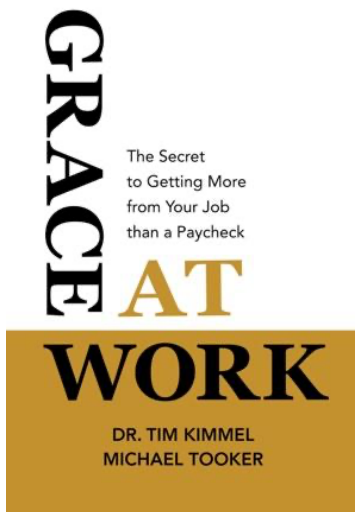


FOR IMMEDIATE RELEASE

Contact: Pamela McClure, 615.294.5073
pamela@mmpublicrelations.com

YOU CAN BRING GRACE TO THE WORKPLACE TWO NOTED EXPERTS EXPLAIN THE SECRET TO GETTING MORE FROM YOUR JOB THAN A PAYCHECK

*DR. TIM KIMMEL, FOUNDER OF GRACE BASED FAMILIES, & MICHAEL TOOKER, BUSINESS EXECUTIVE,
CO-AUTHOR NEW BOOK, GRACE AT WORK*



SCOTTSDALE, AZ, July 13, 2022 — During the current economic trend known as the "Great Resignation," workers are quitting jobs at near-record levels in search of better opportunities. Some leave in search of better pay, but many say they are searching for better workplaces – ones that offer employees dignity, safety and flexibility. In 2022, workers want more from their jobs than a paycheck.

Dr. Tim Kimmel, bestselling author and Founder of Grace Based Families, has written a new book alongside business executive Michael Tooker, ***Grace at Work: The Secret to Getting More from Your Job than a Paycheck*** (November 1, 2022). Kimmel, who has sold more than a million books, brings his four decades of grace-based teaching and wisdom to this new title. Tooker brings extensive corporate experience, including executive roles at American Express, Verra Mobility, Grace Based Families, and the mortgage banking space. Together, they provide readers with a plan for applying grace-based principles where most people spend the bulk of their waking hours: at work.

Bringing grace to the workplace isn't about convincing coworkers to attend church. Instead, it is about following Jesus in the workplace and allowing God's grace to flow through to everyone in that environment. ***Grace at Work*** moves readers towards this goal: "Treating others with kindness, mercy, understanding, patience, encouragement, forgiveness, and hope. That's grace. And grace-filled workplaces are exactly what employees are looking for in 2022."

Grace at Work doesn't claim that bringing grace to work will transform one's workplace into a haven of kindness, but it does promise readers that grace will make a deep and personal impact on the people around them. And for those who aren't thrilled about their current job, practicing grace at work offers a very personal benefit: a positive change in how readers view themselves, the God they serve, the people with whom they work, and the job they do.

Whether hourly employees or executive management, ***Grace at Work*** offers a plan for every reader to get more from their work than a paycheck as they learn to:

- recognize the **three inner needs** of all people in the workplace
- embody **six character traits** of grace at work
- define success as **true greatness** beyond profits, power or popularity
- encourage and **empower colleagues to win at work**
- commit to maintaining **equilibrium and margin** in life and in work

“God always meant for work to be a vital part of our lives. Work isn’t just about what we do, where we do it, the client base we do it for, or the colleagues we do it with, write Kimmel and Tooker. “God designed work to be a way He provides for us, makes us better people, and works through us for the benefit of others.”

People of faith are often encouraged to arrange their priorities in a particular order: God, spouse, kids, work, everything else. But **Grace at Work** urges readers to de-compartmentalize their faith so that God is part of every area of life, including work. Kimmel and Tooker write, “When we let God own his rightful place in our hearts—the driver’s seat—his grace is going to run through us into all areas of our lives. People in your workplace will know you care by how you look at them, how you speak to them, how you speak about them to others, and how you view their significance as a human being.”



