

Kingdom Builder Academy

LEADER MANUAL



BLESSBACK
Business Academy®

Walk in a manner worthy
of the Lord.

Colossians 1:10 (ESV)

Introduction

Kingdom Builder Academy: Raising Kingdom-Centric Entrepreneurs

The Kingdom Builder Academy (KBA)—a flagship initiative of BlessBack Business Academy—guides entrepreneurs and business owners through a 16-week, Scripture-anchored journey that reframes every aspect of their enterprise as worship, stewardship, and mission. Drawing on the visionary content of Sam Frowine and the field-proven pedagogy of BlessBack, KBA equips leaders to transition from a world-centric hustle to a Kingdom-centric impact, blending robust theological foundations with practical marketplace tools.

Why Now?

Recent research by the Barna Group and Faith-Driven Entrepreneur reveals a cultural moment tailor-made for KBA: small-business owners are trusted twice as much as churches, and 70% of adults believe pastor-entrepreneur partnerships can solve major world problems. Yet, 41 % of pastors feel unequipped to nurture entrepreneurs, and 62% of Christian entrepreneurs lack a roadmap for integrating faith and business. **KBA fills that gap, offering a clear framework, a mentoring community, and Spirit-led praxis to unlock redemptive influence.**

The Journey: From Entrepreneur to Kingdom Builder

Participants progress through five transformative stages:

- 1. Awakening to God's Ownership** – shifting from possession to stewardship.
- 2. Building on Biblical Foundations** – replacing worldly tactics with integrity, generosity, and service.
- 3. Reframing Leadership as Service** – prioritizing people and purpose over personal ambition.
- 4. Integrating Faith and Business** – normalizing prayer, Scripture, and Spirit-led decision-making in daily operations.
- 5. Multiplying Kingdom Impact** – mentoring others, extending generosity, and treating business as mission.

Who Is a Kingdom Builder?

A Kingdom Builder is any leader who intentionally integrates biblical wisdom into marketplace decisions, marshalling people and resources to advance God's Kingdom.

We are more than producers of profit—we carry a sacred mandate to lead with integrity, courage, and generosity so that trustworthy, Christ-honoring leadership fills the public square. Embracing this call is not a burden; it is the pathway to relevance, purpose, and hope in the world of commerce.

In KBA language, a Kingdom Builder is marked by:

- **Identity** – living from the truth of being a chosen, royal priesthood.
- **Perspective** – measuring success against eternity, not merely quarterly returns.
- **Character** – clothing leadership in compassion, humility, and integrity that withstands cultural noise.

These traits shape leaders whom employees trust, communities celebrate, and the Gospel adorns.

Purpose-Driven Partnership

Pastors and mentors collaborate with entrepreneurs throughout the 16-week experience to:

- **Frame business as worship and mission.**
- **Shift metrics from profit-first to Kingdom-first outcomes that uplift families and communities.**
- **Forge the pastor-entrepreneur alliances envisioned in today's research.**

Structured Learning for Maximum Impact

- **16 Weeks | 2-Hour Sessions** – balanced between teaching, breakout discussions, and guided application.
- **Biblical Foundations** – Scripture applied to modern business challenges.
- **Collaborative Coaching** – peer cohorts and pastoral mentors ensure accountability and Spirit-led growth.

Outcomes

Graduates emerge able to:

- **Operate with Integrity** – anchoring every decision in Kingdom values.
- **Serve Communities** – creating enterprises that address real needs and cultivate human flourishing.
- **Advance God's Kingdom** – leveraging high public trust to live and speak the Gospel where it's needed most.

Final Summary

Over sixteen intentional weeks, Kingdom Builder Academy moves participants from owning a business to stewarding a Kingdom assignment. By blending robust biblical teaching, hands-on business tools, and pastor-entrepreneur partnership, KBA equips leaders to:

- Think spiritually & act strategically—seeing every spreadsheet, product, and paycheck through an eternal lens.
- Model redemptive leadership—demonstrating integrity, compassion, and generosity that earns public trust and points people to Jesus.
- Multiply impact—discipling employees, blessing communities, and funding missions far beyond the classroom.

As you embark on (or facilitate) this journey, remember: the marketplace is one of the largest mission fields on earth. God is raising entrepreneurs whose companies preach louder than sermons and whose balance sheets tell a story of hope. Let this manual be your roadmap, and may the Holy Spirit empower you to build businesses that echo heaven's values and transform the world for Christ.

KBA is more than a course—it's a movement that turns trusted entrepreneurs into Kingdom Builders, who collaborate with church leaders to transform communities for Christ.

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Week 1: God's Economy

Session Schedule (2 Hours)

Welcome & Opening (10 minutes)

Leader Overview: Devotional Teaching (20 minutes)

Breakout Groups: Scripture Reading & Discussion (45 minutes)

Kingdom Builder Card: Take Home Reflection (5 minutes)

Student Activity: Thematic Engagement (30 minutes)

Group Discussion Prompts (Optional, 10 minutes)

Homework & Spiritual Application (Optional)

Pastoral Leadership Guidance & Closing Prayer (Remaining Time)

Theme Overview

- **Key Themes:** Ownership, Two Economies, The King
- **Key Scripture:** Genesis 1:1, Luke 16:13, Psalm 95:5
- **Worldview:** Kingdom Builders understand that God's economy is different than man's.

Opening (10 minutes)

Welcome and Introductions: Welcome to Kingdom Builders! As we embark on Week 1, we begin by aligning ourselves with God's economy. This foundational principle reshapes our understanding of ownership, value, and leadership.

Prayer: [Pastor's Placeholder]

Icebreaker:

- **Question:** Can you recall a time when your idea of success clashed with your faith?
- **Purpose:** This question sets the stage for reflecting on the clash between worldly and Kingdom mindsets.

Leader Overview (20 minutes)

In the beginning, God created the heavens and the earth (Genesis 1:1). This foundational declaration sets the tone for how we, as Kingdom Builders, understand the world and our role within it. At the core of God's economy lies a profound truth: everything belongs to Him. The earth, the sky, the seas, and all that they contain—including our very lives—were created by God and for God. This reality challenges the prevailing mindset of self-ownership and material entitlement that dominates today's culture.

Ownership: The Genesis of Stewardship

The idea of ownership is deeply ingrained in human nature. From childhood, we learn the word "mine" before many others. Yet, Scripture reveals a contrary and liberating truth. Psalm 24:1 declares, "The earth is the Lord's, and everything in it, the world, and all who live in it." Likewise, Psalm 50:10-12 reminds us that God owns every beast of the forest and the cattle on a thousand hills. These declarations are not poetic metaphors—they are divine assertions of authority.

When we embrace God as the true owner, we reposition ourselves from possessors to stewards. A steward doesn't claim rights over what they manage; they instead seek the desires and intentions of the one who owns it. This principle redefines success, responsibility, and purpose. As stewards, our commitment is to inquire of God: "What would You have me do with what You've entrusted to me?"

This stewardship extends beyond money. It encompasses time, relationships, influence, creativity, and our work. In acknowledging divine ownership, we are freed from the pressure of building our empires and invited to participate in building God's Kingdom.

Two Economies: A Tale of Two Kingdoms

Jesus addressed the dual allegiance problem clearly: "No one can serve two masters. Either you will hate the one and love the other, or you will be devoted to the one and despise the other. You cannot serve both God and money" (Luke 16:13). This verse is not just about greed; it's about loyalty, worldview, and where our hope resides.

There exist two economies that operate in parallel: the economy of the world and the economy of God. The world's economy is driven by scarcity, competition, self-preservation, and the pursuit of accumulation. It teaches us that worth is defined by possession, status, and power. It exalts independence and idolizes control.

God's economy, in stark contrast, operates on abundance, generosity, trust, and surrender. It invites us to find our identity not in what we own, but in who we are. In God's Kingdom, wealth is measured not by accumulation but by impact and eternal legacy. The call of Jesus is not to greater hustle, but to greater holiness and alignment with Heaven's values.

This distinction demands a choice. Matthew 6:19-20 reminds us not to store up treasures on earth, where moth and rust destroy, but to store up treasures in heaven. This heavenly investment yields peace, joy, and security that no market volatility can threaten. It is not an abandonment of ambition but a redirection of it toward eternal outcomes.

The King: Rulership That Brings Rest

To fully live within God's economy, we must come under His kingship. Psalm 95:5 proclaims, "The sea is his, for he made it, and his hands formed the dry land." Such sovereignty demands our reverence. Yet this King is not a tyrant. He is a Shepherd King who leads with wisdom, righteousness, and love.

When Yahweh introduces Himself as "I AM" to Moses, He reveals that He is unchanging, eternal, and entirely sufficient. His dominion is not limited to a Sunday service or a prayer time; it spans every aspect of existence. 1 Chronicles 29:11-12 affirms: "Yours, Lord, is the greatness and the power and the glory and the majesty and the splendor, for everything in heaven and earth is yours."

For leaders, this can be deeply comforting. We are not ultimate decision-makers; we are under the authority of the One who sees all, knows all, and provides all. Our "yes" to God's rulership brings not only peace but direction. Psalm 97:1 declares, "The LORD reigns, let the earth be glad; let the distant shores rejoice."

Acknowledging God's kingship is both a surrender and a source of strength. It anchors us when challenges arise and reminds us that we are not building alone. We work under the divine Architect whose plans are always for good.

Application: Living God's Economy

As Kingdom Builders, embracing these truths transforms how we lead, relate, and respond. Ownership teaches us humility. The contrast between economies sharpens our discernment. Recognizing God as King instills obedience and awe.

This week, reflect deeply: Where have you taken back ownership from God? Which values have subtly crept in from the world's economy? And how can you honor the King more completely in your decisions?

Let this be the week where your leadership shifts from earthly metrics to eternal measures. Let your heart, your business, your family, and your influence become sacred trusts in the hands of the King.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



GOD'S ECONOMY

Kingdom Builders understand that God's economy
is different than man's.



1.1 God's Economy

OWNERSHIP



Who owns what

In the beginning God created the heavens and the earth.
(Genesis 1:1)

For every beast of the forest is mine, the cattle on a thousand hills. I know every bird of the mountains, and everything that moves in the field is mine. If I were hungry I would not tell you, for the world is mine, and all it contains.
(Psalm 50:10-12)

The earth is the Lord's, and everything in it, the world, and all who live in it; for he founded it on the seas and established it on the waters.
(Psalm 24:1-2)



INSIGHT: God is the maker of it all—the earth, sky, sea, and us. This is the wisest starting point for any business leader. God owns the intellectual property, and we get to steward it and profit from it. The good news is that God is the most generous owner-creator you could ever imagine, willing to share his abundance, power and goodness. His conditions are less than any capitalist or lender I know: seek His counsel, pursue His best, embrace His awesomeness, and watch His blessing flow.

REFLECTION: Why is it especially hard for business owners, entrepreneurs and leaders to submit to God's ownership?

God's Economy 1.2

TWO ECONOMIES

God's economy and man's economy

No one can serve two masters. Either you will hate the one and love the other, or you will be devoted to the one and despise the other.

You cannot serve both God and money.
(Luke 16:13)

Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven.

(Matthew 6:19-20)

The devil took him to a very high mountain and showed him all the kingdoms of the world and their splendor. "All this I will give you," he said, "if you will bow down and worship me."

(Matthew 4:8-9)

See the distinction between the righteous and the wicked, between those who serve God and those who do not.

(Malachi 3:18)



INSIGHT: There are two distinct economies that co-exist on this earth: The Kingdom of God and the kingdom of this world. Each takes a very different view about purpose, priorities, ambition, control, time and money. The kingdom of this world tells us to serve ourselves first, take as much as we desire, chase success at any price, and invite the adoration of others. The Kingdom of God tells us to humbly serve God and others. One leads to riches; the other to true wealth, which includes satisfaction and significance.

REFLECTION: Think of a difficult choice you recently made about money or priorities. How did the tension play out between God's Kingdom and the world's kingdom?

1.3 God's Economy

THE KING

A good boss

Yours, Lord, is the kingdom; you are exalted as head over all. Wealth and honor come from you; you are the ruler of all things.
(1 Chronicles 29:11-12)

For the Lord is the great God, the great King above all gods. In his hand are the depths of the earth, and the mountain peaks belong to him.
(Psalm 95:3-5)

Be holy because I, the Lord your God, am holy.
(Leviticus 19:2)

The LORD reigns, let the earth be glad; let the distant shores rejoice.
(Psalm 97:1)

INSIGHT: We've all had good and bad bosses. Every kingdom has had good and bad kings. Kingdom Builders serve the good king, Yahweh. He is Creator, Savior, King of Kings, Master, Teacher, Jesus. He is the designer and master architect of every good enterprise on earth.

When God introduces His name to Moses as "I am," He is saying that He has always been and always will be the absolute ruler. He has final dominion and authority. His kingdom, unlike ours, will last forever.

REFLECTION: Think of your most difficult task today. What comfort can you take from working under God, the King?

Kingdom Builder Card (5 minutes)

In the beginning,
God created the
heavens and the earth.

GENESIS 1:1

NAMES

God is the make of it all. This is the wisest starting point for any owner, faith leader or advisor.

His names say it all: Creator, King, Father, Counselor, Master, Savior, Restorer, Fortress, Teacher, Guarantor, Friend.

His names reflect His intention for how we are to honor Him in our lives and how we are to lead and follow. He is the designer and master architect of every good enterprise on earth.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: The Pastor can choose to assign activities to teams or have the team work on all activities together.

Activity 1: Stewardship Map

Materials Needed: Large paper sheets, markers, Bibles

Instructions: Students will draw a two-column map titled "Mine" vs. "His". Each student will reflect on the areas of their life and leadership that they hold tightly versus those they've surrendered to God.

Mine	His
(What I still control or hold tightly)	(What I've surrendered to God's ownership)
1.	
2.	
3.	
4.	
5.	

Talking Points: What does actual ownership look like in God's economy?

Key Question: What would it mean to transfer everything from "Mine" to "His"?

Transition: Let's take what we've mapped and bring it before God in prayer.

Activity 2: Two-Economy Debate

Materials Needed: Whiteboard or projector

Instructions: Break into two teams. One defends worldly economic principles, the other represents Kingdom principles. Then flip roles.

Talking Points: How does each system define success?

Key Question: What emotional responses arise when defending the world vs. the Kingdom?

Transition: Now that we've debated, let's reflect inward.

Activity 3: Crown Assignment

Materials Needed: Paper crowns or templates, pens

Instructions: Each student writes three roles God plays in their life and 1 area where they will honor His kingship more fully.

Talking Points: Jesus is more than Savior; He is King.

Key Question: What changes when we let Him rule every part?

Transition: Let's honor the King with a closing reading of Psalm 97:1.

Group Discussion Prompts (if time allows)

- A. How does God's view of stewardship differ from modern investment strategies?
- B. In what ways can a business owner reflect Kingdom values in hiring or partnerships?
- C. What does it mean to tithe time, not just money, in a business context?
- D. How can Latino cultural values support or challenge Kingdom economics?
- E. What safeguards can you build to resist serving "two masters"?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Identify one area of your business or life to submit anew under God's ownership.
- **Journaling Questions:**
 1. Where am I still clinging to ownership?
 2. How do I respond emotionally when reminded God is King?
 3. What one shift this week could reflect Kingdom-first economics?
- **Prayer Focus:** Invite the Holy Spirit to expose areas of self-reliance and draw you closer to God's rulership.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Midweek Zoom prayer call reflecting on "Two Economies."
- **Follow Up:** Send a midweek WhatsApp prompt: "What have you shifted from 'Mine' to 'His' this week?"

End with Prayer

"Pastor, please pray a blessing over our commitment to God's economy and our walk with the King this week."

Week 2: Kingdom Builder

Session Schedule (2 Hours)

Welcome, Prayer & Icebreaker (10 minutes)

Leader Overview: Devotional Teaching **(20 minutes)**

Breakout Groups: Scripture Reading & Discussion **(45 minutes)**

Take Home: Kingdom Builder Card **(5 minutes)**

Student Activities (Applied Engagement) **(30 minutes)**

Group Discussion (If time allows) & Close in Prayer **(10 minutes)**

Theme Overview

- **Key Themes:** Kingdom Identity, Perspective, Character
- **Key Scripture:** 1 Peter 2:9, Ecclesiastes 3:11, Job 17:9
- **Worldview:** Kingdom Builders place their identity under the authority of the Creator, Maker of heaven and earth.

Opening (10 minutes)

- **Welcome and Introductions:**

Welcome to Week 2 of Kingdom Builder Academy! Today, we center on what it means to be a Kingdom Builder—those whose identity, character, and perspective are firmly rooted in God's truth. Let's open our hearts to how God wants to shape our inner life for His glory.

- **Prayer:** (*Pastor-led*)

- **Icebreaker:**

- **Question:** Who or what has most shaped your personal identity?
- **Purpose:** This question encourages participants to reflect on their sources of identity in contrast to the Kingdom call to anchor our identity in Christ.

Leader Overview (20 minutes)

To be a Kingdom Builder is to live with a profound awareness of God's design, presence, and call on our lives. Unlike worldly leaders who seek influence through fame, power, or wealth, Kingdom Builders are distinguished by their **identity in Christ, eternal perspective, and unshakable character**. These three pillars form the foundation of a Kingdom-minded life.

Kingdom Identity

Our world constantly tells us who we are—or at least who we should be. It ties identity to performance, status, or approval. But the Bible declares something radically different. 1 Peter 2:9 reminds us: *"But you are a chosen people, a royal priesthood, a holy nation, God's special possession..."* This is not just poetic language. This is divine truth. It is a spiritual DNA that overrides every earthly label.

God's Word declares that you are chosen, set apart, and valued—not because of what you have done, but because of who He is and what He has done. Psalm 100:3 says, *"Know that the Lord is God. It is he who made us, and we are his; we are his people, the sheep of his pasture."*

When we understand this, everything changes. Kingdom Builders don't strive to earn their place—they live from their place. They don't perform for acceptance—they serve from a sense of assurance. The Holy Spirit seals this truth in our hearts, as Ephesians 1:13 states, *"When you believed, you were marked in him with a seal, the promised Holy Spirit."*

So then, how do you identify yourself? By your job title? Your resume? Your bank account? Or by the unshakable truth that you belong to God?

Kingdom Perspective

Ecclesiastes 3:11 says, *"He has made everything beautiful in its time. He has also set eternity in the human heart."* This eternal compass keeps Kingdom Builders from becoming consumed by the temporal. In James 4:14, we are reminded, *"What is your life? You are a mist that appears for a little while and then vanishes."*

A Kingdom Builder knows life is short, but purpose is eternal. This perspective reframes how we spend time, manage resources, and treat others. We begin to ask, "Will this matter in eternity?" Instead of building castles in the sand, we plant seeds that grow into trees of righteousness.

Consider what Psalm 39:5 says: "*You have made my days a mere handbreadth... Each man's life is but a breath.*" And 2 Peter 3:8 adds, "*With the Lord a day is like a thousand years, and a thousand years are like a day.*"

This perspective shields us from the pride of success or the despair of failure. It steadies our pace and purifies our motives. We're not running a sprint for self-glory—we're on a mission with eternal ramifications. We are not owners—we are stewards.

Kingdom Character

Ultimately, what distinguishes a Kingdom Builder in a noisy, self-promoting world is not charisma, but character. God is far more concerned with who we are becoming than what we are achieving.

Colossians 3:12 charges us to clothe ourselves with "*compassion, kindness, humility, gentleness, and patience.*" These aren't soft qualities—they are divine attributes. They shape leaders who serve, heal, restore, and uplift.

Philippians 4:8 tells us to fix our minds on "*whatever is true, noble, right, pure, lovely, admirable...*" These virtues guide our decisions and responses. They keep us from cutting corners or devaluing people.

Colossians 1:10 commands us to "*walk worthy of the Lord... being fruitful in every good work.*" The emphasis is not on busyness, but on fruitfulness. Not just doing things for God, but becoming someone with God.

Leviticus 19:2 says, "*You shall be holy, for I the Lord your God am holy.*" And Job 17:9 affirms, "*The righteous will hold to his way, and he who has clean hands will grow stronger and stronger.*" This is the strength that comes from a clean conscience and a heart aligned with God's will.

Conclusion

To be a Kingdom Builder is to embrace your God-given identity, live with eternity in view, and walk in godly character. These traits are not built overnight—they are formed through devotion, trials, obedience, and the grace of God.

May we reject lesser identities and fragile ambitions. May we instead rise into our role as royal priests, God's holy nation, marked by heaven and sent into the world for His glory.

Let us go forward with the humility of sheep and the boldness of sons and daughters of the King.

Breakout Groups — Scripture Reading & Discussion (45 minutes)



KINGDOM BUILDER

Kingdom Builders place their identity under the authority of the Creator, Maker of heaven and earth.



