

Note: The following message will be shared by Reverend Caleb Kim this Sunday, August 23, 2026, at 10:00 a.m. for the congregation of St. Andrew's, Fenelon Falls, and our community on Zoom.

Title: Four Biblical Attitudes for a Healthy Work Life
Transformed in My Vocational Health (Part 8)

Today we are concluding our sermon series, "Transformed: God Changes Us." Over the past seven Sundays, we have looked at six essential areas of our lives that God desires to transform: our physical, spiritual, mental, emotional, relational, and financial health.

In this final message, we turn our attention to the transformation of our vocational health. Whether we realize it or not, God deeply cares about our daily work. In the parables of Jesus—including today's text, the Parable of the Ten Minas—our Lord frequently uses everyday workers: managers, farmhands, fishermen, builders, and accountants. Why? Because our workplace is often where our faith is tested and refined daily.

Nearly twenty-six years ago, while serving in campus ministry, I had the privilege of attending an international summer Bible conference in Germany. A group of about thirty of us stayed at a historic hotel in Frankfurt built in the early twentieth century. I was struck by the interior of those rooms. Everything—from the doors and windows to the ceilings and hallways—was solidly constructed, precisely fitted, and remarkably maintained. As I travelled to other German cities after the conference, I noticed this same quality not only in their architecture, but in German manufacturing as a whole. A missionary friend living there explained to me that Germans take great pride in their occupations, whether large or small. That sense of identity and professionalism has earned German craftsmanship deep respect around the world.

This morning, as we heard the Gospel of Luke, Christ calls us to adopt biblical attitudes that lead to a healthy, cheerful, and fruitful work life. In this parable, we meet a nobleman and ten of his servants. Before traveling to a distant country to be crowned king, he calls his servants, gives them ten minas, and charges them to conduct business until he returns. Through this story, Jesus gives us four divine principles for receiving God's blessing in our daily labor. If we are retired, this applies to our golden years of service. If we are employed, this concerns our current workplace. If we are students, school is our work field. If we care for children and family at home, that is our primary ministry. Whatever our station, if we want God to transform our vocational health, we must keep these four principles in mind and practice them daily.

Firstly, if we want to be blessed in our work, we must work enthusiastically wherever we are right now. In this parable, the master gives ten minas to his servants, instructing them to put the money to work until his return (Luke 19:13). Did we notice what the master does not do? He does not hand them millions of dollars. In those days, a mina equaled about three months' wages for a common laborer—a modest amount. Nor does he say, "Once I give you greater opportunities, then you can work hard." Instead, he

says, "Take whatever you have been given right now, even if it seems small, and put it to work."

The Apostle Paul echoes this truth in Colossians 3:23: "Whatever you do, work at it with all your heart." Do we see that Paul does not say, "Whatever you enjoy doing, do it with all your heart"? Instead, he says, "Whatever job you have at this point, work at it with all your heart." That is not a suggestion; it is a command.

God commands us to work with passion. Yet, we often fall into the "When-and-Then" trap: "When I get a bigger responsibility, then I'll show enthusiasm," or "When I land my dream job, then I'll do my best." But from God's perspective, enthusiasm is not controlled by our job title; it is driven by our attitude toward Him. We might be tempted to think, "You don't understand my workplace; if you worked where I work, you wouldn't be enthusiastic either." Yet for us as followers of Christ, enthusiasm is a spiritual discipline.

The word "enthusiasm" comes from two Greek words: en (in) and theos (God). True enthusiasm means working "in God." To cultivate enthusiasm, we must recognize that our current work is a test from God. In God's economy, there is no "small" work. Whether our tasks are menial or grand, God is watching. We also need to remember that God observes our attitude when no one else is looking.

We may sometimes feel discouraged when our efforts go unnoticed by supervisors, colleagues, or even loved ones. But God knows the labor we invest for His Kingdom and the care we pour out for others. God recognizes that much of the work that advances His Kingdom often happens behind the scenes in the church and community. God rewards those serving behind closed doors at home or those caregiving in quiet faithfulness for aging parents or family members. Sometimes, the enemy whispers in our ear: "Nobody notices." Once again, we need to remember God sees how sincerely we take care of His people. He sees even the tears we cry when nobody else is in the room. The first key to a strong vocational life, regardless of what we are doing, is to be enthusiastic about our jobs.