Dr. Tim Kimmel is Founder and Executive Director of Grace Based Families, a ministry based in Scottsdale, Arizona. Tim loves to help marriages thrive, parents launch kids with a smile on their face, churches truly represent God’s heart, and businesses become places where employees love to work. He has spoken all over the world and written many award-winning and bestselling books. His latest book is *Grace at Work: The Secret to Getting More from Your Job Than a Paycheck*, co-authored with Michael Tooker. Tim holds an undergraduate degree from Bryan College, a master’s degree from Dallas Seminary, and a doctorate from Western Seminary. Tim and Darcy Kimmel have four adult married children and lots of grandchildren.



Michael Tooker has spent most of his career in the highly competitive world of corporate America. He’s seen firsthand how work culture impacts employee contentment and the company’s bottom line. Michael recently moved from a corner office to serving at one of the largest churches in America. Regardless of the type of workplace, he understands that a culture of grace makes all the difference. Michael earned an undergraduate degree at the University of Texas and an MBA from Arizona State University. Michael is co-author with Dr. Tim Kimmel of *Grace at Work: The Secret to Getting More from Your Job Than a Paycheck*. Michael and Christine Tooker live in Scottsdale, Arizona, and have two grown sons.



Grace Based Families is a non-profit ministry whose goal is to see families transformed by God’s grace into instruments of restoration and reformation by equipping families for every age and stage of life.

###

Grace at Work: The Secret to Getting More from Your Job than a Paycheck

By Dr. Tim Kimmel and Michael Tooker

Available November 1, 2022, from Grace Based Families / Family Matters Press

ISBN 0-9780927993-9-0 | Trade Paper | U.S. \$19.99 | 280 pages

Review copies and interviews available: pamela@mmpublicrelations.com, 615-294-5073

DR. TIM KIMMEL



Dr. Tim Kimmel has devoted his adult career to showing people how to bring the best out of the ones they love most. He loves to help marriages thrive, parents launch kids with a smile on their face, churches truly represent God's heart, and businesses become places where their employees love to work. He's spoken all over the world and written many award-winning and bestselling books.

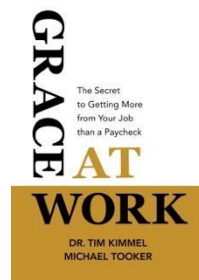
He holds an undergraduate degree from Bryan College, a master's degree from Dallas Seminary, and a doctorate from Western Seminary. Dr. Kimmel is the author of numerous bestselling books. His latest book, ***Grace at Work: The Secret to Getting More from Your Job Than a Paycheck*** (November 1, 2022), is co-authored with Michael Tooker. Tim prefers boots to shoes, pickup trucks to cars, and hitting golf balls every once in a while. Tim and his wife Darcy have four adult married children and lots of grandchildren. Tim is Executive Director of Grace Based Families, a ministry based in Scottsdale, Arizona.

Dr. Tim Kimmel is the founder and Executive Director of Grace Based Families, a ministry that aims to see families transformed by God's grace into instruments of reformation and restoration. Tim loves it when churches and families are healthy and strong. He loves it even more when they work as a team. He believes the best way to pass on saving faith and transformed living is within the nurturing atmosphere of a loving home. To help others achieve this, Tim has developed resources, conferences, and media tools to equip and encourage parents, grandparents, churches, and couples.

Tim and Grace Based Families conduct marriage and parenting conferences across the country and the world to address the unique pressures experienced by today's families. Tim hosts the "Family Matters Minute," a daily one-minute radio spot which encourages and equips parents to bring out the best in their families. Known for his expertise and engaging humor, Tim is a popular guest on nationally syndicated radio and TV programs as well as podcasts.

Tim has authored many bestselling books including *Grace Based Parenting*, *Connecting Church and Home*, *Grace Filled Marriage*, and the forthcoming ***Grace at Work: The Secret to Getting More from Your Job Than a Paycheck*** (November 1, 2022) co-authored with Michael Tooker.

Through his books, resources, website, blog and radio and TV appearances, Dr. Tim Kimmel has the privilege of impacting millions of homes every year with the life-changing message of God's grace and hope.



