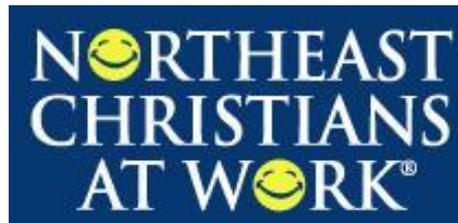


# Doing Justice @ Work

Presented by  
Drew Crandall, President  
Northeast Christians At Work

[ChristAtWork.org](http://ChristAtWork.org)



C O N F E R E N C E  
DO JUSTICE · LOVE MERCY · WALK HUMBLLY · MAKE DISCIPLES

- Thank you for participating today!
- *Northeast Christians At Work* is an all-volunteer 501c3 non-profit organization launched at VNE's "Congress" in Boston in 2000.
- Now in our 19<sup>th</sup> year, we ***“joyfully make, motivate and mature Christians in the workplace”*** across the Northeastern USA.
- Please visit our display in the main atrium lobby and our website for details and resources.



CONFERENCE  
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**WELCOME!**

Home | Free Call | New Books | Overcome Evil campaign | About Us | Free Resources | Sell More devotions | Conferences | Trade Shows | Speaking Engagements | Joy At Work Week | Workplace Awards | Inspiring Methods | Media Relations

**NORTHEAST CHRISTIANS AT WORK**

Thank you for visiting our site today. We hope that it is a source of encouragement as you seek to glorify God in your workplace.

**Overcome Evil with Good Today**

**REBROADCAST SIMULCAST LIVE2>LEAD**

**POWERFUL LEADERSHIP EVENT!**

JOHN C. MAXWELL, President, Regent College & Regent University  
DAVE RAMSEY, President, Ramsey Solutions & Ramsey Business  
CHRISTY SCHUBERT, Founder, The Power of a Woman  
WENDEE BROWN, Founder of the Women's Circle

Team SHERRILL LEON  
In collaboration with C12 VISION NEW ORLEANS  
FCCI  
NORTHEAST CHRISTIANS AT WORK  
Union Church

**Brian Doyle Family Fundraiser**  
Saturday, March 24 from 9 am to 1 pm  
\$25 per person; all proceeds go to the Doyle family  
Hosted at the church Brian grew up in!  
Union Church, 3 Elm Street in Vernon, CT  
Tickets are available online at [www.ChristAtWork.org](http://www.ChristAtWork.org)

OVERCOME EVIL WITH GOOD LAWN SIGNS FEATURED ON "BETTER CONNECTION" SHOW ON WFSB-TV 3  
[Click here to view footage.](#)

**SPECIAL EVENTS & RESOURCES:** We speak at local churches, conferences, and special events. We buy booth space at conventions and expos. We develop helpful workplace materials that help to keep working Christians enthused and motivated.

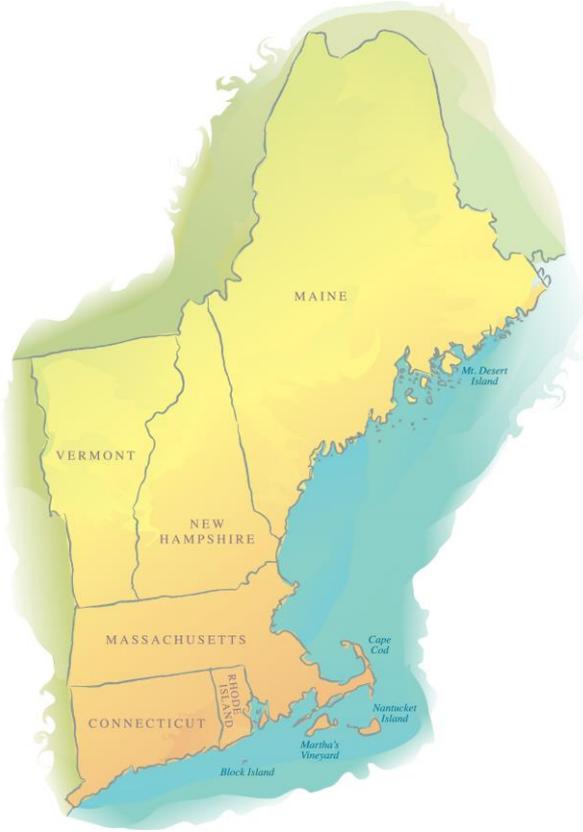
**MEDIA RELATIONS:** We cultivate strong relationships with media outlets across the Region, generating press coverage on the good things Christ followers are doing in the workplace. Our Easter "Joy At Work Week" and Christmas "Northeast Marketplace" events are also great media opportunities.