2.1 Kingdom Builder

KINGDOM IDENTITY

A higher course

But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light.

(1 Peter 2:9)

For the sake of his great name the LORD will not reject his people, because the LORD was pleased to make you his own.

(1 Samuel 12:22)

Know the LORD is God. It is he who made us and we are his; we are his people, the sheep of his pasture.

(Psalm 100:3)

When you believed, you were marked in him with a seal, the promised

Holy Spirit.

(Ephesians 1:13)

INSIGHT: We all identify with groups—a sports team, a church, a political party—but Kingdom Builders, above all else, identify with a higher cause: God's cause. Kingdom Builders align their professional priorities with God's principles, which are often countercultural and counterintuitive. They use their resources for the good of others. They just might duck out of an important meeting to comfort a friend. They just might choose to ride a donkey instead of a chariot.

REFLECTION: Where do you tend to get your identity from? Your job title? Your rung on the ladder of life?

Kingdom Builder 2.2

PERSPECTIVE



Shaped by eternity

He has made everything beautiful in its time. He has also set eternity in the human heart, yet no one can fathom what God has done from beginning to end.
(Ecclesiastes 3:11)

You do not even know what will happen tomorrow. What is your life? You are a mist that appears for a little while and then vanishes.
(James 4:14)

You have made my days a mere handbreadth; The span of my years is nothing before you. Each man's life is but a breath.
(Psalm 39:5)

But do not forget this one thing, dear friends: With the Lord a day is like a thousand years, and a thousand years are like a day.
(2 Peter 3:8)



INSIGHT: What unique contribution would you want people to remember about you? Kingdom Builders strive for a contribution that blesses others and endures beyond their lifetime. An eternal perspective allows us to fully leverage our unique skills and resources for God's purposes, doing what coaches call "leaving it all on the field." Knowing that life is "but a whisp of time" allows Kingdom Builders to invest themselves in what matters, while at the same time holding onto success with light hands.

REFLECTION: What do you want said about you at your funeral?

2.3 Kingdom Builder

CHARACTER

Integrity matters

Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.

(Colossians 3:12)

Whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. (Phillippians 4:8)

Walk worthy of the Lord, fully pleasing Him, being fruitful in every good work and increasing in the knowledge of God.

(Colossians 1:10)

'You shall be holy, for I the Lord your God am holy.
(Leviticus 19:2)

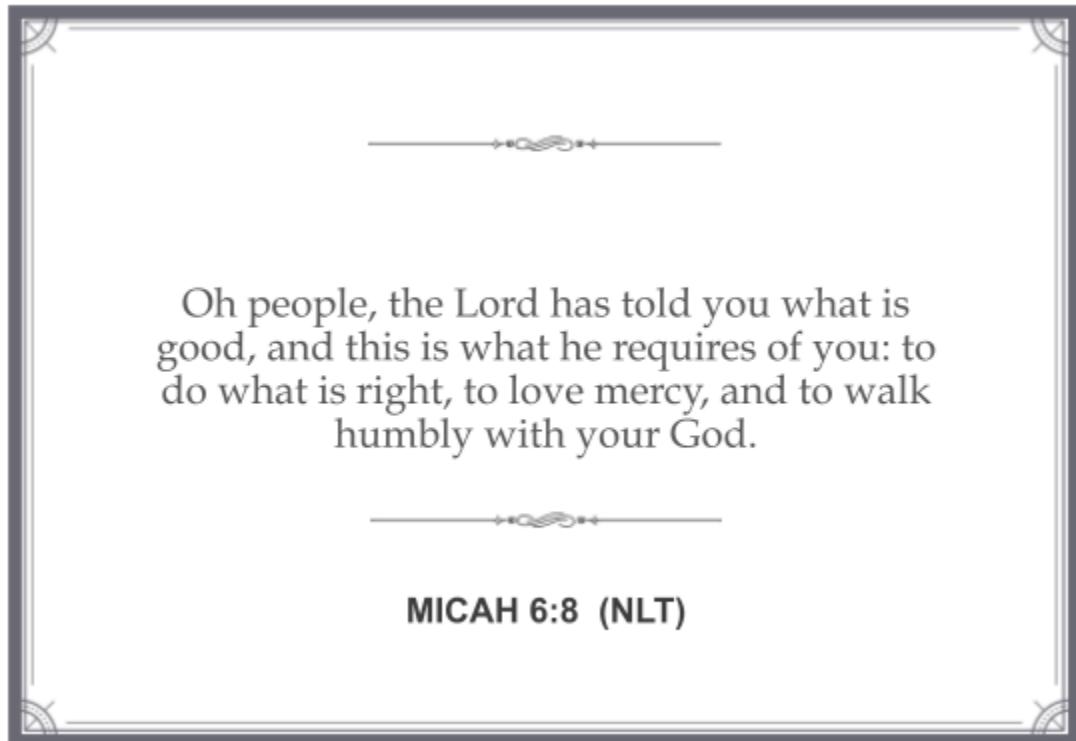
Nevertheless the righteous will hold to his way, and the one who has clean hands will grow stronger and stronger.
(Job 17:9)

INSIGHT: The common attractors of today's appointed leaders are good looks, wealth, popularity, ambition, strength. But God cares about character—wisdom, humility, kindness, generosity. An executive who follows after God's heart stands for something deeper than outward appearances and something bigger than the task at hand. They are tethered to a higher call to achieve what is most important and to care for people along the way. There's no faking true character.

REFLECTION: Reflect on the past week. When did you bulldoze

through to get stuff done without regarding others?

Take Home: Kingdom Builder Card (5 minutes)



PROMISES

When enterprise leaders follow God's instructions for their lives, His blessings follow. When we choose to live inside His purpose for our lives as enterprise leaders, we receive a quiet confidence that is attractive to faithful, high-quality employees.

Great companies are built with such people. When we show kindness, walk humbly, and do the right things, success follows.

This is not abundance theology; it is just the truth. God never fails to fulfill His promises.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: The Pastor can choose to assign activities to teams or have the team work on all activities together.

Activity 1: Identity Statement Creation (2.1 Theme)

- Distribute notecards and pens to each student.
- Read aloud 1 Peter 2:9 and Psalm 100:3.
- Ask students to reflect silently for 2 minutes on what it means to be God's possession.
- Instruct them to write a brief personal identity statement that affirms their identity in Christ.
- Talking Points: Emphasize God's ownership and divine purpose.
- Key Questions: Who are you in Christ? How would your life look if you fully embraced this identity?
- After writing, have students pair up, share their statements, and pray over each other's declarations.

Activity 2: Eternal Resume (2.2 Theme)

- Provide each participant with a resume template handout.
- Prompt them to fill in fields such as "Spiritual Achievements," "Eternal Goals,"

and “Legacy Statements.”

- Talking Points: This is not a job resume—it’s about who you are becoming spiritually.
- Key Questions: What values and actions will echo into eternity? What spiritual fruit do you want to be known for?
- After completion, facilitate small-group sharing and encourage peer encouragement and affirmation.

Activity 3: Character Inventory (2.3 Theme)

- Use the Kingdom Builder Character inventory below based on Colossians 3:12 traits. The students have this inventory in their manual.
- Ask students to rate themselves on a scale of 1–5 for each trait (compassion, kindness, humility, gentleness, patience).

Kingdom Builder Character Inventory

“Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.” **Colossians 3:12**

Instructions: For each character trait listed below, rate yourself on a scale of 1 to 5:

- 1 = Rarely shows up in my life
- 2 = Occasionally, when I’m reminded
- 3 = Sometimes, depending on the situation
- 4 = Often, it’s part of who I am
- 5 = Consistently, it’s a defining trait

Character Trait	Description	Self-Rating (1–5)
Compassion	I feel and act on concern for others’ suffering.	—
Kindness	I extend grace and goodness to others without expecting	—

anything back.

Humility	I think of others before myself and avoid pride.	—
Gentleness	I respond to others with care, not force or harshness.	—
Patience	I remain calm and persevering, even when frustrated.	—

Reflection Questions:

1. Which trait is strongest in your life right now? Why?
2. Which trait is most challenging for you? What makes it difficult?
3. What would your daily interactions look like if all five traits were fully present?

Prayer Focus: Circle one trait. Ask God to grow this fruit in your life this week. Share your focus with a partner and pray for each other.

Group Discussion Prompts (if time allows)

- A. How does identity in Christ influence how we lead teams?
- B. What does it look like to make decisions from an eternal perspective in a fast-paced business world?
- C. How can humility and character be cultivated in a success-driven culture?
- D. What happens when our values conflict with company culture?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Identify one area in your business where your Kingdom identity can be more fully expressed this week.
- **Journaling Questions:**
 1. Where do I most struggle to see myself as God's possession?
 2. What eternal values am I neglecting in my current priorities?
 3. Who models Kingdom character in a way that inspires me?
- **Prayer Focus:** Invite the Holy Spirit to root your identity, values, and actions in Christ alone.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Encourage a mid-week prayer call focused on declaring Kingdom identity over one another.
- **Follow Up:** Use WhatsApp to send a mid-week reminder: “Who are you in Christ? Re-read 1 Peter 2:9 and declare it out loud today.”

End with Prayer

Close by inviting the Pastor to lead a time of prayer, blessing each participant to walk in their Kingdom identity, shaped by eternal perspective and God-honoring character.

Week 3: Freedom

Session Schedule (2 Hours)

Time	Segment
0:00–0:10	Opening: Welcome, Prayer, Icebreaker
0:10–0:30	Leader Overview: Devotional Teaching
0:30–1:15	Breakout Groups: Scripture Reading & Discussion
1:15–1:20	Take Home: Kingdom Builder Card

1:20–1:50 **Student Activity**

1:50–2:00 **Group Discussion Prompts, Homework & Closing Prayer**

Theme Overview

- **Key Themes:** Choices, Bondage, Consequences
- **Key Scripture:** James 4:17, Galatians 5:1, Obadiah 1:15
- **Worldview:** Kingdom Builders know that within God's freedom, the law of Harvest still applies—we reap what we sow.

Opening (10 minutes)

- **Welcome and Introductions:**

Welcome, Kingdom Builders! This week, we explore the profound truth that true freedom isn't the absence of boundaries but the presence of God's design. Let's open our hearts to understanding how divine freedom leads to meaningful choices and lasting peace.

- **Prayer:** *(To be provided by the Pastor)*

- **Icebreaker:**

- **Question:** If you had only six months to live, how would your life priorities change?
- **Purpose:** This question brings focus to what truly matters and opens our perspective to freedom as intentional living under God's guidance.

Leader Overview (20 minutes)

Freedom: The Divine Paradox of Boundaries and Liberty

Freedom in the Kingdom of God is not the reckless autonomy the world idolizes, but a redemptive calling to live within God's good boundaries. It is a paradox: true freedom comes not through self-rule, but through surrender. James 4:17 reminds us, "It is sin to know what you ought to do and then not do it." That implies a responsibility embedded in our liberty: to choose rightly, guided by God's truth.

CHOICES

In Deuteronomy 30:19, the Lord says, "I have set before you life and death, blessings and curses. Now choose life." This isn't merely a spiritual invitation—it is the linchpin of all human flourishing. Every choice we make echoes into eternity. God's freedom never denies consequence; rather, it dignifies us with the power of decision. 1 Corinthians 10:23 acknowledges, "Everything is permissible," but also warns, "not everything is beneficial." The mature believer discerns between what is allowed and what is wise. True spiritual liberty involves evaluating every action through the lens of God's purpose.

BONDAGE

Though we have freedom, we must also confront bondage. Galatians 5:1 declares, "Christ has truly set us free. Now make sure that you stay free, and don't get tied up again in slavery to the law." This warning is sobering. The greatest threat to freedom isn't external oppression but internal compromise. Attachments to wealth, power, or approval can become modern-day chains. Romans 7:23 gives voice to this inner conflict: "I see another law at work in me... making me a prisoner of the law of sin." The richness of God's freedom calls us to examine what subtly enslaves our hearts—be it ambition, addiction, or even perfectionism. Freedom is not merely the absence of barriers; it is the presence of God's peace within us, even when outward conditions remain unchanged.

CONSEQUENCES

The theme of consequences serves as the moral architecture of God's universe. Obadiah 1:15 says, "As you have done, it shall be done to you." This is the law of Harvest in motion. God's grace forgives, but His justice educates. Consequences are not punishments in the punitive sense; they are tutors. Proverbs 16:25 warns, "There is a way that seems right to a man, but in the end it leads to death." Often, our notion of freedom is a form of folly in disguise. As Kingdom Builders, we must reject the illusion of independence and embrace our dependence on God's Spirit to guide us.

A NEW KIND OF FREEDOM

Christ's redemption reframes freedom not as escape from discipline but alignment with divine design. Ezekiel 34:27 paints this picture beautifully: "They will know that I am the Lord, when I break the bars of their yoke and rescue them..." God is not merely

liberating us *from* something—He is liberating us *for* something. Freedom becomes the fertile soil where obedience flourishes, creativity is sanctified, and leadership bears eternal fruit.

Let us embrace Kingdom freedom—a freedom marked not by ease but by excellence, not by indulgence but by intentionality, not by avoidance of rules but alignment with righteousness.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



FREEDOM

**Kingdom Builders know that within God's freedom, the law of
Harvest still applies—we reap what we sow.**



3.1 Freedom

CHOICES

Being intentional

“Everything is permissible,” but not everything is beneficial.
(1 Corinthians 10:23)

It is sin to know what you ought to do and then not do it.
(James 4:17)

Seek good and not evil, that you may live; So the Lord God of hosts will
be with you.
(Amos 5:14)

I have set before you life and death, blessings and curses.
Now choose life.
(Deuteronomy 30:19)

When Jesus saw the man and new that he had been sick for such a long time,
Jesus asked him, “Do you want to be well?”
(John 5:6)



INSIGHT: Have you ever been close to someone with Stage 4 cancer? They tend to make more deliberate choices than the rest of us. They don't have the luxury of doing it all, so they pare down to what's most important. When we submit to God's boundaries for how to behave in the marketplace, we actually find a truer form of freedom. We feel less pulled by the opinions and enticements of others, less driven by success for its own sake, more free to pursue meaning, and more at peace when something goes wrong.

REFLECTION: If you had six months to live, how might your professional goals change?

Freedom 3.2

BONDAGE

Attachments that enslave us

For in my inner being I delight in God's law; but I see another law at work in me, waging war against the law of my mind and making me a prisoner of the law of sin at work within me.

(Romans 7:22-23)

The acts of the flesh are obvious: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy; drunkenness, orgies, and the like.

(Galatians 5:19-21)

Christ has truly set us free. Now make sure that you stay free, and don't get tied up again in slavery to the law.

(Galatians 5:1)

The trees will yield their fruit and the ground will yield its crops; the people will be secure in their land. They will know that I am the Lord, when I break the bars of their yoke and rescue them from the hands of those who enslaved them.

(Ezekiel 34:27)

INSIGHT: An idolatrous attachment to wealth, power, and prestige is an invitation to slavery. The more toys we have, the more time we must spend maintaining them. The more prominence we have, the more we feel compelled to manage our image. When God told the rich man to sell everything, he was pointing out this upright man's enslavement. God's ways include generosity with our wealth, integrity over profit, and humility towards others, and while these may seem like limitations, they actually set us free to a life of peace and joy.

REFLECTION: What attachment in your life could most easily enslave you?

3.3 Freedom

CONSEQUENCES

The ripple effect of our choices

However, if you do not obey the Lord your God and do not carefully follow all his commands and decrees I am giving you today, all these curses will come on you and overtake you: You will be cursed in the city and cursed in the country.
(Deuteronomy 28:15-16)

But because they served them in the presence of their idols and made the people of Israel fall into sin, therefore I have sworn with uplifted hand that they must bear the consequences of their sin, declares the Sovereign Lord.
(Ezekiel 44:12)

There is a way that seems right to a man, but in the end it leads to death.
(Proverbs 16:25)

For the day of the Lord upon all the nations is near; As you have done, it shall be done to you.
(Obadiah 1:15)

INSIGHT: Many a business has been destroyed by an owner who failed to understand the implications of untethered choices. When we behave as pirates, treating enterprise as a source of booty, there are consequences. Bad choices have a backend price of diminished business and damaged relationships. Wisdom has a frontend price of discipline, obedience, consistency and time. We have a choice. We can learn our leadership lessons from either teacher: Truth or Consequence.

REFLECTION: Think of a company that epically failed because they abused their freedom.

Take Home: Kingdom Builder Card (5 minutes)

“For I know the plans I have for you,”
declares the Lord, “plans to prosper you and
not to harm you, plans to give you hope and
a future.”

JEREMIAH 29:11

CONTROL

Owners like to be in control of everything: the plans, the problems, the money, the people, the outcomes, the choices. Maybe that's why so many are exhausted and preoccupied.

Freedom is the driving motive for owning a business. This 'Control vs Freedom' tension can create chronic discontent.

Kingdom Builders have discovered God has an answer: lighten our grip on the business, and seek God's lead. When we let go of control, a new freedom enters, one that allows us to relax and watch God's plan go to work.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: The Pastor can choose to assign activities to teams or have the team work on all activities together.

Facilitator Instructions:

Activity 1: "Choose Life" Visual Mapping

- **Talking Points:** We often don't consider the ripple effect of our daily decisions. This exercise shows that choices are seeds.
- **Key Questions:** What does it mean to choose life today? Where do I sense a need to choose differently?
- **Transition:** Let's explore the fruit of freedom when rooted in God's principles.
- **Materials Needed:** Large poster paper, markers, stickers.
- **Instructions:** In small groups, draw a "Tree of Life" where each branch is a significant area of life (faith, work, relationships, health). On sticky notes, participants write one choice they need to make in each region and place it on

the corresponding tree branch.

Activity 2: “Break the Chains” Reflection Walk

- **Talking Points:** What are the subtle chains that bind you?
- **Key Questions:** What internal bondage hinders your growth? How might you surrender it?
- **Transition:** Let’s walk and pray through the things God wants to break off.
- **Materials Needed:** Index cards, pens, waste bin or shredder.
- **Instructions:** Each student writes a “bondage” they struggle with on a card. After a brief prayer walk, they destroy the card symbolically.

Activity 3: “Truth vs. Consequence” Role Play

- **Talking Points:** Consequences are divine feedback.
- **Key Questions:** Have I ignored God’s warnings? What has He been teaching me through the outcomes?
- **Transition:** Let’s engage with real-world examples to discern the truth.
- **Materials Needed:** Scenario cards with ethical dilemmas.
- **Instructions:** In pairs, role-play a business scenario where one choice leads to wisdom and another to failure. Discuss what God’s truth would have directed.

Group Discussion Prompts (if time allows)

- A. How does the world’s definition of freedom differ from God’s?
- B. What boundaries has God given you in business that feel restrictive but are ultimately protective?
- C. How can we help others in our community recognize the cost of unwise choices?
- D. How might your leadership style change if you lived with an eternal perspective of consequences?
- E. What systems of accountability help you stay “free” in Christ?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Identify one area where you need to replace impulsive freedom with disciplined obedience. Establish a simple, repeatable habit that aligns with Kingdom principles.

- **Journaling Questions:**

1. Where have I mistaken autonomy for freedom?
2. What consequence have I experienced that led to growth?
3. In what area of my life is God inviting me to “choose life” today?

- **Prayer Focus:** Ask the Holy Spirit to reveal any hidden bondages and empower you to walk in Christ-centered freedom.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Host a mid-week Zoom session called “Freedom Check-In” where participants share progress on their commitments. Include prayer and a 10-minute devotional.
- **Follow-up: Send a mid-week** WhatsApp voice note from the Pastor with a short reflection on Galatians 5:1 and a challenge to apply it practically.

End with Prayer: Invite the Pastor to lead a closing prayer.

Week 4: Calling

Session Schedule (2 Hours)

00:00–00:10	Welcome, Prayer, Icebreaker
00:10–00:30	Leader Overview: Teaching
00:30–01:15	Breakout Groups – Scripture Reading & Discussion
01:15–01:20	Take Home: Kingdom Builder Card
01:20–01:50	Student Activity (3 options)
01:50–02:00	Group Discussion Prompts, Homework & Close

Theme Overview

- **Key Themes:** God's Timing, Readiness, Divine Appointments
- **Key Scripture:** Psalm 37:7, Romans 8:28, Ezra 1:2b
- **Worldview:** Kingdom Builders understand that their divine calling will be revealed as they obey Him.

Opening (10 minutes)

- **Welcome and Introductions:**

Welcome to Week 4 of Kingdom Builder Academy! This week, we lean into the topic of **Calling**—understanding how God's divine plan unfolds in our lives through patience, readiness, and sacred assignments. Let's journey together through scripture and discussion to uncover more about the timing and purpose of God's call.

