Missional Workplaces in Korea

by Young Tae Kim

Introduction

According to the Bureau of Statistics, the total number of the Korean population in 2008 was about forty seven million, and the number of the total workers in 2008 was about twenty two million.¹ Workers made up forty-six percent of the total population. These workers spend over one-third of a day in their workplaces. These workers are related to one another, and workplaces are related to the home and society. Workers influence one another through their work, and workplaces are the workers’ fields to affect the whole of a society.

A Christian is one who believes in Jesus Christ and keeps what Christ has commanded. Christ called Christians to be the light and the salt in the world (Matt. 5:13-16). He warned Christians not to lose the saltiness and the lightness. He commanded Christians to let their light shine before men so that they may see their good deeds and praise their Father in heaven. How does a Christian worker shine his or her light among fellow workers in a workplace?

This study is regarding how Korean Christian businessmen and workers carry out mission in their workplaces. In Korea, two main Christian associations, 한국기독교직장선교연합회 (Korean Workplace Faith Fellowship Association) and 한국기독교실업인회 (Korean Christian Businessmen Association), provide resources and support for Christian workers. Their goal is to encourage and equip Christian workers to live out their faith in their workplaces, thereby affecting their colleagues, the workplace, and society as a whole.

¹ http://www.kosis.kr/, “The Number of the Total Workers in Korea in 2008”
(Connecting Business & Marketplace to Christ of Korea), have been performing the Christian mission in workplaces. The difference between the two associations is the members. Workplace Faith Fellowship is composed of workers as employees, and Business & Marketplace to Christ of Korea consists of businessmen as employers. Both associations make an effort to evangelize fellow workers and customers through embodying Christian principles in their jobs. I will introduce three representative missional workplaces of each of the associations in regard to how Christian businessmen and workers influence fellow workers and customers through their work.

This study has two limitations. One of them is that this study will deal with three workplaces of each of two associations. Korean Workplace Faith Fellowship Association works at seven hundred thousand workplaces, and Connecting Business & Marketplace to Christ of Korea works at six thousand five hundred workplaces. I will deal with just six of them. It is the first limitation.

The other is that this study will research missional activities in the workplaces. It will focus on the Christian principles that are really achieved in the six workplaces as well as work, management, and missional activities that are actually performed in the workplaces. I will not deal with the all principles and activities performed in the workplaces.

Before I describe the missional workplaces, I will first introduce three major theologies that greatly influence the missional workplaces in II, and then I will describe three workplaces of Korean Workplace Faith Fellowship Association in III and three workplaces of Business & Marketplace to Christ of Korea in IV. After that, I will conclude this study in V.
I. Three Major Theologies used in Missional Workplaces in Korea

Three theologies, theology of laity, of stewardship, and of “being sent,” greatly influence the two associations, Korean Workplace Faith Fellowship Association and Connecting Business & Marketplace to Christ of Korea. Christian business principles and missional activities in workplaces are based on the theologies. In the theologies, the members of two associations learn who they are and what they should do in their workplaces.

1. Theology of laity

The theological ground of two associations appears to be a theology of laity that is based on the doctrine of the priesthood of all believers reclaimed by Martin Luther. Luther argued that the only mediator is Jesus Christ, and Christians have the grace and privilege to participate in Christ’s priesthood as his visible body in this world. This means that all Christians have a duty and privilege to proclaim gospel and to offer a prayer of intercession in all places at any time. Priesthood and apostolic right are not just restricted by ordained clergy. Priesthood is to be applied to all believers in Jesus Christ. The doctrine of priesthood of all believers is the

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ground of the theology of laity. 3

“Laity” in the Bible, “laos” in Greek, indicates the people of God including both ordained clergy and not ordained believers. 4 “Laity,” the people of God, is a chosen people, a royal priesthood, a holy nation, a people belonging to God” (1 Peter 2:9 NIV). In early Christian history, laity meant the community of believers including apostles, prophets, teachers, deacons, and others given diverse gifts from Holy Spirit. Later, it began to mean a group of believers who are not ordained, passive, derivative, and secondary in comparison to the ordained clergy in the church. In the people of God, there is no distinction between the ordained and the non-ordained. All are the same. All have the same mission: to disseminate the gospel through not only words but also good deeds. In workplaces, Christian businessmen and workers are royal priests who minister to customers and fellow workers. They are a priesthood that embodies Christianity principles in the workplace.