**THE INTERNET:** We try to make our website a clearinghouse of information on integrating faith in the workplace. We send emails to thousands of working Christians across the Region on a regular basis. These emails contain inspirational messages and news.

Donor Awardees also receive exclusive press.  
Northeast Christians At Work, 30 LITTLE SPARKS SQUARE, FIVE VERNON, CT 06066  
Tel: 860-439-6075 • 1-800-439-6075 • Fax: 860-439-6066  
Email: [info@christatwork.org](mailto:info@christatwork.org)



- My family has been based in New England since the Rev. John Crandall landed in Boston in 1635.
- I was born in Bridgeport, CT in 1955 and “born again” in East Windsor, CT in 1985
- I’ve been a regional advisor for VNE for 29 years.
- I serve on the GO Conference Organizing Team.
- My firm is a major GO Conference sponsor.
- Our offices in Vernon, CT also serve as VNE’s Hartford/Springfield office.



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# Thanks to our seminar sponsors.

- Several members of *Northeast Christians At Work* made anonymous donations to partially sponsor this seminar.
- My church is also supporting me and VNE through a partial seminar sponsorship.

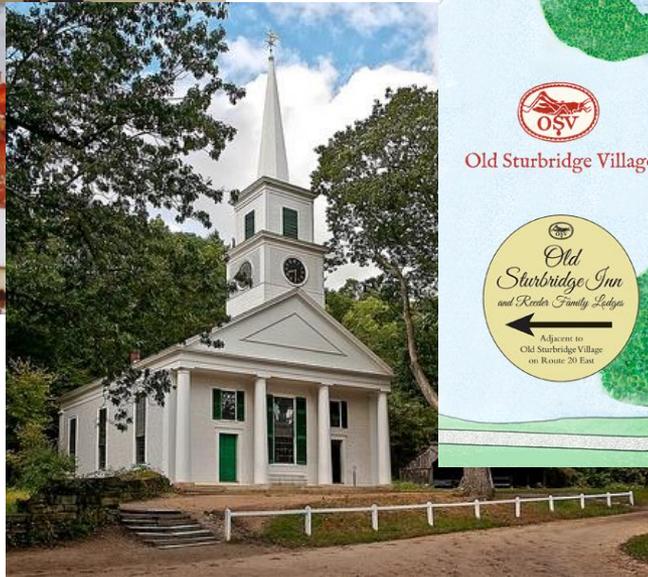
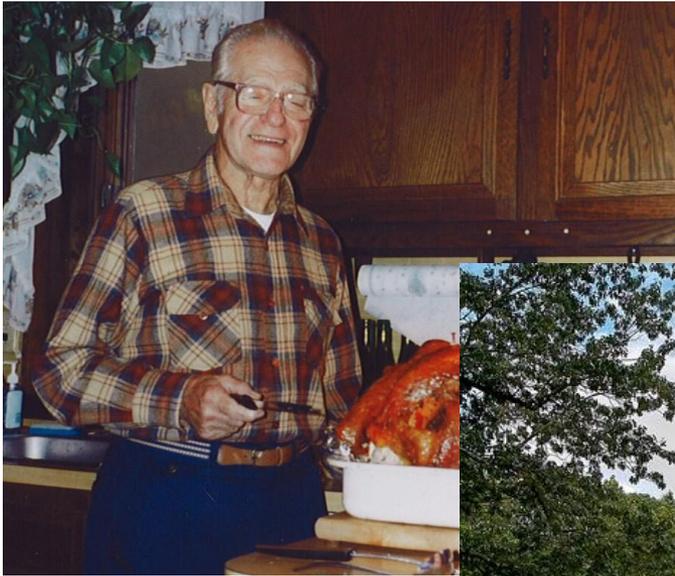


Union Church  
*God has a Plan for U*



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I'd like to dedicate this seminar to my father-in-law  
Court Martel, a prayerful Christ-follower whose  
favorite Scripture was Micah 6:8. He lived it!