- **Prayer:** [Pastor-led prayer]

- **Icebreaker:**

- **Question:** When have you experienced a season where you had to wait for clarity from God?
- **Purpose:** This question helps us begin thinking about God's timing and the patience required as He prepares us for our calling.

Leader Overview (20 minutes)

Leader Devotional: Embracing the Call of God

God's call is not always announced with thunder from the heavens. Sometimes it whispers through our circumstances, our quiet times with Him, or even amid setbacks and suffering. As Kingdom Builders, we are invited into a divine narrative far greater than our plans—a story authored by God that unfolds in perfect timing, demands faithful readiness, and includes appointments only He can ordain.

God's Timing

Psalm 37:7 instructs us, “Be still before the LORD and wait patiently for him.” This command seems counterintuitive in a world built on speed and efficiency. Yet in God’s Kingdom, waiting is not wasting. In the stillness, He refines our character, deepens our dependence on Him, and reveals the following steps only when we are ready to walk them. Consider Moses—forty years in Egypt, forty years in Midian. God prepared him in the obscurity of the wilderness before unleashing him to lead a nation.

Similarly, Esther’s rise to royalty was not by coincidence. Esther 4:14 reminds us, “Who knows but that you have come to your royal position for such a time as this?” God’s orchestration placed her exactly where she needed to be—not early, not late, but in divine alignment with His plan.

We must ask ourselves: Are we rushing ahead or waiting in trust? Kingdom Builders recognize that every delay may be divine, every detour purposeful.

Readiness

Romans 8:28 assures us that “in all things God works for the good of those who love him, who have been called according to his purpose.” This promise does not suggest that all things will be good, but instead that God’s purpose will redeem every experience for our growth and His glory.

Readiness is not about perfection; it is about willingness. When the prophet Isaiah heard the voice of the Lord saying, “Whom shall I send?” he responded, “Here am I. Send me!” (Isaiah 6:8). His readiness came not from confidence in himself but from reverence for God’s call.

God doesn’t waste anything. He utilizes your job history, cultural background, struggles, and strengths. Each thread is woven into the tapestry of your Kingdom calling. Readiness means being prepared in season and out of season, as Paul writes in 2 Timothy 4:2. It means staying spiritually sharp and emotionally open.

Divine Appointments

Ezra 1:2b speaks of God’s appointment: “The LORD, the God of heaven, has given me all the kingdoms of the earth and he has appointed me to build a temple for him.” This was not a self-made mission. It was a holy assignment.

Appointments by God are often disruptive. David was tending sheep when he was anointed king. Mary was a young virgin betrothed to Joseph when the angel declared she would birth the Messiah. Peter was fishing when Jesus said, “Follow me.” God’s appointments often interrupt the ordinary to unleash the extraordinary.

Daniel 5:21b reminds us: “The Most High God rules in the kingdom of men and appoints over it whomever He chooses.” This challenges our modern metrics of success and

promotion. Divine calling is not something that is achieved; it is something that is received.

Obedience: The Gateway to Calling

Calling is not just about discovering a destination—it's about daily obedience. Abraham left his homeland without knowing the whole plan. Ruth followed Naomi without a guaranteed outcome. Jesus humbled Himself to the cross, obedient even unto death.

Our journey as Kingdom Builders requires obedience in small things. Can we honor God when no one sees? Will we serve faithfully in quiet seasons? Obedience prepares the vessel for greater use.

2 Thessalonians 1:11 declares, “We constantly pray for you, that God may make you worthy of his calling, and that by his power he may bring to fruition your every desire for goodness and your every deed prompted by faith.” God equips those He calls.

Surrendering Our Agenda

Psalm 75:6-7 proclaims, “No one from the east or the west or the desert can exalt themselves. It is God who judges: He brings one down, he exalts another.” A true calling is not self-promotion, but God-ordination.

This invites surrender. We must release our timelines, our definitions of success, and even our fears. In return, we receive clarity, peace, and divine momentum.

Conclusion: Are We Willing?

Isaiah 41:10 reminds us: “I will strengthen you and help you; I will uphold you with my righteous right hand.” God doesn't just call; He carries.

Every believer has a calling, not just pastors or missionaries. If you are a Kingdom Builder, your calling might manifest in your business, your family, your neighborhood, or a mission you've yet to discern. But it will always glorify God, bless others, and align with Scripture.

Let us be still. Let us be ready. Let us embrace the divine appointments with boldness.

You are called. Will you answer?

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



CALLING

**Kingdom Builders understand that their divine calling
will be revealed as they obey Him.**



4.1 Calling

GOD'S TIMING

Wait for it

For in him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things have been created through him and for him.

(Colossians 1:16)

Who knows that you have come to royal position for such a time as this?

(Esther 4:14b)

Be still before the LORD and wait patiently for him; do not fret when people succeed in their ways, when they carry out their wicked schemes.

(Psalm 37:7)



INSIGHT: God's timing is so unlike ours. We want it done yesterday, but God can spend eons carving a canyon or bringing forth a mountain. He is meticulous and patient. Why would he be any different when it comes to shaping our lives and companies?

He carefully molds together our past experiences with present-day challenges to prepare us for what's next, but according to his schedule, not ours. When we relax into his timing, we begin to discover the secret to our own peace and contentment.

REFLECTION: What in your life has been worth the wait?

Calling 4.2

READINESS

Poised for the call

And we know that in all things God works for the good of those who love him,
who have been called according to his purpose.
(Romans 8:28)

We constantly pray for you, that God may make you worthy of his calling, and
that by his power he may bring to fruition your every desire for goodness and
your every deed prompted by faith.
(2 Thessalonians 1:11)

No one from the east or the west or from the desert can exalt themselves. It is
God who judges: He brings one down, he exalts another.
(Psalm 75:6-7)

INSIGHT: What is our higher calling, and how do we find it? First, we listen carefully to our unique desires, abilities and experiences.

Why did God give us our particular job, network, giftedness? Next, we carve out time and resources to pursue a calling. Talk to people, listen to a podcast, learn. Then we step forward in obedience in both the mundane tasks and the exciting ones, in both failure and success. Years of practicing obedience is how we ready ourselves for God's calling.

REFLECTION: What Kingdom calling might God be nudging you towards?

4.3 Calling

DIVINE APPOINTMENTS

Are we willing?

I will strengthen you and help you; I will uphold you with my righteous right hand.
(Isaiah 41:910)

The Lord, the God of heaven, has given me all the kingdoms of the earth and he has appointed me to build a temple for him at Jerusalem in Judah.
(Ezra 1:2b)

The Most High God rules in the kingdom of men and appoints over it whomever He chooses.
(Daniel 5:21b)

Now I will make your name great, like the names of the greatest men on earth.
(2 Samuel 7:9)

INSIGHT: When God taps us on the shoulder for a particular task, Kingdom Builders accept the assignment. They deploy their unique skill set, experience, resources, and relational capital for Kingdom needs that arise. God has given each of us a one-of-a-kind role in the marketplace. Are we willing to leverage that role for God and others? Accepting God's divine appointment differs from simply filling the calendar or pleasing people. His specific assignments have to do with our truest purpose.

REFLECTION: When was I afraid to embrace an opportunity from God?

Take Home: Kingdom Builder Card (5 minutes)

Lead a life worthy of your calling, for you
have been called by God.

EPHESIANS 4:1b (NLT)

CALLING

God has placed an appointment on you as a faithful leader. It is an amazing gift that should be opened with awe and gratitude. Every time I meditate on these verses my grip loosens, my spirit calms and I start asking God to show me where I need to attend better.

God desires great things for you, for those under your charge, for those on your board. His hand is upon your work. The awe that emanates from the privilege that God has chosen us to be Christ's representative at home and in the marketplace is humbling. It melts away the entitlements that come with privilege and inspires us to return His gift with acts of goodness for the Kingdom.

Make this your focus for a week and see how God works with you.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: The Pastor can choose to assign activities to teams or have the team work on all activities together.

Activity 1: The Waiting Wall

- **Description:** Provide participants with sticky notes and a poster board labeled “God’s Waiting Wall.” Invite them to write down one area in their life or career where they are currently waiting on God.
- **Talking Points:** “How do we respond during the waiting seasons?” “What does Scripture say about waiting well?”
- **Key Questions:** “What has God taught you through delays?” “How can waiting refine our calling?”
- **Transition:** After everyone posts, summarize by reflecting on Psalm 37:7.
- **Materials Needed:** Sticky notes, markers, poster board.

Activity 2: The Calling Canvas

- **Description:** Break into small groups. Each group receives a canvas (either paper or a whiteboard) and draws symbols representing readiness, obedience, and divine appointment.
- **Talking Points:** “How does obedience prepare us for calling?” “What does it mean to live ready?”
- **Key Questions:** “Where do you sense God positioning you next?”
- **Transition:** Have each group share their canvas and explain.
- **Materials Needed:** Paper, whiteboard, and markers.

Activity 3: Divine Appointment Roleplay

- **Description:** In pairs, role-play a scenario where one person receives a surprising opportunity and must decide whether to accept it.
- **Talking Points:** “Are we alert to God’s voice?” “How do we test whether an opportunity is from God?”

- **Key Questions:** “What fear must you overcome to embrace God’s assignment?”
- **Transition:** Debrief as a large group.
- **Materials Needed:** Printed role-play prompts.

Group Discussion Prompts (if time allows)

- A. How can divine appointments show up in business deals or unexpected meetings?
- B. What does it look like to wait patiently on God in a fast-paced business environment?
- C. How can Latino cultural values of family and faith inform our understanding of calling?
- D. What does obedience look like in your current role?
- E. How can our past hardships shape our readiness for leadership?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Identify one decision this week where you will intentionally wait on God’s confirmation before moving forward.
- **Journaling Questions:**
 1. What has God been saying to you about your purpose?
 2. Where do you need to be more obedient?
 3. What divine appointment might you be ignoring or avoiding?
- **Prayer Focus:** Ask the Holy Spirit to prepare your heart and mind for God’s timing and to give you courage to say yes to His call.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Host a 15-minute midweek Zoom devotional and prayer focused on Romans 8:28.
- **Follow Up:** Use WhatsApp to send a voice note midweek, encouraging participants to reflect on Psalm 37:7 and share where they are waiting on God.

End with Prayer

Invite the Pastor to pray over each participant’s discernment and obedience to God’s call, asking for boldness, peace, and clarity in the marketplace.

Week 5: Faithful Leaders

Session Schedule (2 Hours)

1. **Opening** – 10 minutes
2. **Leader Overview** – 20 minutes
3. **Breakout Groups — Scripture Reading & Discussion** – 45 minutes
4. **Take Home: Kingdom Builder Card** – 5 minutes
5. **Student Activity** – 30 minutes
6. **Group Discussion Prompts (if time allows)** – 5–10 minutes
7. **Homework & Spiritual Application (Optional)** – 5 minutes
8. **Pastoral Leadership Guidance** – 3 minutes
9. **End with Prayer** – 2 minutes

Theme Overview

- **Key Themes:** Faithful, Greatness, Focus
- **Key Scripture:** Hebrews 11:1, Colossians 1:10, Philippians 3:13
- **Worldview:** Kingdom Builders have discovered the blessings of servant leadership.

Opening (10 minutes)

Welcome and Introductions:

Welcome to Week 5! Today, we'll look at what it truly means to be a *Faithful Leader* in the Kingdom of God. We will explore how staying grounded in faith opens the door to divine greatness and provides us with the clarity to remain focused amidst distractions.

Prayer: *[Facilitator-led prayer]*

Icebreaker Question:

When was a time you had to trust God even when the outcome was unclear?

Purpose:

This question invites a deeper reflection on personal dependence on God, which sets the tone for understanding faithful leadership.

Leader Overview (20 minutes)

Faithfulness is the foundation upon which godly leadership is built. Hebrews 11:1 defines faith as “being sure of what we hope for and certain of what we do not see.” This type of faith — resolute, courageous, enduring — is what distinguishes a Kingdom Builder from the world’s definition of success.

Faithful leaders are not led by applause or accomplishment but by alignment with the Spirit of God. Galatians 5:25 commands, “Since we live by the Spirit, let us keep in step with the Spirit.” The imagery here is intimate: a faithful leader walks not ahead or behind but in cadence with the divine rhythm of the Lord.

Such leadership does not begin with a title but with trust. Joshua, at the close of his life, urged Israel, “Now fear the Lord and serve him with all faithfulness” (Joshua 24:14). Why? Because he knew that outstanding leadership was not about inheritance but obedience.

True greatness in the Kingdom is marked not by popularity but by fruitfulness. Colossians 1:10 reminds us: “Live a life worthy of the Lord... bearing fruit in every good work.” Greatness in the Kingdom is not about climbing the ladder; it’s about carrying the cross.

Even Jesus, the ultimate model of servant leadership, did not seek to be served but to serve and give His life as a ransom for many (Mark 10:45). Faithful leaders mirror this pattern — they take on causes greater than themselves, they pursue purpose over comfort, and they are not afraid of walking into the unknown because they trust the One who called them.

Leadership in the Kingdom also requires focus and discipline. Philippians 3:13 offers us the strategy: “Forgetting what is behind and straining toward what is ahead.” There is divine urgency in this passage; faithful leaders do not dwell on past accolades or failures. They fix their eyes forward, with hearts set on the prize of fulfilling their divine assignment.

Paul likens it to a race in 1 Corinthians 9:24: “Run in such a way as to get the prize.” Focused leaders are disciplined. They resist distraction and run with intentionality. They understand the importance of spiritual goal-setting — not just in word, but in lifestyle.

Hebrews 11 is filled with names of those who were led by faith. Each of them bore testimony to God's faithfulness by remaining faithful. Leadership, then, is not about achieving recognition, but about carrying revelation — the revelation that our God is trustworthy, sovereign, and good.

In summary, a faithful leader is:

- **Filled with Faith** — believing in God's promises even when they're unseen.
- **Driven by Greatness**, not worldly success, but eternal fruitfulness.
- **Focused on Purpose** — clear about their assignment and not easily distracted.

Let us lead faithfully, for in doing so we reflect the very character of Christ, our Servant King.

Breakout Groups — Scripture Reading & Discussion (45 minutes)



FAITHFUL LEADERS

Kingdom Builders have discovered the
blessings of servant leadership.



5.1 Faithful Leaders

FAITHFUL

God-sized vision

Since we live by the Spirit, let us keep in step with the Spirit.
(Galatians 5:25)

Now fear the Lord and serve him with all faithfulness.
Throw away the gods your ancestors worshiped.
(Joshua 24:14)

Since we have been justified through faith, we have peace with God through
our Lord Jesus Christ.
(Romans 5:1)

Faith is being sure we will get what we hope for. It is being sure of what
we cannot see.
(Hebrews 11:1)

INSIGHT: To take on causes bigger than themselves, faithful leaders are willing to take on tasks that outsize their own strength and control. They are willing to step into unknown territory, where they don't have it all figured out. Why? Because they trust God with the outcome. They have faith that God will come through. When we are doing something that really matters, we are willing to leave what's comfortable and predictable.

REFLECTION: What was a moment in your life when you took a big risk? Was the risk worth it?

Faithful Leaders 5.2

GREATNESS

Reaching beyond self

So that you may live a life worthy of the Lord and please him in every way:
bearing fruit in every good work, growing in the knowledge of God.
(Colossians 1:10)

What good is it for someone to gain the whole world, yet forfeit their soul?
(Mark 8:36)

He has made everything beautiful in its time. He has also set eternity in the
human heart; yet no one can fathom what God has done from beginning to end.
(Ecclesiastes 3:11)

What has been will be again, what has been done will be done again; there is
nothing new under the sun.
(Ecclesiastes 1:9)

INSIGHT: Good leaders gain influence because of their competency. But great leaders use their competency to take on causes that are bigger than themselves. Whereas the world sees the marketplace in terms of win or lose, great leaders have a broader and richer metric.

They add value that goes beyond the winning or losing mentality. Great leaders care about impacting others for good. They steward their influence not for their own glory but for a higher purpose.

REFLECTION: What great leader has inspired you?

5.3 Faithful Leaders

FOCUS



The importance of goal-setting

Brothers and sisters, I do not consider myself yet to have taken hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead.
(Philippians 3:13)

Do you not know that in a race all the runners run, but only one gets the prize?
Run in such a way as to get the prize.
(1 Corinthians 9:24)

Finally, brothers, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things.
(Philippians 4:8)

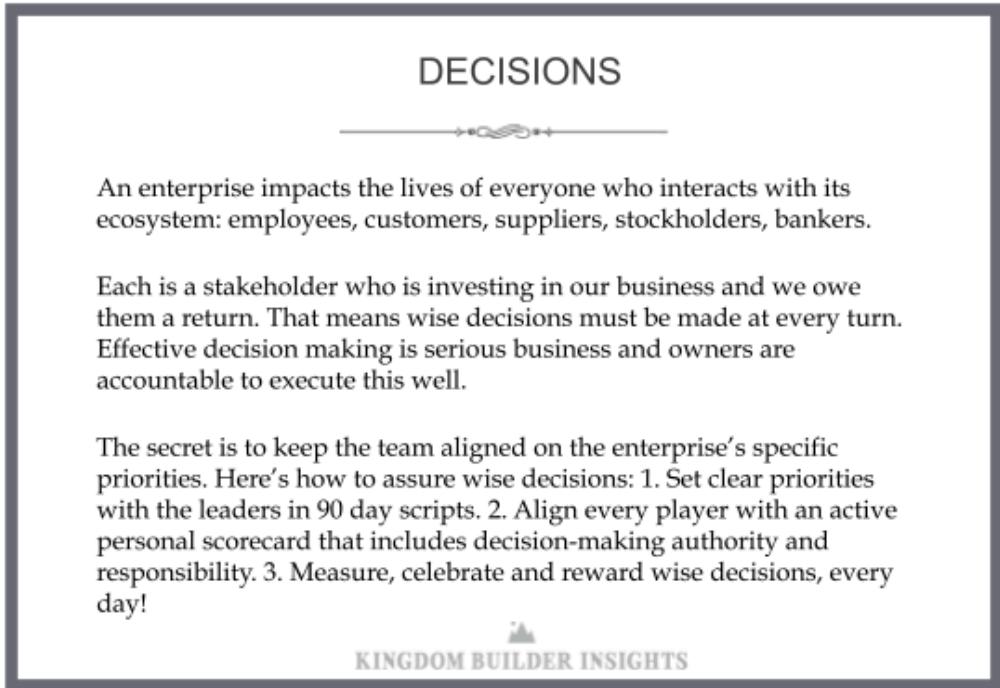
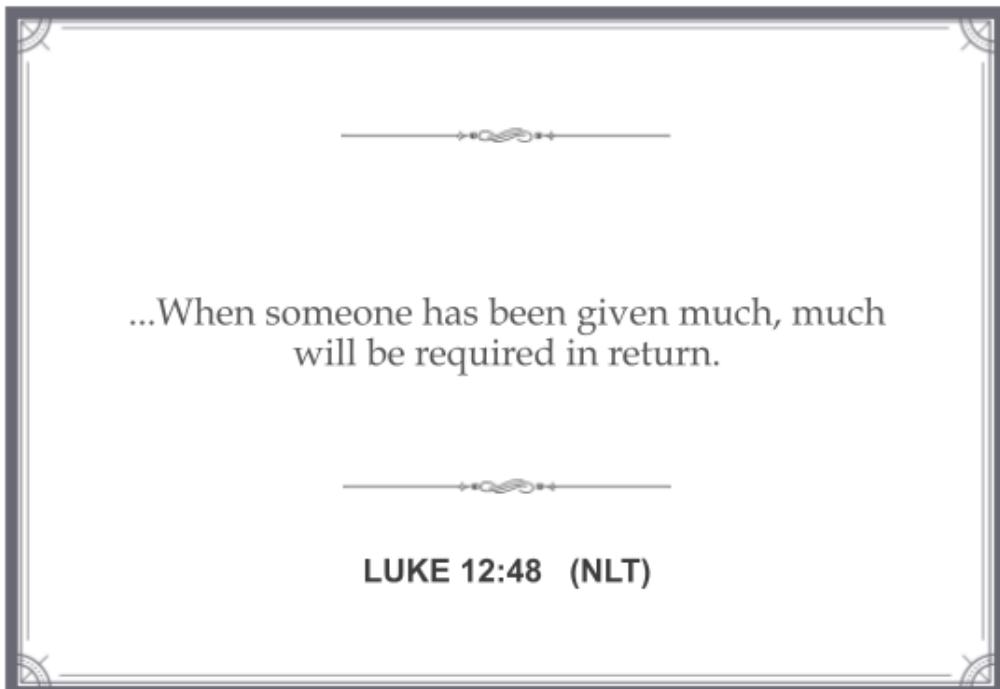
It was by faith that Moses left the land of Egypt, not fearing the king's anger. He kept right on going because he kept his eyes on the one who is invisible.
(Hebrews 11:27)



INSIGHT: Organizations perform to their highest potential when they focus on priorities. Leaders do too. For over 20 years, each January I map out a Life Plan for the coming year, for both my personal life and my company. In my Life Plan I choose a Focus Word, three Priorities, Big Ideas, and the things I want to do more of and less of. Setting goals helps us marshal our resources, lead faithfully, and take on meaningful pursuits. Kingdom Builders are contemplative about the direction of their lives.

