

APPENDIX A: PROJECT-RELATED DISCIPLESHIP
ASSESSMENT™ DATA

Eighty-three work- and faith-related questions from the Discipleship Dynamics¹ Discipleship Assessment™ served as the measurement tool for work-related attitudes among blue-collar and white-collar workers for this project. The data of 319 Discipleship Assessment™ participants formed the base sample. Of those individuals, eighty-three were full-time white-collar workers and thirty-one were full-time blue-collar workers. From the data of those full-time workers only, the records of white-collar workers were randomly deleted until thirty-one workers from each group remained. This appendix offers demographic data and a summary of all work- and faith-related responses from those two groups.

Demographic Information

The following tables summarize demographic data for the groups of full-time blue-collar and white-collar workers who completed the Discipleship Dynamics Discipleship Assessment™ for this study. The tables address gender, age, ethnicity, marital status, whether or not the respondents have children living at home, educational achievement, local

¹ Johan Mostert, “Holiness as a Function of Psycho-behavioral Monitoring and Spiritual Mentoring: The *Talmideem Agenda* Research Project,” (presented at the Conference of the Society for Pentecostal Studies, Seattle, WA, March 23, 2013), and Johan Mostert, “Outcomes-based Research on Spirit-filled Discipleship: Progress Report (Year II),” (presented at the Conference of the Society for Pentecostal Studies, Springfield, MO, March 6, 2014).

church membership, church affiliation, and the number of years since the respondents first committed to serving the Lord.

<i>Gender</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
Male	14	17	31
Female	19	12	31

<i>Age</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
18 to 25	1	2	3
26 to 35	7	7	14
36 to 50	7	6	13
51 to 65	15	16	31
66 and older	1	0	1

<i>Ethnic Group</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
White	21	28	49
Hispanic/Latino	4	2	6
African American	3	0	3
Asian American	3	1	4
American Indian/Alaskan Native	0	0	0
More than one ethnicity	0	1	1

<i>Marital Status</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
Single	5	4	9
Married	20	21	41
Divorced	4	3	7
Widowed	2	0	2
Separated, not divorced	0	0	0
Living together, not married	0	3	3

<i>Children Living at Home</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
Yes	17	14	31
No	14	17	31

<i>Highest Educational Qualification</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
Less than high school	0	0	0
High school diploma or equivalent	8	13	21
Associates Degree or equivalent	1	7	8
BA Degree or equivalent	12	10	22
Graduate degree(s)	10	1	11

<i>Local Church Membership</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
Yes	25	29	54
I attend but not a member	3	2	5
I sometimes attend church services	1	0	1

No	1	0	1
No response	1	0	1

<i>Church Association</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
The Oaks Fellowship, Waxahachie, TX	11	10	21
Pocono Community Church, Mt Pocono, PA	7	11	18
Victory Christian Center, Poquoson, VA	0	1	1
Jefferson Assembly of God, Meriden, KS	4	7	11
Cristian Life Center, Santa Cruz, CA	0	0	0
Our Father's House, California, MD	0	0	0
Not part of any participating church	9	2	11

<i>Number of years since you committed your life to serving the Lord</i>	<i>White Collar</i>	<i>Blue Collar</i>	<i>Total</i>
Less than 2 years	2	4	6
3 to 5 years	0	7	7
6 to 15 years	7	4	11
16 to 25 years	8	5	13
More than 26 years	13	11	24
No response	1	0	1

Assessment Responses

In order to analyze differences in the perception of work- and faith-related issues, using the Discipleship Assessment™ data, the answers for each group's questions were averaged. The percentage of difference between each group's mean responses for each question was calculated relative to the potential Likert scale responses of 1 through 7. Note that for this survey, "1" equates to "just like me" and "7" equates to "not at all like me" with the result that a lower number indicates a higher level of agreement with the statement offered. When sorted, the results provided two lists of work-related assessment questions ordered from those with the greatest disparity of response to those with the least disparity of response between the two groups. Table 1 shows statements perceived by blue-collar workers to be less characteristic of themselves as opposed to white-collar workers' perceptions of themselves, while Table 2 shows those statements blue-collar workers perceived to be more characteristic of themselves.