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# Doing Justice @ Work

# First of all, what IS “justice?”

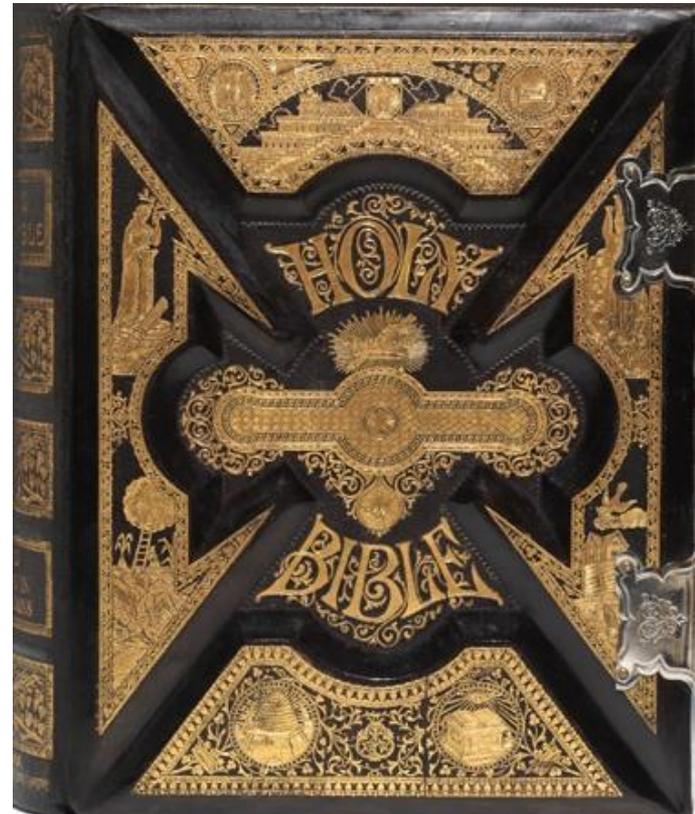
Here are some definitions:

- Just behavior or treatment.
- Administration of what is just (reasonable, correct, proper, morally or legally right, deserved).
- Concern for peace and genuine respect for people.
- Fairness; fair play; fair-mindedness; equity; evenhandedness; impartiality.
- Integrity of character.

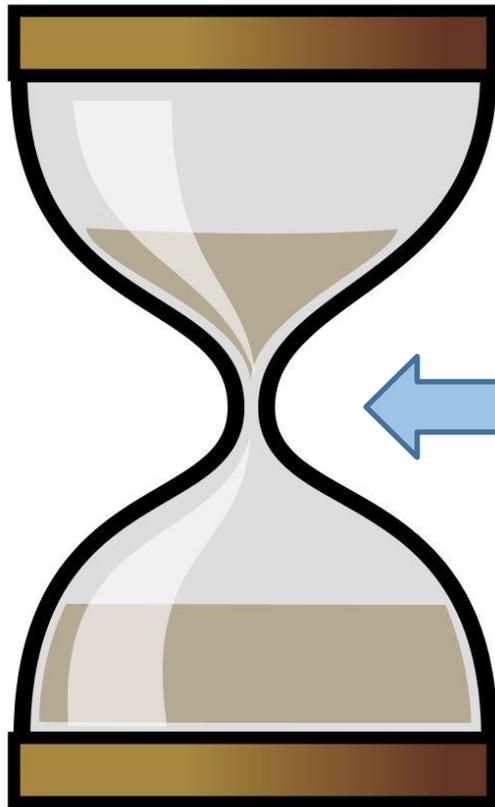


# In the Bible:

- “Justice” appears 28x.
- “Just” appears 278x.
- “Justify” appears 13x.
- “Justified” appears 39x.
- “Justification” appears 3x.



# The “Justice Hourglass”



**MACRO: GOD**



**MICRO: You and me**



**MACRO: mankind**



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# On a MACRO level:

- God's nature is 100% pure justice.