REFLECTION: What do you want to do more of this quarter? What do you want to do less of?

Take Home: Kingdom Builder Card (5 minutes)



Student Activity (30 minutes)

Instructions for the Activities Section: The Pastor can choose to assign activities to teams or have the team work on all activities together.

Activity 1: Walk of Faith (For FAITHFUL)

Description:

Form small groups. Each person shares one area where they feel God is asking them to trust Him more.

- **Talking Points:** God calls us to walk by faith, not by sight.
- **Key Questions:** What's the unknown God inviting you into? How will you respond?
- **Transition:** Let's write one faith step we will take this week.
- **Materials Needed:** Notecards, pens.

Activity 2: True Greatness Grid (For GREATNESS)

Description:

List common cultural views of “greatness” on the board. Then list scriptural views. Discuss differences.

- **Talking Points:** The world measures greatness by success; the Kingdom measures it by fruitfulness.
- **Key Questions:** Where have we been chasing the wrong kind of greatness?
- **Transition:** Let's pray to realign our pursuits.
- **Materials Needed:** Whiteboard, markers.

Activity 3: Focus Framework (For FOCUS)

Description:

Give participants a worksheet to list their top 3 priorities and distractions.

- **Talking Points:** Faithful leadership requires clarity.
- **Key Questions:** What must you lay down to take hold of God's purpose?
- **Transition:** Pray over your list with a partner.
- **Materials Needed:** Printed worksheets, pens.

Group Discussion Prompts (if time allows)

- A. How do you balance ambition with godly focus in your work?
- B. What does "faithful leadership" look like in your family or community?
- C. In what ways can servant leadership impact your team culture?
- D. How can Latino cultural values enrich Kingdom leadership practices?
- E. What does Hebrews 11:1 mean for your business journey?

Homework & Spiritual Application (Optional)

Business Action Step:

Identify one area in your business or ministry where you will step out in faith this week.

Journaling Questions:

1. Where is God calling me to trust Him more deeply?
2. What distractions are keeping me from focusing on my purpose?
3. How can I lead with servant-hearted greatness?

Prayer Focus:

Invite the Holy Spirit to develop in you the heart of a faithful, focused, and fruitful leader.

Pastoral Leadership Guidance

Discipleship Strategy:

Host a mid-week “Faith Builder” check-in call. Have participants share how they are applying the principles from this session.

Follow Up:

Send a mid-week WhatsApp reminder with the Week 5 scripture and a one-line encouragement: “Faithful leaders focus forward — keep pressing on!”

End with Prayer

Facilitator Prompt:

Let’s close by asking God to develop us as faithful leaders — those who trust Him, pursue greatness for His glory, and remain focused on His call.

Week 6: God's Word

Session Schedule (2 Hours)

0:00–0:10 – Opening: Welcome, Prayer, Icebreaker

0:10–0:30 – Leader Overview: Devotional Teaching

0:30–1:15 – Breakout Groups: Scripture Reading & Discussion

1:15–1:20 – Kingdom Builder Card: Take Home Insight

1:20–1:50 – Student Activities: Theme Reinforcement

1:50–2:00 – Final Reflections, Group Discussion Prompts, Homework, Prayer

Theme Overview

- **Key Themes:** Authority, Promises, Instruction
- **Key Scripture:** Jeremiah 30:2, Joshua 23:14, Matthew 22:29
- **Worldview:** Kingdom Builders seek God's truth by studying The Bible.

Opening (10 minutes)

- **Welcome and Introductions:**

Welcome to Week 6 of Kingdom Builders. Today we explore the foundation of our faith: God's Word. As Kingdom Builders, we stand on the authority, promises, and instruction found in the Bible, seeking not just knowledge but transformation.

- **Prayer:** [Pastor's Prayer Placeholder]

- **Icebreaker:**

Question: When was a time Scripture gave you clear direction or comfort?

Purpose: This helps us connect personal experiences with the power of God's Word as divine authority.

Leader Overview (20 minutes)

The Word of God is more than ink on pages. It is the voice of the Creator, the manual for life, and the anchor of every Kingdom Builder. Scripture, God-breathed and eternal, reveals His will and ways. In a world of changing truths and fleeting opinions, the Bible remains our unwavering foundation.

Authority is the first theme. In Jeremiah 30:2, God commands His words to be written, not suggested. They are not optional insights but divine decrees. Psalm 12:6 describes these words as refined silver, emphasizing their perfection and purity. Jesus rebukes the religious leaders in Matthew 22:29 for their ignorance of Scripture, revealing that misunderstanding God's Word leads to error.

As Kingdom Builders, we recognize that true wisdom and strategy begin with God. The Word is our authoritative source, not merely a tool but the essence of truth. It addresses every part of life—thoughts, decisions, emotions, and relationships. We don't read Scripture to accumulate knowledge but to hear God and respond in obedience. Authority implies surrender. It means aligning our thoughts, plans, and actions under the rule of God's voice. When we accept God's authority in our lives, we learn to silence the competing voices of fear, pride, and culture. We begin to live from a posture of reverence and humility.

Promises are not just poetic phrases or hopeful wishes. They are declarations from a faithful God. Joshua 23:14 assures us that not one promise from the Lord has ever failed. Numbers 23:19 emphasizes God's integrity; He does not lie or change His mind. In 1 Kings 8:56, Solomon testifies to the fulfillment of God's promises, and Joshua 21:45 confirms it repeatedly: all promises were fulfilled.

These scriptures build trust. When God speaks, He acts. He follows through, though not always on our timeline. Abraham and Sarah waited decades for the promise of Isaac. Their story reminds us that delays are not denials. As Kingdom Builders, we anchor our faith in God's track record, knowing that His promises guide our decisions and give us hope during uncertain times. Promises become the fuel for perseverance. When we feel like giving up, we remember that God's Word is not just descriptive—it is prophetic. It declares what is to come and invites us to walk by faith and not by sight.

Instruction is the third theme, crucial for spiritual growth. Job 22:22 encourages us to accept God's instructions and treasure them. Romans 15:4 explains that Scripture was written for our learning, offering endurance and encouragement. Joshua 1:8 commands daily meditation on the Word, promising success to those who follow it. James 1:22 exhorts us to be doers, not just hearers.

Instruction from Scripture transforms lives. It's not passive reading; it's active engagement. The Word shapes our character, priorities, and responses. It prepares us for trials, cultivates wisdom, and renews our minds. As Jesus told the Pharisees, ignorance of Scripture equals powerlessness (Matthew 22:29). The Bible is not just a history or a theology—it is a living conversation with God. As we study it with sincerity and surrender, it will begin to reveal itself to us. We will encounter divine correction, loving affirmation, and supernatural direction. Instruction turns belief into behavior, knowledge into obedience.

The impact of God's Word cannot be overstated. It strengthens the weary (Isaiah 40:29), convicts the heart (Hebrews 4:12), and gives light to our path (Psalm 119:105). Scripture comforts in sorrow, guides in confusion, and sharpens our discernment. It is our sword in spiritual battles and our anchor in emotional storms.

In sum, God's Word is not just foundational; it is functional. It rules, assures, and equips. A Kingdom Builder who internalizes Scripture walks in authority, stands on promises, and acts with divine instruction. This week, we lean in, study intensely, and listen attentively—for in the Word, we meet the living God.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



GOD'S WORD

Kingdom Builders seek God's truth by studying The Bible.

6.1 God's Word

AUTHORITY

Expert advice

This is what the Lord, the God of Israel, says: 'Write in a book all the words I have spoken to you.
(Jeremiah 30:2)

And the words of the Lord are flawless, like silver purified in a crucible,
like gold refined seven times.
(Psalm 12:6)

Your mistake is that you don't know the Scriptures, and you don't
know the power of God.
(Matthew 22:29)

INSIGHT: When I face a complicated legal problem, I turn to the most qualified lawyer I can find. I want the preeminent authority. So when I'm looking for answers to life's problems, why wouldn't I turn to the ultimate authority and creator of life? Scripture is packed with God's wisdom and knowledge, and it equips us for any challenge we face in the marketplace. God's Word shows us how to frame our problems, manage our emotions, figure out next steps and see God's hand at work. Kingdom Builders regularly seek this expert advice.

REFLECTION: Do you treat God's word as a well spring of divine authority or as a reference book?

God's Word 6.2

PROMISES

Words with follow-through

Now I am about to go the way of all the earth. You know with all your heart and soul that not one of all the good promises the Lord your God gave you has failed. Every promise has been fulfilled; not one has failed.

(Joshua 23:14)

God is not human, that he should lie, not a human being, that he should change his mind. Does he speak and then not act? Does he promise and not fulfill?

(Numbers 23:19)

Praise be to the Lord, who has given rest to his people Israel just as he promised. Not one word has failed of all the good promises he gave through his servant Moses.

(1 Kings 8:56)

Not one of all the Lord's good promises to Israel failed; every one was fulfilled.

(Joshua 21:45)



INSIGHT: When someone promises us something, we wonder if we can really trust them. We listen closely, evaluate every word and wait to see if action really follows. The Bible is profuse with God's promises.

If we follow his words, we can be sure of what will come: abundance, freedom, guidance and joy. We can count on the bedrock of God's promises, but we must remember that God's fulfillment of his promises doesn't always come as quickly or as easily as we want. God gave Sarah and Abraham the child he'd promised them, but not until Sarah was 90 years old.

REFLECTION: Father, help me to believe in your promises even if I can't see their fulfillment yet.

6.3 God's Word

INSTRUCTION

The Bible instructs us how to live

Accept instruction from his mouth and lay up his words in your heart.
(Job 22:22)

For everything that was written in the past was written to teach us, so that through the endurance taught in the Scriptures and the encouragement they provide we might have hope.
(Romans 15:4)

This book of instruction must not depart from your mouth; you are to recite it day and night so that you may carefully observe everything written in it. For then you will prosper and succeed in whatever you do.
(Joshua 1:8)

But don't just listen to God's word. You must do what it says. Otherwise, you are only fooling yourselves.
(James 1:22)

Jesus replied, "You are in error because you do not know the Scriptures or the power of God."
(Matthew 22:29)

INSIGHT: The Bible is an instruction manual. It's the transformative story of God's love for us. It's a source of wisdom for living a prosperous, fulfilling life. If you study Scripture, your life will change from the inside out. You will experience inner peace, joy and purpose. But to reap the fruit of God's instruction, you must study it. Really study it. Often. On your own and with seasoned teachers. God's Word is dynamic and will impact you differently each time you read it.

REFLECTION: What do you need most from God's Word right now?

Take Home: Kingdom Builder Card (5 minutes)

Study this Book of Instruction continually. Meditate on it day and night so you will be sure to obey everything written in it. Only then will you prosper and succeed in all you do.

JOSHUA 1:8 (NLT)

SCRIPTURES

When you study and mediate on God's word it changes the way you think and act upon your world. The integration of His thoughts with yours is transformative and powerful.

There is a peace and calm that follows when this convergence occurs.

Committing Scripture to memory is a fundamental discipline for leaders who desire to become wise in their ways. It alters your perception filter and interactions with those on your path.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: The Pastor can choose to assign activities to teams or have the team work on all activities together.

Activity 1: Business Case Bible Lens

- **Description:** Present a real-world business scenario involving a moral dilemma or leadership challenge. In small groups, students apply Scripture from this week's themes (Authority, Promises, Instruction) to resolve the issue.
- **Scenario:** Your business is facing financial pressure, and a client offers you a large contract, on the condition that you overlook a questionable clause in the agreement. This clause isn't illegal, but it could mislead others about the product's effectiveness. Some employees urge you to sign to keep the company afloat. What should you do?
- **Talking Points:** What scriptural principle applies to this situation? How would God's Word guide the response of a Kingdom Builder?
- **Key Questions:** What outcomes are likely if we follow God's Word? How does applying Scripture shift our priorities in this decision?
- **Transitions:** Invite each group to present their biblical solution to the case. Discuss similarities and differences.
- **Materials Needed:** Printed business scenario, Bibles, pens, notepads

Activity 2: Promise Board

- **Description:** Each student writes one promise from Scripture they are holding onto and posts it on a shared board.
- **Talking Points:** What makes this promise meaningful to you? What does it reveal about God's character?
- **Key Questions:** How has this promise encouraged you recently?
- **Transitions:** Conclude with prayer for each promise.
- **Materials Needed:** Poster board, sticky notes, markers

Activity 3: Living the Word Reflection

- **Description:** In quiet reflection, students write a letter to themselves about how they will live by God's Word this week.
- **Talking Points:** Where is God calling you to obedience? Where do you need clarity or courage?
- **Key Questions:** What Scripture will you meditate on daily this week?
- **Transitions:** Invite those who feel led to share excerpts from their letters.
- **Materials Needed:** Journals or paper, pens

Group Discussion Prompts (if time allows)

- A. How can Scripture shape the way we respond to crisis in our businesses?
- B. What are ways to make Scripture a daily part of entrepreneurial decision-making?
- C. How do God's promises bring peace amid business uncertainty?
- D. In what ways can we model Scriptural authority in our leadership?
- E. How do we avoid treating the Bible as just a reference tool?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Choose one promise from Scripture to declare daily over your business this week.
- **Journaling Questions:**
 1. What has God's Word revealed to me about my purpose?
 2. How can I increase my hunger for Scripture?
 3. Where do I need to submit to God's instruction today?
- **Prayer Focus:** Ask the Holy Spirit to make God's Word come alive in every area of your life.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Midweek Zoom call to share testimonies of how Scripture guided decisions this week.
- **Follow Up:** Post a Scripture of the Week prompt in the group WhatsApp with a reflection question.

End with Prayer

Invite the Pastor to pray that God's Word would dwell richly in every Kingdom Builder, guiding their steps and shaping their impact in the marketplace.

Week 7: Money

Session Schedule (2 Hours)

1. **Opening & Welcome** – 10 min
2. **Leader Overview: Devotional Teaching** – 20 min
3. **Breakout Groups – Scripture & Discussion** – 45 min
4. **Take Home: Kingdom Builder Card** – 5 min
5. **Student Activities** – 30 min
6. **Group Discussion Prompts (Optional)**
7. **Homework & Spiritual Application (Optional)**
8. **Pastoral Leadership Guidance**
9. **End with Prayer**

Theme Overview

- **Key Themes:** The Source, Sowing, Debt
- **Key Scripture:** Proverbs 22:2, 2 Corinthians 9:6, Hebrews 13:5
- **Worldview:** Kingdom Builders realize they have a responsibility to steward their money for a greater good.

Opening (10 minutes)

Welcome and Introductions:

Welcome to Week 7 of our Kingdom Builder journey! Today, we explore God's perspective on money—its true source, the principles of sowing, and how to wisely avoid the entrapments of debt. Let's embrace this opportunity to recalibrate our financial worldview through the lens of scripture.

Prayer:

(Pastor-led opening prayer placeholder)

Icebreaker:

Question: What is one thing you learned about money growing up that you now see differently?

Purpose: This question helps participants surface early beliefs about money and compare them to biblical truths introduced in this session.

Leader Overview (20 Minutes)

Theme: The Source, Sowing, Debt

From the beginning of Scripture to the teachings of Jesus, money is both a tool and a test. The Bible never portrays wealth as inherently evil, but it consistently warns about its power to captivate the heart. This week, we are invited to examine our view of money and align it with the Kingdom's perspective.

1. The Source: Recognizing God as Provider

"But remember the Lord your God, for it is He who gives you the ability to produce wealth" (Deuteronomy 8:18). This foundational truth reminds us that all we possess originates with God. Kingdom Builders are those who never claim ultimate credit for their financial success. They understand that talents, opportunities, health, and even labor capacity are gifts from a benevolent Creator.

In Proverbs 22:2, we are told, "Rich and poor have this in common: The Lord is the Maker of them all." This verse dismantles both pride and shame, showing that our status does not define us—our identity is grounded in our relationship with the Giver.

When we acknowledge God as the source, gratitude replaces greed. Humility replaces self-reliance. Generosity replaces hoarding. Our mindset shifts from "How can I get more?" to "How can I steward well what I've been given?"

This perspective anchors the believer's heart in contentment and responsibility. It reshapes financial decisions, priorities, and even goals. Our financial plans cease to be self-centered and begin to reflect the character and mission of our King. The question is no longer, "What can I afford?" but "What has God entrusted to me for His purpose?"

2. Sowing: The Principle of Generous Investment

2 Corinthians 9:6 tells us, "Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously." This spiritual law echoes throughout both the Old and New Testaments. The act of sowing is more than charity—it's a lifestyle of intentional, faithful investment in what matters to God.

Ecclesiastes 3:5 teaches there's a "time to scatter stones and a time to gather them." Sowing requires faith in timing. Kingdom Builders understand that spiritual and material sowing—whether through finances, kindness, service, or wisdom—is rarely followed by immediate harvest. But the fruit comes.

This principle aligns closely with patience and process. Proverbs 28:19 assures, "He who works his land will have abundant food." Consistent, diligent effort over time yields true prosperity. There are no shortcuts in the Kingdom's economy.

Too often, we seek financial shortcuts—ways to "hack" success or bypass the grind. But Kingdom sowing calls for long obedience in the same direction. It builds a legacy, not just a livelihood. It is not measured merely in ROI, but in righteousness, obedience, and trust in God's timetable.

3. Debt: The Enslaving Power of Borrowing

Scripture is soberingly clear: "The borrower is servant to the lender" (Proverbs 22:7). Debt is not merely a financial issue—it is a spiritual one. It imposes obligations, limits freedom, and can easily become a master.

Hebrews 13:5 advises, "Keep your lives free from the love of money and be content with what you have." Contentment is the antidote to the restlessness that often drives debt. Instead of striving to possess more, Kingdom Builders learn to live within God's provision.

There are moments when borrowing may be a strategic necessity, especially in business. But it must always be approached with prayer, wisdom, and accountability. Debt tied to appreciating assets is one thing; debt based on emotional desire or impulsive dreams is another.

When we carry financial burdens that God never intended for us, it affects our peace, purpose, and relationships. Debt has the potential to erode our trust in God and inflate our dependence on human systems. However, through repentance and biblical stewardship, we can regain our freedom.

Conclusion: Money as a Means, Not a Master

The heart of this week's teaching is simple but radical: money is a means, not a master. Kingdom Builders view wealth through an eternal lens. They view their income not as a goal, but as a resource entrusted by God to bless others and build His Kingdom.

We close this overview with a call to transformation: May your mindset about money shift from ownership to stewardship, from fear to faith, from independence to Kingdom dependence. The Lord, who provides, instructs, and frees, is worthy of your trust.

As you engage this week's teachings and discussions, reflect deeply. Are you striving under the weight of provision, or resting under the promise of God's provision? Are you sowing generously in faith or withholding in fear? Are you walking in financial freedom, or silently serving a debt-driven master?

Let this week be a reset—a renewal. A recalibration of how you see, manage, and multiply the resources God has placed in your hands.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



MONEY

Kingdom Builders realize they have a responsibility to steward their money for a greater good.

7.1 Money

THE SOURCE

God gives prosperity

Rich and poor have this in common: The Lord is the Maker of them all.
(Proverbs 22:2)

But remember the Lord your God, for it is he who gives you the ability to produce wealth, and so confirms his covenant, which he swore to your ancestors, as it is today.
(Deuteronomy 8:18)



INSIGHT: Where does the ability to prosper really come from? It come from our Creator who gave us our unique abilities and opportunities. He gave us the power to attain wealth. Yes, we worked hard, but even our work ethic was given to us along the way. Kingdom Builders recognize that God is the source of our wealth and that our wealth was given not just for our own sake but also for the sake of the kingdom.

REFLECTION: What people have contributed to your success?

Money 7.2

SOWING

Results over time

Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously.

(2 Corinthians 9:6)

A time to scatter stones and a time to gather them, a time to embrace and a time to refrain from embracing.

(Ecclesiastes 8:5)

One who works his land will have plenty of food, but one who follows empty pursuits will have plenty of poverty.

(Proverbs 28:19)

INSIGHT: I tell my children, 'Nothing of any lasting value comes fast.' I tell my owners this too. Enterprise building happens little by little as we sow the seeds of time, money, resources, prayer, learning, acts of kindness. Wealth built through the years develops character qualities and habits, like persistence, patience and confidence. Over time, we gain the wisdom to earn money and handle its power. Get-rich-quick schemes almost never yield long term wealth.

REFLECTION: What qualities did you gain during lean years?

7.3 Money

DEBT

An enslaver

Keep your lives free from the love of money and be content with what you have, because God has said, “Never will I leave you; never will I forsake you.”
(Hebrews 13:5)

Just as the rich rule the poor, so the borrower is servant to the lender.
(Proverbs 22:7)

Don’t agree to guarantee another person’s debt or put up security for someone.
(Proverbs 22:26)

INSIGHT: “I owe, I owe.. it’s off to work I go,” I saw that bumper sticker while driving to work one day when I was a young, starving, non-tenured professor teaching for scraps. It made me ask who I owed money to and thus who my boss really was. Debt enslaves us to the lender. So, always give careful consideration to debt. Debt is associated with assets, which can be liquidated to fulfill the obligation, is much less burdensome than debt associated with performance promises or dreams.

REFLECTION: How does debt relate to contentment?

Take Home: Kingdom Builder Card (5 minutes)

Just as the rich rule the poor, so the
borrower is servant to the lender.

PROVERBS 22:7 (NLT)

DEBT

“I owe. I owe. It’s off to work I go.” Have you seen this bumper sticker? When we owe money to a person or entity, we are under obligation until our debt is fulfilled.

That’s why it is called “debt burden.” So always give careful consideration when borrowing money.

Debts are less burdensome if they are associated with assets that can be liquidated to fulfill the obligation, but look out for debts that gamble on future performance, promises or dreams.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: “Kingdom Capital Decisions”

Scenario Overview:

You are part of a Christian partnership launching a small café in a community with high foot traffic. You've been offered three investment options, each with different implications for faith, stewardship, and financial growth. Your team must discuss and decide which option best aligns with Kingdom Builder principles.

Options

1. Option A: Quick Capital

- A non-Christian investor offers \$50,000 in exchange for 40% ownership and freedom to sell non-ethical products.
- Debt-free but compromises on values.

2. Option B: Kingdom Loan

- A Christian lender offers a \$30,000 loan with a 5% interest rate and mentorship.
- Monthly payments are required—no compromise on vision or products.

3. Option C: Slow Sowing

- Use your own \$10,000 savings to start small and grow slowly.
- Delayed profits, total freedom, and complete trust in God's provision.

Talking Points:

- “What does wise stewardship look like when faith and finance intersect?”

- “Let’s not just decide what is smart—let’s decide what is faithful.”

Key Questions for Group Discussion:

- Which option reflects the belief that God is our ultimate source?
- How does each option align with the principle of sowing and reaping?
- What are the risks of financial debt in this scenario, and how might it impact your peace or purpose?

Transition:

Wrap up by inviting groups to share their decisions and how Kingdom principles influenced their choice.

Materials Needed: Printed or projected scenario, pens and paper for group notes.

Activity 2: Sowing Simulation – The Harvest Game

Objective: To demonstrate the impact of generous vs. minimal sowing over time through a group simulation.

Facilitator Talking Points:

- “Sowing isn’t just about money—it’s a principle that affects every part of our lives.”
- “Let’s explore how different kinds of sowing bear fruit over time.”

Instructions:

1. Divide the class into small groups.
2. Assign each group a different “sowing level” (generous, average, minimal).
3. Provide them with scenario cards (prepared in advance or verbally shared), where they respond to opportunities (e.g., mentoring someone, donating to a cause, studying God’s Word).

4. Based on their “sowing level,” allow them to make different investments.
5. At the end, reveal the “harvest” they receive from their choices (increased influence, wisdom, financial return, etc.).

Key Questions:

- What did you learn about how sowing habits affect your spiritual and financial life?
- Which seeds do you feel prompted to sow more intentionally?

Transition: “Generosity builds over time—but let’s also be honest about what can undermine it: debt.”

Materials Needed: Pre-made scenario cards (optional), whiteboard or flipchart for tracking results.

Activity 3: Debt Discipleship – Who’s the Boss?

Objective: To confront how debt affects freedom, decision-making, and peace of mind.

Facilitator Talking Points:

- “Debt makes us ask the hard question: Who am I working for?”
- “Let’s explore what it means to be financially free.”

Instructions:

1. Ask participants to journal for 5 minutes about how debt has affected them or someone close to them.
2. Pair them up to share insights (if comfortable).
3. Facilitate a short group discussion on godly stewardship and contentment.

Key Questions:

- How does financial obligation impact your spiritual peace?
- What's one step you can take toward financial freedom this month?

Transition: “Let’s continue reflecting with a few optional group discussion prompts.”

Materials Needed: Journals or paper, pens.

Group Discussion Prompts (if time allows)

- A.** How does recognizing God as the ultimate source of provision change the way we set business goals or pursue promotions?
- B.** In what ways can generous sowing—whether time, mentorship, or resources—impact the growth of a small business or community?
- C.** What are common cultural attitudes toward debt in our communities, and how do they compare with the biblical warnings?
- D.** How can we model financial integrity and Kingdom stewardship in environments where quick gains and shortcuts are praised?
- E.** What role does family legacy play in how we teach and model financial stewardship to the next generation?

Homework & Spiritual Application (Optional)

Business Action Step:

This week, identify one area of financial stewardship where you can realign with Kingdom principles—whether reducing debt, giving generously, or acknowledging God’s provision—and take one measurable action step.

Journaling Questions:

1. In what ways have I acknowledged—or ignored—God as the source of my financial ability?
2. What seeds am I sowing today that I hope will bear fruit in the future?
3. How has debt influenced my decisions, and what does God want to teach me about contentment?

Prayer Focus:

Ask the Holy Spirit to renew your mind about money, replacing fear with faith, scarcity with stewardship, and self-reliance with trust in God.

Pastoral Leadership Guidance

Discipleship Strategy:

Encourage mid-week connection through a brief “Kingdom Finances” prayer call or Scripture reading circle on WhatsApp. Use Proverbs 22:7 as the anchor verse for reflection and accountability.

Follow Up:

Post a mid-week prompt in your group’s chat:

“Where did you see God show up as your Provider this week? Drop a testimony or even a small reminder in the chat.”

End with Prayer

Prompt:

“Let’s close by praying over our finances, our habits, and our hearts. May the Lord teach us to handle money with wisdom, generosity, and humility as we build His Kingdom together.”

Week 8: Prayer Power

Session Schedule (2 Hours)

Welcome & Opening Prayer – 10 minutes

Leader Overview Devotional – 20 minutes

Breakout Groups: Scripture & Discussion – 45 minutes

Kingdom Builder Card Take Home – 5 minutes

Student Activity – 30 minutes

Group Discussion Prompts (if time allows) – 10 minutes

Homework & Spiritual Application – 5 minutes

Pastoral Leadership Guidance & Closing Prayer Prompt – 5 minutes

Theme Overview

- **Key Themes:** Thankful, Troubles, Protection
- **Key Scripture:** Philemon 1:4-5, Zachariah 10:1, Psalm 121:1-8
- **Worldview:** Kingdom Builders pray to an all-powerful God.

Opening (10 minutes)

Welcome and Introductions:

Welcome to Week 8 of our Kingdom Builder journey. Today, we'll explore how prayer empowers us to live under God's covering. Whether you come with a thankful heart or heavy burdens, prayer connects us to the One who sees, hears, and acts.

Prayer:

(Pastor's Opening Prayer Placeholder)

Icebreaker:

- **Question:** When was a time prayer gave you peace or clarity in a situation?
- **Purpose:** This question connects our personal experiences with the theme that prayer is not just a spiritual routine—it's our power line to God's presence.

Leader Overview (20 minutes)

Prayer is the lifeline of the Kingdom Builder. It is not merely an act of religious obedience but a vibrant connection to the heart of God. Through prayer, we access divine wisdom, release our anxieties, and declare our dependence on Him who reigns above all. In a world that glorifies self-sufficiency, prayer is a radical declaration that we need God.

The biblical witness presents prayer not as optional but essential. The Apostle Paul consistently models this posture. In Philemon 1:4-5, Paul says, "I thank my God, making mention of you

always in my prayers, hearing of your love and faith which you have toward the Lord Jesus and all the saints." His thanksgiving is not rooted in personal gain but in the spiritual fruit of others. This kind of selfless gratitude is a hallmark of spiritual maturity and a powerful force in the Kingdom.

Gratitude in prayer reorients our minds. It reminds us of God's faithfulness and aligns us with His perspective. When we start by giving thanks, we remember who God is: faithful, generous, just, and sovereign. This posture of the heart fosters humility and joy. Psalm 9:1 declares, "I will give thanks to you, Lord, with all of my heart. I will tell of your wonderful deeds." This is not passive remembrance; it is active proclamation of God's goodness.

Thanksgiving as a spiritual discipline builds emotional resilience. It trains our eyes to notice moments of grace, even in scarcity or pain. A Kingdom Builder who cultivates thankfulness becomes a wellspring of hope to others. Gratitude honors God as our ultimate source, inviting His continued favor.

Yet prayer is not limited to celebration. It is also our refuge in times of distress. The Psalms are filled with raw, unfiltered cries to God. Psalm 6:3 says, "My soul is in deep anguish. How long, Lord, how long?" This is not a lack of faith; it is the very expression of it. To bring our anguish to God is to affirm that He hears, cares, and can act.

God invites our authenticity. We are not required to dress up our prayers. He welcomes lament as much as praise. In Matthew 11:28, Jesus gives an invitation that has anchored believers for centuries: "Come to me, all you who are weary and burdened, and I will give you rest." His rest is not escapism. It is a deep replenishment that strengthens our soul for the journey ahead.

Zachariah 10:1 reminds us of the power of timing in prayer—"Ask the Lord for rain in the time of the latter rain." There is an appointed season for breakthrough, and prayer aligns us with divine timing. When we seek Him in faith, we position ourselves under the flow of His provision.

Furthermore, prayer engages heaven's defense. Psalm 121 promises, "The Lord will keep you from all harm—he will watch over your life." God is not only our Creator; He is our Protector. He shields us from harm, seen and unseen. When we pray for protection, we are not giving in to fear—we are stepping into the truth of God's covenant care.

Psalm 89:9 adds a vivid image of His power—"You rule over the surging sea; when its waves mount up, you still them." God calms what threatens to overwhelm. Prayer is the act of inviting God into the storm, trusting that His peace surpasses all understanding.

Jesus' instruction in Matthew 26:41—"Watch and pray so that you will not fall into temptation"—teaches us the importance of vigilance. The flesh is weak, but prayer fortifies the spirit. We must stay alert, not only to the dangers around us but to the movements of the Spirit. Colossians 4:2 says, "Devote yourselves to prayer, being watchful and thankful." Watchfulness and thankfulness are not separate disciplines; they are intertwined. The more we see God's hand in our lives, the more vigilant we become in guarding what He has entrusted to us.

In a world filled with noise, demands, and distractions, prayer recenters us. It is both our sword and our shield. When we lead from a place of worship, we lead from a place of power—not our own, but God's. Leaders who pray make decisions with discernment, speak with grace, and walk in peace. They are not exempt from trouble, but they are upheld in it.

To build anything lasting in the Kingdom, prayer must be the foundation. Whether you are giving thanks, crying out in trouble, or seeking protection, remember that prayer is your power. You are not alone. The God who hears you is mighty to save.

Prayer is not just what we do in private—it's how we align our leadership in public. It anchors our planning, inspires our vision, and steadies our hands. The more we pray, the more God entrusts. Prayer does not change God—it changes us. It makes us conduits of His peace, wisdom, and strength.

Let us press deeper into this sacred practice. Let our lives be marked by unceasing prayer—prayer that is thankful, prayer that wrestles through troubles, and prayer that places our future in the hands of the Almighty.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



PRAYER POWER

Kingdom Builders pray to an all-powerful God.



8.1 Prayer Power

THANKFUL

God loves a grateful heart

In everything give thanks; for this is the will of God in Christ Jesus for you.
(1 Thessalonians 5:18)

Give thanks to the Lord, for he is good. His love endures forever. Give thanks to the God of gods. His love endures forever. Give thanks to the Lord of lords: His love endures forever.
(Psalms 136:1-3)

I thank my God, making mention of you always in my prayers, hearing of your love and faith which you have toward the Lord Jesus and toward all the saints.
(Philemon 1:4-5)

I will give thanks to you, Lord, with all of my heart. I will tell of your wonderful deeds.
(Psalm 9:1)



INSIGHT: When we take time to thank God in our prayers—for co-workers, for successes, for blessings big and small—our attitude changes. We begin to see opportunities and solutions. Brokenness becomes creation. I have led many leader retreats over the years. The first strategic exercise I always begin with is The Harvest of Gold in which the assets and accomplishments of the year are named. I humbly advise that leaders turn their greatness towards God, since He is the provider of it all.

REFLECTION: Think about yesterday. What can you thank God for?

Prayer Power 8.2

TROUBLES

Give your burdens to God

My soul is in deep anguish. How long, Lord how long?
(Psalm 6:3)

Come to me, all you who are weary and burdened, and I will give you rest.
(Matthew 11:28)

But you, God, see the trouble of the afflicted; you consider their grief and take it in hand. The victims commit themselves to you; you are the helper of the fatherless.
(Psalms 10:14)

Ask the Lord for rain in the time of the latter rain. The Lord will make flashing clouds; he will give them showers of rain, grass in the field for everyone.
(Zachariah 10:1)



INSIGHT: In my Bible, I have a note beside the above Psalm 3. I dated it January 21, 2012. I wrote, “In the early morning hours on this day, I seek refuge from the strain of business economics. Oh Lord, hear my prayer.” I remember that day. My consulting company felt like it was closing in on me—thousands of dollars in debt, contracts I couldn’t get out of, partners threatening to bolt. The Psalmist’s prayer, and my own personalized version of it, gave me the power to press on.

REFLECTION: Choose one of the Psalms above and make it your own.

8.3 Prayer Power

PROTECTION

A fathers gift

Devote yourselves to prayer, being watchful and thankful.
(Colossians 4:2)

Watch and pray so that you will not fall into temptation. The spirit is willing,
but the flesh is weak.
(Matthew 26:41)

The Lord watches over you—the Lord is your shade at your right hand; the sun
will not harm you by day, nor the moon by night. The Lord will keep you from
all harm—he will watch over your life; the Lord will watch over your coming and
going both now and forevermore.
(Psalm 121:1-8)

You rule over the surging sea; when its waves mount up, you still them.
(Psalm 89:9)



INSIGHT: God is our father, and He longs to protect us, just as we long to protect our own children. When we pray, we put ourselves under His protection. But we must be willing to tell our Father about our needs and temptations. This is how we stay watchful and seek our His help. A child who won't talk to his parents or who lies to them never invites their power to make things better.

REFLECTION: What situation at the moment warrants your watchfulness and God's protection?

Take Home: Kingdom Builder Card (5 minutes)

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.

PHILIPPIANS 4:6-7

PRAYERS

This is God's promise: If you give Him your troubles He will give you peace. All we have to do is thank Him along the way.

It's a great deal! Here are a few themes that show up in my prayers: Trust: How to trust more in God's plans Anxiety: How to have less Time: How to invest it wisely Humility: How to achieve excellence without arrogance Love: How to live without prejudice Hardships: How to be thankful in all circumstances Balance: How to juggle all of the balls of life.

KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: Ethical Dilemma in Marketing

- **Description:** Present a fictional ethical challenge: "Your company is about to launch a new product. The marketing team proposes a campaign that highlights only the benefits while downplaying potential side effects. The legal team has approved the messaging, but your conscience is troubled." In small groups, participants discuss and write a prayer asking for discernment and courage to act righteously.
- **Talking Points:** Ethical challenges test our values and integrity. As Kingdom Builders, we must pray for wisdom to choose truth over profit.
- **Key Questions:** How can prayer guide your response in ethically gray situations? What scriptures can you lean on to make righteous decisions?
- **Transition:** "Let's bring our values to the forefront of our decisions through prayer and trust God to honor our obedience."
- **Materials Needed:** Printed scenario handouts, Bibles, paper, pens.

Activity 2: Gratitude Wall

- **Description:** Invite each participant to write a prayer of thanksgiving on a sticky note and place it on a wall or board.
- **Talking Points:** Gratitude brings clarity and renews our faith in God as our Provider.
- **Key Questions:** What are you most grateful for today? How does expressing thanks shift your mindset?
- **Transition:** "As we give thanks, let's remember that God is not only present in blessings but also in our burdens."
- **Materials Needed:** Sticky notes, pens, large poster board or wall space.

Activity 3: Prayer of Protection Walk

- **Description:** Organize a silent walk (indoors or outdoors), where participants pray for God's protection over various areas of life (family, business, health, etc.).
- **Talking Points:** Being watchful includes intentionally seeking God's covering.
- **Key Questions:** What areas need God's covering right now?
- **Transition:** "As we come back together, remember that protection is not fear-based; it is rooted in faith."
- **Materials Needed:** Comfortable shoes, weather-appropriate clothing if outdoors.

Group Discussion Prompts (if time allows)

- A. How does thankfulness affect your leadership in times of uncertainty?
- B. What practices help you remain prayerful under pressure?
- C. In what ways can you pray for protection over your team or workplace?
- D. How does vulnerability in prayer lead to strength?
- E. What does being "watchful" look like in daily business decisions?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Identify one area in your leadership where you need God's protection, and begin each morning this week by praying Psalm 121 over it.
- **Journaling Questions:**
 1. Where have I experienced God's protection recently?
 2. What daily habit can I develop to cultivate greater thankfulness?
 3. What have I been carrying that I need to give to God in prayer?
- **Prayer Focus:** Ask the Holy Spirit to strengthen your life of prayer, so that your gratitude, burdens, and protection are rooted in faith rather than fear.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Host a mid-week prayer call where each participant shares one answered prayer and one ongoing request.
- **Follow Up:** Send a WhatsApp message each morning this week with a daily prayer prompt from Psalm 121.

End with Prayer: Invite the Pastor to pray a blessing over the week's teachings, asking God to deepen the participants' prayer lives and grant divine protection in every area they steward.

Week 9: Cultivating People

Session Schedule (2 Hours)

Time	Activity
0:00–0:10	Opening: Welcome, Prayer, Icebreaker
0:10–0:30	Leader Overview: Devotional Teaching
0:30–1:15	Breakout Groups: Scripture Reading & Discussion
1:15–1:20	Take Home: Kingdom Builder Card
1:20–1:50	Student Activity
1:50–2:00	Group Discussion Prompts, Homework, Closing Prayer

Theme Overview

- **Key Themes:** Encouraging, Mentoring, Forgiving
- **Key Scripture:** 1 Thessalonians 5:11, Matthew 5:16, Matthew 18:21-22
- **Worldview:** Kingdom Builders develop their people by treating them with compassion, kindness and fairness, just as they would want to be treated.

Opening (10 minutes)

- **Welcome and Introductions:**

Welcome to Week 9 of our Kingdom Builder journey. Today, we're diving into what it means to truly cultivate people — to speak life, offer guidance, and extend forgiveness as Christ has done for us.

- **Prayer:** (*Facilitator to provide*)

- **Icebreaker:**

Question: Who in your life has believed in you when you didn't believe in yourself?

Purpose: This question opens our hearts to reflect on the power of encouragement and mentoring, vital aspects of cultivating others in God's Kingdom.

Leader Overview (20 minutes)

Cultivating People: A Kingdom Investment

Cultivating people is one of the most sacred tasks in the Kingdom of God. It requires seeing others not as they are, but as they could be in Christ. This work of spiritual nurturing mirrors the heart of God, who formed man from the dust and breathed life into him (Genesis 2:7). It is not optional for leaders—it is central to our calling.

1. Encouraging: Speaking Life

Encouragement is the language of the Kingdom. Paul writes in 1 Thessalonians 5:11, “Encourage one another and build each other up, just as you are doing.” The Greek word for “encourage” here is *parakaleo*, which carries the sense of urging, comforting, and strengthening. This is not empty flattery; it is divine alignment—words that lift, anchor, and propel.

Too often, leaders withhold encouragement as if it were a reward for perfection. But Jesus demonstrated another way. Consider the woman caught in adultery (John 8:1–11). Though her sin was evident, Jesus offered her dignity, affirmation, and an invitation to transformation: “Go and sin no more.” That is Kingdom encouragement—truth spoken in love with a vision for redemption.

We are cautioned in Ephesians 4:29: “Do not let any unwholesome talk come out of your mouths, but only what helps build others up according to their needs.”

Encouragement is prophetic—it sees beyond the current reality into God's intentions.

When we speak words that awaken courage and confirm God's purpose in someone, we are sowing eternal seeds.

2. Mentoring: Living Example

Mentoring is discipleship in motion. It's more than instruction—it's impartation. Paul exhorts Timothy in 2 Timothy 2:15 to "present yourself to God as one approved... who correctly handles the word of truth." Mentoring invites others into your life, not just your lessons.

Jesus lived this model. His mentorship wasn't a series of lectures, but a life shared. He walked with His disciples, prayed with them, challenged them, and sent them. He showed them how to weep, how to pray, how to persevere. When the time came, they were prepared to carry the message to the ends of the earth—not because they had memorized His teachings, but because they had absorbed His life.

In Matthew 5:16, Jesus says, "Let your light shine before others, that they may see your good deeds and glorify your Father in heaven." Mentorship begins with visibility. Who sees your light, not your accomplishments, but your character? In verse 19, Jesus connects teaching with obedience: "Whoever practices and teaches these commands will be called great in the kingdom." Mentoring is modeling the life you proclaim.

In a business or ministry context, mentoring may involve pausing to explain not just what to do, but also why. It means affirming growth, correcting in love, and being present in the face of failure. Often, our greatest lessons come not from our successes but from how we navigate setbacks in front of others.

3. Forgiving: Releasing Others and Yourself

Forgiveness is the most challenging yet most transformative element of cultivating people. Matthew 18:21–22 presents a dramatic teaching: Peter asks if forgiving seven times is enough. Jesus responds, "Seventy times seven." His answer isn't mathematical—it's theological. Forgiveness is not an action to be counted; it's a posture to be lived.

Forgiveness reflects God's character. Colossians 3:13 commands, "Forgive as the Lord forgave you." Ephesians 4:32 adds, "Be kind and compassionate... forgiving each other." This is not casual advice—it is a spiritual imperative.

But forgiveness is costly. It requires letting go of justified anger, relinquishing the right to revenge, and trusting God with justice. It requires humility to acknowledge that we, too, have sinned and fallen short (Romans 3:23). Jesus' parable of the unmerciful servant (Matthew 18:23–35) warns us of the dangers of receiving forgiveness without offering it.

In the workplace, unforgiveness can manifest as gossip, division, sabotage, or disengagement. In ministry, it can harden hearts and grieve the Spirit. But forgiveness breaks chains. It frees both the forgiver and the forgiven. It opens the way for reconciliation and resurrection.

Leaders must lead in forgiveness—not by minimizing offenses, but by magnifying grace. Forgiveness cultivates people by giving them the space to grow, fail, repent, and start again. It reflects the Gospel.

The Heart of a Cultivator

To cultivate people means to believe in their God-given potential, even when they do not see it themselves. It is to speak truth in love, to walk alongside them in mentorship, and to extend grace when they stumble. It is to treat others as Christ has treated us—with compassion, kindness, fairness, and sacrificial love.

This week, reflect on who God is calling you to encourage, mentor, or forgive. Ask the Holy Spirit to open your eyes to see people not as interruptions or problems, but as sacred soil for Kingdom seed. This is the work of a Kingdom Builder—not to build empires, but to build people. Not to seek recognition, but to elevate others. Not to control outcomes, but to steward hearts.

As Jesus said in John 15:16, “You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last.” Cultivating people is fruit that lasts.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



CULTIVATING PEOPLE

Kingdom Builders develop their people by treating them with compassion, kindness and fairness, just as they would want to be treated.



9.1 Cultivating People

ENCOURAGING

Building up not tearing down

May our Lord Jesus Christ himself and God our Father, who loved us and by his grace gave us eternal encouragement and good hope, encourage your hearts and strengthen you in every good deed and word.
(2 Thessalonians 2:16-17)

Therefore encourage one another and build each other up, just as in fact you are doing.
(1 Thessalonians 5:11)

Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.
(Ephesians 4:29)

Out of the same mouth come praise and cursing. My brothers and sisters, this should not be.
(James 3:10)

INSIGHT: Want strong employees? Then build them up with your words of encouragement. As a leader of influence, our words have the power to give life. They can inspire creativity, bold action, confidence. Our words can also bring destruction. They can divide people, hurt reputations, discourage risk-taking. Investing in people with encouraging words is an inexpensive way to create value every day.

REFLECTION: Do your words inspire creativity or discourage it? What could you say to a co-worker to build their confidence?

Cultivating People 9.2

MENTORING

Increasing effectiveness

Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth.
(2 Timothy 2:15)

In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.
(Matthew 5:16)

Therefore anyone who sets aside one of the least of these commands and teaches others accordingly will be called least in the kingdom of heaven, but whoever practices and teaches these commands will be called great in the kingdom of heaven.
(Matthew 5:19)



INSIGHT: In all your worries and problems as a leader, it is easy to neglect the faithful employees who have yoked their work to your vision. They need your attention to grow in skillfulness and effectiveness. We can't expect someone to become the ideal team member without sufficient nurturing. When we get frustrated with someone's performance, we need to ask ourselves if we are mentoring them sufficiently by word and by example.

REFLECTION: Who in the past has mentored you? What specifically did they do?

9.3 Cultivating People

FORGIVING

Jesus taught us to forgive others

Then Peter came to him and asked, “Lord, how often should I forgive someone who sins against me? Seven times?” “No, not seven times,” Jesus replied, “but seventy times seven!
(Matthew 18:21-22)

Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.
(Ephesians 4:32)

Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you.
(Colossians 3:13)

INSIGHT: In order for us to have an authentic and intimate relationship with God, we must receive His forgiveness for our shortcomings. It's a gift. When we humbly accept it, we can then freely forgive ourselves and forgive other fallible humans. When we refuse to extend grace to the people who have wronged us, we can become preoccupied with our grudges and stuck in our bitterness. We can impede our productivity, networks, and forward motion.

REFLECTION: What do you need to forgive as God forgave you?

Take Home: Kingdom Builder Card (5 minutes)

Don't use foul or abusive language. Let everything you say be good and helpful, so that your words will be an encouragement to those who hear them.

EPHESIANS 4:29

ENCOURAGEMENT

Spend the day trying to stop any unwholesome talk from leaving your mouth. No gossip. No trash. No bitterness. Only allow words of encouragement. Carry this card with you today and watch what happens.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: “The Difficult Employee” Scenario

Description:

Students will break into small groups and role-play a workplace scenario involving a team leader and a difficult employee. The challenge is to apply principles of encouragement, mentoring, and forgiveness to bring restoration and improvement rather than termination.

Scenario Setup

You’re managing a small team at a local logistics company. One employee, Luis, has shown up late three times this week, missed a deadline, and snapped at a coworker. Other team members are frustrated. You know Luis recently lost a family member but hasn’t shared much. You’re meeting with him one-on-one today. What do you say and do as a Kingdom Builder?

Talking Points:

- “A Kingdom mindset does not ignore problems, but it confronts them with compassion.”
- “What does it mean to lead with grace *and* accountability?”

Key Questions for Discussion After Role-Play:

- How did your group show encouragement without enabling poor behavior?
- What mentoring actions could you take to help Luis succeed moving forward?
- Where does forgiveness play a role in this scenario?

Transition Line:

“Let’s now put into practice what it looks like to cultivate someone who may seem like a problem, but is really a person in pain.”

Materials Needed:

Printouts of the scenario, pens for note-taking, and optional name tags or props for role-play.

Activity 2: Mentorship Map

Description:

Participants will create a visual map listing the people who have mentored them and those they are currently mentoring or could mentor.

Talking Points:

- “Mentoring isn’t always formal; it can be a lifestyle of influence.”
- “Let’s reflect on the ripple effect of investing in people.”

Key Questions:

- Who has God placed in your life to guide?
- How can you be more available to those looking up to you?

Transitions: “We’re going to trace the legacy of mentorship and ask how we can steward our influence well.”

Materials Needed: Large paper or journals, colored markers.

Activity 3: Forgiveness Stone

Description:

Each student selects a stone to represent something they’re holding onto (a grudge, regret, or offense). After reflection and silent prayer, they place the stone at the foot of a cross or designated area, symbolizing release.

Talking Points:

- “Forgiveness frees both the offender and the offended.”
- “Bitterness burdens, but grace brings release.”

Key Questions:

- What weight are you carrying that God wants you to lay down?
- What does it mean to forgive as Christ forgave you?

Transitions:

“Now, in a personal moment of release, let’s bring our burdens to Jesus.”

Materials Needed:

Small stones, a cross, or a symbolic container.

Group Discussion Prompts (if time allows)

- A. How can we foster a culture of encouragement in workplaces that may be performance-driven or critical?
- B. What are practical ways to mentor others in a business environment where time is limited?
- C. How do we handle forgiveness when someone has cost us financially or damaged our reputation?
- D. What cultural values in Latino communities support or challenge the principles of encouragement, mentoring, and forgiveness?
- E. In what ways can Christian business owners set themselves apart by how they cultivate people?

Homework & Spiritual Application (Optional)

● **Business Action Step:**

Choose one person in your business or ministry environment who needs cultivation through encouragement, mentoring, or forgiveness. Set a date this week to act intentionally: send a note, schedule time to invest, or offer a gesture of grace. Document the outcome.

● **Journaling Questions:**

1. What attitudes or habits might be limiting my ability to cultivate others well?
2. How can I become more intentional about mentoring the people around me?
3. What area of unforgiveness is God asking me to surrender so I can lead more freely?

● **Prayer Focus:**

Ask the Holy Spirit to tenderize your heart toward others and give you wisdom in speaking life, offering guidance, and extending forgiveness as Christ has done for you.

Pastoral Leadership Guidance

- **Discipleship Strategy:**

Mid-week, initiate a 15-minute "Encouragement Chain" via phone or messaging. Each person should send one Spirit-led word of encouragement to another group member, who then passes it on to another group member, and so on.

- **Follow Up:**

Use WhatsApp to share a midweek prompt: "Who have you cultivated this week? Drop one word to describe the impact." This builds accountability and celebrates Kingdom wins.

End with Prayer

- **Prayer Prompt:**

"Let's take a moment to invite God to soften our hearts, align our words with His truth, and empower us to be leaders who cultivate people for the glory of His Kingdom."

Week 10: Spiritual Conditioning

Session Schedule (2 Hours)

Opening: Welcome, Prayer, Icebreaker **(10 minutes)**

Leader Overview: Deep devotional teaching on Spiritual Conditioning **(20 minutes)**

Breakout Groups — Scripture Reading & Discussion (45 minutes)

Take Home: Kingdom Builder Card: Scripture and insight review **(5 minutes)**

Student Activity: Three activities **(30 minutes)**

Group Discussion Prompts: Real-life application prompts **(if time allows)**

Homework & Spiritual Application (Optional)

Pastoral Leadership Guidance: Discipleship strategy and follow-up

End with Prayer

Theme Overview

- **Key Themes:** Prepare, Study, Listen
- **Key Scripture:** 1 Peter 1:13, 2 Timothy 2:7, Isaiah 28:23
- **Worldview:** Kingdom Builders know that with freedom and power comes the responsibility to make the right choices.

Opening (10 minutes)

- **Welcome and Introductions:**

Welcome to Week 10! As Kingdom Builders, we're reminded that spiritual strength requires intentionality, just as physical training does. This week, we'll learn to condition ourselves spiritually through preparation, study, and attentive listening to God.

- **Prayer:** *(Lead Pastor inserts)*

- **Icebreaker:**

Question: What is one routine you've committed to that strengthens your walk with God? **Purpose:** This question prompts reflection on habits and readiness, directly tied to the theme of spiritual preparation and conditioning.

Leader Overview (20 minutes)

Spiritual conditioning is the unseen architecture of a life rooted in Christ. It involves a comprehensive alignment of our thoughts, desires, and actions with the heart and mind of God. Just as athletes submit themselves to rigorous and consistent training to build endurance and perform at their best, so too must followers of Christ engage in daily disciplines that nurture their inner life and strengthen their spiritual resolve.

In 1 Peter 1:13, the apostle exhorts us to "prepare your minds for action, be sober-minded; set your hope fully on the grace that will be brought to you at the revelation of Jesus Christ." This verse sets a powerful precedent for proactive readiness. Spiritual readiness doesn't happen by accident. It's the product of devotion, discipline, and a clear vision of who God is and who we are becoming in Him.

Preparation means more than physical readiness—it begins in the heart. Daniel 1:8 shows us a man who purposed in his heart not to defile himself. His preparation preceded the test. In a world teeming with distractions and moral compromise, our capacity to stand firm in righteousness hinges on the daily decision to live consecrated lives. Are we setting aside sacred space to seek God's counsel? Are we evaluating our goals, motivations, and behaviors through the lens of Scripture?

The enemy's strategy is to catch us unprepared—spiritually malnourished, reactive rather than rooted. But we are called to position ourselves for divine impact by daily sowing into the Spirit through prayer, fasting, solitude, and worship. These practices, often quiet and unnoticed, form the bedrock of resilient faith.

From preparation, we move to study. In 2 Timothy 3:16-17, Paul affirms the foundational role of Scripture: "All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness." The Word of God is our spiritual sustenance and strategy. It is through the Scriptures that we gain wisdom, discernment, correction, and clarity for our journey. Like a craftsman sharpening his tools, we study not merely to gather information, but to be transformed.

When God instructed Jeremiah to write down His words (Jeremiah 30:2), it wasn't a suggestion—it was an imperative. There's an authority and urgency in Scripture that demands our attention. Psalm 119:9 asks, "How can a young person stay on the path of purity? By living according to your word." The Bible isn't just our manual; it is our mirror, revealing who we are and who we are called to become.

Moreover, spiritual conditioning through study means developing an appetite for truth. Hebrews 5:14 states, "But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil." Training requires repetition. We must regularly engage with God's Word—not sporadically, but with the same diligence with

which an athlete practices his form. It is not how much Scripture we read, but how deeply we let it read us.

The third element of spiritual conditioning is listening. Isaiah 28:23 calls out, “Listen and hear my voice; pay attention and hear what I say.” Listening is not passive—it’s intensely active. It requires us to still the noise of the world and our minds. It means cultivating a heart posture of attentiveness and expectancy.

Samuel’s response to God, “Speak, for your servant is listening” (1 Samuel 3:10), reflects a heart attuned to divine instruction. The modern believer must reclaim this posture. Too often, we approach God with a monologue rather than a dialogue. But the spiritually conditioned believer learns to wait, to be silent, and to recognize God’s voice amidst the cacophony of life.

Psalm 46:10 exhorts, “Be still, and know that I am God.” This stillness is not inactivity—it is focused awareness. It’s in these quiet spaces that God speaks with clarity, comfort, and a sense of commissioning. Listening sharpens our spiritual reflexes and aligns our will with His. It empowers us to move not on emotion but on revelation.

This is not always easy. Listening requires humility—the kind that says, “Not my will, but Yours be done.” It demands spiritual maturity to recognize when our thoughts are clouding divine direction. It takes vulnerability to wait in silence, not knowing when or how God will respond.

Yet the reward is intimacy. Jesus said, “My sheep listen to my voice; I know them, and they follow me” (John 10:27). Listening fosters intimacy, and intimacy births obedience. As we tune our hearts to God, we learn to recognize His whispers, even amid storms. Spiritual conditioning through listening molds us into followers who not only obey commands but also walk in constant communion.

Spiritual conditioning, then, is the layered integration of preparation, study, and listening. It is a lifestyle, not a checklist. It’s the difference between living reactively and walking intentionally with the Spirit. As Kingdom Builders, we are not called to sprint for a season but to endure for a lifetime. This requires deep roots, consistent habits, and a heart ever turned toward heaven.

May this week be a sacred invitation to strengthen our spiritual muscles, recommit to God’s Word, and listen for the still, small voice that leads us to truth, peace, and purpose.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



SPIRITUAL CONDITIONING

Kingdom Builders know that with freedom and power comes responsibility to make right choices.



10.1 Spiritual Conditioning

PREPARE

Positioning yourself for results

Beloved, do not be surprised at the fiery trial when it comes upon you to test you, as though something strange were happening to you.
(1 Peter 4:12)

Therefore, preparing your minds for action, and being sober-minded, set your hopefully on the grace that will be brought to you at the revelation of Jesus Christ.
(1 Peter 1:13)

Daniel purposed in his heart that he would not defile himself with the portion of the king's delicacies.
(Daniel 1:8)

But when the sun came up, the plants were scorched, and they withered because they had no root.
(Matthew 13:6)

INSIGHT: God says to prepare our minds for action before we jump into the fray. This means we set aside sacred space every day, seeking God's perspective on life. We seek wise counsel. We study success models. We set goals and plans for the day, month and quarter. We evaluate our past performance. Dig your roots deep; this is how you position yourself for better performance and profitability.

REFLECTION: What kind of spiritual preparation is hard for you?
Why?

Spiritual Conditioning 10.2

STUDY

God's word, a leaders guide

Reflect on what I am saying, for the Lord will give you insight into all this.
(2 Timothy 2:7)

All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.
(2 Timothy 3:16-17)

This is what the Lord, the God of Israel, says: 'Write in a book all the words I have spoken to you.'
(Jeremiah 30:2)

How can a young person stay on the path of purity? By living according to your word.
(Psalms 119:9)

INSIGHT: Getting to know God's Word is essential to spiritual conditioning. It equips us to make wise decisions and steers us away from costly mistakes. Studying God's word prepares us to discern His calling, strengthens us for battle, teaches us about leadership, corrects our selfish ways. If you don't know where to start, try the book of Nehemiah, which has always been my textbook for leadership.

REFLECTION: How can you make Scripture a part of your everyday routine?

10.3 Spiritual Conditioning

LISTEN



Attentive to God's presence

But whoever listens to me will live in safety and be at ease, without fear of harm. (Proverbs 1:33)

Listen and hear my voice; pay attention and hear what I say.
(Isaiah 28:23)

Then Samuel said, “Speak, for your servant is listening.”
(1 Samuel 3:10)

Be still, and know that I am God!
(Psalm 46:10)



INSIGHT: God is always speaking, if we listen. Listening means staying attentive to God's presence on our journey, using our eyes, ears, heart, and brain. We must pay attention to God's revelations in worship, prayer, and His Word. Barriers to listening can be agendas, preconceptions, worries, and fears. Over time, we develop a God-consciousness that allows us to recognize His voice and His perspective.

REFLECTION: How did you discern God's voice yesterday? How did you ignore His voice?

Take Home: Kingdom Builder Card (5 minutes)

All scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness,, so that the man of God may be thoroughly equipped for every good work.

2 TIMOTHY 3:16-17

GOD-BREATHED

Think about this proclamation from Paul to Timothy, “All scripture is God-breathed.” Wow! If you want to become wise, then you must read and study His words through the writers who scribed the 66 books of the Bible.

Sip the words. Pray the Psalms. Meditate on the verses. Dig deep on specific chapters or entire books. Just engage! Faithful leaders never stop learning and growing in the Word.

Each of us must learn a way to build a personal relationship with the Bible. When we do, the miracle of His breath takes ours away.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1 – Spiritual Conditioning in Business Decisions

Talking Points: Applying preparation, study, and listening in professional life.

Key Questions: How would you respond to a business opportunity that looks profitable but feels rushed? What spiritual steps could you take before deciding?

Transitions: "Let's step into a real-world business scenario and apply what we've learned."

Materials Needed: Printed scenario cards, Bibles, notepads

Description:

Present the group with this scenario: "You are approached by a potential partner offering an investment in your business that promises quick returns. They want a decision within 24 hours. The opportunity feels exciting but also overwhelming." Students break into small groups and answer:

- What biblical principles should guide your response?
- How would you spiritually prepare to make this decision?
- What scriptures speak to discernment and peace?
- How would you listen for God's guidance?
- Groups share how spiritual conditioning influences wise, God-honoring business choices.

Activity 2 – Preparing Your Spiritual Training Plan

Talking Points: Emphasize the importance of intentional spiritual practices.

Key Questions: What does your spiritual warm-up look like each morning? How can you prepare your mind for action daily?

Transitions: "Let's design our spiritual fitness plan."

Materials Needed: Blank worksheets or journals, pens

Description:

Each student creates a weekly plan outlining time for prayer, worship, scripture reading, and rest. Then, discuss how to stick with the plan. Encourage practical steps and accountability to make the plan sustainable. The goal is to treat spiritual preparation with the same intentionality as physical or professional routines.

Activity 3 – Practicing the Art of Listening

Talking Points: Listening creates space for divine revelation.

Key Questions: What blocks your ability to hear God? What does it feel like when you know He's spoken?

Transitions: "Let's enter a time of intentional listening."

Materials Needed: Soaking worship playlist, quiet space, journals

Description:

Students spread out, listen to instrumental worship for 10 minutes, and journal any impressions or scriptures that come to mind. Afterward, they share with a partner or small group. This activity emphasizes cultivating a posture of stillness and awareness of God's presence.

