COVID-19 Work Disruption

A model for applying the hope of the gospel
+ Help church and ministry leaders plan pastoral care for those who have experienced work disruption from the COVID-19 crisis.
1. Covid-19 is radically impacting work environments

2. Many pastors are unsure how to pastor the complexity of work disruption

3. Workforce disruption highlights varying spiritual and physical needs as well as temptations based on one’s economic flexibility/agency and type of work disruption

4. The hope of the gospel is unilateral though applied differently to varying needs

5. An outward orientation allows the body of Christ to serve others, regardless of their work situation
WORK DISRUPTION MODEL

ROUTINE WORK MODEL

$X$ axis refers to the day-to-day work in your normal work environment and refers to the level of change being experienced.

SOCIOECONOMIC FLEXIBILITY/AGENCY

$Y$ axis refers to a combination of the amount of socioeconomic margin one has in a sustenance lifestyle and/or the amount of “power” or decision-making agency one has in the work environment, given position, education, social capital, etc.
WORK DISRUPTION MODEL

Socioeconomic Flexibility and Agency

Low

STRATEGIZING WITH UNCLEAR PATH
+ teacher
+ restaurant owner
+ ______________________

OVERWHELMED AND TRYING TO KEEP UP
+ grocery chain mgmt
+ Amazon/Zoom mgmt
+ ______________________

IMPOVERISHED AND TRYING TO SURVIVE
+ dishwashers
+ hotel cleaning staff
+ ______________________

EXPLOITED AND TRYING TO PROGRESS
+ delivery workers
+ line workers for masks
+ ______________________

Routine Work Model

Halted/Upended

Ignited
WORK DISRUPTION MODEL

SOCIOECONOMIC FLEXIBILITY AND AGENCY

HALTED/UPENDED  ROUTINE WORK MODEL  IGNITED
PROBABLY SPIRITUAL NEEDS

Probable, highest priority need

+ To know I am OK if I fail.
+ Anxiety relief
+ Sabbath
+ Idolatry examination
+ ________________________

+ Avoidance of self-reliance
+ Anxiety relief
+ Sabbath
+ Idolatry examination
+ ________________________

+ To believe God cares about my well-being
+ To believe God sees me
+ Anxiety relief
+ ________________________

+ To believe God is just and sees me
+ Anxiety relief
+ Sabbath
+ ________________________

STRATEGIZING WITH UNCLEAR PATH

EXHAUSTED AND TRYING TO KEEP UP

IMPOVERISHED AND TRYING TO SURVIVE

EXPLOITED AND TRYING TO PROGRESS

SOCIOECONOMIC FLEXIBILITY AND AGENCY

FEAR

ROUTINE WORK MODEL

HALTED/UPENDED

IGNITED
PROBABLE PHYSICAL NEEDS

- Probable, highest priority need

- Energy
- Rest
- Childcare
- ________________________

- Food
- Shelter
- Rest
- ________________________

- Health
- ________________________

- Energy
- Rest
- Childcare
- Food/shelter
- Health
- ________________________

STRATEGIZING WITH UNCLEAR PATH

EXHAUSTED AND TRYING TO KEEP UP

IMPOVERISHED AND TRYING TO SURVIVE

EXPLOITED AND TRYING TO PROGRESS
PROBABLE TEMPTATIONS

- Self-reliance: “I am God”
- Use people transactionally for success
- Pride or despair
- Greed
- ________________________

- Self-reliance: “I am God”
- Use people transactionally for success
- Pride
- Greed
- ________________________

- Faith abandonment
- Despair/give up
- Extreme cynicism
- ________________________

- Faith abandonment
- Confusion between righteous and unrighteous anger
- Extreme cynicism
- ________________________

SOCIOECONOMIC FLEXIBILITY AND AGENCY

LOW - MEDIUM - HIGH

HALTED/UPENDED - ROUTINE WORK MODEL - IGNITED

IMPOVERISHED AND TRYING TO SURVIVE

EXHAUSTED AND TRYING TO KEEP UP
THE HOPE OF THE GOSPEL

God is on his throne (Psalm 11)
+ Jesus draws us to him in failure (John 20)
+ We are righteous through Christ, not our work (2nd Corinthians 5)

