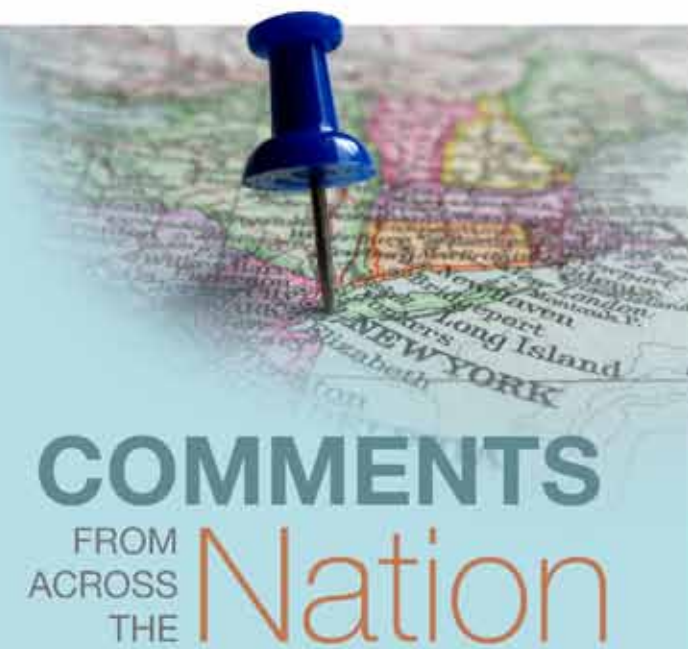


From a widowed homeschool parent in Washington:
Thank you, Bro. Gibbs, for your wonderful presentation at our annual conference. Your topic hit home and got my attention. I am thankful and blessed to be homeschooling with God in our home. It is folks like you that make it more rewarding and possible to continue. Keep up the wonderful talents and gifts you are all sharing with all of us.

From a California parent:
Thank you so much for sending the information on state school laws. It was a great help to me. I know your HLA ministry is going to bless many parents. Thank you for your service to the LORD.

From a North Carolina parent:
Thank you so much for your helpful and encouraging e-mail. I appreciate your godly perspective. We have always prayed that our children would not just be good kids but that they would be useful in God's service. The Lord bless your ministry.

From a California pastor:
We received your information packet and want to be part of HLA and the great work of protecting and preserving homeschooling in America.



From Washington:
Thank you, Bro. Gibbs, for the four wonderful books you shared with us—Keeping Christ in America's Public Schools, as well as the devotional and Georgie books Mrs. Gibbs has written. She has a true gift for writing. My son and I are enjoying the Georgie books. As I read, we read them aloud with several voice sounds for all of Georgie's different friends. The books' awesome laughter and wisdom teach my son a true understanding of God's laws.

From Alabama:
Thank you for having the courage to write Fighting for Dear Life. My wife and I are both reading it at the same time, and want our son to read it to get a Christian perspective of what really happened—which is so much different than what was portrayed by the news media. My wife and I prayed for you, Terri, her dad, mom, and the legal 'system' many times during Terri's legalized murder. Thank you for all that you do for our LORD and Saviour JESUS CHRIST. We will continue to pray for you and CLA.



CLA Supports Local Officials

Praise the Lord that a Georgia city council refused to remove "so help me, God" from the oath taken by police officers. Courts and other government bodies across America have considered removing references to God from such oaths of office. Pray that America will continue to honor God in these types of affirmations and oaths.

Praise the Lord for a jail administrator in Indiana who appreciates Christians coming to his facility to inspire inmates.

Pray that more prison officials across America will see the wisdom of permitting religious instruction for their inmates.

Praise the Lord that attorneys for CLA were able to assure a government official in North Carolina that religious groups should be permitted to use community recreation facilities for fundraisers on the same basis as these facilities are used for secular fundraisers.

Pray that the Lord will grant favor to an Indiana father who is attempting to introduce a religious addiction program into a local drug rehab facility.

CLA Supports Christian Education Alternatives

Praise the Lord that the Indiana legislature has approved private tax-free contributions for scholarships to give parents more educational choices for their children.

Praise the Lord that CLA's Homeschool Legal Advantage program now offers free memberships for widows who continue to homeschool their children.

Pray for the several dozen widows who have already enrolled in HLA and who are still able to continue to homeschool despite the loss of their spouses.

CLA Supports Traditional Values

Pray for a retail sales manager in North Carolina who is being required to allow a transgendered male employee to use the store's female restroom facilities.

Pray for an Internet ex-gay ministry being started by a group in Indiana. Pray that homosexuals will realize their opportunity to find freedom from this bondage through Jesus Christ.

CLA Supports Christian Workers

Pray for a Georgia professor who is beginning a Bible study for Christian co-workers at his university. Attorneys for CLA assured him that a university employee Bible study is constitutional and is protected by First Amendment free speech rights.

Praise the Lord for a good outcome in Tennessee when harassment charges were filed against an employee after he visited a co-worker's home to share the Gospel.



CLA has served Bible-believing churches and Christians since 1969. If you have encountered legal difficulty for practicing the Biblical faith, please contact our office.



CLA provides free legal services based in part on the generosity of God's people. Your contribution to CLA is 501(c)(3) tax deductible.

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A Monthly Publication of Christian Law Association
THE LEGAL ALERT

Bring your faith to work.



God's perspective on employment



a word for employees



a word for employers



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Bring your faith to work.

The Gospel message is under assault in the workplaces of our nation. Every month the Christian Law Association hears from large numbers of Christians who believe their rights are being violated. We are honored to serve and defend all of these people as part of our CLA ministry outreach.

