

**What it would mean to be a church where every person was on the journey to discovering and being supported in their vocations?**

# Vocation is..

**God directed/ Spirit enabled/ Other oriented/ Whole of Life**

- your part in God's story (Beckett)
- a certain kind of life, ordained and imposed on man by God, for the common good (William Perkins)
- “Vocation is responsibility, and responsibility is the whole response of the whole person to realities as a whole” (Bonehoeffer)
- the intersection of God's priorities, my desires and gifts, and the needs of the world (Amy Sherron)
- the activities, roles, people and contexts to which we are called and enabled by God, for the service of others, and a greater good (me)

# The Research

17 Churches

33 Question Baseline Survey


















Diverse Sample (6 denominations, 5 states)

Large/Small/New/Established  
Urban/Regional/Ethnic

Population: 4000-5000 members

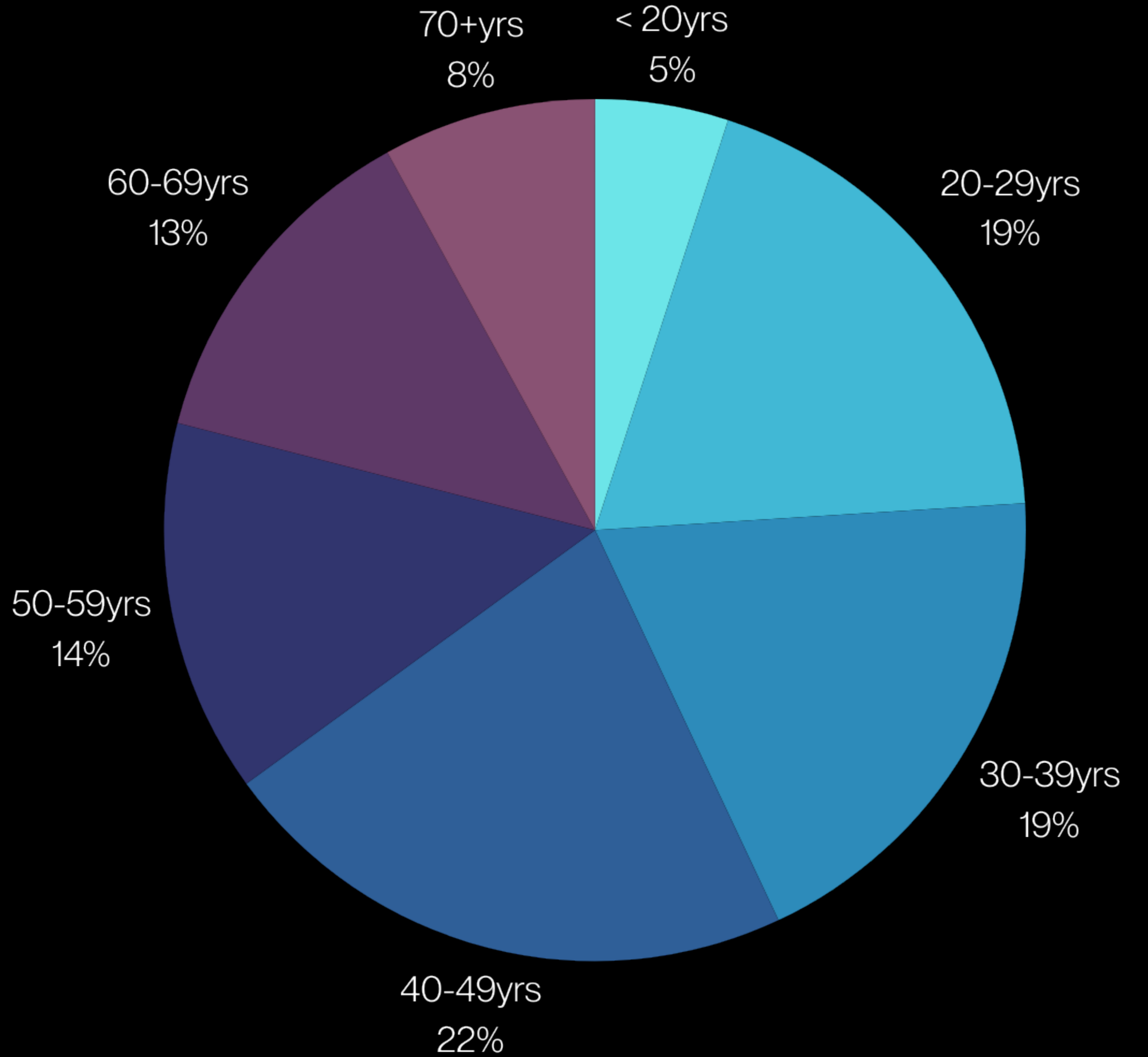
Respondents: 1175 (approx 25%)