2. Theology of stewardship

The second theological principle of missional workplaces in Korea comes from Genesis 1:28 “Rule over the fish of the sea and the birds of the air and over every living creature that moves on the ground.” It indicates the stewardship that God assigned and commanded to human beings created in the image of God. Stewards are the faithful, prudent managers (Lk 12:42 NIV); servants of Christ; those entrusted with the secret things of God (1 Cor. 4:1 NIV); and guardians and trustees (Gal. 4:2 NIV). God created us and entrusted the whole of creation to us. We are called for doing God’s work. God gave us talents for performing the

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3 Ibid., 17-20.
4 Ibid., 22.
stewardship. God entrusts customers and coworkers to Christian businessmen and workers. The Christian businessmen and workers are called as stewards. They should carry out the stewardship in their workplaces.

3. Theology of “Being sent”

The third theological principle of missional workplaces in Korea is “being sent.” Jesus Christ trained his disciples for three years and sent them to the world. John 17:18 reads, “As you sent me into the world, I have sent them into the world.” The relationship of God, Jesus Christ, and disciples, can be characterized as “sending” and “being sent.” God sent Jesus, and Jesus was sent. Jesus sent His disciples, and the disciples were sent. When one sends the other one, the one sending gives full authority to the one sent. The one sent represents the one sending.

Jesus also commands his disciples when He sent His disciples: “Go and make disciples of all nations” (Mt. 28:19 NIV). All believers are His disciples. The Great Commission is given not only to the disciples but also to all believers. The Great Commission is given to Christian businessmen and workers. It must be performed in their workplaces by proclaiming with words and with good deeds.

II. Workplace Faith Fellowship

1. History

Workplace Faith Fellowship started at first from the company, ベックサン (Beok-San) in 1956. The company forced employees to work on Sunday. Christian employees in Beok-San,

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5 Ibid., 24-26.
6 Ibid., 27-31.
who could not attend Sunday worship, gathered together for worship, and the Christian
group became the first Workplace Faith Fellowship.

The second Workplace Faith Fellowship was made among Christian Congressmen in
1965 by Huyn-Suk Park, a Congresswoman. The Fellowship organized the national
Assembly breakfast prayer meeting and initiated the meeting with the president of Korea and
major leaders in various fields in Korea in 1968. The Fellowship made a prayer room in the
National Assembly building in 1980, and it has had a regular service on Wednesday morning
since 1980. The Fellowship Members have been playing the roles to make just, peaceful
laws and to mediate in serious conflicts among political parties.

The Fellowship has been expanded in various workplaces since 1970. The Fellowship
was made in 한국은행 (Korean Bank) in 1975, in 현대건설 (Hyun-Dai Construction) in
1976, in 고려증권 (Go-Ryeo Stock corporation) in 1977, and in 과학기술원 (the
Ministry of Science and Technology) in 1979. It had been enlarged in diverse workplaces
since 1980. The Fellowships in a variety of workplaces were associated in 한국기독교직장
선교협의회 (Korean Workplace Faith Fellowship Association) in 1984. In 2007, the
Association consisted of over seven hundred thousand members who work at seven thousand
seven hundred workplaces. 7 I introduce three representative Workplace Faith Fellowships:
KEPCO, KIST, and Korean Stock Workplace Faith Fellowship.

2. KEPCO Workplace Faith Fellowship

KEPCO (Korean Electric Power Corporation) Workplace Faith Fellowship was

7 http://www.workmission.net/, “Korean Workplace Faith Fellowship Association”
organized in 1979 by Yeo-Ung Yoon. KEPCO, a national corporation in which forty thousand employees work, cooperates with numerous companies and many countries. It has a great calling: “We are called for carrying the gospel to all the places electric light shines.”