*“He is the Rock, his work is perfect: for all his ways are judgment: a God of truth and without iniquity, just and right is he.” --Deuteronomy 32:4*



- **Jesus was and is just:**

*“Rejoice greatly, O daughter of Zion; shout, O daughter of Jerusalem: behold, thy King cometh unto thee: **he is just**, and having salvation; lowly, and riding upon an ass, and upon a colt the foal of an ass.” --Zechariah 9:9*

*“But ye denied the Holy One and **the Just**, and desired a murderer to be granted unto you;”  
–Acts 3:14*



## On a MICRO level:

- A few people are described as “just” in the Bible:

*“These are the generations of Noah: Noah was a just man and perfect in his generations, and Noah walked with God.” –Genesis 6:9*

*“And they said, Cornelius the centurion, a just man, and one that feareth God, and of good report among all the nation of the Jews, was warned from God by an holy angel to send for thee into his house, and to hear words of thee.” –Acts 10:22*



# As Christ-followers, we too are “just!”

*“To the general assembly and church of the firstborn, which are written in heaven, and to God the Judge of all, and to the **spirits of just men made perfect**, and to Jesus the mediator of the new covenant, and to the blood of sprinkling, that speaketh better things than that of Abel.” –Hebrews 12:23-24*



*“But that no man is justified by the law in the sight of God, it is evident: for, **The just shall live by faith.**”*

–Galatians 3:11

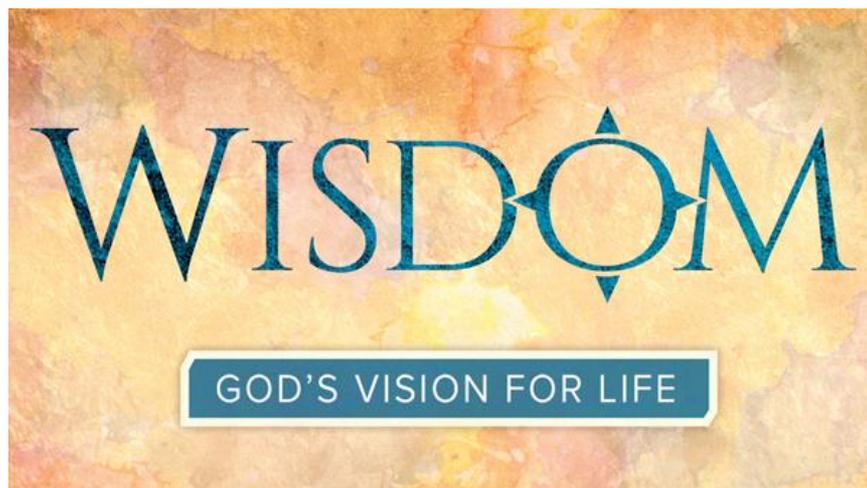
*“Therefore we conclude that **a man is justified by faith** without the deeds of the law.” –Romans 3:28*

*“Therefore being **justified by faith**, we have peace with God through our Lord Jesus Christ:”*

–Romans 5:1



# How is justice “produced?”



- **By Godly wisdom from the Holy Spirit**

*“By me kings reign, and princes **decree justice.**” –Proverbs 8:15*

*“The fear of the Lord is the beginning of wisdom: and the knowledge of the holy is understanding.” –Proverbs 9:10*





- **Through Godly instruction:**

*“Seeing that Abraham shall surely become a great and mighty nation, and all the nations of the earth shall be blessed in him? For I know him, that he will command his children and his household after him, and **they shall keep the way of the LORD, to do justice and judgment**; that the LORD may bring upon Abraham that which he hath spoken of him.” –Genesis 18:18-19*





- **Through a Godly sense of accountability:**

*“For it is written, As I live, saith the Lord, every knee shall bow to me, and every tongue shall confess to God. So then every one of us shall give account of himself to God.”*

–Romans 14:11-12



# Justice and Injustice



- Injustice is an act that violates another's rights.



# Examples of injustice in Scripture:



- Uncle Laban's treatment of Jacob in Genesis 31-32.
- Saul's brutal treatment of priests in 1 Samuel 22-24.
- Saul's dastardly treatment of David in 1 Samuel 26.
- David's deadly treatment of Uriah in 2 Samuel 12.
- Irijah's treatment of Jeremiah in Jeremiah 37.



