



BCWI's Emily Jamison and Al Lopus (bow tie) with Dan Dupee (left), Chris Cooke and Vince Burens (right) of Coalition for Christian Outreach, Pittsburgh, Pa.

## 2007 Best Christian Places to Work Finalists

# Trends and Triumphs in the Christian Workplace

Christians have a higher opinion of their workplace than in previous years. While trust and engagement remain significant issues within Christian organizations (40 percent of Christian workers don't believe there's a high level of trust between employees and management and further, 45 percent of employees say they're not engaged in their work), statistics show an upturn in employee satisfaction around benefits, recognition and feeling free to voice their opinion in the workplace. More importantly, organizations with higher levels of employee engagement see significantly higher levels of ministry growth. These are positive encouraging trends that show progress toward Christian organizations setting the standard as the best, most effective places to work in the world. This year, 40 organizations have been identified that are well on their way to making this vision a reality.

Best Christian Workplaces Institute announced the finalists for the 2007 Best Christian Places to Work in the United States survey at the CMA Conference in Palm Springs, Calif. on March 14. The survey, administered by the Best Christian Workplaces Institute (BCWI), involved more than 11,000 employees in 93 organizations across the United States.

Based on the survey, the Best Christian Places to Work in the United States are characterized by leadership teams that

demonstrate integrity and compassion for their employees. Repeatedly, leaders are touted who display transparency and a genuine recognition that their employees are their most treasured asset. Further, highly engaged employees tend to be tied closely to the vision and purpose that drive their daily tasks. In the spirit of Hebrews 10:24-25, these organizations are spurring on workplaces across the U.S. to greater love and good deeds.

"Best Christian Workplaces in the U.S. demonstrate high levels of employee engagement," says Al Lopus, president of BCWI. "This engagement translates into growing performance outcomes positively benefiting the quality of our global society. Further research indicates five unique drivers of employee engagement: 1) commitment for learning, 2) culture of character, 3) competence of management, 4) climate for action, and 5) fair total compensation.

"Leaders in these workplaces are engaging their people by enabling personal growth and building responsive and adaptable organizations, while meeting their employees' expectations for character, competence and transparency."

The Best Christian Workplaces Institute has surveyed more than 50,000 employees across North America in five years. BCWI is a research-based organizational and human resources consulting firm based on Mercer Island, Wash.

# The 40 Best Christian Places to Work for 2007

## Large Organization (500+ Employees)

Indiana Wesleyan University, Marion, Ind.  
Point Loma Nazarene University, San Diego, Calif.  
Wycliffe Bible Translators USA, Orlando, Fla.

## Service and Product (Up to 50 Employees)

Church Extension Plan, Salem, Ore.  
Covenant Eyes, Corunna, Mich.  
DeMoss Group, Inc., Duluth, Ga.  
Envoy Financial, Colorado Springs, Colo.

## Service and Product (50+ Employees)

Alliance Defense Fund, Scottsdale, Ariz.  
Evangelical Christian Credit Union, Brea, Calif.  
Logos Bible Software, Bellingham, Wash.  
Indian Rocks Christian Schools, Largo, Fla.

## Parachurch and Missions (Up to 60 Employees)

Amor Ministries, San Diego, Calif.  
Apartment Life, Euless, Texas  
EQUIP, Duluth, Ga.  
MOPS International, Denver, Colo.  
New Mission Systems Int'l, Fort Myers, Fla.

## Parachurch and Missions (60-300 Employees)

CityTeam Ministries, San Jose, Calif.  
Coalition for Christian Outreach, Pittsburgh, Pa.  
Crown Financial Ministries, Gainesville, Ga.  
Joni and Friends, Agoura Hills, Calif.

## Media (Up to 100 Employees)

Back to the Bible, Lincoln, Neb.

## Higher Education (Up to 500 Employees)

Dallas Theological Seminary, Dallas, Texas  
Evangel University, Springfield, Mo.  
The Master's College, Santa Clarita, Calif.  
The Master's Seminary, Santa Clarita, Calif.  
Olivet Nazarene University, Bourbonnais, Ill.  
Phoenix Seminary, Scottsdale, Ariz.

## Christian Schools (Up to 90 Employees)

Christian Heritage Academy, Northfield, Ill.  
First Baptist Academy, Naples, Fla.  
Midland Christian Academy, Midland, Va.  
Stoneybrooke Christian Schools, San Juan Capistrano, Calif.

## Christian Schools (90+ Employees)

Fairfield Christian Academy, Lancaster, Ohio  
Howard Books, West Monroe, La.  
InterVarsity Press, Downer's Grove, Ill.

## Media (100+ Employees)

EMF Broadcasting, Rocklin, Calif.  
Harvest House Publishers, Eugene, Ore.  
Tyndale House Publishers, Carol Stream, Ill.

## Churches

Crossroads Community Church, Cincinnati, Ohio  
The United Methodist Church of the Resurrection, Leawood, Kan.  
Wooddale Church, Eden Prairie, Minn.

**40 Finalists were selected from 93 participants by independent judges and are listed alphabetically.**



**Ruth Hubbard**  
Senior Vice President  
Wycliffe Bible Translators



**Pat & Connie Clements**  
President  
Church Extension Plan



**Sarah Sheagren,**  
Accounts Payable  
Manager,  
**Phil Hudson,**  
President/CEO and  
**Mike Sheagren,**  
Director of Go  
Global  
New Mission  
Systems  
International



**Richard & LeeAnn Lukianuk**  
Head of School  
Christian Heritage  
Academy