Average completion time 10min  
200 hours of feedback

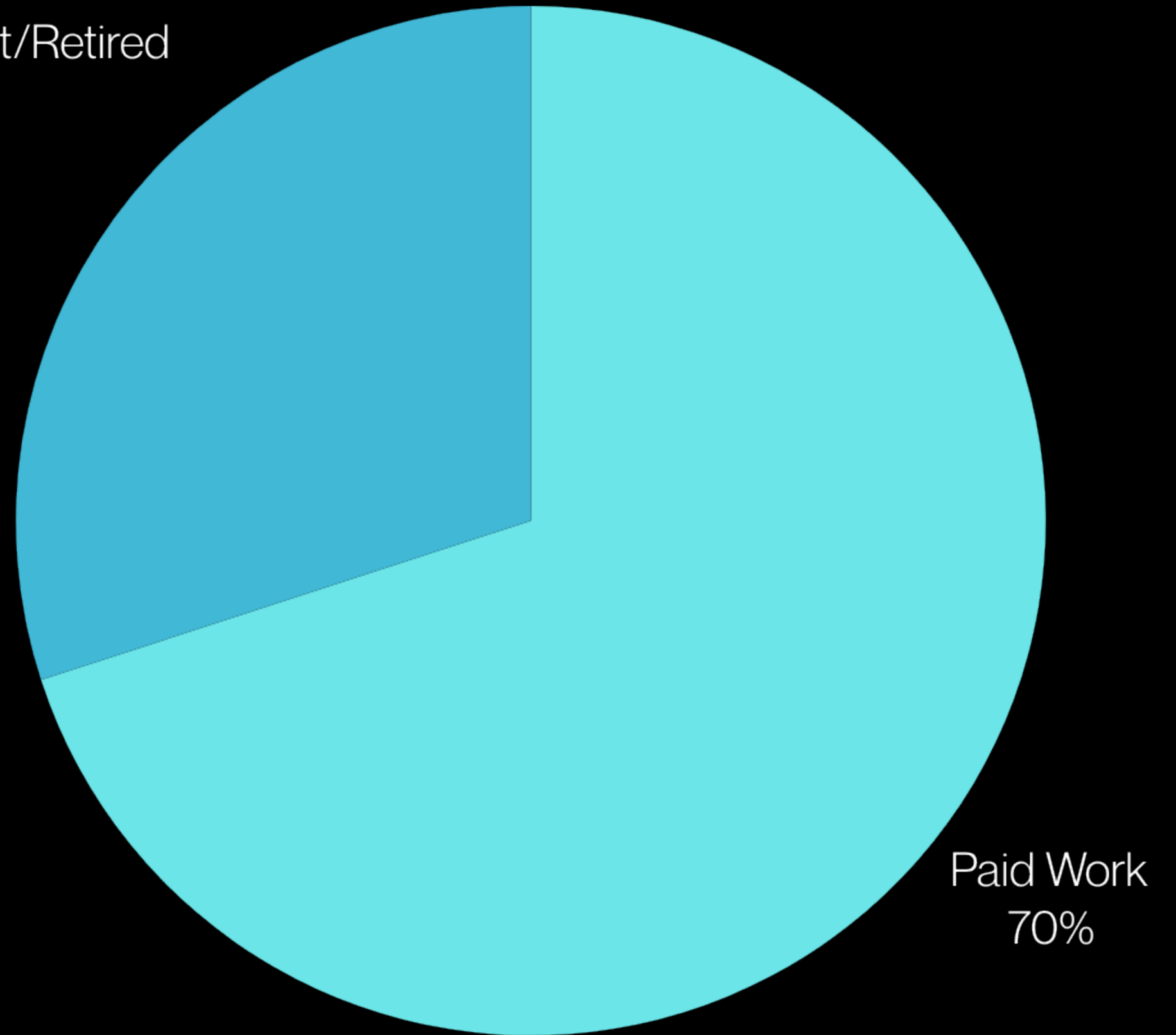
 Bel Air Baptist Church, NSW <a href="#">Website</a>	 Canterbury Baptist Church, VIC <a href="#">Website</a>	 Clayton Church of Christ Fellowship, VIC <a href="#">Website</a>	 Clovercrest Baptist Church, SA <a href="#">Website</a>	 Cultivate Church, VIC <a href="#">Website</a>	 Dreambuilders Church, VIC <a href="#">Website</a>
 Generocity Church, NSW <a href="#">Website</a>	 Georges River Life Church, NSW <a href="#">Website</a>	 Glory City Church, VIC <a href="#">Website</a>	 Gymea Baptist Church, NSW <a href="#">Website</a>	 Hobart Baptist Church, TAS <a href="#">Website</a>	 Holy Trinity Doncaster, VIC <a href="#">Website</a>
 Parkside Baptist Church, NSW <a href="#">Website</a>	 Regeneration Church Monash, VIC <a href="#">Website</a>	 Transformation Church, VIC <a href="#">Website</a>	 St John's Blackburn, VIC <a href="#">Website</a>	 Warnbro Community Church, WA <a href="#">Website</a>	

