

Models of Faith/Work Integration

Week 1
Center for L.I.F.E.
Miami University



Student Preparation/Assignment

- [Opinion | What Would Jesus Do About Inequality? - The New York Times \(nytimes.com\)](#)
- Complete Questionnaire (1-2 sentence replies per question): [Initial Questionnaire - Google Docs](#)

Faculty Preparation

- Excerpt: [God at Work: The History and Promise of the Faith & Work Movement](#), by David Miller, pp 125-141
- Excerpt: [Saving the Protestant Ethic: Creative Class Evangelicalism and the Crisis of Work](#), by Andrew Lynn, Ch 3, The Making of a Movement, and Ch 4 The Four Evangelical Theologies of Work
- *Optional for Faculty or Students:* [Faith and Work – Timothy Keller \[Sermon\] - YouTube](#)

I. Why Faith & Work?

- A. The world is religious.** Currently, over 80% of the global population identifies with a religion.
- B. The future is religious.** The share of the world's population who claim faith will grow by 2050.
- C. Faith is important to entrepreneurship.** Faith is prevalent, central to its adherents, has a base of knowledge in academic research, and provides novel answers to questions about entrepreneurship.
- D. People draw on faith for all areas of life, including work.** Faith provides fuel for people's work lives, including their values, sense of purpose, and community involvement
- E. All people worship.** David Foster Wallace makes the case that all people worship something, even if not adhering to a formal religion.
- F. Video Story:** *John and Ashley Marsh live out their faith in their work as entrepreneurs in Opelika, Alabama.*

- G. Student Activity:** Break into groups and have students share their responses to the questionnaire (pre-class assignment).

II. Models of Integration

There's no one "model" for integrating faith with entrepreneurship and work. Here are eleven models.

1. **The obvious to hidden continuum.** Faith's presence in an organization can range from being overtly displayed in branding and core documents to being more subtly integrated into the company's culture and values.
2. **The floors of Integration:** Faith integration in the workplace can be observed at various levels, including ethical standards, company programs, public presentation, and overall organizational culture.
3. **Center church model:** This model balances humble excellence, serving the common good, fostering a counter-cultural community within the church, and maintaining a distinctive worldview, drawing on four church traditions.
4. **The Four Postures Toward Faith in the Workplace.** Organizations can adopt different approaches to faith at work: avoiding faith, tolerating faith, being faith-based, or being faith-friendly.
5. **The Four "Es."** The integration of faith in the workplace can be categorized into enrichment, experience, ethics, and expression.

Discussion Question: How might industry, company size, or geography influence how an entrepreneur integrates faith into his/her business?

6. **The BAM Framework.** Historically, "business as mission" has been a framework for faith/work integration in mission agencies, emphasizing evangelism and acts of charity.
7. **Redemptive Entrepreneurship.** This model focuses on integrating faith into leadership, operations and strategy, emphasizing creative self-sacrifice.
8. **Triple Bottom Line.** Emphasizes measuring business success not just by financial performance but also by social, spiritual, and sometimes environmental (a fourth bottom line) impact.
9. **Love God, Love Neighbor.** Some models emphasize how businesses can serve a variety of stakeholders in response to the Great Commandment.
10. **Working from the Inside Out.** This model emphasizes integrating faith first into one's soul, then into one's work or company, and finally into one's community or the broader culture.

- 11. Brightlight Impact.** This model emphasizes business impact in 7 different domains.

Discussion Question: What model most resonates with you? Why or why not? Why do you think faith is a relevant concern in the entrepreneurial journey?

Deck - Online Version: <https://www.beautiful.ai/player/-OBCHvKenlvSvTo-jqk0>