

Is Your Church Ready to Accept the Invitation?

Church for Monday is a call to action with a proven plan to unite worship on Sunday to mission on Monday. Dr. Svetlana Papazov shares how a church that equips for Monday is an entrepreneurial church, uniquely designed to model our Creator God—the Ultimate Entrepreneur. She shows us how, from her own experience, to foster the creative streak placed in every image bearer to solve the problems in our communities, thus innovatively contextualizing the gospel for our postmodern world.

Church for Monday is a blueprint for making entrepreneurial churches that lift their communities spiritually, socially and economically. This is the gospel for a new generation; it is the how-to churches have been looking for.

“A desperately needed call to reformat the Church”

—STEVE PIKE, *Founding Director - Church Multiplication Network and President - Urban Islands Project*



DR. SVETLANA PAPAZOV is a wife, mother, church planter, entrepreneur and ordained pastor. Pulling from her diverse experience in small business, academia and ministry, she founded and pastors Real Life Church, a marketplace church that integrates faith and entrepreneurship. Svetlana is also founder and CEO of Real Life Center for Entrepreneurial and Leadership Excellence in Richmond, Virginia. Her passion is whole life discipleship, and she deeply cares about the holistic development of communities to shape world influencers and work toward culture transformation.

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CHURCH FOR MONDAY | SVETLANA PAPAZOV

“Insightful, innovative, entrepreneurial and practical”
- TOM NELSON, *President - Made to Flourish*



EQUIPPING BELIEVERS FOR MISSION AT WORK

DR. SVETLANA PAPAZOV

FOREWORD BY CHRISTOPHER BENEK
AFTERWORD BY MARK DEYMAZ



Church for Monday

Equipping Believers for Mission at Work



By
Svetlana Papazov

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(While any stories in this book are true, some names and identifying information may have been changed to protect the privacy of individuals.)

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Getting a Vision

Awakened to Dream

Eight-year-old Jeremiah sported fashionable, orange-colored hair, and had come with his mother to Real Life Church. I enjoyed the controlled chaos and especially the bobbing heads of kids exchanging pictures, crayons, and stories in our KidPreneurs camp—an incubator for children five to twelve in which they explored God’s purpose for their lives through entrepreneurship. Everyone was engaged except for Jeremiah. He wasn’t searching for colorful pictures, cutting, or gluing like the other kids. He only stared at the poster paper in front of him—not a single picture glued, not a single word spelling out his dream. Much younger kids were already cutting shapes and drawing their squiggly lines, laughing and gluing pictures of beaches, mansions, and lemonade stands. But Jeremiah seemed paralyzed by the assigned task—to simply dream.

I knelt beside him and asked, “What is your hope for the future, my friend? What are your dreams?” He looked at me and said bluntly, “I’m not dreaming about anything.”

Jeremiah, like many of the other kids there that day, came from some rough circumstances and lived in an economic desert, disconnected from hope in a society and a God who cared. This is why we were here. This was our purpose.

I tried again. “What I’m saying is, what are the things that you really want to share with your friends?” He said, “I don’t want to do any of that.” I wasn’t sure if I could awaken the dreamer in him, but I ventured one more time. “Listen, when you play, do you like

sports?” He looked at me and said, “Uh, I kind of like sports and kind of don't because when it rains and the fields get muddy, I can't play football.”

A thought came to mind and I went with it. “Oh, the fields! The fields are muddy and stopping you from playing, right?” He nodded. “How would you like to solve that problem—to play even when it has rained? Don't you think many people will be grateful that you thought of a better way?” For the first time, he looked at me with interest. “Uh-huh.” A deep sense of relief came over me. “How about if you and I dream of something to put down so that when it rains you and your friends can play? Kind of like that green outdoor carpet.” I pointed to the greenish colored carpet in the other room.

Jeremiah's face lit up. He didn't need my help anymore. He took the magazines and began to look for green stuff, carpets, and things that he could cut, paste, and draw. Jeremiah's vision was unleashed. His blank poster now burst with colorful pieces of his imagination. Hope for the future was being birthed, and an entrepreneurial mindset was emerging. Because, to think entrepreneurially, all a person needs to do is to come up with a viable solution to a problem.