The second key for healthy work is this: we must remember who we are truly working for. In this parable, Jesus highlights the ultimate accountability of our labor. The servants knew that their master was away, but they also knew he would return as king. They understood who they were serving and to whom they were ultimately accountable.

Paul writes in Colossians 3:23-24: "Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving." Our earthly supervisor may sign our paycheck, but Christ evaluates our heart and our work.

Consider the example of Truett Cathy, the founder of Chick-fil-A. When he opened his first restaurant in 1946, he was exhausted and struggling to survive financially. Yet right from the start, he decided to close his business every Sunday. Industry advisors told him he was making a mistake, as Sunday was one of the most profitable days of the

week. But Truett recognized that his ultimate Boss was not the bank or the customer, but God. He wrote this conviction into his company's mission statement: "To glorify God by being a faithful steward of all that is entrusted to us." Decades later, while competitors operate seven days a week, Chick-fil-A continues to close on Sundays. And yet, Chick-fil-A generates higher average sales per store than almost any other fast-food chain in the world! What a wonderful example of working for the Lord.

When we forget who our real boss is, we can easily become people-pleasers—working hard only when management is looking. We can also grow bitter when we feel unrecognized, underpaid, and unappreciated by our earthly leadership.

When we understand who we are really working for, however, it transforms our daily tasks with a sacred purpose. When we realize our ultimate Supervisor is Jesus, we don't need a manager standing over our shoulder to keep us honest. When we perform our work with integrity for the Lord—our Big Boss—we fulfill our sacred vocation and calling to serve Him right where He has placed us.

Here is the third key to success at work. If we want our work to be blessed by God, we must strive to exceed expectations. When the first servant reported to the master, he said, "Sir, your mina has earned ten more" (Luke 19:16-17). He did not merely preserve what he was given; through diligence and wise management, he multiplied it tenfold. The second servant multiplied his gift fivefold. Both servants exceeded expectations.

This reflects the biblical principle of "going the second mile." In Matthew 5:41, Jesus teaches: "If anyone forces you to go one mile, go with them two miles." Do we agree that followers of Jesus Christ should have the best reputation for the quality of our work? Of course, we do, because we represent the Lord of lords. Our work should be done with such excellence that everybody notices, because we represent the King of kings.

I am reminded of a story about a young multi-millionaire. In his late thirties, he was getting ready to retire. The people in his hometown were preparing a big party for him and wanted to hear the secret story of his success. At the party, he summed up that secret in three simple words: "and then some." The audience was a little disappointed by such a simple phrase and wondered what he meant.

The multi-millionaire explained: "When I started high school, I made up my mind that I was going to do everything my teachers asked me to do—and then some. Consequently, I graduated from high school at the top of my class and headed off to college. During my college years, I did everything that my professors asked me to do—and then some."

He graduated at the head of his college class and was hired by a major company. He continued: "My manager told me to come each morning at eight o'clock and work until five. So, I came at seven and worked until six. Consequently, in just a few short years, I rose right to the top and became president of the company. But then I realized that to truly succeed, I needed to start my own business. So I started a company, and I decided

from the very beginning that I would give my customers everything that they had a right to expect—and then some. Soon, my first company was such a fabulous success that I started a second, then a third, and a fourth. Now, I've sold my companies and I'm retiring as a multi-millionaire because of those three little words: and then some"

Where does such a mindset come from? Do we think he learned it at a famous business seminar? No, like many of you, I believe that he got it right from the extra-mile principle taught by Jesus. God calls us not to settle for average or normal, but to excel in quality and character. He wants us to exceed the expectations of everybody around us. That is the kind of faithful stewardship God delights to bless.