**Interviews and review copies available.
Contact: Pamela McClure, 615-294-5073**

MICHAEL TOOKER



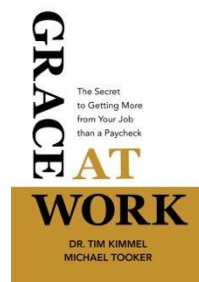
Michael Tooker has spent most of his career in the highly competitive world of corporate America. He's seen firsthand the impact work culture makes on employee contentment and the company's bottom line. After 25 years, Michael recently moved from a corner office to serving at one of the largest churches in America, Scottsdale Bible Church. Regardless of the type of workplace, he understands that a culture of grace makes all the difference.

Michael earned an undergraduate degree at the University of Texas and an MBA from Arizona State University. He is co-author with Dr. Tim Kimmel of ***Grace at Work: The Secret to Getting More from Your Job Than a Paycheck*** (November 1, 2022). Michael likes to slip on hiking shoes or snap on snow skis and loves booking a plane ticket to someplace he has never traveled before. Michael and his wife Christine live in Scottsdale, Arizona, and have two grown sons.

Michael Tooker earned a BBA from the University of Texas and an MBA from Arizona State University. Michael spent the first 19 years of his career in the Financial Services industry with his first 11 years at American Express where he held a variety of positions in Customer Satisfaction, Business Development, Account Management, Service Operations and Corporate Strategy. God finally got Michael's attention and gave him a new heart in 2004. On the heels of this transformation, Michael spent 8 years in Mortgage Banking with stints on both the Commercial and Retail sides of the industry.

After then spending 4 years as the Director of Development for Family Matters (a Christian non-profit focused on educating and equipping individuals to live out grace-based relationships), Michael returned to the marketplace in 2015, joining Verra Mobility where he served for 7 years in various roles including his final position as the Senior Vice President of Global Marketing and Product Solutions for Verra Mobility's Government Solutions business unit. Michael returned to full-time ministry in 2022 as the Pastor of Central Ministries for Scottsdale Bible Church – Michael's home church and also one of the largest churches in the United States.

Michael is a devoted husband to his college sweetheart Christine. They married in 1996 and enjoyed parenting their two boys, David and Grant who have now left the home and are flourishing as self-sufficient young men in the world. In his free time, Michael enjoys writing, teaching, skiing, hiking, reading, and traveling with his family to beach and mountain destinations. He has served multiple terms on the Elder Board at Scottsdale Bible Church where he teaches and mentors men and married couples.



**Interviews and review copies available.
Contact: Pamela McClure, 615-294-5073**

SUGGESTED INTERVIEW QUESTIONS

DR. TIM KIMMEL & MICHAEL TOOKER

Grace at Work: The Secret to Getting More from Your Job than a Paycheck

Grace, in any setting, looks like patience, encouragement, forgiveness, and hope. And just as homes and families are refreshed by these qualities, so too are our workplaces and relationships. Bringing the grace of God to your workplace may not transform it into a haven of kindness, but it will have a deep and personal impact on those at the receiving end, including you!

- Welcome, Tim and Michael. Tell us how you came to know one another and why you decided to co-author this book, *Grace at Work*.
- Americans are living during an economic trend called the Great Resignation. What is it? What does it tell us people are looking for in a new workplace?
- Tim, you've written extensively about grace-based living, especially in homes and churches. What does it look like to bring grace to the workplace?
- How does prioritizing my relationship with God impact my ability to live a grace-filled life?
- How should Christians prioritize work within the scope of their lives?
- What is God's purpose for work in our lives?
- For those in management positions, how do they help foster more grace-filled workplaces?
- For those not in leadership positions, how can they help create a more grace-filled workplace?
- Must we love our jobs in order to be truly happy? Why or why not?
- In *Grace at Work* you write, "There's a big difference between working to make money and working to get wealthy." Unpack that concept for us.
- You say that God's grace is outwardly focused toward meeting other people's needs and best interests, regardless of the cost. What does this look like?
- For those who don't particularly love their work or workplace, how can they get more from their job than a paycheck?