Group Discussion Prompts (if time allows)

- A. How do you balance preparation and action in your business or ministry?
- B. What systems help you integrate Bible study into your leadership decisions?
- C. When have you heard God's guidance for a marketplace choice?
- D. How can spiritual listening sharpen your business instincts?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Set aside one hour this week for a spiritual retreat.
- **Journaling Questions:**
 1. What areas of my life need deeper spiritual preparation?
 2. How is God inviting me to listen more attentively?
 3. What truth in Scripture do I need to anchor myself in this season?

- **Prayer Focus:** Ask the Holy Spirit to heighten your spiritual awareness.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Mid-week reflection call focused on listening to God.
- **Follow Up:** Send a mid-week WhatsApp prompt.

End with Prayer: Invite the Pastor to close the session by asking God to solidify these spiritual disciplines.

Week 11: Reputation

Session Schedule (2 Hours)

0:00–0:10 Opening: Welcome, Prayer, Icebreaker

0:10–0:30 Leader Overview: Devotional Teaching on Reputation

- **0:30–1:15** Breakout Groups: Scripture Reading & Discussion
- **1:15–1:20** Take Home: Kingdom Builder Card
- **1:20–1:50** Student Activity: Applying Work Ethic, Integrity, Commitments
- **1:50–2:00** Group Discussion & Closing Prayer

Theme Overview

- **Key Themes:** Work Ethic, Integrity, Commitments
- **Key Scripture:** Colossians 3:23, Proverbs 10:9, Numbers 30:2
- **Worldview:** Kingdom Builders know our reputations are built on what we do and how we treat others, not the words we speak.

Opening (10 minutes)

- **Welcome and Introductions:** Welcome to Week 11 of Kingdom Builder Academy! Today, we reflect on how our actions and integrity shape the legacy we leave. Reputation isn't built on intention, but on action.
- **Prayer:** (*To be provided by the Pastor*)
- **Icebreaker:**
 - **Question:** What is one word others would use to describe your reputation?

- **Purpose:** This question helps each participant reflect on how their daily actions shape their public witness.

Leader Overview (20 minutes)

Reputation is the echo of your life's testimony. It is the aroma of your witness, whether in the boardroom or the marketplace, in public or in private. In the Kingdom of God, reputation is not merely a social construct—it is a spiritual asset. It testifies to the truth of who you are, and more importantly, whose you are. Proverbs 22:1 affirms this, stating, “A good name is more desirable than great riches; to be esteemed is better than silver or gold.”

Our actions write a living letter to the world. In 2 Corinthians 3:2–3, Paul says, “You yourselves are our letter, written on our hearts, known and read by everyone.” This letter—our lives—should speak of diligence, integrity, and faithfulness. As Kingdom Builders, we must recognize that we are ambassadors of Christ, and our reputation should point to His glory, not our gain.

1. Work Ethic: A Manifestation of the Spirit's Discipline

Work is not a product of the fall; frustration in work is. Before sin entered the world, God gave Adam the responsibility to cultivate and keep the garden (Genesis 2:15). Work was, and still is, a divine calling. Paul exhorts the church in Thessalonica, “If anyone is not willing to work, let him not eat” (2 Thessalonians 3:10). This principle affirms that work ethic is not just a practical concern but a spiritual one.

Work done as worship shifts our perspective. Colossians 3:23 charges us to work “with all your heart, as working for the Lord.” This means Kingdom Builders operate with excellence, not because eyes are on us, but because God is. Our diligence is a mirror of our devotion. When we cut corners or procrastinate, we miss opportunities to reflect God's character of faithfulness.

Work ethic also fosters stewardship. The parable of the talents in Matthew 25 reveals that the servant who multiplied what he was given was called “good and faithful.” The one who buried his talent was deemed wicked. Laziness, in the Kingdom, is not a neutral trait—it is a sin of omission. Thus, to cultivate a Christ-honoring reputation, our work must be vigorous, intentional, and offered up as a living sacrifice.

2. Integrity: Reflecting the Unchanging Character of God

Integrity is the spiritual backbone of reputation. Without it, even the most gifted individual will fall. Proverbs 11:3 says, “The integrity of the upright guides them, but their duplicity destroys the unfaithful.” Kingdom Builders must pursue consistency between their beliefs and behavior, as well as between their confession and conduct.

Jesus was impeccable in His integrity. He said, “I do nothing on my own but speak just what the Father has taught me” (John 8:28). His life reflected perfect alignment with the will of the Father. In the same manner, our lives should be transparent, trustworthy, and grounded in truth. We must resist the temptation to compromise in small matters, for it is often in these “little foxes” that vineyards are ruined (Song of Songs 2:15).

Integrity also protects us from self-deception. James 1:22 warns against being merely hearers of the Word, deceiving ourselves. A person of integrity doesn’t just know the truth—they live it out. This authenticity builds a reputation that is not just respected, but trusted and followed.

3. Commitments: A Measure of Covenant Fidelity

God is a covenant-keeping God. From Abraham to Christ, God has bound Himself to humanity through promises that have been fulfilled. Numbers 23:19 declares, “God is not a man, that he should lie, nor a son of man that he should change his mind.” When we mirror this attribute by keeping our word, we reflect His nature.

Jesus taught the importance of simple, reliable commitments. “Let your yes be yes and your no, no” (Matthew 5:37). The integrity of our speech is not about eloquence but reliability. When we make a vow, whether formal or informal, we are writing a spiritual contract that either glorifies or dishonors God, depending on how we fulfill it.

Commitment also involves enduring hardship. Psalm 15:4 describes a righteous person as one “who keeps an oath even when it hurts.” Today’s culture often exalts convenience over covenant. Kingdom Builders must swim against this tide. We must not only count the cost before we commit but also resolve to finish what we start. As Hebrews 10:23 encourages, “Let us hold unswervingly to the hope we profess, for he who promised is faithful.”

In sum, a Kingdom Builder’s reputation is shaped by visible markers of invisible convictions. It is earned in obscurity and revealed in moments of testing. We must build reputations that echo eternity, not ego. Let us be known as people who labor with purpose, speak with truth, and stand firm in our promises—because in doing so, we reveal the reputation of the One we serve.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



REPUTATION

Kingdom Builders know our reputations are built on what we do and how we treat others not the words we speak.



11. 1 Reputation

WORK ETHIC

Sticking to the plan

A good name is more desirable than great riches.
(Proverbs 22:1)

Who is wise and understanding among you? Let them show it by their good life,
by deeds done in the humility that comes from wisdom.
(James 3:13)

Whatever you do, work at it with all your heart, as working for the Lord,
not for human masters.
(Colossians 3:23)

But someone will say, “You have faith; I have deeds.” Show me your faith
without deeds, and I will show you my faith by my deeds.
(James 2:14,18)

INSIGHT: My mom would say it like this, “Do what you say you’re going to do. That’s how reputations are built!” Business performance is simple: Plan your work, and then work your plan. At the core of every Kingdom Builder is an industrious nature; without it, you are not a builder. When we are given a leadership assignment, God expects us to labor. But we must learn to find a balance between working hard to drive and control results and working hard to let God bless our work.

REFLECTION: In what areas of responsibility do you need to work harder?

11. 2 Reputation

INTEGRITY



A desired marketplace trait

The man of integrity walks securely, but he who takes crooked paths will be found out.
(Proverbs 10:9)

Now this is our boast: Our conscience testifies that we have conducted ourselves in the world, and especially in our relations with you, with integrity and godly sincerity. We have done so, relying not on worldly wisdom but on God's grace.
(2 Corinthians 1:12)

The fear of the Lord is the beginning of wisdom; all who follow his precepts have good understanding. To him belongs eternal praise. (Psalms 111:10)



INSIGHT: Integrity means doing what you say you're going to do, not tolerating a double standard, serving your clients like you would want to be served, honoring your commitments. The opposite of integrity is: bribery, stinginess, deceptive business practices, exploitation of vulnerable populations, hostile oppression. People want to do business with a person of integrity. Don't you?

REFLECTION: Where have you seen integrity and "walking securely" play out (Proverbs 10:9)?

11.3 Reputation

COMMITMENTS



Persistence and sweat

If a man makes a vow to the Lord, or takes an oath to put himself under a binding obligation, he shall not break his word; he shall act in accordance with everything that comes out of his mouth.

(Numbers 30:2)

All you need to say is a simple “Yes” or “No.” Otherwise you will be condemned.

(James 5:12)

Do not swear falsely by my name and so profane the name of your God. I am the Lord.

(Leviticus 19:12)

You have also heard that our ancestors were told, ‘You must not break your vows; you must carry out the vows you make to the Lord.’

(Matthew 5:33)



INSIGHT: How we follow through on our commitments can make or break our reputation. Be thoughtful about the commitments you make. Don’t casually make promises you aren’t sure you can keep. Count the cost of resources and map out a plan. Then persist, beyond the comfort zone and through the obstacles. Any significant achievement requires endurance beyond inspiration to perspiration.

REFLECTION: What’s a commitment you made lightly and now are avoiding?

Take Home: Kingdom Builder Card (5 minutes)

The fear of the Lord is the beginning of wisdom, and knowledge of the Holy One is understanding.

PROVERBS 9:10

WISDOM

Wisdom is not a separate entity; it is the mind of God. The mind of God is good and pure and wholesome. Fear and humility go hand in hand. Respectful fear is closer to awe than knee-knocking timidity.

God gives us a spirit of courage and power, not one of timidity, but only when He is first.

Kingdom Builders know that big decisions need prayer, study and advice from trustworthy counsel. And, the best place to start is at the top.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: Business Scenario – The Family Favor Conflict

- **Scenario:** You manage a small landscaping business, and your cousin, who just opened a food truck, asks for a huge favor—free landscaping work for his new location. You're already overwhelmed with paid projects and feel pressure from your family to help. Your reputation in the community and your financial stability are both at stake. What do you do?
- **Talking Points:** Discuss how cultural values like family loyalty intersect with business boundaries. How can you maintain integrity and kindness without compromising your work commitments?
- **Key Questions:** How do you lovingly say “no” when pressured by family? What impact does your decision have on your business reputation?
- **Transitions:** “Let’s examine a situation where cultural expectations and kingdom commitments collide.”
- **Materials Needed:** Scenario handout or visual display.

Activity 2: Work Ethic Testimony Wall

- **Description:** Have students each write a short story of when they honored God through diligent work. Pin these on a "Reputation Wall."
- **Talking Points:** Why is consistent effort a spiritual act?
- **Key Questions:** How did you feel knowing your work honored God? What were the outcomes?
- **Transitions:** "Let’s move from principles to practice—your diligence has kingdom power."
- **Materials Needed:** Notecards, pens, bulletin board or wall space.

Activity 3: Commitment Mapping

- **Description:** Create a "Commitment Map" by listing current promises and evaluating which are aligned with God's will.
- **Talking Points:** How do you discern which commitments honor God?
- **Key Questions:** Which commitments need more attention? What must I release?
- **Transitions:** "Let's bring our vows before God with honesty and humility."
- **Materials Needed:** Journals, pens, worksheet templates.

Group Discussion Prompts (if time allows)

- A. How do you restore your reputation after a failure of integrity?
- B. What workplace challenges test your work ethic most?
- C. In what ways does honoring your commitments witness to unbelievers?
- D. How does cultural background influence how we perceive reputation?
- E. What boundaries protect your "yes" and "no" from being compromised?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Identify one current commitment and follow through with excellence as unto the Lord.
- **Journaling Questions:**
 1. Where is God calling me to raise my standard of integrity?
 2. What part of my reputation needs repair?
 3. How can I reflect God's character more clearly through my daily work?
- **Prayer Focus:** Invite the Holy Spirit to align your reputation with your calling in Christ.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Encourage mid-week connection by hosting a virtual prayer call focused on integrity and work ethic.
- **Follow Up:** Use WhatsApp to send a midweek "Reputation Check-In" prompt: "How have you reflected God's character through your commitments this week?"

End with Prayer

Invite the Pastor to close in prayer, asking God to seal the lesson of reputation in each heart and empower each Kingdom Builder to live with integrity, excellence, and steadfast commitment.

Week 12: Spiritual Battlefield

Session Schedule (2 Hours)

Opening: Welcome, Prayer, and Icebreaker **(10 minutes)**

Leader Overview: Deep dive teaching **(20 minutes)**

Breakout Groups: Scripture Reading & Discussion (45 minutes)

Take Home: Kingdom Builder Card **(5 minutes)**

Student Activity (30 minutes)

Group Discussion Prompts (10 minutes, if time allows)

Homework & Spiritual Application (Optional)

Pastoral Leadership Guidance (5 minutes)

End with Prayer (2 minutes)

Theme Overview

- **Key Themes:** The Deceiver, Armor, Strength
- **Key Scripture:** John 10:10, Ephesians 6:13-15, Psalms 18:32
- **Worldview:** Kingdom Builders recognize there's a spiritual battle going on between God and Satan.

Opening (10 minutes)

- **Welcome and Introductions:** Welcome to this powerful session on the spiritual battlefield. As Kingdom Builders, we gather to grow in awareness, readiness, and spiritual strength for the daily battles we face.
- **Prayer:** [Pastor-led prayer]

- **Icebreaker:**

Question: What does "spiritual battle" mean to you, and how have you experienced it in your life?

Purpose: To prompt reflection on personal experiences that connect with this week's themes of deception, divine armor, and spiritual strength.

Leader Overview (20 minutes)

The spiritual battlefield is not a metaphorical playground—it is the real and present battleground where the forces of light and darkness contend for our allegiance, attention, and action. As Kingdom Builders, we must recognize that every choice, every conversation, every effort to walk in righteousness is contested. Scripture reveals the reality of this conflict and equips us to engage in it not with fear, but with faith and fortitude.

Jesus stated clearly in John 10:10 that "The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full." This contrast sets the tone: Satan is not passive. He is a deceiver whose purpose is to obscure the truth, distort reality, and derail divine purpose in the lives of believers. His strategies are subtle yet lethal—introducing lies that seem like truth, twisting God's Word, and planting doubt and division in our hearts. In 2 Corinthians 4:4, Paul writes that "the god of this age has blinded the minds of unbelievers." This blindness is not only intellectual but spiritual—it dulls our sensitivity to righteousness and delays our obedience.

We are reminded by Paul in 1 Timothy 4:1 that "some will abandon the faith and follow deceiving spirits and things taught by demons." This underscores that even within the faith community, the battle can be insidious. Doctrinal compromise, moral relativism, and spiritual apathy are all signs of this war.

But we are not left defenseless. Ephesians 6:13-15 commands us to "put on the full armor of God," a divine arsenal crafted for victory. Each element—the belt of truth, breastplate of righteousness, shoes of peace, shield of faith, helmet of salvation, and sword of the Spirit—is both protective and offensive. They empower us not only to endure but to advance. The Apostle Paul emphasizes that when the day of evil comes, we are to stand our ground. Standing firm is a victory posture—it shows we trust in God's power, not our own.

Each piece of armor symbolizes a profound truth: Truth grounds us. Righteousness guards our hearts. Peace directs our steps. Faith shields us from the darts of doubt. Salvation secures our minds. The Word equips our hands. This armor is not for decoration; it is for daily warfare.

The Kingdom Builder trains for spiritual battle. We do not stumble into strength—we cultivate it. Psalm 18:32 declares, "It is God who arms me with strength and keeps my way secure." Strength, therefore, is a divine endowment, not a self-generated resource. Daniel 10:19 shows us the spiritual strengthening that comes through divine encounter: "Peace! Be strong now; be strong." In the very speaking of God's Word, Daniel was renewed. Likewise, when we listen to God's voice, we too are fortified.

It is essential to note that this battle often intensifies when we obey God with the utmost fervor. Spiritual warfare is not always a sign of failure—it is usually a confirmation of faithful progress. Satan attacks where he sees spiritual fruit forming. He sows discouragement in seasons of growth, incites confusion during clarity, and breeds fatigue where resolve once flourished. We must be spiritually discerning to recognize these as attacks, not coincidences.

Our response must be layered: prayerful, scriptural, and communal. First, we pray. Just as Nehemiah surveyed the ruins of Jerusalem and turned first to God in prayer (Nehemiah 1), we too must invite divine strategy before we act. Second, we align with scripture. Every piece of the armor listed in Ephesians is rooted in truth—this is our plumb line. Third, we stand together. The armor of God assumes a soldier among many; we are stronger in spiritual formation when we fight alongside fellow believers.

We also recognize that victory in the spiritual realm translates into victory in our character, relationships, and vocations. As Luke 10:19 declares, "I have given you authority... over all the power of the enemy, and nothing shall hurt you." Authority must be exercised in faith. When we declare God's promises, bind the enemy's tactics, and remain steadfast in our callings, we enforce heaven's agenda on earth.

We must also remember that spiritual battles do not always feel "spiritual." They can manifest as anxiety, relational strain, confusion, or sudden setbacks. The discerning leader interprets these through the lens of the Spirit, responding not in panic but in prayerful precision.

Strength, finally, is sustained through intimacy with God. The deeper our relationship, the greater our resilience. We cannot sustain spiritual strength on yesterday's prayers or past victories. We must seek fresh encounters. We are called to be like the wise builder who dug deep and laid his foundation on the rock (Luke 6:48). Daily connection to the Spirit through prayer, worship, and Word fortifies us against even the fiercest storms.

Today, let us rise not in fear, but in faith. Let us put on our armor, wield our sword, and step into the day with Kingdom confidence. For we do not fight for victory, but from victory—Christ has already won.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



SPIRITUAL BATTLEFIELD

Kingdom Builders recognize there's a spiritual battle going on between God and Satan.



12.1 Spiritual Battlefield

THE DECIEVER

Recognize his evil ways

The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full.
(John 10:10)

The Spirit clearly says that in later times some will abandon the faith and follow deceiving spirits and things taught by demons.
(1 Timothy 4:1)

The god of this age has blinded the minds of unbelievers, so that they cannot see the light of the gospel that displays the glory of Christ, who is the image of God.
(2 Corinthians 4:4)



INSIGHT: Kingdom Builders can expect Satan to attack in ways that are both obvious and subtle, both predictable and unexpected. He might neutralize believers from feeling strongly about good and evil. He might sow doubts about God's goodness. He might confuse, discourage or divide. Often Satan attacks when we are stretching boldly in our faith or increasing our obedience to God. Ask for eyes to see the spiritual battlefield.

REFLECTION: What battles in your work might be spiritual battles?

12.2 *Spiritual Battlefield*

ARMOR

Kingdom Builders put on God's armor to battle

But since we belong to the day, let us be sober, putting on faith and love as a breastplate, and the hope of salvation as a helmet.
(1 Thessalonians 5:8)

Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground, and after you have done everything, to stand. Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, and with your feet fitted with the readiness that comes from the gospel of peace.
(Ephesians 6:13-15)

The weapons we fight with are not the weapons of the world. On the contrary, they have divine power to demolish strongholds.
(2 Corinthians 10:4)

INSIGHT: Everyone faces battles in life-physical and spiritual challenges that threaten our peace, confidence and strength. God promises that He will give us what we need for our battles, but we need to do our part. We must prepare by putting on spiritual armor. We draw close to our protector for the faith, hope and love that is our breastplate. We gird ourselves with truth by reading God's Word. We train our senses to stay sober and astute.

REFLECTION: Name the enemies who hold you back or make you feel discouraged. Ask God for the particular kind of armor you need.

12.3 Spiritual Battlefield

STRENGTH

Pray for it

It is God who arms me with strength and keeps my way secure. (Psalms 18:32)

Do not be afraid, you who are highly esteemed,” he said. “Peace! Be strong now; be strong.” When he spoke to me, I was strengthened and said, “Speak, my lord, since you have given me strength.
(Daniel 10:19)

Behold, I have given you authority to tread on serpents and scorpions, and over all the power of the enemy, and nothing shall hurt you.
(Luke 10:19)

I have been with you wherever you have gone and have cut off all your enemies from before you; and I will make you a great name, like the names of great men who are on earth.
(2 Samuel 7:9)



INSIGHT: It takes strong will and determination to build a great business and to succeed it to the next generation. It takes strong hands and solid leadership fundamentals to inspire a team to perform well, year after year. Nehemiah, who led the rebuilding of Jerusalem after Babylonian captivity, found strength and success through this sequence: identify the problem, pray about it and, then, act. The power of prayer is the truest source of strength.

REFLECTION: God never runs out of strength. Ask Him now for some of His endless supply.

Take Home: Kingdom Builder Card (5 minutes)

Put on all of God's armor so that you will be able to stand firm against all strategies of the devil...
(we are fighting) against evil rulers and authorities in the unseen world...

EPHESIANS 6:11-12

ARMOR

Evil is real, calculating and invasive. Kingdom Builders must pro-actively counter the forces of evil in this world.

Don't underestimate the Enemy.

KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: Business Battle Scenario

Imagine you're leading a small construction firm and have recently decided to turn down a lucrative contract because it involved unethical labor practices. Since then, your team morale has dipped, unexpected delays have impacted your projects, and a key investor has withdrawn. You begin to wonder if you made the right decision. Doubt creeps in—pressure mounts. You feel spiritually fatigued.