Table 1. Statements Less True of Blue-Collar Workers than White-Collar Workers

<i>Assessment Statement</i>	<i>Mean White Collar Response</i>	<i>Mean Blue Collar Response</i>	<i>Numerical Difference</i>	<i>Percentage Difference</i>
I feel like I'm on a "divine mission" when I'm at work	2.96	4.42	1.46	21%
My debt is under control	2.43	3.65	1.21	17%
I understand the competitive advantage that my company has	2.71	3.79	1.08	15%
My career has become a "divine mission"	3.01	3.92	0.91	13%
My work provides me a sense of purpose in life	2.82	3.67	0.85	12%
I don't really have any contact with poor people	4.25	5.06	0.81	12%
I have a good grip on the future challenges that face my field of work	2.37	3.16	0.79	11%
I feel like a "shepherd" for other disciples	3.09	3.88	0.79	11%
God has called me into the career that I am in now	2.67	3.35	0.68	10%
The primary purpose in my career is to make a difference for others	2.42	3.09	0.67	10%
I like to solve complex problems	2.29	2.95	0.65	9%
My work helps me to live out my purpose in life	2.84	3.48	0.64	9%
I am very disciplined in my financial affairs	3.00	3.63	0.63	9%
I watch over the assets of my organization as if they were my own	2.00	2.63	0.63	9%
My spouse and I really appreciate one another's ministries	2.41	2.97	0.56	8%
My spouse and I support one another's ministries	2.11	2.66	0.56	8%
I live within my budget	2.39	2.93	0.54	8%
I think evangelism should receive more attention than social services to the poor	4.10	4.63	0.54	8%
I feel like I have been sent as an ambassador of the Kingdom to my work	2.76	3.28	0.52	7%
I can easily list my top strengths and weaknesses	2.08	2.59	0.52	7%
My spouse and I complement one another's ministries	2.61	3.11	0.49	7%
I complement my shortcomings by working in a team	2.89	3.38	0.48	7%
Even when they're absent my bosses and co-workers know I am managing the assets well	1.64	2.12	0.48	7%
I experience a sense of calling in my career	2.85	3.30	0.45	6%
I am constantly learning more about my field of work	2.24	2.67	0.43	6%

I feel responsible to make my community a better place to live for all	2.94	3.36	0.43	6%
I believe recycling is a waste of time	5.41	5.83	0.43	6%
God has a purpose to fulfill through me in my current career	2.25	2.65	0.39	6%
I have a creative imagination for the demands that my work places on me	2.88	3.26	0.38	5%
My ministry gifts bring a sense of God's "shalom" (presence) into my workplace	2.88	3.25	0.37	5%
My spouse and I each have a sense of calling	2.71	3.07	0.36	5%
It's better for me to rather work alone than to try to reach consensus in a group	4.30	4.66	0.36	5%
I believe all forms of legitimate work contribute to kingdom outcomes	2.15	2.51	0.36	5%
I often think up new ways of doing things	2.59	2.92	0.33	5%
Investing in my direct reports is just as important to me as the company "bottom line"	2.93	3.25	0.31	4%
I work best when I work alone	3.72	4.02	0.30	4%
I believe a certain amount of ruthlessness is required to succeed in secular work	5.67	5.97	0.30	4%
Helping people discover their personal calling energizes me	2.52	2.78	0.26	4%
I often give money away	2.71	2.93	0.22	3%
I have a good idea how my field of work should position itself for the future	2.48	2.69	0.21	3%
I am an original thinker when it comes to solving problems.	2.72	2.91	0.18	3%
I'm best at resolving complex problems when I'm working in a team	2.98	3.15	0.16	2%
I can't be successful in business today without bending the rules a bit	5.98	6.12	0.14	2%
I enjoy working together in a group	2.42	2.56	0.14	2%
My work is an integral part of God's purpose in the world	3.17	3.31	0.14	2%
My colleagues think highly of my work	2.11	2.25	0.14	2%
I like to find better ways to do things at work	2.02	2.15	0.13	2%
I know God really cares about the work that I do	1.88	2.01	0.13	2%
I believe my community would suffer were it not for the civic groups that are there	3.34	3.47	0.13	2%
I have a good understanding of my personal strengths	2.37	2.46	0.09	1%
I often bring words of comfort or exhortation to my colleagues at work	2.32	2.41	0.09	1%