# 1175 RESPONDENTS

52% Female / 48% Male



Work was broadly defined as any committed and responsible activity (paid or unpaid) a person regularly undertakes in society for meaningful personal or social outcomes.

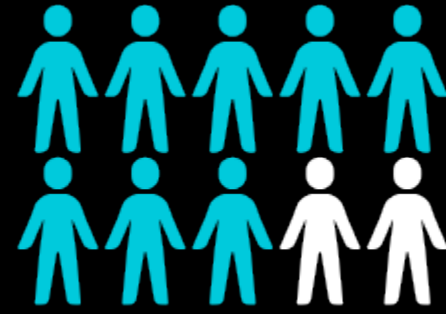


## **46% of people work in three sectors.**

- Education, Childcare and Training (19.8%)
- Health Care and Social Welfare (18.3%)
- Pastoral and Community services (8.3%)

Double the national average.

It's getting hard to find a tradie at church!



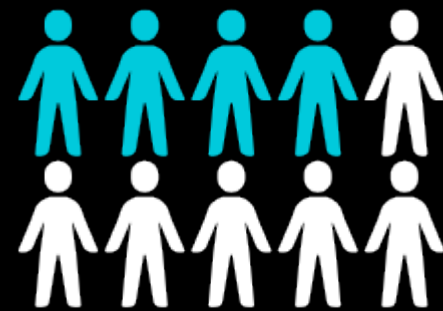
8 in 10 see the importance of faith in influencing work



believe their church has a significant role in their work life



1 in 3 rated church a 5/10 or below on feeling **valued** regarding their work

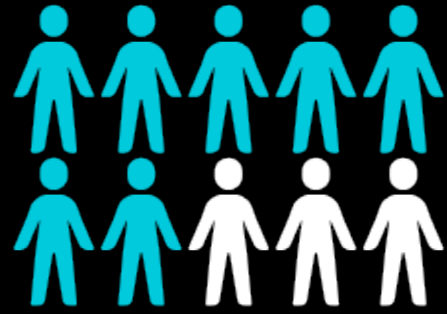


44% don't feel their church **understand** the nature and impact of their work life



1 in 3 rated church a 5/10 or below on **practical support** for faith integration

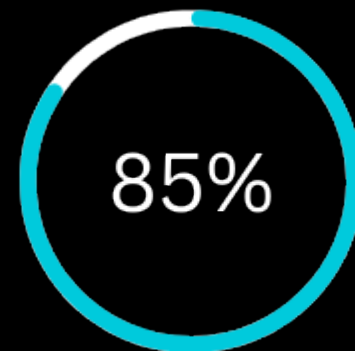




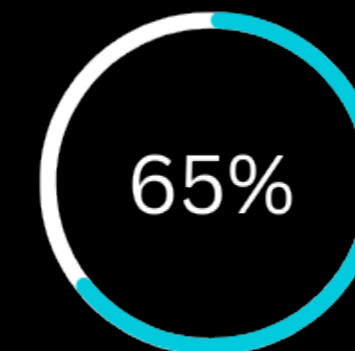
60% of men have not been proactively engaged by a leader about their vocational calling .....and 70% of women



People gave their clergy an avg. 4.4 /10 for practically earthing Sunday (liturgies, prayers, focuses) in the realities of work life



85% have not been visited by a pastor in their workplace but 83% would welcome or at least consider it, if offered.



When asked to write why people do or don't feel valued by clergy, of 240 responses, 65% were negative in sentiment



“In my experience pastors tend to be too busy to know much about my life.”

"Sometimes it can be about helping the minister with the church, rather than the church helping me with my calling. It is especially true when I am away for work and i get the feeling, I am letting down the team by not being in church."

