing; Statistics
 - Psychology; Accounting; Health Care
 - Political Science; World History; Management
-

6-7 Prophet, Priest, and King

Notes from the video:

6-8 Applying Your Redemptive Role

Notes from the video:



6-9 Practice Discerning God's Guidance

- *3 minutes individual reflection*
- *7 minutes discussion in pairs (skip for individuals)*

INSTRUCTIONS:

- Take a minute to quiet yourself to hear from the Spirit.
- Pick the role (Prophet, Priest or King) that you think may have special emphasis for you.
- Reflect on the questions below (don't answer all the questions for all the roles, just concentrate on the role that you think has special emphasis for you).
- After reflecting on the questions, choose a scripture associated with your role and read it prayerfully, asking the Spirit of God to guide you in the process.
- Finally, in pairs, share what you have discerned.

Reflection Exercise:

PROPHET

- What organizational sin has come to your attention?
- Who needs to recognize this truth? Who could do something about it?
- How can you get them to hear your message?

Scripture:

- *Elijah for the highs and lows involved in being a prophet: 1 Kings 18-19*
- *Isaiah for how God's prophets were injected into the issues of "the nations" (i.e., secular organizations): Is 10, 14, 19, and 20*
- *Jeremiah for how God's prophets must be willing to communicate uncomfortable truth: Jer. 28*
- *Ezekiel for how prophets are creative communicators of their diagnosis: Ez 4,5,12, etc.*



PRIEST

- Which organizational relationships (internal or external) are damaged? Who are the affected parties?
- What is the nature of your own relationship with those parties?
- What would repair look like? How can you play a role?

Scripture:

- *Eli for how priests are meant to be attuned to the people – and can also fail in that task: 1 Sam 1-3*
- *Aaron for how priests can go astray when they are too attuned to the people: Ex 32*
- *Ezra for how priests intercede on behalf of the organization and implement processes: Ez 7-10*
- *Jethro for how priests are trusted advisers for relational health in an organization: Ex 18*

KING

- What threat does the organization need protection from (either presently or in the future)?
- What power and authority has been given to you that could be relevant?
- How and who can you serve with that power and authority?

Scripture:

- *David for how even “good” kings can be tempted to use power for their own self interests: 2 Sam 11-12*
- *Solomon for kings are meant to think ahead and plan long term for the organization: 1 Kings 3-9*
- *Josiah for how kings are entrusted with protecting the whole organization: 2 Kings 22-23*
- *Hezekiah for how kings interact with others in the org chart (like prophets): 2 Kings 18-20*



6-10 Action Item and Big Takeaway

Action Item:

Look for one opportunity this week to practice your role.

Big Takeaway:

God will guide you.

Notes from the video:

Session 7

Putting It All Together

7-1 The Story So Far

Notes from the video:



7-2 End of Course Purpose Meter

Purpose Meter

INSTRUCTIONS:

- For each statement below, indicate how much you agree with that statement, where 1= Totally Disagree and 10=Totally Agree. Enter the value to the right of each statement in the “Now” column and at the bottom add up all the values and write that in the Total area.
- Then, go back the [Purpose Meter section of session 01](#) and enter your earlier results in the “Before” column below, including your total from that first test.
- Note where you have made progress or not.
- Discuss with a partner any changes you have seen.

1. I believe that God has a specific purpose for all human organizations, including secular (non-Christian) organizations.

Before:_____ Now:_____

2. I can point to many places in Scripture that show God’s commitment to secular organizations.

Before:_____ Now:_____

3. I can articulate God’s specific purpose for my current organization.

Before:_____ Now:_____

4. I believe God has sent me to my organization to help it fulfill God’s purposes (i.e., not just to provide financially for me, or for me to witness to an individual colleague).

Before:_____ Now:_____

5. I can diagnose the spiritual condition of my organization, including ways it has fallen from God’s purposes.

Before:_____ Now:_____

6. I have hope that God is actively redeeming my organization (repairing it to his purposes).

Before:_____ Now:_____

7. I have sought to discern my role in God’s redemption of my organization, and as a result, have taken some action within the last month.