Dr. Douglas Melton, Director for the Entrepreneurial Engineering Program at The Kern Family Foundation, says that a person with an entrepreneurial mindset is an agent of change and designs the world of tomorrow.¹ It is my contention that God strategically positions believers for influence in business, education, government, media, arts and entertainment, family, and religion. Then God sends us on His mission as agents of change in the world around us. God, the Ultimate Entrepreneur who has fashioned everything out of nothing, has formed everyone uniquely in order to co-create with Him redeemed futures for humanity (Jeremiah 29:11). If we pay attention to the beckoning of the Holy Spirit, we can act in an entrepreneurial manner and partner with God in His work in the world. I have come to understand that the church cannot transform its communities if it stays disengaged from society, playing “church” with its own Lego blocks. If you are reading this book, I'm sure you agree and are one of the change agents I'm describing. You, too, believe that the body of Christ is called to be a living, prophetic, tangible model of the Great Commission. That

statement is one you've, no doubt, read before. However, the second part of that statement is one you may not have heard and it is what this book is about—the church is called to be a living, prophetic, tangible model of the Great Commission *by integrating faith, creativity, and mission in the marketplace.*

This book will demonstrate a church model of how we can share God's grace and talents, which are available in each of us, with our communities. As you will see, when we disciple people for the whole of life we usher godly transformation into all spheres of society. Thankfully, the churches that are missionally engaging their communities are on the rise. If your church hasn't started on that journey yet, don't fret. Through the stories, in this book you will be encouraged and learn how to re-tool what you are already doing to be more impactful as missional instruments in the marketplace. The New Testament church saw itself as a disruptor. It accepted the call of Jesus to enter all sectors of society across the world, not just on Sunday but also on Monday, in order to share the gospel with love and courageous innovation. Following the New Testament model, the contemporary church should be emboldened to live faithfully for Christ in the public arena, not because everyone understands the church, but because the church understands the need of everyone: a need of a Savior from wrecked existence and a need of a Healer from human suffering.

After more than a decade serving as a full-time pastor and equipping different churches for mission in the marketplace, I have observed that a church that trains for mission-at-work and closes the perilous Sunday-to-Monday gap is not a "how" church but a "why" church. That type of church has a mindset that is not about methodology, but about the praxis of Christology, about modeling itself after "the Word becoming flesh and blood and moving into the neighborhood" (John 1:14 MSG), in order to practice a corporate, contextualized expression of the Great Commission. As we will learn, this kind of mindset helps churches love their cities well through three priorities: *first, translating the gospel for those who we'll call the unchurched—those who have little or no church experience; second, deploying disciples who attend to the whole of life in all sectors of society; and third, strategically placing disciples in the marketplace to impact the economic health of their communities.*

You will be encouraged that churches wanting to lead entrepreneurially in the mission of God and become an integral part of the society prepare themselves on Sunday to bridge their faith into the workweek on Monday. What if your church were to fully embrace this vision and train the Jeremiahs of all ages, young and old, to dream, create and contribute? What if the neighborly love your church professes found an economic aspect and pushed into the mission field of the marketplace on the outside of your church walls?

There is already a burgeoning number of churches embedded in the economy but what will happen if more local churches awaken to the necessity of establishing its faithful presence in the marketplace? We know people spend the majority of their time outside of church each week. What if the church was present during those hours? Can the church meet the curiosity of our next generation with environments that dare them to dream and create? What if we unleashed our members to equip our children—the future of our society, especially in economically vulnerable communities—to dream, create, and contribute to this future? According to the Barna Research Group, the time before the age of thirteen is when people are most prone to accept and act upon the salvation message.² The future of the American Church and our nation hinges on reaching our children with a holistic gospel. For that matter, the future of any nation depends on how well it reaches their next generation for Jesus Christ.

As I watched Jeremiah awaken the dreams within him as he sought to solve a problem he understood in his own community, I imagined him one day walking the hallways of his high school, confident in his human dignity and entrepreneurial mindset. Can you see the hallways of your city's high school bursting at the seams with graduates ready to dream, create, and contribute to society just like Jeremiah? Can you see the potential for the spiritual, economic, and social lift both in vulnerable and economically developed communities if your church enters them on a holistic mission? Jesus says that the Father is always working (John 5:17). His creative and redeeming work is needed both in poverty-stricken and in wealthy countries. What would it take to unleash the potential of creative,

working Jeremiahs, young and old, across our nation and beyond in a relationship with a creative Christ?

Living the Dream

Like young Jeremiah, I too grew up in the bondage of a spiritual, entrepreneurial, and economic desert—although I lived behind the Iron Curtain where entrepreneurs were punished by law. My mom was one of them. But in his grace, God unleashed my imagination through one of my professors who stirred within me a hunger for more. When I heard of the freedom those in the United States had, I knew I had to get there. Through hard work, my quest for free expression of the human spirit eventually brought me to the U.S. Once here, I immediately started my own business of a design-build firm utilizing my graduate degree in landscape architecture. The first business was such a success, my husband and I opened three more—a garden center, florist shop, and a gift store. Yet, I still carried my youthful dream to finish a biblical degree, a dream unattainable in Communist countries. So, once we were financially stable, I took full advantage of this American opportunity and furthered my education at Christian institutions by finishing a second Master's in Theology, and a Doctorate of Ministry in Leadership.