" It does often seem like I live in two separate worlds- church and work. "

“Work load at work never factors when people are asked to do stuff.”


“My 9-5 seems to be a lot less important than my 10-12”

"On one hand, church members can be invited to think missionally about work, but if volunteering is low or slow in the church, we can be challenged to not regard work as an idol. It's rare to be encouraged to think about work as a contribution to the common good."

"There is no support for people working in business or work situations. At Church we pray for everyone...sometimes all round the world and government leaders, missionaries, scripture teachers....but do we pray for those of us doing secular work, in business or in leadership..."

"Sales is not really affirmed very well in church circles because - who likes "salespeople". Despite my move into this role being one where I felt God called me, I even had one church leader say to me "sales! I am sure you will be great at it, not sure it's your purpose in life though".

"There is no mention of other professions, and the pastor made fun of LinkedIn in his recent sermon - specifically calling it a place of humble brags, even though this is a platform where people seek to amplify and progress in their careers."



1

People believe their work matters to God, and they have a high level of vocational autonomy and actually like what they do.



2

People believe their faith directly influences how they work ( though personally not publicly).

3

People want church leaders have a significant role to play in their lives beyond Sunday, especially their vocational life.

4

There is a real gap between how people see the intrinsic value of their own work and their own perceptions of how church leaders value and support their work life.

5

There is a real gap between what clergy do and say, and what many would like them to do and say regarding their life beyond church  
(and more so for women)



6

People's work life will often be viewed as either an asset for the church to leverage (skills and finance) or a liability to its mission (decreased volunteerism).

