



navigators™

Workplace



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Workplace

Our Vision

We envision a movement of workplace missionaries who are deeply rooted in Christ, influencing their workplaces, communities, and churches through transformational discipleship. In the next 10-20 years, we see Bible studies, prayer groups, and disciple-making networks flourishing in businesses across America, with missional enterprises shaping company cultures for Christ. As these workplaces become centers of faithful presence and godly influence, families will be strengthened, churches will be revitalized, and communities will be impacted by a new generation of believers who integrate work, service, and worship (Abad) into every aspect of life.

Our goal is to see millions of workers living out the ministry of Jesus in their professions, reclaiming cultural influence in education, government, and business. Through life-to-life discipleship, generational multiplication, and deep personal relationships with Jesus, we aim to restore meaning and purpose to work, inviting believers to see their vocation as their mission. As Isaiah 60:22 declares, “A little one shall become a thousand, and a small one a strong nation”—we trust that faithful discipleship in the workplace will lead to an exponential, Kingdom-impacting movement.

This ministry aligns with The Navigators’ calling to equip the saints (Ephesians 4:11) through our Equipping Funnel, training believers to become disciple-makers who raise up future generations of disciples. We seek to wrestle with God like Israel, standing firm in truth and bringing the light of Christ into the world’s workplaces.





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Our Mission

Helping believers grow in Christ and disciple others in the workplace and beyond.

Our Purpose

To ignite a disciple-making movement in workplaces by equipping believers to live out their faith, transform company cultures, and extend the kingdom of God through life-to-life discipleship.





“I believe one of the next great moves of God is going to be through the believers in the workplace.”

-Billy Graham

Dear Friends,

Welcome! We are excited to share this resource to aid you in starting a workplace ministry. Our mission is to reach the workplace mission field with the Gospel, and we believe that with your passion and commitment, we can significantly impact our workplaces and the Kingdom of God.

As Navigators, we are dedicated to equipping believers **to know Christ, make Him known, and help others to do the same**. Three key aspects of our ministry have a rich Navigator Heritage, and they set us apart. These key aspects drive our vision:

- 1. Personal Relationship with God:** A personal relationship with Jesus Christ is central to everything. Our relationship with God deepens as we spend time daily in His Word and prayer, seeking His presence and guidance. Scripture memorization is a cornerstone of this time, enabling us to internalize and apply God's truths daily. It equips us to confidently share the Gospel and provide biblical counsel in every situation. Through prayerful reflection and by hiding God's Word in our hearts, we're prepared to give an answer for the hope we have in Christ.
- 2. Life-to-life[®] Discipleship:** At the heart of the Navigators is a commitment to Life-to-life[®] discipleship. We walk alongside individuals, sharing our lives and faith journeys as Jesus did with His disciples. This intentional and relational approach fosters deep, authentic relationships and encourages spiritual growth and maturity. We invest in people personally, helping them grow in their walk with Christ and disciple others.
- 3. Generational Discipleship:** A cornerstone of the Navigator legacy, emphasizes the importance of passing on the faith to others who will continue the work of discipling. Rooted in 2 Timothy 2:2, Paul instructs Timothy, "And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others." This intentional and relational process ensures that the Christian faith is faithfully transmitted across cultures and generations.

We are excited about the opportunities God is opening up in the workplace, a mission field often overlooked but ripe for harvest. This binder contains detailed guidance and resources on establishing and growing a workplace ministry that embodies these core principles.

We invite you to use these materials to start or enhance your ministry efforts. Together, we can support and encourage one another, share the love and truth of Christ with our coworkers, and make a lasting impact in our professional spheres.

May God bless you abundantly as you embark on this vital ministry journey.
In Christ, Jon P. Hans

- Jon P. Hans

The Story of The Navigators

The Navigators, a well-known global ministry, was founded by Dawson Trotman in 1931. Dawson, a California native, grew up in a Christian home but, like many young men, was drawn away from his faith by the lure of worldly pleasures. During his teenage years, Dawson drifted, spending time playing pool, drinking, and getting into trouble.