As I worked, I realized not everyone saw the gift of freedom to create as the God-calling that I did. I was puzzled by the way in which followers of Christ casually approached this opportunity to co-create with God. I knew I had a unique perspective coming from a place where what American Christians took for granted was outlawed. So, as the Lord led my husband and me into church leadership, and I transitioned from a businesswoman into an ordained minister, we determined our focus would be on connecting our members to God's plan to integrate work and faith—doing real life with real people, connecting them to the real God in order to see a spiritual, social, and economic transformation not just on Sunday but on Monday and throughout the week.

During my first pastorate at a large church in the Dallas, TX metroplex, I was privileged to work with ethnically diverse, vision-driven believers who, although living in scarcity, didn't allow that to limit or define God's plan for them. These people became our

Jeremiahs. As we worked side-by-side, I soon saw the needs in this community were not just spiritual. Many in the community were living in survival mode. They needed good jobs, but some had criminal records, and many lacked the education or skills needed to secure stable, better-paying employment. I knew I couldn't stay on the sidelines when it came to their work situation and only speak about the matters of their spirit—for me it all went together. My decision to help came in the form of education and encouragement. I began by turning Wednesday night services into training sessions, where I taught the biblical concepts of leadership, entrepreneurship, and economics, sharing with our congregation the same principles I taught as a professor in the business department of a Christian university in town.

During that time, our congregation grew. People's entrepreneurial skills increased as they prayed, explored God-sized visions for their lives, and learned valuable steps in how to open a business. There were many Jeremiahs that experienced upward mobility—some found employment and better jobs, while others started their own businesses. Still today, I treasure a note I received from a young Hispanic couple that came faithfully to these mid-week services. When they started their own business they sent a message to express gratitude for the way the church loved them because we were concerned for their family's economic life and gave them practical help to improve their living conditions and their place in society. Now, this couple is a tangible representation of the love of God in the marketplace as business owners who train students in job skills for the dental industry.

During my second pastorate at a well-established, mid-sized church in Maryland sixty miles from Washington, D.C., I saw similar economic needs in the surrounding community. The Holy Spirit impressed me to reach out to local schools in these distressed areas so my team and I could work with families. We knew that while helping parents improve the quality of their lives, we could also train the children in skills needed for their school work. We found a school full of Jeremiahs, young and old, who welcomed our church to lead them toward an economic lift. Our church volunteers were allowed to work with the parents and students on the school premises after school hours. My vision was to bridge the gap of the

secular and sacred divide through a Faith and Public School Partnership Prototype, which our team developed. We used this program to train students and parents in employability skills, financial savviness, and goal setting.

The Partnership Prototype's structure centered upon two foundational modules: a development track and a transformational track. The development track addressed the social and economic lift, whereas the transformational track addressed the spiritual change in the participants. In the development track for adults, we taught goal setting, financial intelligence, and job readiness courses. The children's curriculum included fun activities and biblical instruction that followed the adults' curriculum thematically to facilitate common family discussions on financial stewardship and life's goals. The development track was a way to build the bridge to the community and lift it economically, while the transformational track made the pivotal difference in people's spiritual state.

The transformational track consisted of three main elements: intercessory prayer, Christian value-based curricula, and relational connectors. Perhaps the most important aspect of our program was prayer. Before our weekly training our volunteers walked the school praying. In addition, other church intercessors prayed for the school throughout the week. Christian values undergirded all curricula and one-on-one relationships were formed with the participants. Intentionally, several of the volunteers attended the instructions not as facilitators but as connectors—becoming friends with the parents. Because we shaped relationships, many came to our Sunday services, and several accepted Christ.

After we'd been at the school for six months, training and supporting both the parents and the students, the assistant principal told us that they could sense the entire atmosphere of the school changing. In addition, the parents who were participating in our partnership prototype began to ask us how they could help their neighbors as we had helped them.

During my years as a small business owner, I had become keenly aware that most of my clients never asked themselves which local church they will go to on Sunday morning. Talking about church and God were conversations that many of them carefully avoided. Since then the desire to find effective ways for the church to

reconnect or possibly connect for the first time unchurched people to God has been my ministry goal.