GUEST BIO: Tim Kimmel is the Founder and Executive Director of Grace Based Families. Michael Tooker is a former executive in financial services, now a pastor at Scottsdale Bible Church.

BOOK TITLE: *Grace at Work: The Secret to Getting More from Your Job than a Paycheck*

AVAILABLE: November 1, 2022, from Grace Based Families / Family Matters Press

AUTHOR Q&A

Dr. Tim Kimmel and Michael Tooker

Grace at Work: The Secret to Getting More from Your Job than a Paycheck

You've written a lot about grace-based families. What does grace look like in the workplace?

Grace, in any setting, looks like patience, encouragement, forgiveness, and hope. And just as homes and families are refreshed by these qualities, so too are our workplaces and relationships. Bringing the grace of God to work with you may not transform your workplace into a haven of kindness, but it will have a deep and personal impact on those folks at the receiving end – people who have all kinds of issues and are longing to get a bite of life's happy pie.

Bringing the grace of God to work also benefits you – in fact you may benefit more than anyone else! Even if you are not crazy about your job, making a deliberate choice to bring God's heart of grace to work will have a radically positive impact on how you view yourself, the God you serve, the people with whom you work, and the job you do.

God always meant for work to be a vital part of our lives. Work isn't just about what we do, where we do it, the client base we do it for, or the colleagues we do it with. God designed work to be a way He provides for us, makes us better people, and works through us for the benefit of others.

How should Christians prioritize work within the scope of their lives?

The typical way people of faith are encouraged to set their priorities usually goes something like this: God, my spouse, my kids, my work, everything else. The problem with this approach is that it relegates God to a compartment of our lives. Once we do that, all bets are off for God ever having the kind of influence and impact he deserves. God isn't supposed to be a compartment of your life; he's supposed to be your life.

When it comes to our priorities, it isn't God, spouse, kids, work, pace of life, fitness, and money. It should look more like this: God and our spouse. God and our kids. God and our work. God and the pace of our lives. God and our fitness. God and our money. If there is anyone we need to maintain a heart connection with, it's the Lord. And as we maintain a heart connection with God, then maintaining it with our spouse, kids, and the key people in our lives – including the people we work with – is likely to become reflexive.

How does prioritizing my relationship with God impact my ability to live a grace-filled life?

When we let God own his rightful place in our hearts—the driver's seat—his grace is going to run through us into all these areas:

- to the primary people we work with and for;
- to the obscure people who work in the background at our jobs;
- to the lonely, frightened, and insecure folks who make up our company's payroll;
- to the hurt, angry, and bitter people who sometimes take out their issues on us.

People in your workplace can tell you care by how you look at them, how you speak to them, how you speak about them to others, and how you view their significance as a human being in comparison to yourself.

Must we love our jobs in order to be truly happy?

Making a living by doing something we love is a goal presented by self-help books and misguided commencement speakers. But nowhere does God say this is standard operating procedure for humankind. That's not to say that God wants us to be miserable in our work. Far from it. Like other parts of our lives, he longs for us to experience joy and contentment in the midst of what we do. But God sees joy and contentment not as something work delivers to us but as something we bring to our work.

Our reward for working "heartily" is that we are "serving the Lord" through our work (Colossians 3:23–24). But loving our job? That's a false expectation. God's greatest plan for us is to place our faith in him and cling to him in the face of life's troubles. In doing so, we experience joy and contentment, even in the midst of a less-than-ideal job.

For those in management positions, how do they help foster more grace-filled workplaces?

As a manager, supervisor, VP, CEO, or owner of a company, you're in an ideal position to influence the culture of your workplace. It's like being able to set the relational thermostat to "comfortable." Grace doesn't shrink back from doing the hard things; it just does them graciously.

You can learn to love, care for, and encourage your coworkers the same way Jesus does for you. As you begin to intentionally live out grace at work, you have something new to bring to tense and stressful moments, acting as a positive influence for improved outcomes. A grace-filled perspective comes to your aid in all types of leadership scenarios, from helping employees through personal crises, to confronting rogue employees or delivering needed criticism during a job review.