I exceed the expectations of my boss (or supervisor)	2.22	2.30	0.09	1%
Younger Christians look to me for guidance	3.28	3.36	0.08	1%
I am a completely trustworthy employee	1.37	1.43	0.06	1%
I am aware of my unique gifts and talents	2.95	3.00	0.05	1%
I come up with new and different ways of doing things	2.76	2.79	0.03	0%
My spouse and I share a sense of mission together	2.78	2.80	0.02	0%

Table 2. Statements More True of Blue-Collar Workers than White-Color Workers

<i>Assessment Statement</i>	<i>Mean White Collar Response</i>	<i>Mean Blue Collar Response</i>	<i>Numerical Difference</i>	<i>Percentage Difference</i>
I believe trying to play the good guy in business will harm profitability	6.39	5.51	-0.88	13%
I would rather our youth participate in gospel outreach than in community service	5.27	4.45	-0.81	12%
I often wish I could have a clearer understanding of my gifts and talents	3.99	3.20	-0.80	11%
I think getting ahead at work sometimes requires stepping over people.	6.12	5.55	-0.57	8%
I'm an asset to my boss (or supervisor)	2.00	1.61	-0.39	6%
I don't have a clue about my unique gifts and talents	5.42	5.13	-0.29	4%
The Holy Spirit uses me as an instrument of God's grace at work	2.96	2.69	-0.27	4%
I think a clean environment is good management of God's creation	2.31	2.07	-0.24	3%
I volunteer in my community because it promotes the "common good"	3.41	3.17	-0.24	3%
I care about conservation	2.77	2.53	-0.24	3%
I have an active role in community organizations	4.35	4.13	-0.22	3%
I value caring for the environment	2.71	2.50	-0.21	3%
I feel church social outreaches should always be accompanied by a gospel service	4.23	4.03	-0.20	3%
I work hard at making my community a better place to live	3.85	3.68	-0.16	2%
I understand very well the field of work that I am in	1.80	1.64	-0.16	2%
When I'm finished with a task at work I go and find other things to do	2.10	1.96	-0.14	2%
I promote recycling	3.30	3.16	0.14	2%
I invest a lot in the lives of younger Christians	3.44	3.31	-0.12	2%

In order to succeed in my work I sometimes have to compromise my standards	5.89	5.81	0.08	1%
I am a mentor to others	3.02	2.99	-0.03	0%
I don't succumb to impulse buying of large, unbudgeted items	2.62	2.59	-0.02	0%
I would prefer to invest my tithes in evangelism over poverty relief	4.36	4.34	-0.02	0%
My bosses and co-workers trust me with company assets	1.68	1.68	-0.01	0%

APPENDIX B: FIELD INTERVENTION PARTICIPATION LEVELS

The following chart outlines participation levels throughout the field intervention and identifies a job title and tenure for each project participant.