KEPCO Workplace Faith Fellowship is very famous as a training place for contact with coworkers and customers who are unbelievers. The gospel that the members share with others is simple but powerful. It is organized with four distinct themes: God’s love, the Fall of all people, Jesus Christ as the Only Savior for our salvation, and the power of believing in Christ. The Fellowship members carry the gospel to the workplaces working with non-Christian workers and meeting with unbelieving customers. Through good work ethic and sincere attitudes these people witness their faith in Jesus.

KEPCO Workplace Faith Fellowship also trains the members in detail in order to have a good influence on non-Christian fellow workers and customers. The contents of the training are as follows: 1) to pray first before work is started; 2) to greet coworkers first before they greeted; 3) to serve fellow workers as if serving Jesus; 4) to help coworkers who are in a difficult situation; 5) to work hard, sincerely, and creatively; 6) to save public items; 7) to avoid expensive meals; 8) to build justice and resist injustice; 9) to share the gospel with fellow workers; and 10) to make peace in relationships with fellow workers. The Fellowship makes an effort to embody the word (“In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven.”) in their works.

3. KIST Workplace Faith Fellowship

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8 http://www.kepco.co.kr/, “KEPCO Workplace Fellowship Association”
KIST (Korean Institute of Science and Technology) Workplace Faith Fellowship was established in 1983. KIST is well known as the best institute in Korea that nurtures professional scientists and technicians who lead Korean science and technology. The Fellowship is organized with leading scholars and researchers in Korean science and technology. ¹¹

KIST Workplace Faith Fellowship ministers to promising youth scholars and researchers in KIST. It emphasizes God’s calling. It proclaims: “you are called by God for the Kingdom of God accomplished in science and technology.” It encourages the youth in KIST to study and work with God for fulfilling God’s calling. It invites the non-Christian youth in KIST to meeting God and their visions that God gives them in science and technology.

KIST Workplace Faith Fellowship is famous as the training program for Christian scholars and technicians about how to research and apply science and technology for the Kingdom of God. One of its remarkable activities is to emphasize the ethic in science. ¹² It warns of the destructive character of science. Science without ethic can produce fruit much like the Tower of Babel that must be destroyed by God. Scientific development should be in God. When a scientist invents something, the motive must be started from love. Christian scientists must have the ethic of love, and the ethic of love brings about constructive revolution in their works.

It also trains the members, in detail, to make their workplace a place where God reigns and to create harmonious a workplace to help and cooperate with one another, to work honestly and creatively, to be a good model in workplace as a Christian researcher to non-

¹¹ http://webhost.kist.re.kr/, “KIST”
¹² http://www.ddmission.or.kr/, “KIST Workplace Fellowship Association”
Christian researchers, to affect fellow workers with good deeds, to share love with coworkers, to persist to be trained in the Bible, to seek the opportunity to preach the gospel, to pray for coworkers to be saved and for workplace to be the Kingdom of God, and to take discipleship training to be a missionary in workplace. Through the training, the trained scientists and technicians effectively carry the gospel to non-Christian fellow researchers in their workplaces.

4. Korean Stock Workplace Faith Fellowship

Korean Stock Workplace Faith Fellowship was started in 1977. The Korean stock market had been abused and cheated until 1977. As a result, the market confronted a disastrous crisis of a foreign exchange in 1977 that it was controlled by IMF (International Monetary Fund). Christian stock marketers and stockbrokers established the Korean Stock Workplace Faith Fellowship to create a fair stock market. They thought that Korea would perish if the stock market kept decaying. Thus, they have been making an effort for a just stock market.

The Fellowship emphasizes three activities: freedom from money, everyday worship, and loving neighbors. First, the Fellowship trains its members to regard money as a stone. It often quotes 1 Timothy 6:10, “the love of money is a root of all kinds of evil.” In the Korean stock market, three trillion Korean dollars are traded every day. The stock market is

13 http://sciengineer.or.kr/, “Training Programs of KIST Workplace Fellowship Association”


where stockbrokers can be easily tempted and rotted by money. Thus, the fellowship works for the stock marketers and stockbrokers not to be spoiled by the money.

Second, the Fellowship stresses that holy day is not only Sunday but also the other six days. Most stock market traders work even on Sunday. They do not have a chance to participate in worship service on Sunday. The fellowship provides worship service for the workers during week. Many pastors serve the everyday Fellowship services in the morning. Reverend Won-Churl Kim, who was a stockbroker, dedicated thoroughly to these services. The Fellowship encourages its members to do holy jobs everyday in their workplaces.

Third, the Fellowship eagerly takes part in social relief programs. It takes care of the poor, the handicapped, the criminal, and the leprous. It shares their profits gained from their jobs with the needy in society. One of famed events in Korea is “Open Music Concert.” The Fellowship holds it yearly in order to proclaim the love for them to the society and for helping them with its profits. The Concert becomes a bridge to connect the strong to the weak and the rich to the poor. The Fellowship carries the gospel not only to fellow workers but also to citizens by means of loving neighbors and of constructing the Kingdom of God.16

III. 한국기독교실업인회 (Connecting Business & Marketplace to Christ of Korea)

1. History

CBMC (Connecting Business & Marketplace to Christ), an international organization, was established in Chicago in 1930. Its global mission is: “We serve God in the global marketplace by establishing and strengthening national and regional leadership teams to effectively present the truths of Jesus Christ to business and professional people and to see

lives transformed to Christlikeness.”

CBMC of Korea was founded in 1951 during the Korean War (1950-1953). The missions of CBMC of Korea are as follows: to present Jesus Christ as Savior and Lord to business and professional leaders, to develop business and professional people to carry out the Great Commission, and to serve business and professional people as followers of Jesus.

According to the statistics of CBMC of Korea in 2008, CBMC of Korea consists of three hundred seventy one local associations and six thousand five hundred members.

Now, I will introduce three representative Christian CEOs and companies: Seung-Soo Park in E-Land Group, Sung-Churl Park in Shin-Won Ebenezer, and Seng-Yong Zee in Mindlele Youngto.

2. 이랜드 (E-Land Group)


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18 http://cbmc.or.kr/intro/mission.php?menu_no=1, “CBMC of Korea”
the first and largest integrated fashion and retail company by revenues in Korea.  

E-Land Group has been succeeding in the businesses by low prices, high quality, and special service. It endeavors to make prices as low as possible, to make quality as high as possible, and to improve service as best it can. Customers acknowledge the price, quality, and service of products made by E-Land Group. E-Land Group believes that making the best products is an important role of a Christian company. Thus, E-Land Group is well known not only as a company producing credible products but also as a Christian company.

E-Land Group as a Christian company has “E-Land Group spirits” concentrated on God-centered business, faith-centered business, and the Word-centered business. President Park of the Group has been emphasizing them since the Group was established.

First, Park stresses God-centered business. All of his businesses center in God. Park’s purpose of business is to fulfill God’s Will for him in the world. He believes that he was called by God to do what God designed him to do. He seeks God’s Will for him and makes efforts to achieve it in the businesses. He regards himself as a steward of God not an owner of the Group. He confesses that “the Group is not mine but God’s and that God entrusts the Group to me.” He believes that God gave him special gifts to manage the Group and that God gave others different gifts from his. Thus, he emphasizes harmonious working with various talents as a corporate business in God.

Second, Park emphasizes faith-centered business. All of his enterprises center in faith. He believes that God provides what we need and does not provide what we do not need. He

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19 http://www.eland.co.kr/, “The History of E-Land Group”
21 http://www.eland.co.kr/, “E-Land Group Spirits”
22 http://www.eland.co.kr/, “E-Land Group Spirits”
went through many difficulties, but he did not worry about them. He overcame them with faith. He stresses prayer in faith. Prayer is the power to strengthen one to work and the channel to fulfill what one believes. Whatever he does is focused on faith with prayer.

Third, Park accentuates Word-centered business. All of his activities center in the Word. He believes that the Word is criterion on which he judges and decides in his businesses. He makes decisions on crucial issues in businesses by God’s Word and performs the decisions properly in God’s Word. He made business rules based on the Word. He does what the Word commands to do and does not do what the Word commands not to do. He confesses that he could have great business insights and the best decisions when he meditates on the Word. The Word is a standard in his businesses.