Before:_____ Now:_____

8. I have Biblical categories to describe my redemptive role within my organization.

Before:_____ Now:_____

9. I know how to pray for my organization and have done so within the last month.

Before:_____ Now:_____

10. I have a plan for connecting God's purpose to my organizational life.

Before:_____ Now:_____

TOTALS:

Before:_____ Now:_____

7-4 God's Purpose for Organizations

Notes from the video:

7-5 Exercise: God's Purpose for Organizations

INSTRUCTIONS:

- Reflect on the questions below and answer them. Feel free to refer to previous answers you provided in your workbook as you consider them.

The Missing Hat

1. Refer back to Session **1-7** and remind yourself of your self-identified stage (select the stage by clicking on an option below).

2. *Select your starting stage.*

Captive, Consumer, Committed, Commissioned

3. *Select your current stage.*

Captive, Consumer, Committed, Commissioned



4. If there has been a change, describe what has helped you make that progress. If there has been no change, describe what has kept you stuck.

The Trinity and the Org Chart

INSTRUCTIONS:

- Refer back to Session [2-4](#) where you listed what you liked and disliked about your organization's internal relationships. Pick one of the relational attributes that you especially appreciate.

1. Record that attribute here and connect it to one of the strands of the Trinitarian DNA.

Attribute:_____

Strand of the Trinitarian DNA it connects to:_____

2. How can you continue and perhaps even increase your participation in this imaging?

Questions to spur your imagination:

- Which specific relationships (with those inside the organization) would be involved?
- What does your behavior in those relationships look like?
- What opportunities for your continued/increased participation are present?
- What might you do to pursue those opportunities?

Creation and Mission



INSTRUCTIONS:

- Recall your answer from question #1 in Session [3-7](#).
- Review the ways your organization Creates New Realities, Creates Order, and Creates New Trinitarian Images.

1. How can you continue and perhaps even increase your participation in this imaging?

Questions to help you formulate your answer:

- Which specific relationships (to the outside world) would be involved?
- What does your behavior in those relationships look like?
- What opportunities for your continued/increased participation are present?
- What might you do to pursue those opportunities?

7-6 God's Plan for Redemption

Notes from video:

7-7 God's Plan for Redemption

INSTRUCTIONS:

- Reflect on the questions below and answer them. Feel free to refer to previous answers you provided [from Session 4 in your workbook](#) as you consider them.

Babel and the Fallen Organization



INSTRUCTIONS:

- In [session 4-5](#), you diagnosed your organization in terms of the institutional sins of Forced Dependence, Self-Focused Love and Corrupted Purpose. Review your answers by clicking the link above.

1. Rate how consistently you have been interceding for your fallen organization (including your usage of the Lord's Prayer – the Organizational Version). (1 = Not Consistent, 5 = Very Consistent)

Not Consistent 1 2 3 4 5 Very Consistent

2. Reflect on your experience as an intercessor for your fallen organization. What's worked, what hasn't, what have you learned, what are you wondering about?

Light for The Nations

INSTRUCTIONS:

- Refer back to your notes from [Session 5-4](#).

1. Recall your answers and fill in the following blanks:

Name of my "nation:" _____

My "nation's idolatry:" _____

Biblical example of "Scattered Light" with whom I identify: _____

The Law and Redemptive Roles

INSTRUCTIONS:

- Refer back to your notes from [Session 6-6](#).



1. Which redemptive role – Prophet, Priest, or King – resonated with you the most?

2. What is a situation currently happening in your organization that weighs on your mind?

3. How might God be calling you to play your particular redemptive role in that situation?

7-8 Making a Plan

- *5 minutes individual reflection*
- *10 minutes discussion and prayer with a partner (or prayer for individuals)*

INSTRUCTIONS:

In making a plan, it is important to choose at least one practice to adopt. Answer the reflection questions below.



1. Choose the practice that you are adopting:

- Recognition Prayer of Commission
- The Lord's Prayer (Organizational Version)
- Scripture Study
- Your Redemptive Role (feel free to modify to fit your situation)

2. Turn this intention into a specific plan. When will you do this? How will you do this? Where will you do this?

3. Describe what you will need from God in order to successfully adopt this practice.

4. Share the plan that you developed above with your support partner and pray for each other (for individuals: spend time in prayer).

7-9 Closing: Action Item and Big Takeaway

Action Item:

Adopt one new practice for this month.

Notes from the video: