

Our Mission

To present Jesus Christ as Savior and Lord to business and professional men and to develop Christian business and professional men to carry out the Great Commission.

[Revelation 12.17](#) describes, the dragon was angry at the woman and declared war against the rest of her children—all who keep God's commandments and maintain their testimony for Jesus. The Bible describes the world as being at war. We see the evidence of this reality but as American Christians we don't always interpret that reality as being daily and local.

The world is at war with man against man. That part is easy to see. The world is at war against the one true God. Every act of disobedience against the commands of God is a declaration of war against God and His rule over our lives. The enemy of God, satan, is at war against the people of God. This last one is more subtle but no less real or effective. The enemy of God wars against Christians by confusing them and causing them to doubt the truth of God's words and motive. This was his first deception with the first humans as recorded on page 3 of God's Word and is the same tactic he uses today against God's people.

The current confusion and doubt surrounds what God says about sexual practice and identity. Many Christians believe it is perfectly acceptable to God to live as a practicing homosexual, bi-sexual or transgender. God has declared otherwise in His Word. When we decide that what we believe is more legitimate than what God has commanded we make ourselves God and declare war against Him because we defy His authority in our lives or in the world. This is true about every belief we have that conflicts with the teaching of the Bible.

Other doubts and rejections about God and His Word include unborn children, the origin of the world including people, the value of people over animals, disciplining of children and the list goes on. The Christians who are rewarded by God are those who obey God and hold to their testimony that Jesus is Lord over their lives. This testimony that Jesus and His Words as found in the Bible are true and right even if we don't understand them or like them is what God expects of His people.

It is no different than the parent who tells his three-year-old 'no;' the child may not like it, may throw a tantrum, may not understand the parent's logic but must comply regardless. The Christian God is not evil, harsh or mean; He is good and commands we love Him and love one another as He has defined love in the Bible. Love is not the tolerance or acceptance of behavior antagonistic toward God's will. Instead love calls out evil and refuses to participate in it no matter what others are doing or what others threaten to do to us.

Christianity is not a belief in God, the enemy of God believes, it is the surrender of our lives to God in Jesus Christ to be used for His purpose and His glory forever. Those whom God will reward are those who obey His commands and continue to confess with their lives Jesus is Lord.

His Opportunities

1. Prayer and Bible study occurs every **Friday morning** at the Coral Gables restaurant in East Lansing from 7am – 8am, feel free to join us.
2. **CEO's**, are you looking for a private group of fellow business owners for encouragement, support, and advice? CBMC offers such a group. Contact Mike at mwinter@cbmc.com for more information.
3. **Tuesday, June 21st** at the City Rescue Mission from noon until 1pm is your next CBMC Rescue Luncheon. This is your opportunity to serve lunch to the men and women who depend upon the Mission for their meal. [Commit Here](#)

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MONDAY MANNA

A service to the business community
A Publication of CBMC International
June 13, 2016

The 4 'C's of Effective Hiring by Rick Boxx

When employers hire someone, they often reverse the order of what I call the "4 C's of Hiring": Character, Calling, Competence, and Chemistry. Many search for those people with a good resume and experience for the position to be filled. Once the list of candidates is narrowed, many select the one they like the best.

A better approach would be to hire for character first. Hiring someone with great competence but without **Character** could prove to be the worst mistake you could make. Poor character can permeate and destroy an entire organization. Competence is important, but a final decision should be based on the level of character revealed after background checks, interviews, and integrity testing.

As 1 Corinthians 15:33 teaches, *"Do not be misled: 'Bad company corrupts good character.'"*

To emphasize **Calling**, one large corporation created a "pay-to-quit" program. Annually its "fulfillment center" employees get the opportunity to quit and get paid up to \$5,000. The company has discovered the importance of calling, hiring those who are called, or feel passionate, about the organization's mission.

In John 6:65-66 Jesus provided an example: *"(He) went on to say, 'This is why I told you that no one can come to me unless the Father has enabled them.' From this time many of his disciples turned back and no longer followed him."* Jesus disqualified many followers by clearly communicating His mission and giving them opportunity to leave. If you desire to hire the best, make your mission clear to them and eliminate those who do not have a sense of calling to the work.

After investigating someone's character and determining whether they feel called and passionate about your mission, then selecting the most competent becomes a primary focus. **Competence** is third on my list because many skills can be taught if the right people have the desired character and passion. At the same time, finding and hiring the person with the best skills for the job will increase your company's performance and ultimately, customer appreciation.

Proverbs 22:29 teaches, *"Do you see someone skilled in their work? They will serve before kings; they will not serve before officials of low rank."* A resume of someone's skills and work history can serve as a good starting point, but it would be wise to develop tests or brief work projects to determine someone's true level of skill and competence.

Lastly comes the fourth important hiring quality: **Chemistry**. At a conference I attended, I heard a story about the importance of hiring people with whom you have a good chemistry. The speaker's father had narrowed down a hiring decision between two strong candidates for a key position within his organization. But he was having trouble deciding between them.

This owner asked for his son's opinion. The son's insight was profound: "Dad, which one of the two will you enjoy being with the most as you journey together?" When selecting someone for a key position, it is wise to look for someone like-minded and with whom your team will likely enjoy working. As Proverbs 18:24 observes, *"A man of many companions may come to ruin, but there is a friend who sticks closer than a brother."*



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Reflection/Discussion Questions

1. Before reading this “Monday Manna,” if someone had asked what qualities or characteristics you look for in a prospective employee, what would you have said?
2. Do you agree with the qualities cited – Character, Calling, Competence, and Chemistry? Do you think they are listed in the proper order of consideration? Why or why not?
3. Can you think of a time when you or someone you know hired a person who seemed very competent, but because of deficiencies in one of the other qualities, proved not to be the right person for your company or department? If so, how did you deal with that situation?
4. Which of the four suggested hiring characteristics seems most challenging to you? Do you think putting primary emphasis on Competence – skill and experience – is always a mistake? Explain your answer.

NOTE: If you have a Bible and would like to read more about this subject, consider the following passages: Ecclesiastes 4:12; Proverbs 14:15, 19:20, 25:4-5, 26:10, 27:23-27; Philippians 4:9