E-Land Group has the goal that all employees become Christians. Park cooperates with eighteen pastors hired in E-Land Group to achieve this goal. He supports the pastors to disseminate the gospel to all employees, to make small groups for Bible study in workplaces, to have regular employee chapel once a week, and to encourage employees to work joyfully in God. He assists all expenses to carry out the ministries and pays salaries to the pastors at the same salary as a regular employee.

E-Land Group participates actively in social welfare. One of E-Land Group’s mottos is “profit must be shared with the community.” In 1994, E-Land Group founded E-Land Clinic in which the old and the poor can receive medical services freely. E-Land Group also established E-Land Social Welfare Organization in 1996. E-Land Group has been taking part in the rescue works during a national disaster, in the aid of North Korea, and in the scholarship program for the third world since 1996. E-Land Group is one of representative

23 http://www.eland.co.kr/, “E-Land Group Ministry”
Christian companies in Korea to make an effort to embody Christian faith in its management and products and in its workplaces and societies in the world.

3. 신원 에벤에셀 (Shin-Won Ebenezer)

Shin-Won, which means “the utmost faith”, was established in 1973 as a local fashion industry by Sung-Churl Park. It has been successful in the adult wear market in the nation and the world. It consists of three leading women clothing brands and two men clothing brands. Seven thousand people are employed there. The company has been expanding to the world. According to 2008 Shin-Won report, the total amount of revenue was three billion US dollars.  

Shin-Won is famous for the motto: “Shin-Won does not work on the Lord’s day.” The motto had been used for its advertisement in Television, newspapers, and radio broadcast. Shin-Won has been representing itself in public as a Christian company since 1973.

It has three major principles in management: faith, justice, and leadership. It pursues to be a recognized Christian company by fulfilling the three principles in workplaces and in marketplaces.

First, Shin-Won pursues faith management. Faith means the costumers’ trust in products made by Shin-Won. Shin-Won does its best to satisfy the customers’ desire with high quality of clothes. It strives to satisfy its investors and stockholders by developing products. It

endeavors to gratify customers by the best service—accepting customers’ requests in any case. Shin-Won carries out its faith management through these activities.

Second, Shin-Won keeps justice management. It is absolutely managed by policy based on justice. It shares its profit with the needy in society. The process of making a decision is rational and transparent. It executes justice management through these activities.

Third, Shin-Won pursues leadership management. It plans a strategy for its future. It selects talented people and equips them to lead into its future. It devises new and creative items. It makes itself flexible to adjust easily to changing customer preference. It performs leading management by means of these activities.

Shin-Won actively takes part in missional activities in the nation and the world. It organized Shin-Won Ebenezer Ensemble in 1994, whose members are from a well-known professional hymn choir in Korea.\(^{27}\) The Ensemble has been performing nationally and internationally to glorify God with beautiful music. It has performed about eight hundred times, and did so even in Pyeongyang and Gaeseong in North Korea in 2000.

Shin-Won encourages all employees to become Christians. It identifies itself as a Christian company to all employees. It endeavors to embody Christian principles in workplaces and in relationships among employees. All employees of Shin-Won offer praise and worship every Monday. All marketplaces of Shin-Won are closed on Sunday. Shin-Won is famous in the world for credible workers and credible products.

4. 민들레영토 (Mindlele Youngto)

Mindlele Youngto was established in 1994 by pastor Seng-Yong Zee. It was started as a teashop and expanded as a cultural convention center for the youth. It has thirty-four branches in Korea and keeps increasing the branches. Four thousands youth a day use it, and one million two hundred youth are members. Numerous young people are excited to go there.

