

The Witness of Commitment

By Carrie Cavanaugh

One of the ways in which we glorify God is by reflecting His attributes for the world to see. One attribute that has an important place in the workplace is commitment. Commitment, faithfulness and engagement are all closely related. These days there is a lot of discussion about how to create a work environment in which your staff will be engaged because that's when they are the most productive. We've also looked at the important witness a leader's faithfulness is to his staff. This month we are focusing on how to maintain commitment in your staff after a layoff. How do we know what commitment looks like? God's commitment to His people is our example.

God established a covenant with Abraham and his descendants declaring, "I will establish my covenant as an everlasting covenant between me and you and your decedents after you for the generations to come, to be your God and the God of your descendants after you" (Genesis 17:7). As the story of Abraham and his decedents unfolds, it is account after account of unfaithfulness, fear and laziness, yet God continues in His

commitment to His people. It is His faithful love that wins them back to Himself time and again. He upholds His side of the covenant perfectly, but the Israelites fail miserably. His faithfulness in light of their

As we are committed to our workplaces, and thus reflect God's commitment, we help our staff feel safe both in their jobs and their relationship with their savior.

despicable actions reveals the grandeur of who He is and the excellence of His faithfulness (as it is rooted in His character, not their behavior).

Likewise we need to model faithfulness that is independent of others. We need to keep our word and stand by those who rely on us even when it's not to our advantage. When our staff see this, they will see God in us and they will also learn what it is to be committed to God's calling. God's covenant was a source of hope and strength. In Micah 7:20 we see faith maintained by

claiming God's promises of old: "You will be faithful to Jacob and show love to Abraham as you pledged an oath to our ancestors in days long ago." As we exhibit commitment to God's work and God's people, our staff should be able to trust our decisions even when they bring challenging circumstances.

When Zachariah sings his song at the beginning of Luke, he links the keeping of God's covenant to "enable us to serve Him without fear in holiness and righteousness before him all our days" (Luke 1:74b-75). As we are committed to our workplaces, and thus reflect God's commitment, we help our staff feel safe both in their jobs and their relationship with their savior.

Yet, Romans 4:13 is a good reminder that it is not our works that mean anything, but rather God's grace: "It was not through the law that Abraham and his offspring received the promise that he would be heir of the world, but through the righteousness that comes by faith." We can't muster up commitment on our own, but rather need to come to God humbly asking Him to help us to be faithful as He is faithful.