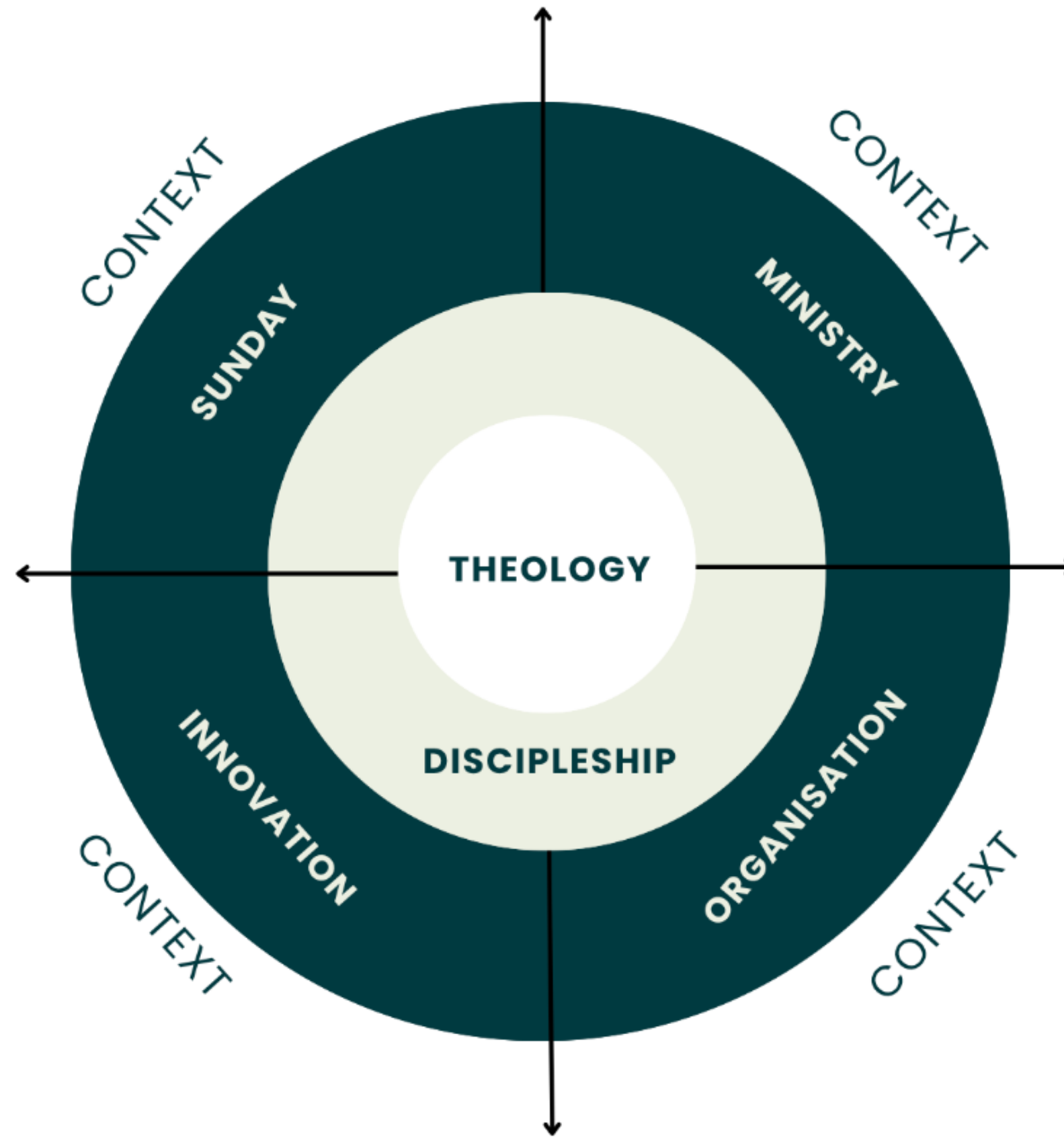


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When asked many people express a level of hurt and feel underwhelmed by church/leaders. Some expressed feeling guilt, manipulation, inferior, invisible, isolated.

**This all sounds terrible but many people are also thankful and realistic about their pastors and churches.**

# The 6 Frames to explore cultural change



What it would mean to be a church where every person was on the journey  
to discovering and being supported in their vocations?



# **1. Make the cost of Sunday worth it for Monday**

HOW CAN YOU MAKE SUNDAY EFFECTIVE FOR MONDAY?