Right before I transitioned from a small business owner to a pastor, during a lengthy session of prayer, I had a vision of something that on the outside looked like businesses but on the inside looked like a church—it was a vision of the marketplace and the church was placed in the middle of it. What God showed me was a confirmation of what I had begun to understand—that whole-life discipleship integrates faith into work and economics. If we separate biblical principles such as creativity, human dignity, and stewardship from the workplace, we set our cities up for failure. Although I had never seen anything like my vision, I knew that God was calling my husband and me to meld church and work, economics and entrepreneurship, in a practical way. I faithfully applied these concepts in my pastorates in Texas and Maryland and in the founding and pastoring of an entrepreneurial church in Virginia.

In order to close the Sunday-to-Monday gap between church and the marketplace in a way that would allow us to duplicate, my husband Michael and I, with a team of supporters, started Real Life Church.³ Our team is doing missional work among businesses and entrepreneurs.

In our desire to be embedded in the economy of our city and bridge the sacred and secular divide in a practical way, Real Life Church opened Real Life Center for Entrepreneurial and Leadership Excellence—a business incubator that prepares people for their occupations. The Entrepreneurial Center trains in leadership and entrepreneurship to give unchurched people the opportunity to experience God and faith outside of Sunday as we lift our community economically, socially, and spiritually. We care for our community and contribute to our local economy by guiding people to identify and develop their gifts and skills in order to lead well at their jobs, hire new employees, or start new businesses. In addition, we do business incubation, offer co-working space and private offices for work, business consulting, networking to identify new job opportunities, educational workshops, and adult and next-generation entrepreneurial training. Most of these functions are facilitated by church volunteers skilled to equip in these various ways.

We have found that developing people's entrepreneurial skills sets them up for success and unleashes their potential. Having a problem-solving mentality, with a growth-oriented mindset, one can do well anywhere: at home, at school, at work, in government, and in business. For that reason, we have created faith and entrepreneurship programs for kids, teens, and adults. The programs of Real Life KidPreneurs and Real Life TeenPreneurs as summer camps, Beyond VBS, and school classroom curricula have been effective in fostering next-generation creativity. The Real Life AdultPreneurs program trains in business and entrepreneurial skills for adults interested in starting their own businesses and also for those affected by the opioid crisis and in at-risk situations. During our Kid, Teen, and AdultPreneurs programs, we have repeatedly discovered and unleashed our Jeremiahs to dream, create, and contribute.

Although our real estate has a small footprint, we believe we can make a big difference with it. Real Life's small building of 3,200 sq. ft. has provided co-working space and offices for more than a dozen businesses. One such business owner is Pam, a financial professional who came to us when she couldn't afford her own building. The local coffee shops no longer fit her clients' needs. She was in that in-between stage where many entrepreneurs do not make it. The Real Life incubator supports entrepreneurs by offering private offices in vulnerable times of too-fast-growth and not-enough-capacity. In our facilities and in our programs, Pam has found a place to belong, grow, and steward hundreds of thousands of dollars for her clients. She has hired four employees, and her impact on the economy has increased because Real Life supports small business owners with entrepreneurial environments and low cost rent.

In addition to offering private offices, we facilitate business training based on biblical principles. Hundreds of adult entrepreneurs have been trained at Real Life through workshops, masterminds, business coaching, networking, and caring relationships. In this way, we empower for greater contribution to our local economy. Moreover, we have unleashed the imaginations of hundreds of children through the Real Life KidPreneurs and TeenPreneurs programs.

Spurred into creativity, Zoe and her older sister, Chloe, launched a small business called Knicks and Knacks after finishing the Real Life KidPreneurs summer camp. Together, they have developed a line of goods with teens and preteens in mind. These are two young entrepreneurs who are not waiting to become adults in order to dream, create, and contribute to our local economy. In all of our training, we focus on developing an entrepreneurial mindset with a biblical worldview. We teach that business dreams can have a social and economic impact on the real world and the real economy. We help adults and kids reverse-engineer their dreams into strategic business plans that they can launch now.

The majority of the people in our church startup have joined because of faith and entrepreneurship integration. Kelly, a digital marketing expert, re-connected to God and faith and is now a committed member of our church because she was looking for a space to expand her business and rented an office at Real Life. Liza came to our Christmas Small Business Open House Expo as a vendor. The next Sunday she came to church and recommitted her life to Christ. Now her kids, too, have become a part of the church. Terry is a freelance photographer who one Sunday came on our property to take pictures of his client. As my husband and I approached him, he thought he would get in trouble because of trespassing. To his surprise, we welcomed him to utilize not just the outside of our property, but the business incubator as well, by doing photoshoots in one of our vacant offices. That deeply impacted him, and Terry and his wife came back to Real Life, this time to church, and there they found a genuine church family that has welcomed them home. Terry's photography business has also expanded since joining our Real Life church community. These are only a few of the many lives that have been touched through Real Life's integration of faith and entrepreneurship.