Participant #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Pre-Assessment	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Week 1 – Sermon	O	O	S	S	S	S	S	S	S	O	O	O	O	O	O	S
Week 1 – Discussion	W	T	S	W	W	T	T	W	W	P	S	P	S	P	W	W
Week 2 – Sermon	S	S	S	S	O	S	S	S	S	O	S	S	S	O	S	O
Week 2 – Discussion	T	T	S	W	W	T	T	W	W	S	S	P	W	P	W	W
Week 3 – Sermon	S	S	S	S	S	O	S	S	S	S	S	S	S	X	S	S
Week 3 – Discussion	T	T	W	W	T	P	T	P	T	P	S	S	W	S	W	W
Week 4 – Sermon	S	O	S	S	S	O	S	S	O	O	S	S	S	S	S	O
Week 4 – Discussion	W	T	W	W	T	W	T	P	W	P	T	P	S	X	W	W
Assessment Interview	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y	N	Y	N	Y	Y
Years on the Job	14	23	0.5	17	1	20	0.3	2	8	2	1	2	3	2	1	2
Job Title	Pipefitter	Stock handler	Heavy Equipment Operator	Procurement Officer	Caregiver	Journeyman Lineman	Teller	Custodian	Registrar	Stocker/Clerk	Cutter	Accountant	Runner	Freight Broker	Cake Decorator	Agent Service Representative

Key: Y = Yes, N = No, S = Sunday, T = Tuesday, W = Wednesday, O = Listened to sermon online, P = Reviewed discussion material privately, X = Did not listen to sermon/read discussion material

Participant #	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Pre-Assessment	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Week 1 – Sermon	S	S	O	O	S	S	S	S	S	O	S	S	O	S	S
Week 1 – Discussion	W	T	S	W	W	W	W	W	W	T	X	W	P	W	W
Week 2 – Sermon	S	S	O	S	S	S	S	S	S	S	S	O	O	S	S
Week 2 – Discussion	W	T	T	W	W	W	W	T	T	T	X	W	P	W	S
Week 3 – Sermon	S	S	O	S	S	S	S	S	S	S	S	S	O	O	S
Week 3 – Discussion	W	T	W	W	W	T	T	T	T	T	X	W	P	X	W
Week 4 – Sermon	S	S	S	S	S	S	S	S	S	S	X	S	O	S	S
Week 4 – Discussion	W	T	W	W	W	W	W	W	W	T	X	W	P	T	W
Assessment Interview	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	N
Years on the Job	3	2	13	11	5	30	5	1	3	17	6	17	9	0.5	27
Job Title	Line Lead	Production Laborer	Developer/Computer Tech	Clinical Research Coordinator	Owner/Operator	Supervisor	Para-educator	Ad Sale Executive	Supervisor	Machinist	Paraprofessional	Housekeeper	Journeyman Plumber	Driver	Pipefitter

Key: Y = Yes, N = No, S = Sunday, T = Tuesday, W = Wednesday, O = Listened to sermon online, P = Reviewed discussion material privately, X = Did not listen to sermon/read discussion material.

APPENDIX C: FIELD INTERVENTION RECRUITMENT

MATERIAL AND GRAPHICS

The recruitment card explaining field intervention participant commitments and providing a detachable response card, as well as the “9 – 5 ‘til Kingdom Come” and “Bezalel and Oholiab” t-shirt graphic are reproduced below.

Recruitment Card

I'm looking for 30 people who meet two criteria and will complete four tasks.

The Two Criteria:

1. Be working more than 32 hours a week.
2. Employed in a job(s) that doesn't require a college degree for employment.

The Four Tasks:

1. Complete an online survey measuring your opinion about spiritual things.
2. Participate in all four Sunday morning services in September.
(For people who can't be present on Sunday morning, listening to a recording of the service is an alternative.)
3. Participate in 4 weeknight/Saturday morning follow-up sessions in September.
(For people who can't be present either Tuesday evening or Saturday morning, completing the study privately is an alternative.)
4. Complete a second online survey and one short final questionnaire.

The final questionnaire will ask about your level of involvement in this project – essentially, did you attend Sunday services or listen online, did you participate in the follow-up studies with others or did you complete them privately. And the online survey will ask the same sorts of questions regarding your opinion of spiritual things.

Questions? Call 785.484.1010



PASTOR KENT - SOUNDS GREAT!
I qualify and will happily commit to be one of the 30!

Name: _____

Email address _____

Best Contact #: _____

“9-5 ‘Til Kingdom Come” Campaign Graphic



“Bezalel and Oholiab” T-shirt Graphic