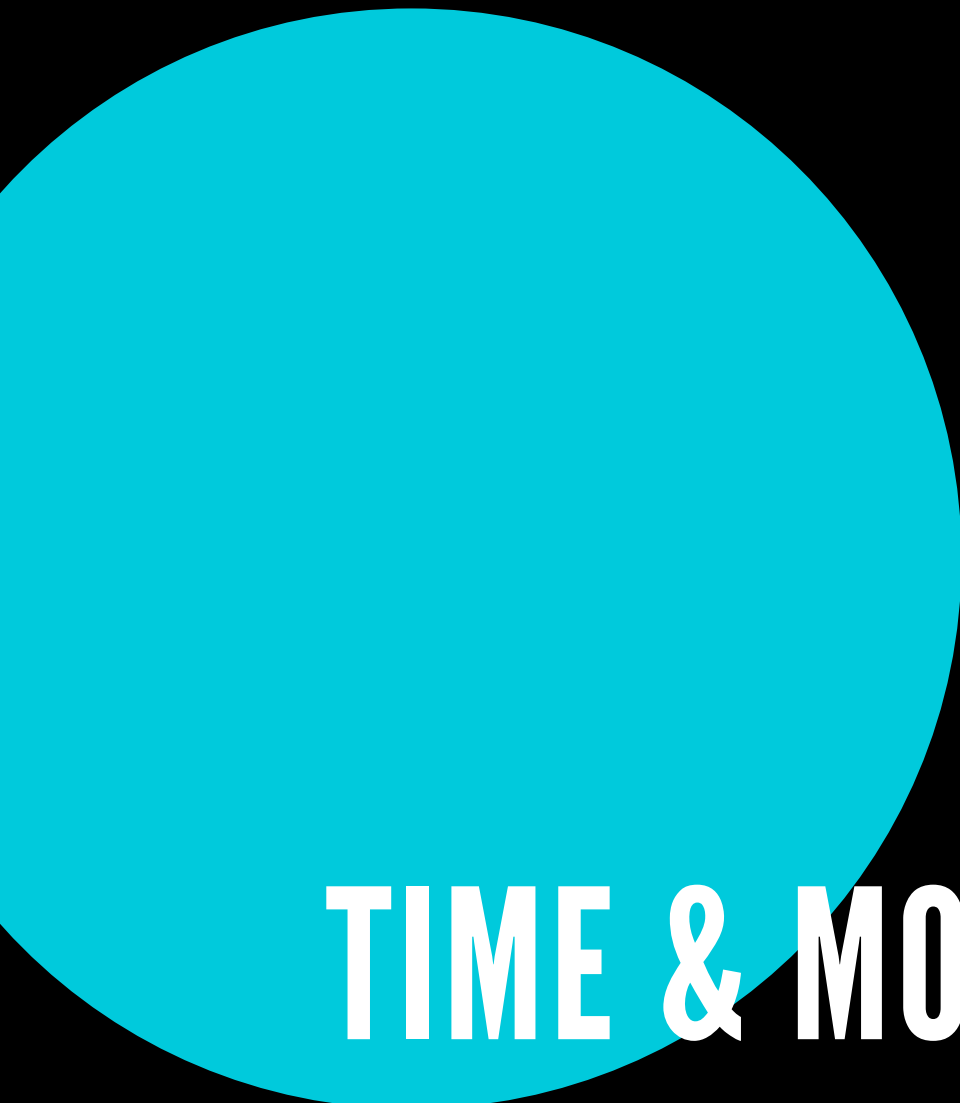


**TIME & MOTION  
EXERCISE**

**EACH SUNDAY WE INVEST....**

**How many human hours of time do you think are invested into every 1 hour of 'official' Sunday gathering time per week?**