Patient Work with Lasting Impact

As grateful as we are for each individual transformation, and as rewarding as the work of faith integration is, the Real Life Church has experienced steady—but what would seem to most—slow growth. Although we minister through entrepreneurial events, workshops, networking, coaching, and consulting, this work is not a

convert-producing machine. As a church planter, I was tempted to compare the attendance numbers of our organic church start to the attendance numbers of some who had made national headlines as fast-growing church plants that began with lots of money and big groups of transfer Christians. And although in the first three years we experienced more than fifty-five salvations, I considered our attendance numbers to be a failure. That was until I reminded myself to be patient and see our work for what it is—a missionary work. We are not reaching practicing Christians or church hoppers, we are reaching the lapsed and non-churched. I call them nones—people who are away from God and church. Barna identifies the lapsed as people who have not been in church for more than a month (our own experience is that they have not been in church for several years, with the exception of holidays) and of whom only four-percent consider their faith very important. The nones do not identify with any faith, or if they do, it is not Christian.⁴

What we have found out is that people, who have not been in church for years, or never, are slow to warm up to the gospel and need time to make a lasting decision for Christ. To encourage my heart, for a season I had to stop counting Sunday numbers and re-focus my attention on counting the numbers we were reaching in the Sunday-to-Monday connect bridge. This simple act reframed my thinking about our church's scorecard.

If someone is looking for a fast church-growth model, the entrepreneurial church is not it. There is nothing fast when we are building Church for Monday. This church must be thoughtful and patient in order to affect lasting transformation, otherwise, people begin to feel bulldozed into grace and will reject our witness. Personally, I see this approach as closer to God's intent than impressive numbers generated by well-financed starts populated by believers transferring from established churches.

As word got out about what we were doing, churches, organizations, universities, church planting networks, and denominational districts started reaching out for training and coaching in translating the gospel for the unchurched, in equipping believers for whole-life discipleship, and in strategic envisioning for embedding churches in the marketplace for economic impact. Because of the extensive work I've done in the faith and work arena,

the Made to Flourish ⁵ organization—a nationwide network that empowers pastors and their churches to integrate faith, work and economic wisdom for the flourishing of their communities—felt that my experience would be of value to their East Coast network in Richmond, Virginia, and asked me to be their representative as City Network Leader there. In addition, I serve as faculty at the Acton University ⁶—a unique annual forum of thousands of global leaders from over ninety countries that gather to explore the intersection between faith and the marketplace. Giving leadership to the Richmond Made to Flourish network, teaching at Acton University, training and coaching for organizations such as Church Multiplication Network ⁷ and Mosaix ⁸ and other forerunners in the faith integration movement has been rewarding work, presenting me with the opportunity not only to equip leaders but also to learn from the mavericks novel ways to bridge the marketplace gap.

I believe that if the church embeds itself in the community as the incarnate love of Christ, it will see the Jeremiahs waiting to be reached. In the coming chapters I want you to keep these questions centered in your heart and mind:

Where are your Jeremiahs? Are you entering their economic gates? How are you and your church creatively engaging them?

It is my prayer that when you finish this book you will know who your Jeremiahs are and have a plan to engage them. May your church decide it will become a *Church for Monday*.

About the Author



Dr. Svetlana Papazov is a wife, mother of two, lead pastor, educator, and entrepreneur. She is the President of Real Life Center for Entrepreneurial and Leadership Excellence in Richmond, Virginia and President Elect of National Speakers Association Virginia. Svetlana speaks nationwide at Acton University, Made to Flourish Common Good Conference, Mosaix and various denominational and church events. Additionally, she has been featured in and written for well-known publications and magazines such as Barna: The State of Pastors, Influence magazine, Evangel, Enrichment Journal, and more.

Svetlana loves creativity in all its forms, enjoys the beauty of water color art, and treasures her solitude with God before plunging into her daily schedule. She guards with passion the time for the after-work walks with her husband Michael where they often dream the futures the Holy Spirit stirs in their hearts.

What excites Svetlana the most is unleashing human potential and having a front row seat in the development of influencers. That is why she has transitioned from a life of a business owner of multiple enterprises to a life of an equipper of leaders. She speaks at, consults, and trains various denominational networks, associations, churches, and marketplace leaders to become transformation catalysts for their communities.

If you enjoyed Church for Monday and would like to resource yourself further by booking Svetlana for speaking, consulting, or training contact her at: www.SvetlanaPapazov.com

Before You Go...

Share your thoughts with your friends

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- Write a Review on Amazon.com, CBD.com, Walmart.com
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