**Ever since the fall, the human condition has contained an endless array of epic stories of justice vs. injustice.**



- God vs. Satan, good guys vs. bad guys, heroes vs. villains



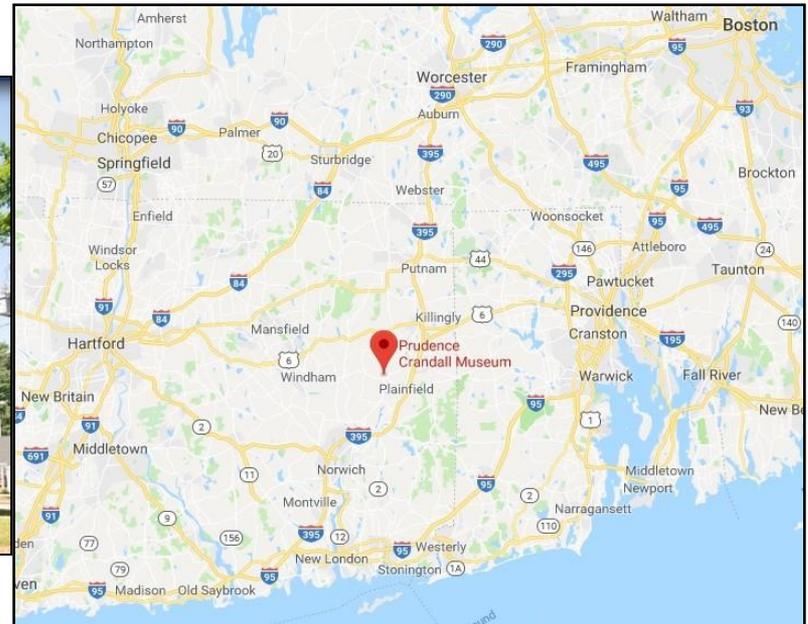
# In this fallen world, you and I have the privilege of being “just” Christian heroes and heroines!

- Meet Prudence Crandall (1803-1890), Connecticut’s Official Heroine.
- Prudence never had biological children, but I’m part of the same Crandall family. I represent her and the family at various community events.



# The abbreviated story...

- Prudence was a Christian woman, entrepreneur and teacher who opened a private girls' school in Canterbury, CT in 1831.



- The first start-up year went relatively well. Forty white girls enrolled in her school. Things were off to a good start in this bucolic New England community.
- BUT THEN, in 1832, Prudence had the “audacity” to enroll a black girl, Sarah Harris. By doing so, her school became what is considered to be the first racially integrated classroom in the United States.



# The pushback begins.

- By integrating her classroom, Prudence stirred up a hornet's nest! Some parents withdrew their support, and some townspeople went crazy.
- Her school was vandalized, she and her students were intimidated and threatened.
- BUT, instead of backing down, Prudence made her *entire school for black girls*—and about 20 black girls enrolled. Now, that's spunky!



- Prudence attracted the attention and support of the Abolitionist Movement, which rallied behind her in a multitude of ways.
- However, in response to her spunky stand for justice, the Connecticut legislature passed the “Black Law” prohibiting a school from teaching black girls from out-of-state without town permission.