**(assuming 6 hours of church on Sunday)**



**TIME & MOTION  
EXERCISE**

**EACH SUNDAY WE INVEST....**

**1 : 30**



**TIME & MOTION  
EXERCISE**

**EACH SUNDAY WE INVEST....**

**53 hrs**

on the kids we teach

**40 hrs**

on the songs we play

**13 hrs**

on the sermons we preach

**15 hrs**

on the coffee we drink

**3 hrs**

on prayer

**2 hrs**

on compliance

**Avg 8000-9000 hrs per year**

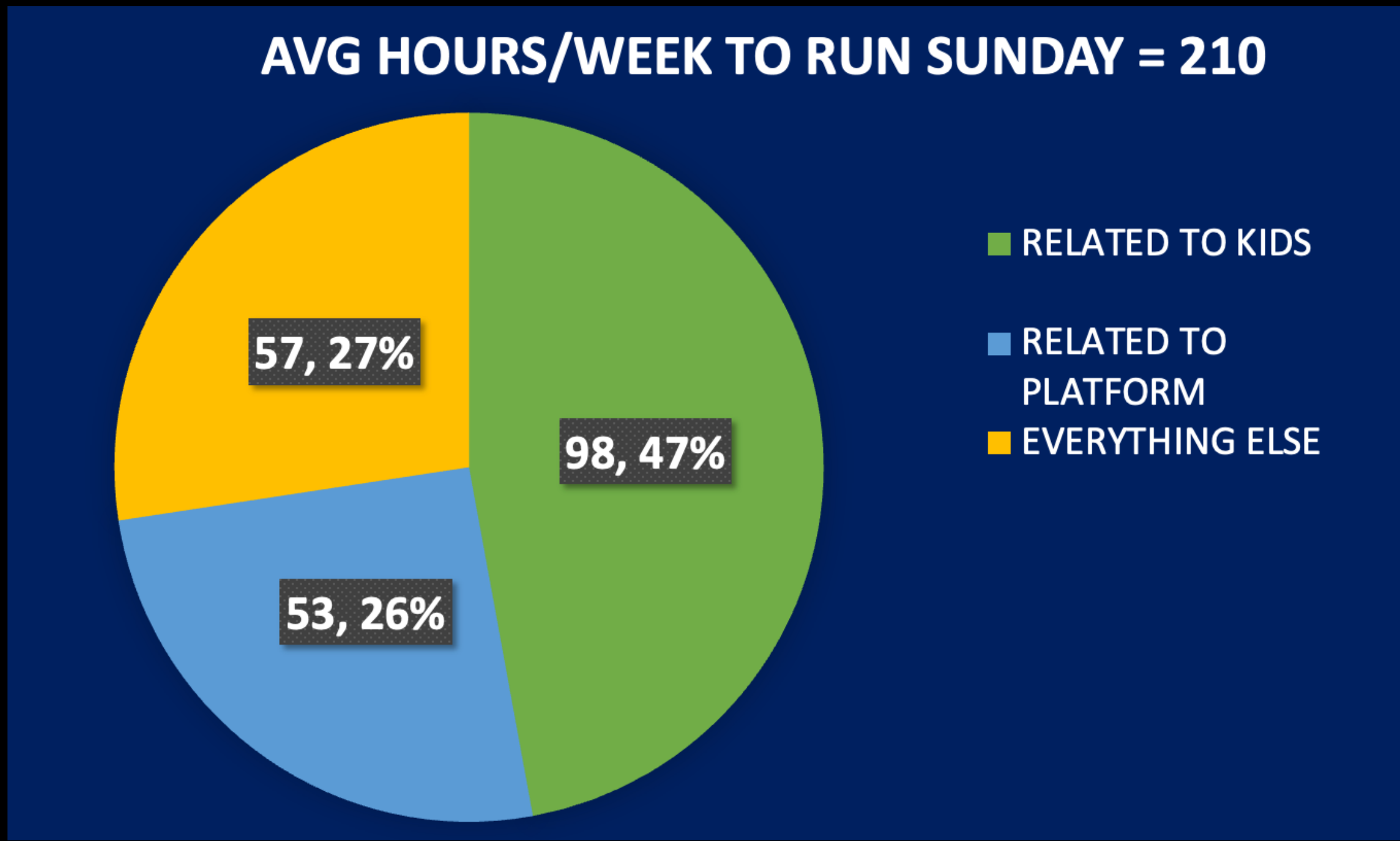
range from 4000-24,000



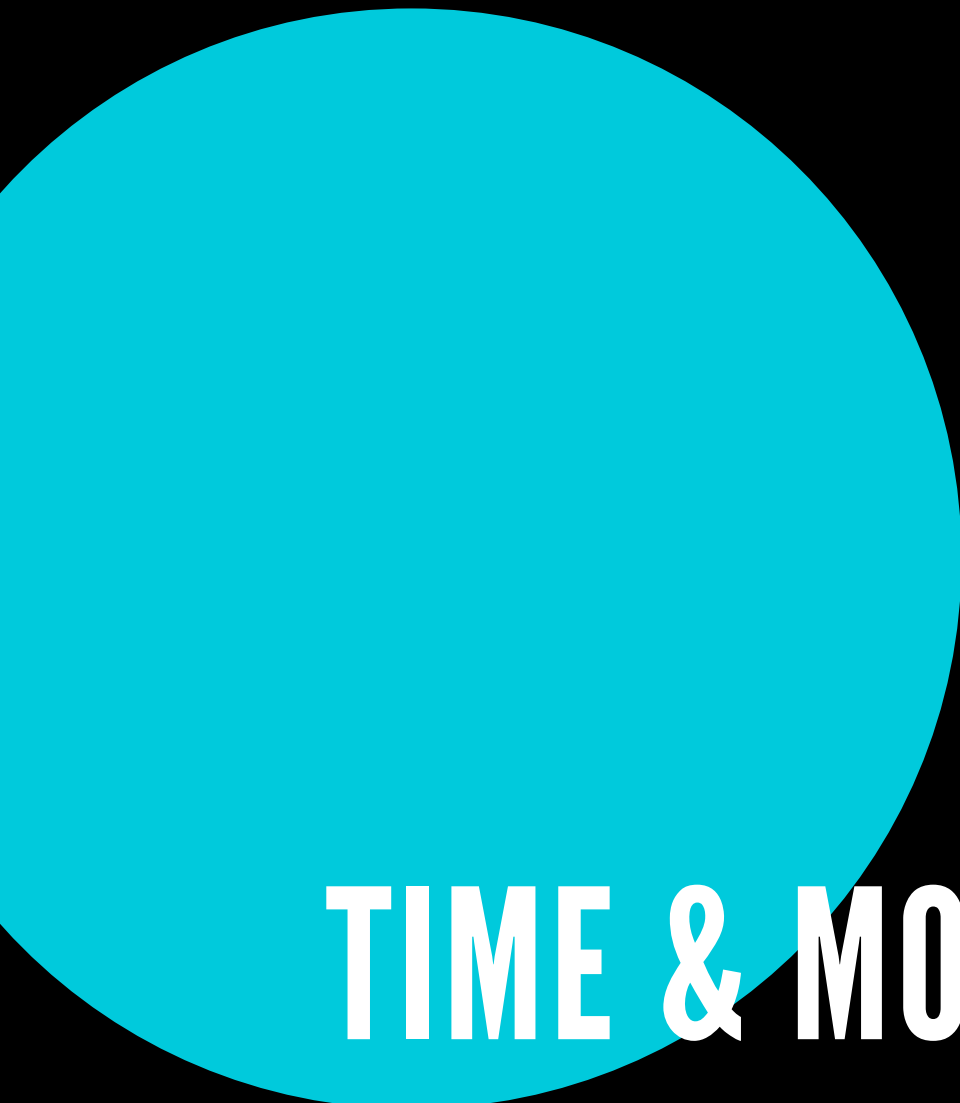


# TIME & MOTION EXERCISE

EACH SUNDAY WE INVEST....