Grace at work isn't about trying to "witness" to people or get coworkers to come to your church. Instead, grace is modeling Jesus in the workplace, following Jesus in the workplace and, in the process, allowing his grace to flow through you to the people around you.

###

Grace at Work: The Secret to Getting More from Your Job than a Paycheck

By Tim Kimmel and Michael Tooker

Available November 1, 2022, from Grace Based Families / Family Matters Press

ISBN 0-9780927993-9-0 | Trade Paper | U.S. \$19.99 | 280 pages

**Reprint permission, review copies and author interviews available:
pamela@mmpublicrelations.com, 615-294-5073**

EARLY PRAISE FOR *GRACE AT WORK*

"Business literature has long needed such a guide as *Grace at Work*. Grace is all about relationships and treating others as we want to be treated. By applying grace in our dealings with our employees, fellow workers and customers, work becomes less mundane, more enjoyable and more productive."

F. L. (Steve) Stephens, Retired Chairman/CEO, Town & Country Food Stores

"As a female leader serving in government, I gleaned many practical tools from *Grace at Work* to help me use Jesus' grace as the fuel to respond differently to people's intense emotions in highly political situations."

Ginger Nelson – Mayor, City of Amarillo, Texas

"When I became CEO of Verra Mobility, a foundational move I made was to institute a new set of values. One of the most powerful and least understood values was leading with grace. *Grace at Work* is mandatory reading for anyone seeking to bring their faith to work for the betterment of their company and colleagues."

David Roberts, Chief Executive Officer at Verra Mobility

"Grace Based Families has provided the relational blueprints for my marriage and family. Now *Grace at Work* outlines the plans for everything I hope to be to my colleagues and the legacy I hope to leave as a Christian business owner."

Matt Cody, Founder and President of Cachet Homes

"*Grace at Work* unveils the secret to breaking the chains from meaningless work. Walking through foundational truths of the original design for work by God, Tim and Michael explain how to find fulfillment and meaning in all work."

Jason Kaspar, Chief Executive Officer of Kaspar Companies

"*Grace at Work* reminds us all of what God intended work to be – the object of our joy and meaning and not the source. Tim and Michael team up to tell a story of work and grace that would be helpful for anyone with a job, whether they're on day 1 of their career or day 10,000."

Dierdre Woodruff, Sr. Vice President of Puritan Life Insurance Company of America

"Tim and Michael identify grace as the "missing ingredient" in most organizations at the individual and the organizational level. Grace does not replace the many disciplines of business including market focus, value creation and employee development. But it serves as the strong foundation for the truly great leaders I know, including the authors."

Jim Goetz, Retired CIO (ServiceMaster, Convergys, and Verra Mobility) and Chairman, Wheaton College

"Years ago, the Grace Based message changed my marriage and parenting. Tim and Michael have done it again with *Grace at Work*! Read the book, apply its principles, and watch how God will transform you and the lives of those you spend most of your days with."

Luis Rivera, Executive Coach, Colonel U.S. Army (Ret.)

"Tim and Michael offer a compelling vision for discovering meaning and joy in your work. It's not transactional but grounded in bringing to work a heart of grace. It will make a difference in you, the lives of your colleagues, and maybe transform your workplace."

Brad Edson, Co-owner Edson Electric Supply and Co-founder Marketplace One Companies

"FINALLY, a book that shows us what God's grace looks like lived out in the workplace. Having worked closely with both Tim and Michael in various capacities, I can tell you their lives are living examples of what this book is all about. I am a better man because I know them. Read *Grace at Work*, and then let God's grace shape the way you treat others."

Kevin East, President & CEO at Mentoring Alliance

"*Grace at Work* makes the complex simple and is guaranteed to change who you are and how you interact with others in your workplace."

Dave Weinkauff, Owner, Weinkauff Communications; Licensed Chair, Vistage International

"*Grace at Work* is more than a book; it's a powerful blueprint that shows us what God's grace looks like in the workplace. Whether you are the CEO of a massive organization or are on someone else's payroll, one thing is for certain - this is a must-read!"

Stephanie Flies, Founder and Director of City Mom Collective