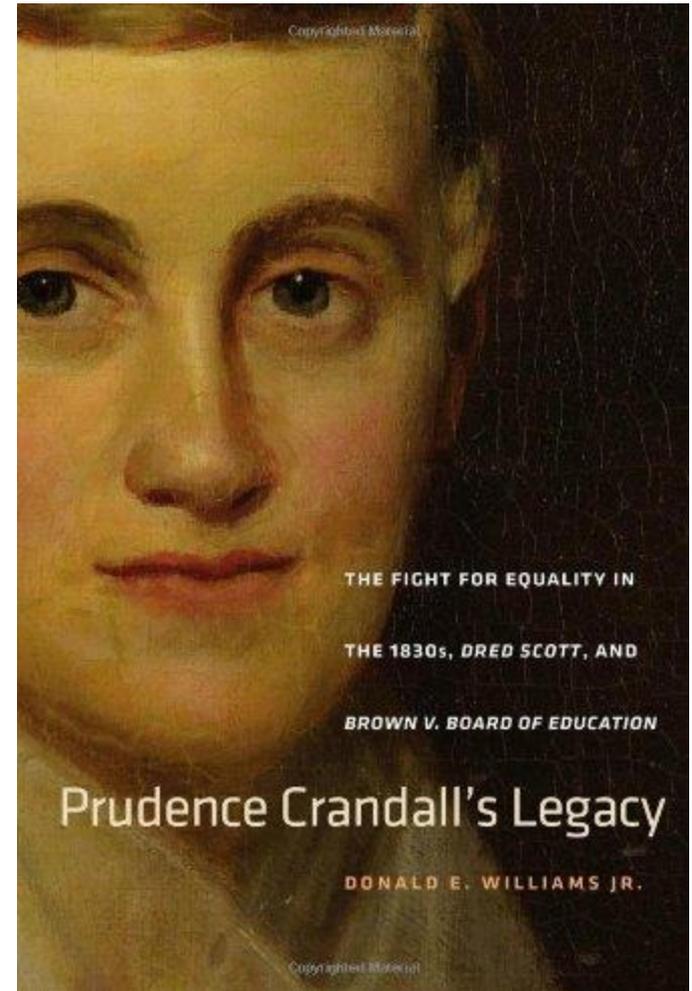


- As a result of this new law, Prudence was arrested, placed in jail overnight, released on bond, and brought to trial in Windham County Court.
- Prudence was found guilty, but the Connecticut Supreme Court overturned her conviction on a technicality without taking a position on the issue of black citizenship.
- Due to the hostilities, and out of fear for the safety of her students, Prudence closed the school in 1834.

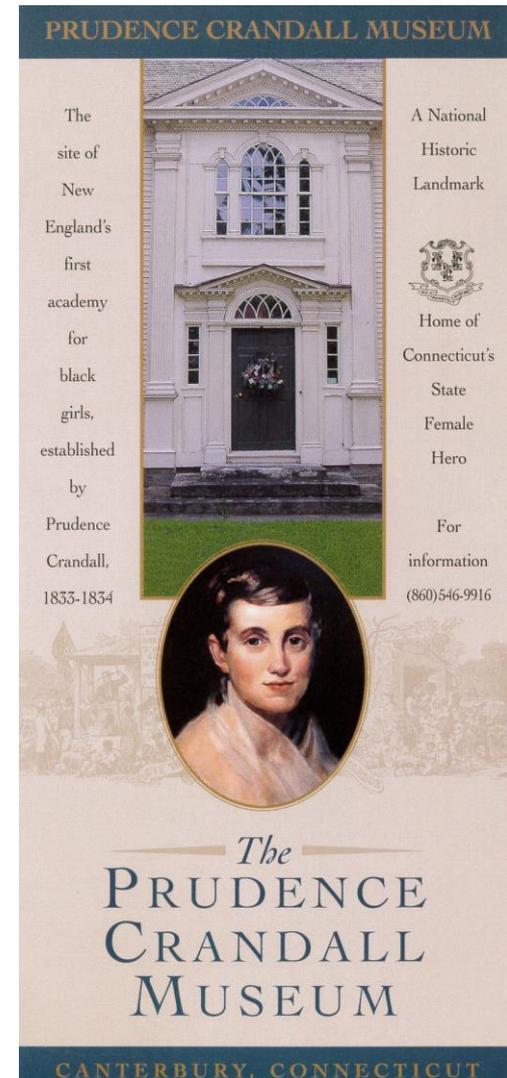


# Little did she know...

- That her case would be the first Civil Rights case in United States history.
- That the legal arguments from her trials sparked a legal journey that led to Civil Rights amendments to the U.S. Constitution and major Civil Rights Acts in the 1800's and 1900's.



- I invite you to take a brochure on the Prudence Crandall Museum. You may also study her life online and through a variety of books.
- This year, major repairs to the Museum are being scheduled, including a new roof, so operating hours may be very limited. Be sure check hours before you visit.
- This spring, a new curriculum for elementary and middle school students will be introduced at the *Northeast Regional Conference on the Social Studies* in Hartford.



# So, what and who inspired Prudence to go and “do justice @ work?”



- Prudence could have had a nice, serene, comfortable, successful private school if she hadn't rocked the boat. In her own writings, she shares that it was the Lord, through the Word of God in Ecclesiastes 4:1, who inspired her to step out with conviction and courage.



- *“So I returned, and considered all the oppressions that are done under the sun: and behold the tears of such as were oppressed, and they had no comforter; and on the side of their oppressors there was power; but they had no comforter.”*
- The Holy Spirit living inside of her made this Scripture alive and applicable to her situation!