God is in charge (Psalm 75)
+ We are working for Christ, not man (Colossians 3:23-24)
+ God prepared our work beforehand as image bearers (Ephesians 2:10)

We are heirs to his glory in full (Romans 8:15-17)
+ God makes good from suffering (Romans 8:28)
+ We serve a suffering savior who felt forsaken (Matthew 27)
+ He is our refuge (Psalm 31)

God makes good from suffering (Romans 8:28)
+ We serve a suffering savior who felt forsaken (Matthew 27)
+ God cares about justice for the needy (Psalm 82)
+ In the new heaven and earth, all sad things will come untrue (Revelation 21: 3-4)

Socioeconomic Flexibility and Agency

Low
| Routine Work Model |

High
| Exhausted and Trying to Keep Up |

Low
| Stratifying with Unclear Path |

Medium
| Impeverished and Trying to Survive |

High
| Exploited and Trying to Progress |
OUTWARD LOVE

Model of reliance on God, not self

Gospel encouragement and community

SOCIOECONOMIC FLEXIBILITY AND AGENCY

Share strategically

Share base level provisions; Employment sustenance

Low

Medium

High

Low

Haltered/Upended

Routine Work Model

Ignited

Community childcare

Model of reliance on God, not self

Share financially; Offer fair treatment as imago Dei; Celebrate the work

Employment assistance
Discussion & Next Steps

COVID-19 Work Disruption

Download: globalfaithandwork.com/resources

Or

Text to: whatsapp 01.615.202.8350
WORK DISRUPTION MODEL

ROUTINE WORK MODEL

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STRATEGIZING WITH UNCLEAR PATH

+ teacher
+ restaurant owner
+ _________________

OVERWHELMED AND TRYING TO KEEP UP

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+ Amazon/Zoom mgmt
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IMPOVERISHED AND TRYING TO SURVIVE

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EXPLOITED AND TRYING TO PROGRESS

+ delivery workers
+ line workers for masks
+ _________________

SOCIOECONOMIC FLEXIBILITY AND AGENCY

LOW

MEDIUM

HIGH

HALTED/UPENDED

ROUTINE WORK MODEL

IGNITED
<table>
<thead>
<tr>
<th>QUESTIONS FOR PRACTITIONERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SELF REFLECTION</strong></td>
</tr>
<tr>
<td>+ What quadrant do I feel most comfortable with?</td>
</tr>
<tr>
<td>+ Do I have hidden biases for or against certain groups?</td>
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<tr>
<td>+ How can I prepare for quadrants where my constituents might be moving?</td>
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<tr>
<td><strong>ORGANIZATIONAL REFLECTION</strong></td>
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<tr>
<td>+ What quadrants is our organization set up to serve?</td>
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<tr>
<td>+ Where do we have organizational holes for serving key quadrants?</td>
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<tr>
<td>+ What organizational structures or cultural expressions inhibit ministry to other quadrants?</td>
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<tr>
<td><strong>PRAGMATIC REFLECTION</strong></td>
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<tr>
<td>+ How can I incorporate into my one-on-one interactions?</td>
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<tr>
<td>+ How does this impact ways we lead our people?</td>
</tr>
</tbody>
</table>
  - sermons
  - team meetings
  - classes
  - new services
  - offerings
  - mobilizing the Body of Christ to serve unemployed and hungry |
MODEL OF WORK

DISRUPTION SUMMARY

PHYSICAL NEEDS

MODEL  ➔  SPIRITUAL NEEDS  ➔  HOPE OF THE GOSPEL  ➔  OUTWARD LOVE

TEMTATIONS
### MY ORGANIZATION & CONSTITUENTS

**CONTEXTUALIZED**

<table>
<thead>
<tr>
<th>Who are your constituents?</th>
<th>Probable physical &amp; spiritual needs?</th>
<th>Probable temptations?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Where are they moving?</td>
<td>Which ones are most significant?</td>
<td>Which ones are most significant?</td>
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| + ________________________ | + ________________________ | + ________________________ |
THE HOPE OF THE
GOSPEL FOR MY
CONTEXT
OUTWARD LOVE
FOR OTHERS
FOR MY CONTEXT

+ How can each quadrant serve others?

+ How can we structurally encourage generosity?
Contact Missy Wallace

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