A turning point in Dawson's life came unexpectedly. One day, while swimming in a lake, he began to drown. Desperate, Dawson cried out to God: **"God, if You save me, I'll devote my life to You."** A boat passed by moments later and pulled him from the water. Despite this miraculous rescue, Dawson soon forgot his promise and returned to his old ways.

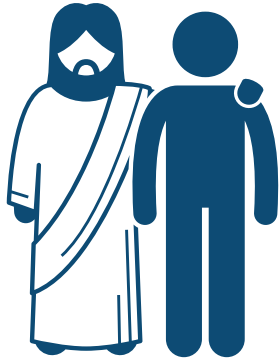


Some time later, while sitting drunk on a park bench, a police officer approached him and asked, **"Is this really what you want out of life, son?"** Those words pierced Dawson's heart and set him on a new path. Determined to change, he found a church and began attending regularly.

It was during a scripture memory contest at the church that God truly began transforming Dawson's heart. Motivated by a lack of money—the loser had to buy everyone lunch—Dawson worked tirelessly to memorize verses. But as he recited Scripture, he became convicted of its truth. This experience led him to fully surrender his life to Christ.

Dawson's new life was marked by a relentless pursuit of God through prayer and Scripture. He would often rise in the early morning to spend hours alone with God in prayer and Bible study, wrestling through questions and challenges. He later reflected that this intense season of preparation shaped his entire ministry, producing the rich harvest that would become The Navigators.

Core Principles of The Navigators



1. Personal Relationship with God

A foundational principle of The Navigators is a deep, personal relationship with God. This is fostered through regular time in Scripture and prayer—what the Navigators call a “quiet time.” Dawson emphasized that true transformation comes not just from external activities but from living daily in God’s presence.

2. Life-to-Life Discipleship

Another key principle is life-to-life discipleship. Dawson realized early in his ministry that discipleship is far more than an event or program; it is relational, transformative, and requires genuine investment in people’s lives.



This concept first took root during Dawson’s time teaching young boys in his church. They were rowdy, uninterested, and disruptive—not unlike children today. Dawson discovered that the way to reach people was through personal relationships. By asking good questions, listening well, and understanding their lives, he built strong connections that allowed him to share the gospel effectively.

A pivotal moment that cemented this principle occurred during Dawson’s evangelistic efforts. He made it a habit to share the gospel daily, often leading at least one person to Christ. On one occasion, he picked up a hitchhiker and recognized the man’s profanity as identical to someone he’d evangelized a year prior. To Dawson’s dismay, this man—who had prayed to receive Christ—was no further along in his faith. This experience revealed to Dawson that evangelism without discipleship is like having a child and leaving him on the side of the road. True spiritual growth required ongoing investment.

3. Generational Discipleship

The final principle that defines The Navigators is generational discipleship. Just as we are commanded to reproduce physically, God also calls us to reproduce spiritually by making disciples who make disciples. This principle came to life during Dawson's time working with sailors.

One day, a young sailor whom Dawson had discipled excitedly told him about a shipmate who wanted to be mentored. Rather than taking on the new disciple himself, Dawson told the sailor, "You're going to teach him." This decision sparked a movement: Dawson taught one sailor to disciple another, and soon these men were discipling others aboard their ships. By the time Pearl Harbor occurred, many of the men who died in the attack were believers because of the ministry efforts initiated by The Navigators. By the end of World War II, generational discipleship movements had spread to every ship in the American fleet across the globe.

This legacy continues today: making disciples, equipping them to become disciple-makers, and teaching them to raise up leaders who can do the same.