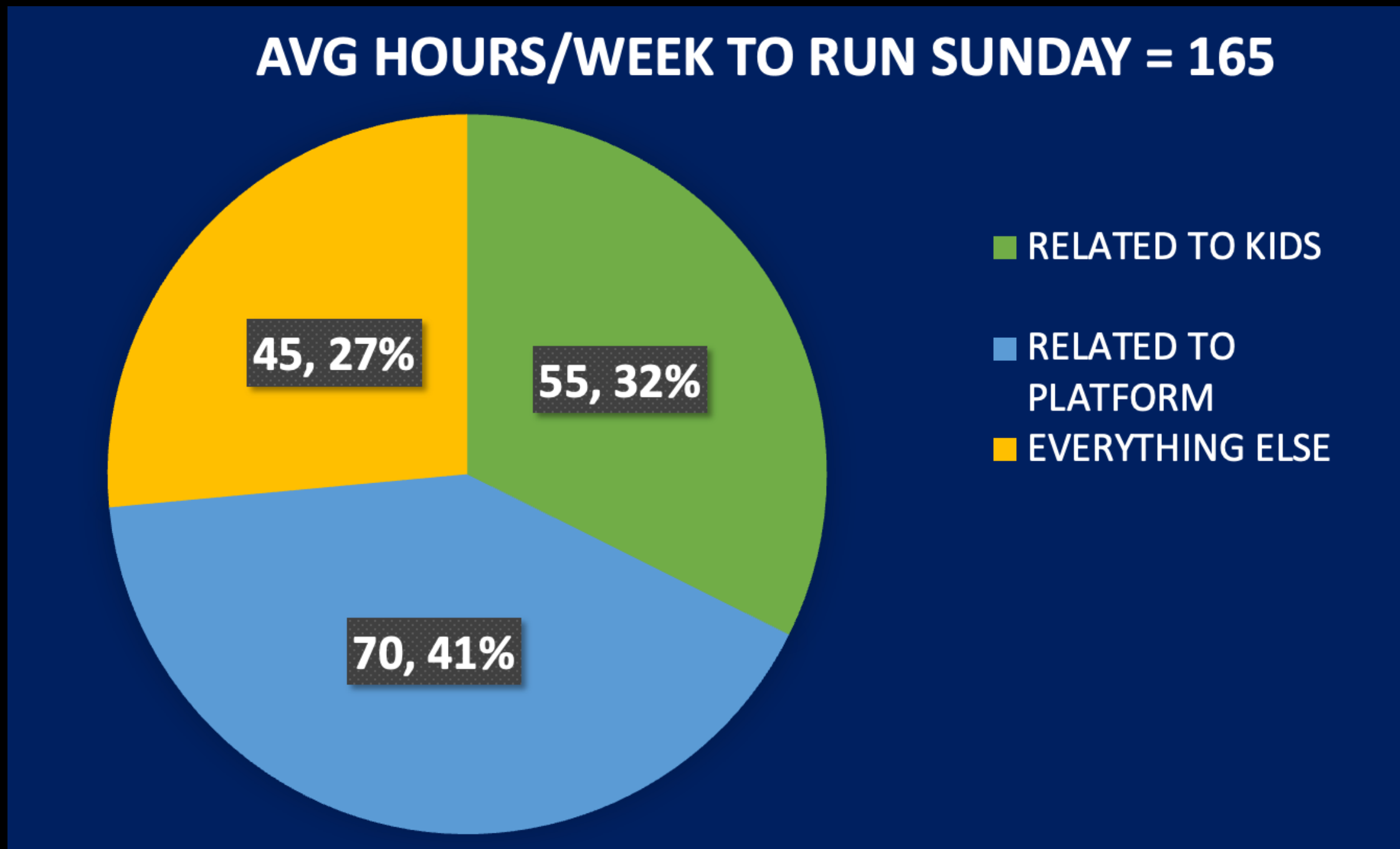


**GRLC 11,000 hrs per year**



# TIME & MOTION EXERCISE

EACH SUNDAY WE INVEST....



**Average of all respondents**

What it would mean to be a church where every person was on the journey  
to discovering and being supported in their vocations?



**2. We get you and what you do matters.**

HOW MIGHT PEOPLE FEEL THIS?



## 2. We get you and what you do matters.

MORE THAN EVANGELISM

- Order to chaos
- Doing excellent work
- Display Christ's Character and Ethic
- Shaper of Culture
- Be Relational glue (a faithful presence)
- Revealer of gospel hope – thought provoking presence



**2. We get you and what you do matters.**

...ITS ALSO FORMATION

What it would mean to be a church where every person was on the journey  
to discovering and being supported in their vocations?



## **3. Cultivate Culture - language, stories and priorities**

How?



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