## Here are her own words:

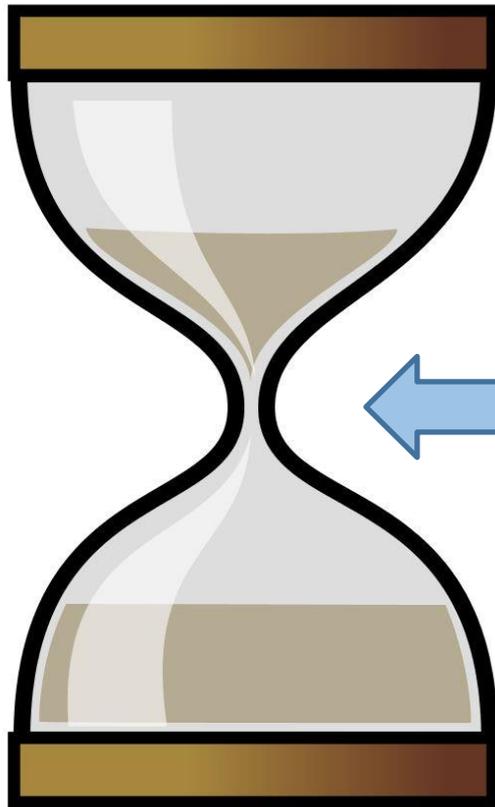
“I said in my heart, here are my convictions. What shall I do? Shall I be inactive and permit prejudice, The mother of abominations, to remain undisturbed? Or shall I venture to enlist in the ranks of those who with the Sword of Truth dare hold combat with prevailing iniquity? I contemplated for a while the manner in which I might best serve the people of color...”



“As wealth was not mine, I saw no other means of benefitting them, than by imparting to those of my own sex that were anxious to learn, all the instruction I might be able to give, however small the amount. This I deem my duty, how to perform it, I know not...”



# The “Justice Hourglass”



**MACRO: GOD**



**MICRO: You, me  
(and Prudence)**



**MACRO: mankind**



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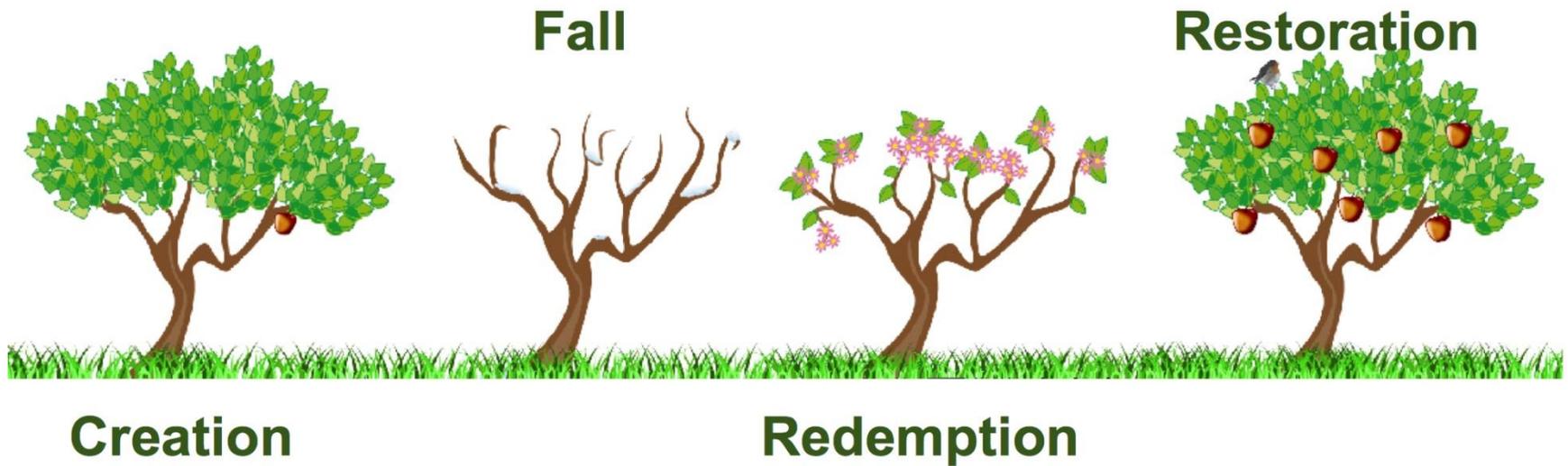
# If Prudence could do justice @ work, you can, too!