The Three Stages of Spiritual Growth

In summary, these three legacies highlight three stages of spiritual growth in the life of a follower of Jesus. They include:

- **Becoming a Disciple:** Learning how to be good students of Jesus—to learn, grow, and obey His commands. (A personal relationship with God)
- **Becoming a Disciplemaker:** Learning how to be good teachers for Jesus—like spiritual parents. (Life-to-life Discipleship)
- **Becoming a Shepherd-Leader:** Learning how to teach teachers so they can be effective equipping others. (Generational Discipleship)

The ultimate goal is multiplication: creating a movement of disciplemakers who carry the message of Christ to future generations.

Early History of The Navigators

The Navigators ministry began in the 1930s, when a young California lumberyard worker caught a vision. After seeing the benefits of basic discipleship principles in his own life, Dawson Trotman wanted to teach them to others, echoing the call of 2 Timothy 2:2: “And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.”



Scan the QR code above to access a video on the Early History of The Navigators on Youtube. Check this box once you have completely listened to the recording.



Born to Reproduce



Dawson Trotman, delivered the renowned recording, “Born to Reproduce.” on October 22, 1955 at a Back to the Bible conference. The iconic message emphasizes the importance of spiritual reproduction and discipleship, urging Christians to mentor others in their faith. The recording has been widely regarded as a formational tool in casting vision and outlining the basics of the Navigator mission.



Scan the QR code above to access the Born to Reproduce recording on Youtube. Check this box once you have completely listened to the recording.

Our Statement of Faith:

- That the Scriptures of the Old and New Testaments are inspired by God and inerrant in the original writings, and that they are of supreme and final authority in faith and life.
- In one God, the Creator; eternally existing in three persons: Father, Son, and Holy Spirit.
- That Jesus Christ was conceived by the Holy Spirit and born of the virgin Mary, and that He was and remains true God and true man.
- That God created Adam and Eve in the divine image; that they sinned, and thereby incurred not only physical death but also spiritual death, which is separation from God; and that, as a result of Adam's sin, all human beings are now born with a sinful nature and stand guilty before God.
- That the Lord Jesus Christ died for our sins according to the Scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the ground of His shed blood.
- In the resurrection of the crucified body of our Lord, in His ascension into Heaven, and in His present life there for us, as High Priest and Advocate.
- In the blessed hope of the personal and imminent return of our Lord and Savior, Jesus Christ.
- That all who by faith receive the Lord Jesus Christ are born again of the Holy Spirit and thereby become children of God.
- That the Holy Spirit indwells and gives spiritual life to all believers, enables them to understand biblical truth, empowers them for godly living, and equips them for service and witness.
- In the bodily resurrection of the just and unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost.

Our Core Values

- The passion to know, love, and become like Jesus Christ.
- The truth and sufficiency of the Scriptures for the whole of life.
- The transforming power of the gospel.
- The leading and empowering of the Holy Spirit.
- Expectant faith and persevering prayer rooted in the promises of God.
- The dignity and value of every person.
- Love and grace expressed among us in community.
- Families and relational networks in discipling the nations.
- Interdependent relationships in the Body of Christ in advancing the gospel.

Glenn Eyrie- Colorado Springs, Navigators Headquarters





Who is this resource for?

Missional Communities in the Workplace: If you are part of a workplace team, committed to living out your faith, this resource will help you take practical steps to grow, multiply, and impact your sphere of influence for Christ. There are three types of missional communities:

- **Internal Missional Communities-** Teams from the same workplace reaching the same workplace.
- **External Missional Communities-** Teams from different workplaces reaching different workplaces.
- **Local Church Missional Communities-** Teams from the same local church, reaching the same or different workplaces.

Workplace Leaders and Local Church Leaders: For pastors and ministry leaders looking to mobilize and equip their congregations beyond the walls of the church, this resource provides a framework to train and empower workers to see their workplace as a mission field. By deploying believers into the everyday spaces where they spend the majority of their time, church leaders can support the mission of making disciples in all areas of life.

Whether you are a Christian navigating the challenges of faith in the workplace or a leader aiming to integrate discipleship into daily work life, this resource offers the tools, vision, and practical guidance to help you thrive in your calling.