

## EPHESIANS: THE BUILDING AND COMPLETING OF THE CHURCH

### Part III: The Construction of God's Church, Ephesians 2:1-6:20

#### C. God's Church Organization for Christian Unity, 4:4-16

#### 5. "Truthing" In Love About Employer-Employee Relationships, 6:5-9

(Ephesians 2:1-6:20, 4:4-16, 6:5-9)

##### I. Introduction

- A. In the world, one needs money to survive, and to get money, one has to have a JOB! Having a job eventually means that one needs to relate well as an employee, or, eventually, as an employer.
- B. In today's economy with job market fluctuations, layoffs and business "downsizings" in abundance, relationships between employers and employees take on added dimensions of importance. God provides appropriate guidelines for believers in Ephesians 6:5-9.

##### II. "Truthing" In Love About Employer-Employee Relationships, Ephesians 6:5-9.

- A. After the filling of the Holy Spirit, believers are to relate skillfully with one another, Ep. 5:18,22ff.
- B. ONE of the settings where the Holy Spirit's filling makes a difference is in the workplace, Ep. 6:5-9;
  1. A word to the Subordinate party--the Employee, Ephesians 6:5-8:
    - a. The employee must obey his employer regarding the job assignment, v. 5. Of course, the LIMIT to this obedience is where this command causes the employee to disobey God, cf. Acts 5:29. However, such a case should cause the employee to think about a job change!!
    - b. This obedience needs to be coupled with a correct ATTITUDE--the attitude of respectful sincerity, cf. Ryrie Study Bible, KJV, footnote to Eph. 6:5.
    - c. This obedience to employers by employees needs to be so genuine that the employee goes beyond just "looking good" before the employer, but actually DOING what is good FOR the employer's business, Eph. 6:6.
    - d. IN REALITY, THE EMPLOYEE IS WORKING FOR HIS LORD, v. 5b. Accordingly, he should expect job advances and rewards THROUGH his overseer as from the LORD who controls his overseer in the job venture, compare Proverbs 21:1! (see the promise of Eph. 6:8)
  2. A word to the Overseer party--the Employer, Ephesians 6:9.
    - a. The employer needs to treat their employees "in the same way" (NIV), verse 9a. By this expression, Paul is teaching that employers need to relate to their subordinates with a sense of accountability to the LORD, cf. Bible Knowledge Commentary, New Testament, p. 642.
    - b. What this means for the employer is as follows: (1) instead of threatening the employee as one who assumes total control of him, that the business' welfare is in GOD'S control, and the employer needs to keep in mind that the LORD has dominion over the employee for better or for worse, compare with Eph. 6:8; Prov. 21:1 above; (2) the employer needs to remember that God has no more respect for him as a person than He does for the employee who is under him, so he cannot assume a superiority complex, Eph. 6:9c.
  3. A word of wisdom to Employees and Employers in Troublesome Business Relationships
    - a. We can do a lot to **avoid** complex problems in business according to 1 Thessalonians 4:11-12.
    - b. That advice is as follows: (1) We need to seek to be as independent in our accountability to overseers or subordinates or customers in business as is possible so that our good efforts are not compromised by the failures, poor workmanship and sins of others , 1 Th. 4:11b,c. (2) In this way we will ((a)) have a good testimony before unbelievers (4:12a) and also ((b)) lack nothing by way of success in the income part of doing business (4:12b)!

***Lesson:*** *The believer can be blessed in the business world, but to do so, he must see that he is (1) an "eternal employee" of his Lord in HEAVEN, regardless of his position in the marketplace on earth, and that (2) his conduct to employers, employees or customers is metered by the oversight evaluations of God. (3) God will reward or withhold rewards of income and advancement in proportion to his treatment of others there. (4) He can avoid problems in business by becoming as self-reliant for his workmanship as is possible, cf. 1 Thessalonians 4:11-12!*