- It's important not to be naïve, foolish or unrealistic. Let's collaborate to frame this topic in a realistic, Christian worldview way.



# The Christian worldview has four core components:



- What are some limitations to “justice” in this fallen world?
- What should be our expectations about justice in this world? Can we be too perfectionistic and utopian?
- What is the distinction between authentic justice and political correctness? How do we discern between the two?





- Have you ever seen or experienced injustice in the workplace? If so, how?
- What does doing justice look like in the everyday working world?
- Who can play a role in doing justice at work. Is it just the HR department?





- How, when and where can you do justice in your workplace?
- How long can it take to have an impact on justice in your workplace?
- What is the potential cost of doing justice in your workplace?





- Are there nuances of doing justice at work depending on:
  - Size of the organization?
  - Type of organization (business, non-profit, government)?
  - Privately or publicly held?
  - Local, regional, national, global?





- What is your response if justice in your workplace is thwarted? Do you:
  - Ignore or tolerate it (make yourself numb)?
  - Depart from it?
  - Avenge it?
  - Remain as a non-violent change agent?



# Here are some helpful Scriptures:

- Matthew 20:9-12 concerning fairness of pay
- Matthew 12:16-19 concerning “wisdom is justified of her children” in spite of people fussing
- Job 38:4 concerning “where were you when the business was started? Do you really understand?”
- Matthew 5:25, 40 concerning retaliation

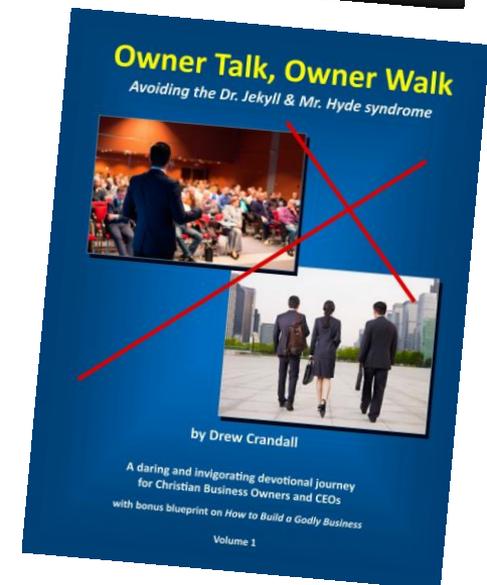
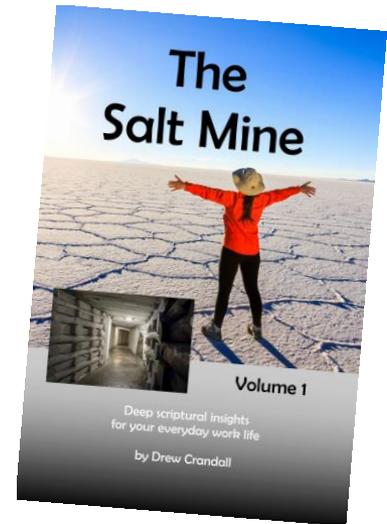


- 1 Corinthians 6:1-8 concerning lawsuits
- James 5:1-6 concerning rich powerful people abusing workers
- James 4:11-12 and 5:9 concerning speaking evil of others
- 1 Peter 2:19-23 concerning suffering patiently for doing well
- 2 Peter 3:12 concerning speaking evil of things you don't understand



# Thank you for participating today!

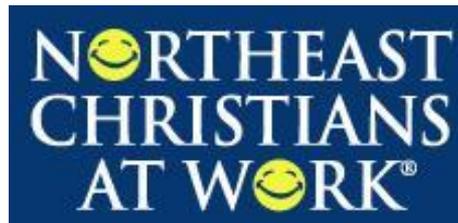
- Please stay for one-on-one conversation.
- Please visit our display in the main atrium lobby for free resources, information on upcoming events, and to purchase copies of my books if you are so inclined.
- Please also sign up for our Salt Mine email devotions for working Christians.
- Please contact me if you would like a PDF of today's PowerPoint slides.
- Let's close in prayer.



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