Homosexuality and transgender rights are in the national discussion. The federal government employment guidelines have changed, and Congress is looking to expand these “employment rights” based on sexual orientation into private workplaces.

In light of these shifts, Christian rights are being trampled on nationally because telling a person that there is only one way to Heaven is often times considered harassment. Simple comments like, “you should read the Bible” or, “consider going to church”

Because of the large amount of time spent at work, many Christians recognize that the workplace provides an opportunity for witnessing.



are now being treated as violations of corporate harassment policy by a number of employers.

The Christian Law Association is committed to defending your rights to share Christ, invite people to church, or talk about the Bible in the workplaces of our land. It is imperative that while

Christians stand up for their rights, they should also diligently guard their testimonies.

God’s Perspective on Employment

Three key passages describe the responsibilities of employees who work for God, as well as for their earthly employers.

I Timothy 6:1-2

Let as many servants as are under the yoke count their own masters worthy of all honour, that the name of God and his doctrine be not blasphemed. And they that have believing masters, let them not despise them, because they are brethren; but rather do them service, because they are faithful and beloved, partakers of the benefit.

I Peter 2: 18-20

Servants, be subject to your masters with all fear; not only to the good and gentle, but also to the froward. For this is thankworthy, if a



man for conscience toward God endure grief, suffering wrongfully. For what glory is it, if, when ye be buffeted for your faults, ye shall take it patiently? but if, when ye do well, and suffer for it, ye take it patiently, this is acceptable with God.

A Word for Employees

Perhaps the best passage for modern-day employees is found in Colossians 3:22- 4:1.

Servants, obey in all things your masters according to the flesh; not with eyeservice, as menpleasers; but in singleness of heart, fearing God: And whatsoever ye do, do it heartily, as to the Lord, and not unto men; Knowing that of the Lord ye shall receive the reward of the inheritance: for ye serve the Lord Christ. But he that doeth wrong shall receive for the wrong which he hath done: and there is no respect of persons. Masters, give unto your servants that which is just and equal; knowing that ye also have a Master in heaven.

The first spiritual principle we find here is that employees are to diligently perform their jobs to the best of their abilities, no matter how lowly or exalted that job may be. Employees are to have a singular focus in the workplace on doing a good job. As I Tim. 6:1-2 suggests, if we are fortunate enough to be employed in a Christian ministry, we should give even more, not less effort because we are serving the Lord directly.

But even those Christian workers not directly working for a Christian ministry are commanded to give their best effort 100% of the time.

Employees are not to give only “eye service” to their job. That is, they are not to work only when their employer or supervisor is watching. Christians should remember that God is watching them ALL of the time and their work should not only be as “men pleasers;” that is, only doing a good job when they are being observed. Christians are obligated to give their full measure of effort whether anyone is watching them or not. Christian employees should not attend only to what is inspected, but to everything that is expected of them.

Christians should always consider that they are working for the Lord, whether they are working for a ministry or secular employer. Even employees making widgets on an assembly line are ultimately working to please God; and they will receive their reward from the Lord, whether or not their worldly boss ever notices them or gives them a special commendation.

The key thing God expects from employees, no matter what their work situation involves, is single-minded devotion to the job. As I Peter says, this single-minded devotion is expected of Christian workers whether their earthly boss is fair or unfair, kind or cruel. Every boss deserves the same respect and continual, consistent work performance that we would give to the Lord if we were working directly for Him.

Christians must be careful not to put more emphasis on their “rights” than on what God says are their responsibilities. Whether or not your boss allows



you to witness or to express your religious beliefs in the workplace, Christians are required to be the best, most honest and ethical, hardest working employees in the factory or office or ministry—or wherever God has placed you to work. That should be the distinctive of every Christian employee, whether or not his efforts are ever noticed or appreciated.

A Word for Employers

Masters (employers) are not left out in these Scriptural admonitions. God expects employers to treat their employees well; to be just and fair with everyone. Christian employers should be the best employers of all because they know that they will ultimately answer to a Heavenly Master for the earthly conduct of their businesses.

Nevertheless, this command to employers is not an “out” for employees. Employees are not to be good workers only if they have a good boss. They are to be good workers no matter what sort of boss God has given them.



Summing It Up

These verses are a good backdrop for employees who want to witness at work. God tells us that the best workplace witnesses are those who do a good job and who obey their earthly employers no matter what the conditions might be on their job. They must earn the privilege of being a good witness to their co-workers as well as to their employer. When that high station has been achieved, there is no doubt that the employee’s witness for Christ will be great and Christ will truly be kept in that employee’s workplace.

At the Christian Law Association, we are committed to defending these kinds of Christian employees nationwide, and together our prayer is to keep Christ in the workplaces of our land.



KEEPING CHRIST IN THE WORKPLACE

If you would like to learn more about your rights in the workplace, order this resource written by our attorneys for more information on the subject.

Order online at christianlaw.org



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now available at christianlaw.org

As a ministry of help to Bible-believing churches and Christians, CLA serves through the following ways:

- Free legal defense of those facing difficulties for the Biblical faith
- Free legal counsel to churches and Christians for their ministries
- Legal seminars for ministries to help prevent lawsuits
- *The Legal Alert* radio program
- Preaching in churches across the country
- Publication of a monthly newsletter, *The Legal Alert*
- Free consulting to local, state, and federal officials and legislators to provide maximum religious liberty
- Intercessory prayer ministry for requests sent to the ministry office
- Capitol Prayer Initiative
- Homeschool Legal Advantage

