BUILDING A GOSPEL-SHAPED ECOSYSTEM IN KUALA LUMPUR

A city where churches, workplaces, ministries and communities work together to advance God's kingdom.

WHY FAITH AND WORK MATTER:

Our workplaces are a mission field

- **90,000 hours**: Estimate of time spent working over a lifetime.
- **6%**: Of believers surveyed have shared the gospel at work.
- **1.7%**: Of GCN 2025 conference attendees came to faith through a colleague.



Sources: Commonly cited estimate, including Harvard Business Review; Redeemer congregational survey; Gospel City Network 2025 conference survey. These figures come from different sources and surveys.

WHAT IS A GOSPEL-SHAPED ECOSYSTEM?

A Christian ecosystem is a network of churches, Christian workers, businesses, ministries, and community organisations that work together, share resources, and support one another in serving the city. Rather than each group working independently, they use their different gifts and opportunities to contribute to a shared vision of gospel witness and renewal.

Based on input from 31 participants across 20 churches.

GOSPEL CITY NETWORK

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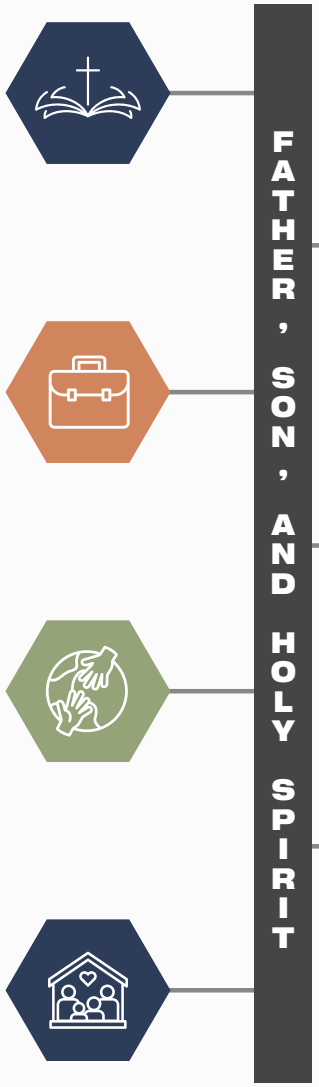
WHO IS PART OF THE ECOSYSTEM?

Shared spiritual foundation:
Prayer, a common gospel vision, and accountability.

Marketplace:
Entrepreneurs, professionals, skilled workers, investors, and donors.

Care & justice:
Refugee ministries, relief organisations, counsellors, volunteers, and those serving vulnerable communities.

Families & communities:
Households, neighbours, and people exploring the Christian faith.



Churches & theological institutions:
Local churches, parachurch ministries, and seminaries.

Public life:
Government, policymakers, education, healthcare, and mental health services.

Catalysts & resources:
Mentors, conveners, researchers, Christian media, music, publishing, bookstores, meeting spaces, and technology.

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HOW THE GOSPEL CHANGES THE WAY WE WORK TOGETHER

A healthy Christian ecosystem is not simply a network of connected organisations. It is a community whose relationships are shaped by the gospel.

Without the gospel shaping our relationships	Shaped by the gospel
Groups work in isolation and protect their own territory.	Groups collaborate, welcome others, and recognise their need for one another.
Success is measured by our own numbers and achievements.	We serve others, share credit, and are willing to make sacrifices.
Resources are guarded out of fear that there will not be enough.	We share generously and steward our resources for the good of others.
People are valued mainly for what they can contribute.	People are valued as those made in God's image, not merely as useful contacts or resources.
Leaders rely on their own strength and carry the work alone.	We depend on God, practise accountability, and serve with humility.
We focus on immediate results.	We cultivate faithful work and lasting fruit with an eternal perspective.
The church focuses on its own programmes, separating ministry from everyday life.	Groups collaborate, welcome others, and recognise their need for one another.
Competition and division undermine our shared witness.	Unity, mercy, justice, and creativity display God's glory in our common life.

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THE BEAUTY OF A GOSPEL-SHAPED ECOSYSTEM

A healthy ecosystem produces benefits that isolated efforts often cannot achieve.

Shared resources:
When people share their gifts, experience, ideas, and resources, the whole community is strengthened.

Greater momentum:
Trust and established relationships allow people to build on one another's work instead of starting from scratch.

Lasting connections:
Partnerships create pathways through which more people, ideas and resources can move.

Long-term impact:
The work can continue beyond the involvement of any one leader.

A visible witness:
When Christians live in unity, their relationships can point others to Jesus (John 17:21–22).

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WHAT GETS IN THE WAY?

Five habits that weaken or prevent a healthy Christian ecosystem.



Territorialism:
Protecting our own ministry instead of recognising and supporting what others are doing. This creates silos and duplicated efforts.

Control:
Insisting that everything must be done our way. This prevents others from taking ownership and leaves the work dependent on one leader.





Separating faith from work:
Treating church activities as ministry while overlooking the value and mission of everyday work.

An incomplete view of the gospel:
Seeing salvation only as preparation for heaven, rather than also anticipating God's renewing work in the present.





Self-reliance:
Believing that everything depends on us. This leaves leaders isolated and movements vulnerable when their pioneers become exhausted or step away.

Participants also identified fear of rejection, pride, apathy, mistrust, busyness, impatience, and failing to follow through as obstacles to collaboration.

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WHAT DOES IT TAKE TO BUILD ONE?

What We Believe

- A robust theology of work.
- Agreement on essential beliefs, with flexibility on secondary matters.
- A shared vision worth the cost of pursuing it.
- A redemptive approach to work that seeks renewal, not merely ethical behaviour.

How We Relate

- A willingness to depend on one another.
- A commitment to unity across churches and organisations.
- Generosity with recognition, relationships and contacts.
- Collaboration as our default posture.

How We Develop People

- Shepherding and discipling people.
- Identifying and affirming the gifts of others.
- Encouraging people to take initiative instead of always reacting to problems.
- Establishing a sustainable pace that others can join.

Participants highlighted three particular challenges in Kuala Lumpur: learning to depend on one another, pursuing unity when working alone seems easier, and developing a clear shared vision amid urgent day-to-day demands.

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FIVE WAYS TO START BUILDING A GOSPEL-SHAPED ECOSYSTEM

01

Build a shared foundation.

Equip churches to teach a biblical theology of work. Pray together for the city and develop a shared vision for Kuala Lumpur.

02

Equip people for their calling.

Develop gospel-centred leaders in the workplace, provide mentors and role models, and encourage Christians to serve beyond the programmes of their own churches.

03

Build meaningful connections.

Create opportunities for pastors, workplace leaders, small groups, and people in the same industries to develop relationships and work together.

04

Help good ideas grow.

Connect people with needs to those who can help, and give promising ideas a path forward through pilot projects, guidance, and support.

05

Cultivate a collaborative posture.

Prioritise relationships over transactions, cooperate across denominational lines, and remain flexible about how people gather and serve.

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