It has two revolutionary management principles. One of them is “to make customers feel unlimited love of God and freedom in Christ.” Customers can eat food, read books, play games, watch movies, and participate in youth activities as much as they want. The youth of Korea live under oppression regarding study and in this environment there is much lack of youth cultures. Mindlele Youngto provides food and space for young people. It encourages them to freely create their cultures in Christ and to enjoy the cultures. The owner Zee takes care of young people in a way well adjusted to youth culture in Christ, making them feel God’s love. He has been serving youth as a youth pastor not only in the church but also in Mindlele Youngto since 1994. He listens carefully to what youth say him and sets the space fitted to where youth want to stay. Mindlele Youngto is where the youth feels God's unlimited love and freedom in Christ and where the youth make their cultures and enjoy them.

28 http://www.minto.co.kr/?TO=intro_mintointro, “The History of Mindle Youngto”
The other value is "to invest as much as you can do for the highest effect." Mindlele Youngto provides various teas and food that young people like. It equips a small library for reading books, seminar rooms for group study, a café having a special stage for various performances, and computer rooms for the internet. It offers a human therapy program as a psychological treatment to rehabilitate unstable minds, one of symptoms in adolescence. Young customers just pay four dollars to have access to all of these things. The president Zee emphasizes that customers feel satisfied as much as you invest. His focus is on customers not on money. The major reason that the number of customers has quickly increased is that Mindlele Youngto’s management focuses on customers.

The president Zee embodies God’s boundless love, freedom in Christ, creative mandate to make young Christian cultures, and redemptive mandate to change places into joyful places in Mindlele Youngto. Many young Christians leave churches because they cannot find a space in the churches. These Christians gather in Mindlele Youngto, and they bring non-Christian friends. All customers indirectly experience Christ in Mindlele Youngto and directly feel what God wants to give. Mindlele Youngto is not only an exciting community for youth but also a effective channel to connect youth to Christ.

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IV. Conclusion

This study is in regard to how Korean Christian businessmen and workers in workplaces carry out the mission to disseminate the gospel through their jobs and to change workplaces for the Kingdom of God so that justice and love are achieved. As the bases of the missional works in workplaces by Christian businessmen and workers, I introduced three theologies: theology of laity, theology of stewardship, and theology of being sent. Christian businessmen and workers all are the people of God and royal priests who do God’s work in workplaces. They all are stewards to whom God entrusts workplaces and fellow workers for performing His work with gifts that God gave them. In the Great Commission Jesus sends them all to make disciples of all workers and to change workplaces for the Kingdom of God.

As real models that Christian workers do missional works in their workplaces, I introduced three Workplace Faith Fellowships in Korean Workplace Faith Fellowship association. First, KEPCO Workplace Faith Fellowship is famous as an enthusiastic dissemination of the gospel in workplaces. Second, KIST Workplace Faith Fellowship emphasizes the love for Creator and for creatures as an ethic in science and technology when scientists deal with science
and technology. Third, Korean Stock Workplace Faith Fellowship works especially for a fair stock market and for righteous work of stock marketers.

As real models that Christian businessmen embody Christianity principles in their workplaces, I described three Christian companies in Connecting Business & Marketplace to Christ of Korea. First, E-Land Group is well known as God-centered business, faith-centered business, and Word-centered business. Second, Shin-Won Ebenezer is famous for faith management, justice management, and leadership management. Last, Mindlele Youngto is renowned for making customers feel the unlimited love of God and freedom in Christ.

Workplaces are not simply the place for work or for earning money. Workplaces are where Christian workers reveal their faith in Christ by their good deeds, where the gospel is proclaimed by embodying its principles in works, where the Kingdom of God comes true by achieving justice and love, where workers are bound with trust and love, where the gifts given by God are fully used for quality of work, and where miserable jobs without God are changed to joyful jobs with God. To fulfill this in the workplaces, Christian businessmen work in six thousand five hundred workplaces, and Christian workers work in seven hundred thousand workplaces.

I hope that all Korean pastors participate in the missional works in workplaces. As coworkers of Christian businessmen and workers in a horizontal relationship, rather than a hierarchical relationship, with various gifts different from Christian businessmen and workers. I hope that all churches in Korea are connected to workplaces to carry out the mission of making disciples of all workers and changing workplaces for the Kingdom of God. Thus, I anticipate that all workers as the people of God in all workplaces as the Kingdom of God work creatively and remarkably with their gifts in trusting and loving relationship for the glory of God.
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