

April 2009
Co-Manager Meeting Summary

Theme: The Hand of God on You
Visual: Clapping hands

Welcome to Hobby Lobby and congratulations on your new job. During the interview process you may have noticed that this company is a little different than your last retail position. Many of you may have read what you could find about Hobby Lobby and in doing so, you came across this:

Statement of Purpose

In order to effectively serve our owners, employees, and customers the Board of Directors is committed to: Honoring the Lord in all we do by operating the company in a manner consistent with Biblical principles. Offering our customers an exceptional selection and value. Serving our employees and their families by establishing a work environment and company policies that build character, strengthen individuals, and nurture families. Providing a return on the owners' investment, sharing the Lord's blessings with our employees, and investing in our community. We believe that it is by God's grace and provision that Hobby Lobby has endured. He has been faithful in the past, we trust Him for our future.

I noticed for the first time just recently that this statement of purpose begins with and ends with "Honoring God." Let me say that you were hired because of your retail experience and all promotions, raises in salary, etc, are all based on the job performance. Now having clarified that, this company's owners, along with so many others here today try in everything they do to fulfill this statement of purpose and that is to honor God.

In front of you is that small party favor, the three handed clapper. Go ahead, see if yours works... Today I pray before you leave OKC, you will be assured in your heart that the hand of God is on you.

One hand represents this company. You already heard presenters this morning telling you they are here for you. Bottom line, they mean it. They are extending their hand out to you to encourage you, to assist you, to guide you.

Let us skip over the middle hand for a minute to the other hand; your hand, your experience, your skills, the talent that you have for retail. You were hired to work. Retail is work. But if we do our best and you do your best, we join our hands to get the work done. But there is one more hand on the little toy. The middle hand... The Hand of God! Not to make anyone nervous or uncomfortable, but we do believe around here in a personal relationship with God, through Jesus Christ, His son. We are limited, you are limited, but with God we can do all things. I pray each of you will recognize the hand of God on your life!