Fourthly and finally, for our work to be blessed by God, we must dedicate our daily labor to God's purposes. That is a big deal. In our parable, when the master learned that the third servant had hidden his mina in the ground out of fear and laziness, he commanded: "Take his mina away from him and give it to the one who has ten minas" (Luke 19:24). While this response may sound harsh at first, we must look at the larger context: Why did the king take the resource from the unfaithful servant and entrust it to the faithful one? Because the faithful servant had proven he would use his master's resources to advance the kingdom. In response, the king rewarded him with authority over ten cities.

The ultimate purpose of our work is not merely self-preservation, buying a larger house, or securing a comfortable retirement. The primary purpose of our labor is to build God's Kingdom. God grants us energy, talent, time, and income so we may use them for eternal impact. When we view our job merely as a paycheck, work becomes a chore. But when we dedicate our daily labor to God's purposes, work becomes a ministry. We use our influence to encourage others, build peace, and model integrity. We use our resources to support the Church, care for those in need, and fund God's ministry. We use our skills to serve our communities and solve real-world problems.

Proverbs 16:3 reminds us: "Commit to the Lord whatever you do, and he will establish your plans." Think about this. Do we want to succeed at work? Of course, we all do. Nobody wants to be a failure at work. The Bible says the key to succeeding at work is to commit our work to the Lord. Have we ever done that? Some of us may have committed our children to the Lord. Some of us may have committed our marriage to the Lord. Some of us may have committed our time and our money to the Lord. Some of us may have committed even our lives to the Lord. Have we ever specifically committed the work that we are doing to the Lord? That is the key thing to bring God's blessing on our work.

How do we know when we have committed our work to the Lord? It is really simple. The Lord gets to be involved in it. He gets to be involved in the decisions. We are not just making decisions on our own. We are saying, "Lord, what do you want me to do at work?" He tells us what to do. He is the chairperson of the board. When we do things His way, He gets the glory, and we use our work to represent Him.

Again, the Apostle Paul—who was a missionary to the Gentiles as well as a tentmaker, a lay missionary worker—said in 2 Corinthians 5:20: “We are therefore Christ’s ambassadors, as though God were making His appeal through us. We implore you on Christ’s behalf: Be reconciled to God.” When an ambassador of Canada goes to a foreign country, they represent our country and act with the full authority of our government. You and I are also called to be Christ’s ambassadors to this world for His Kingdom. At all times and in all situations, our number one job at our work is to be an ambassador for Jesus Christ. Today our Lord is sending each one of us into the world as marketplace missionaries or ambassadors, wherever we work. That is our mission field. We are all Christ’s ambassadors in every area—in the quality of our work, in the grace of our words, and in our love for those around us.

In conclusion, when I first entered pastoral ministry, my late father offered me a piece of wisdom that I have cherished ever since. He encouraged me to maintain a humble, sincere attitude before God and His people. He wanted me to serve with the same passion and devotion from the beginning of my ministry to the end. That guidance continues to shape my life and service among you today.

When we hear the word vocation, we often think only of ordained ministry or religious vows. But vocation comes from the Latin word meaning “to call.” It means “being set apart, called to be different or be holy.” As followers of Jesus Christ, every single one of us has a sacred calling from God—whether in an office, a classroom, a home, a trade, or a volunteer role.

Regardless of our occupation, before we step into our daily tasks each morning, we need to pray: “Jesus, today I’m working for You. Give me enthusiasm to serve with joy. Remind me that You are my true Boss. May all the work I do be a testimony of my love for You.”

We need to go the extra mile, so we ask the Lord: “Grant me the grace to strive for excellence in my work.”

We also need to offer our work to God and His purposes, so we pray: “Help me, as Christ’s ambassador, to glorify You through the quality of my work.”

When we dedicate our labor to Him, God is glorified, and His Kingdom expands into our workplaces. God can make us known for the best quality of work and use our diverse skills, resources, talents, and jobs for His glory. God will grant each of us vocational health today and in the days ahead. Furthermore, God will say to each of us who have followed these divine principles in our work life: “Well done, my good servant! Because you have been trustworthy in a very small matter, take charge of ten cities.”

Note: Material from the DVD study session 7 titled “Transformed in My Vocational Health” by Pastor Rick Warren was adapted in the preparation of this sermon, with Luke 19:11–27 as the primary Scripture text.