- **Talking Points:** This mirrors what many Christian business leaders face—external setbacks triggered by internal obedience.
- **Key Questions:** What spiritual forces may be at play? Which piece of God's armor would be most needed? How would you pray in this situation? What scripture would you declare?
- **Transitions:** Facilitate a group discussion about how to respond in faith.
- **Materials Needed:** Whiteboard, markers, scenario printouts

Activity 2: Write Your Battle Plan

- **Talking Points:** Strategy is a spiritual discipline. A Kingdom Builder must anticipate attacks and prepare in advance.
- **Key Questions:** What areas of my life or leadership are most vulnerable? What scriptures or prayers will I stand on in times of spiritual attack?
- **Transitions:** Invite students to create a “Battle Plan Card” with key verses, armor symbols, and action steps.
- **Materials Needed:** Blank index cards, colored pens, stickers, sample templates

Activity 3: Identify the Enemy

- **Talking Points:** Satan's deception comes in many forms: doubt, distraction, discouragement.
- **Key Questions:** What lies have I believed? Where have I seen God's truth prevail?

- **Transitions:** Lead into personal storytelling.
- **Materials Needed:** Journals, pens

Group Discussion Prompts (if time allows)

- A. How does deception show up in business ethics?
- B. What does it look like to "wear armor" in a competitive work culture?
- C. How can prayer equip you for professional leadership?
- D. How can we support team members who are struggling with spiritual fatigue?
- E. What does victory look like in a spiritual battle at work?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Practice spiritual discernment in one key decision this week—pause to pray before acting.
- **Journaling Questions:**
 1. Where do I need God's strength today?
 2. How have I experienced spiritual deception?
 3. What piece of God's armor am I leaning on this week?
- **Prayer Focus:** Invite the Holy Spirit to train your heart and mind for battle with courage, clarity, and calm.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Host a mid-week virtual prayer session designed to equip spiritual warriors.
- **Follow Up:** Share a WhatsApp prompt mid-week: "What armor did you wear today, and how did it help you stand?"

End with Prayer

Invite the Pastor to pray over every Kingdom Builder, asking the Lord to reveal spiritual truths, strengthen weary hearts, and equip each one for victory in their calling.

Week 13: Leadership Skills

Session Schedule (2 Hours)

Welcome, Prayer, and Icebreaker (10 minutes)

Leader Overview (20 minutes)

Breakout Groups — Scripture Reading & Discussion (45 minutes)

Kingdom Builder Card — Take Home (5 minutes)

Student Activity (30 minutes)

Group Discussion Prompts (if time allows) (10 minutes)

Homework & Spiritual Application (Optional) (5 minutes)

Pastoral Leadership Guidance (3 minutes)

End with Prayer (2 minutes)

Theme Overview

- **Key Themes:** Planning, Deciding, Team Building
- **Key Scripture:** Proverbs 24:27, Matthew 18:19 MSG, Proverbs 27:23-24
- **Worldview:** Kingdom Builders don't just vision-cast, but they hone the skills that bring order to their vision.

Opening (10 minutes)

- **Welcome and Introductions:** Welcome to Week 13 of our Kingdom Builder journey! As we move deeper into God's calling for our lives, today we explore the leadership skills necessary to bring His vision to life through planning, decision-making, and building strong teams.
- **Prayer:** [To be provided by the Pastor]

- **Icebreaker:**

- **Question:** Think of a time when your ability to plan or make a decision made a difference. What happened?
- **Purpose:** This question helps us reflect on how intentional actions, especially those grounded in Godly wisdom, can shape our leadership journey.

Leader Overview (20 minutes)

Leadership within the Kingdom of God is fundamentally different from worldly leadership. It begins with the heart posture of servanthood and the discipline of obedience. Leadership is not about personal glory, but about stewarding influence for the benefit of others and the advancement of God's purposes. In this session, we look at three critical leadership skills: planning, decision-making, and team building. Each of these represents a divine partnership with God where vision meets order, choices meet wisdom, and people meet purpose.

Planning

The Scriptures are replete with wisdom on the value of planning. Proverbs 24:27 says, "Prepare your work outside; get everything ready for yourself in the field, and after that build your house." This verse illustrates the divine order in preparation. Planning is not an act of control but an act of stewardship. It is the acknowledgment that our time, resources, and opportunities are gifts from God that must be handled with care and intentionality.

Matthew 25:2-4 reminds us of the parable of the ten virgins. Five were prepared with oil, five were not. Planning is what distinguishes wisdom from folly. Ecclesiastes 10:10 reinforces this by saying, "If the ax is dull and its edge unsharpened, more strength is needed, but skill will bring success." Planning, in Kingdom terms, is skillful living. It is the sharpening of our tools, the strategic alignment of our priorities, and the orderly unfolding of a God-given vision.

Yet, many believers struggle with planning because it feels too mechanical or controlling. But the heart of God reveals a planner. Creation itself is the result of a carefully ordered plan. Each day of creation built upon the previous day. As image-bearers, we too are called to bring order out of chaos, vision out of the void. A written plan brings clarity, direction, and accountability—essential ingredients for faithful stewardship.

Moreover, planning reflects a deep trust in God's timing. Habakkuk 2:2-3 reminds us to "write the vision and make it plain... though it tarries, wait for it; because it will surely come, it will not tarry." A Kingdom-minded plan is not only strategic but submitted, responsive to divine direction, and willing to adjust when the Spirit leads differently. True planning aligns with God's overarching narrative, positioning our steps in rhythm with His will.

Deciding

Decision-making is the place where trust in God is most tested. Proverbs 16:3 exhorts us to "Commit to the Lord whatever you do, and your plans will succeed." James 5:12 simplifies the practice: "Let your yes be yes and your no be no." In a world full of options, Kingdom Builders are called to decide with integrity, clarity, and spiritual discernment.

Matthew 18:19 (MSG) emphasizes the power of unity in prayer and decision: "When two of you get together on anything at all on earth and make a prayer of it, my Father in heaven goes into action." Kingdom decisions are not made in isolation. They are forged in prayer, in the counsel of the Word, and in community with other believers.

True leadership is revealed in the capacity to make Spirit-led decisions under pressure. Often, the greatest enemy of sound decision-making is fear. Fear of failure, fear of man, fear of missing out. But 2 Timothy 1:7 reminds us, "For God has not given us a spirit of fear, but of power and of love and of a sound mind." A sound mind enables sound decisions.

Leadership requires us to own our decisions and their outcomes. But it also demands humility—a willingness to surrender our understanding to God's higher ways. Isaiah 55:9 assures us, "As the heavens are higher than the earth, so are my ways higher than your ways and my thoughts than your thoughts." Deciding in the Kingdom is a spiritual act of trust.

Additionally, wise decision-making invites spiritual disciplines like fasting and solitude. Jesus frequently withdrew to lonely places to pray before pivotal decisions (Luke 6:12-13). This reminds us that godly decisions are birthed in intimacy with the Father. We must slow down, wait on Him, and listen. Hasty decisions often bypass divine counsel. The slow, prayerful path, while often less glamorous, leads to lasting fruit.

Team Building

The final core skill is building a team. Ecclesiastes 4:9-12 beautifully describes the strength found in unity: "Two are better than one... a cord of three strands is not quickly broken." Leadership is not a solo endeavor. Kingdom advancement is communal. Jesus

himself did not walk alone; He invited twelve into His journey, knowing that God's purposes are too vast for one person to accomplish alone.

Proverbs 27:23-24 calls us to be attentive to those entrusted to us. "Be sure you know the condition of your flocks, give careful attention to your herds..." This requires emotional intelligence, compassion, and spiritual discernment. Good leaders are good listeners. They invest in the growth and health of their team.

Paul's letter in 1 Corinthians 12:26 gives us the theological foundation for team building: "If one part suffers, all the parts suffer with it; and if one part is honored, all the parts are glad." In the Kingdom, leadership is about cultivating mutual honor, shared responsibility, and a unified vision.

However, team building is not without challenge. Delegation requires trust. It necessitates releasing control and empowering others. This can be particularly challenging, especially when outcomes are at stake. But Ecclesiastes 4:9 reminds us, "Two people are better off than one, for they can help each other succeed." Success in God's Kingdom is collective.

Delegating well involves communicating clear priorities, setting measurable goals, and fostering an atmosphere of accountability and mutual support. When a leader delegates with wisdom, the team becomes not just a workforce, but a fellowship.

Furthermore, a Kingdom leader recognizes spiritual gifts within the body and calls them forth. Romans 12:6-8 encourages leaders to identify and affirm these gifts, whether in serving, teaching, promoting, or leading. Team building becomes a prophetic act: seeing people as God sees them and cultivating an environment where those callings can flourish. When every member of the team operates in their divine gifting, the organization mirrors the Body of Christ, functioning in harmony and with power.

Conclusion

Leadership in the Kingdom is a sacred calling. It requires the discipline of planning, the courage of decision-making, and the humility of team building. These are not just professional skills; they are spiritual disciplines. Each invites us into deeper dependence on God, greater alignment with His will, and more fruitful engagement with those we lead.

As we develop these leadership skills, we should remember that Jesus is our ultimate model. He planned His ministry, made decisions in communion with the Father, and built a team of ordinary people to carry an extraordinary mission. Let us lead as He led: with vision, wisdom, and love.

And as we grow, let us lead not just to succeed but to serve—drawing others closer to God through every plan we make, every choice we weigh, and every relationship we build.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



LEADERSHIP SKILLS

Kingdom Builders don't just vision-cast, but they hone the skills that bring order to their vision.



13.1 Leadership Skills

PLANNING

Time is God's gift

Prepare your work outside; get everything ready for yourself in the field, and after that build your house.
(Proverbs 24:27)

The plans of the diligent lead to profit as surely as haste leads to poverty.
(Proverbs 21:5)

Five of them were foolish, and five were wise. The five who were foolish didn't take enough olive oil for their lamps, but the other five were wise enough to take along extra oil.
(Matthew 25:2-4)

If the ax is dull and its edge unsharpened, more strength is needed, but skill will bring success.
(Ecclesiastes 10:10)



INSIGHT: Business simple: Plan your work and, then, work your plan. That's really all there is to business performance. Most people don't make two basic commitments to success. First, they don't put their desires outcomes in writing. Second, they don't hold themselves accountable to the written plan, with measurable actions and specific timeframes.

REFLECTION: Do you have ideas swirling in your head? Write them down.

13.2 Leadership Skills

DECIDING



Using a God lens

Commit to the Lord whatever you do, and all your plans will succeed.
(Proverbs 16:3)

Above all, my brothers and sisters, do not swear—not by heaven or by earth or by anything else. All you need to say is a simple “Yes” or “No.” Otherwise you will be condemned.

(James 5:12)

When two of you get together on anything at all on earth and make a prayer of it, my Father in heaven goes into action.
(Matthew 18:19 MSG)



INSIGHT: Decisive action is the forte of most enterprise builders. Taking responsibility for outcomes is another skill. Submitting plans to a higher authority? Not so much. Looking to God’s wisdom, though, empowers Kingdom Builders to make the best decisions with better results and fewer mistakes. Why? Because God gives us His filter of understanding, which includes His knowledge of every opportunity and adversity we will face.

REFLECTION: In what ways can you seek God’s wisdom for your next big decision?

13.3 Leadership Skills

TEAM BUILDING



Delegation, clarity, unity

Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

(Ecclesiastes 4:12)

Be sure you know the condition of your flocks, give careful attention to your herds; for riches do not endure forever, and a crown is not secure for all generations.

(Proverbs 27:23-24)

If one part suffers, all the parts suffer with it, and if one part is honored, all the parts are glad.

(1 Corinthians 12:26)

Two people are better off than one, for they can help each other succeed.

(Ecclesiastes 4:9)



INSIGHT: When you empower the right people on your team to own and understand priorities, your enterprise is aligned. But empowering employees means giving away control. A leader can't micromanage every decision. Delegation is easier when we set clear priorities with specific timeframes. With clear expectations, we can have a unity of purpose, and unified, empowered team can move mountains.

REFLECTION: Do you need to delegate more? In what area?

Take Home: Kingdom Builder Card (5 minutes)

When trouble comes your way, consider it an opportunity for great joy. For you know that when your faith is tested, your endurance has a chance to grow.

JAMES 1:2-3 (NLT)

TROUBLE

Trouble and joy seem incompatible, like oil and water. God uses everything. Don't get mad at your troubles, accept and embrace them.

KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: The Bakery Expansion

- **Description:** Present students with a real-life inspired scenario: "You are part of a leadership team at 'Heavenly Loaves', a Christian bakery experiencing growth. You've been approached with an opportunity to open a second location in a nearby neighborhood. The decision will require planning (staffing, budgeting), wisdom (location viability, spiritual confirmation), and team coordination (delegation and project management)."
- **Talking Points:** Highlight how Proverbs 24:27 calls us to prepare wisely before expanding. Emphasize how a Kingdom lens reshapes traditional business thinking.
- **Key Questions:**
 - What steps would you include in your expansion plan?
 - How would you seek God's confirmation before deciding?
 - Who would you need to involve on your team, and what would you delegate?
- **Transitions:** Invite each group to prepare a brief pitch outlining their decision and rationale.
- **Materials Needed:** Printed scenario brief, flip charts or whiteboards, markers, pens

Activity 2: Crisis Leadership Drill

- **Description:** Students are given a crisis scenario: "Your business's primary supplier has abruptly shut down operations, jeopardizing your ability to meet customer demand." Teams must develop a crisis management plan using Kingdom leadership principles.
- **Talking Points:** Explore how planning involves risk preparation and how God's wisdom brings peace and clarity in times of crisis (Philippians 4:6-7).

- **Key Questions:**

- What immediate steps must you take?
- How can you involve your team effectively without causing panic?
- How would prayer and unity guide your next moves?

- **Transitions:** Move from reactive planning to proactive Kingdom leadership strategies.
- **Materials Needed:** Crisis scenario handouts, note cards, pens

Activity 3: Spiritual Decision-Making Tree

- **Description:** In small groups, students map out a major spiritual decision they are currently facing (e.g., moving, ministry involvement, dating). They create a decision tree that includes prayer, Scripture, counsel, and peace indicators.
- **Talking Points:** Teach the difference between worldly and Spirit-led decision-making.
- **Key Questions:**
 - **What steps do you usually skip when making spiritual decisions?**
 - **How can you better hear from God in this area?**
- **Transitions:** Groups share testimonies of past Spirit-led decisions.
- **Materials Needed:** Tree diagram templates, pens, Bibles

Group Discussion Prompts (if time allows)

- A. How do Kingdom principles help shape healthy organizational planning?
- B. What decision in your business right now could benefit from God's wisdom filter?
- C. Describe a time when teamwork magnified your impact. What Kingdom truths were at play?
- D. How can Latino cultural values strengthen team building and leadership?
- E. Where do you struggle more: starting with a plan or sticking to it?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Write down one God-inspired goal and outline the steps to achieve it using scripture-based principles.
- **Journaling Questions:**
 1. What has God revealed to me about planning?
 2. Where do I hesitate in making decisions?
 3. Who is God calling me to empower in my team?
- **Prayer Focus:** Invite the Holy Spirit to reveal divine blueprints for every plan, decision, and relationship.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Organize a mid-week Zoom prayer call for 15 minutes focused on Godly leadership and discernment.
- **Follow Up:** Use a WhatsApp group to post a mid-week prompt: "Where have you seen God honor your leadership this week?"

End with Prayer

Invite the Pastor to pray over the leadership callings and marketplace influence of each participant, asking for clarity, boldness, and Kingdom fruitfulness.

Week 14: Relationships

Session Schedule (2 Hours)

00:00–00:10 Opening: Welcome, Prayer & Icebreaker

00:10–00:30 Leader Overview: Devotional Teaching

00:30–01:15 Breakout Groups: Scripture Reading & Discussion

01:15–01:20 Kingdom Builder Card: Weekly Reflection

01:20–01:50 Student Activities: Spiritual + Practical Application

01:50–02:00 Wrap-Up, Group Discussion (Optional), Homework & Prayer

Theme Overview

- **Key Themes:** Bad Company, Trusted Advisors, Believers
- **Key Scripture:** 1 Corinthians 15:33, Proverbs 22:11, Proverbs 27:17
- **Worldview:** Kingdom Builders pursue healthy relationships that spur them on to love and good deeds.

Opening (10 minutes)

Welcome and Introductions:

Welcome, Kingdom Builders! This week we journey into the powerful influence of relationships. Who we surround ourselves with can either strengthen our spiritual walk or lead us astray. Let's explore how to build relationships that reflect God's wisdom and love.

Prayer: (*To be provided by the Pastor*)

Icebreaker Question:

Who has been the most spiritually influential person in your life, and why?

Purpose:

This question helps highlight the power of godly relationships and sets the tone for exploring how they shape our Kingdom journey.

Leader Overview (20 minutes)

The Divine Pattern of Relationship

From the opening chapters of Genesis to the concluding vision of Revelation, Scripture reveals that God is deeply relational. Before there was creation, there was communion — Father, Son, and Holy Spirit existing in perfect unity. Out of this triune love, mankind was formed: “Let us make mankind in our image, in our likeness...” (Genesis 1:26). This plural pronoun is not incidental — it reveals that relationship is central to God’s nature and therefore essential to ours.

As image-bearers, we were never meant to function in isolation. Relationships are not an accessory to the Christian life; they are the context in which our faith is lived out. But not all relationships serve the same purpose, and not all bring glory to God. The enemy has long used relational entanglements to derail the faithful. Adam and Eve fell not simply because of temptation, but because of the breakdown of trust between each other and God. The stakes in our relational lives are spiritual, not merely social.

1. Bad Company: The Corruption of Proximity

Paul’s warning in 1 Corinthians 15:33 is clear: “Do not be misled: ‘Bad company corrupts good character.’” This corruption doesn’t always appear through blatant wickedness. More often, it seeps in through sarcasm, compromise, distraction, and spiritual apathy. Like leaven in dough, a little worldly influence changes the whole atmosphere of our hearts.

Psalm 1 provides a striking visual of progressive decline: walking in step with the wicked, standing in the path of sinners, and finally sitting in the seat of mockers. Notice the movement: action slows as compromise deepens. It begins with alignment, becomes association, and ends in agreement. What starts as simple proximity to darkness ends in participation with it.

This is not a call to judgment but to discernment. We cannot influence the world by conforming to it. We can love sinners, work among unbelievers, and show kindness to the broken without surrendering our spiritual integrity. Jesus dined with tax collectors but never adopted their values. He met the Samaritan woman at the well, but called her to a life of holiness.

Spiritual maturity involves the discipline of relational pruning. There are conversations we must step away from, relationships we must redefine, and influences we must cut off altogether—not out of pride, but out of preservation. Holiness is often maintained by what we walk away from as much as what we pursue.

2. Trusted Advisors: The Anointing of Counsel

Scripture exalts the value of wise counsel. Proverbs 22:11 states, “One who loves a pure heart and who speaks with grace will have the king for a friend.” This is not mere flattery—it’s favor flowing from purity. In Psalm 15:1–2, we see that those who walk blamelessly and speak truth from their hearts are those who dwell in God’s sacred space. These are the kinds of people God Himself chooses to draw near to—and so should we.

Trusted advisors are spiritual gifts. They are not self-appointed, but God-ordained. Their counsel carries weight because it is forged in prayer, tested by time, and refined through obedience. Like Moses’ father-in-law Jethro, like Paul to Timothy, like Deborah under the palm tree—these are voices that bring clarity, conviction, and course correction.

Paul reminded the Thessalonian church that his team did not come with flattery or hidden motives (1 Thess. 2:5). This is a critical trait in today’s world, where relational currency is often exploited. Trusted advisors do not speak to gain—they talk to give. Their aim is not to control, but to cultivate.

Every believer needs voices above them who guide, beside them who walk, and below them who look up to their example. The absence of counsel often leads to isolation, and isolation to error. Kingdom Builders must seek out this holy infrastructure. Pray for it. Pursue it. Protect it.

3. Believers: The Strength of Spiritual Fellowship

Christianity is never a solo journey. Even Jesus, in His earthly ministry, chose twelve to walk alongside Him. He was God incarnate—and still chose community. Why? Spiritual growth requires shared life, shared burdens, and shared worship.

Proverbs 27:17 teaches that “as iron sharpens iron, so one person sharpens another.” This sharpening is not always comfortable, but it is always constructive. It refines our theology, checks our pride, and draws us back to God when we stray.

In 1 Peter 5:5–9, Peter exhorts the church to humility and mutual submission. He reminds them that believers around the world are enduring the same struggles, implying that solidarity in suffering strengthens faith. Paul echoes this in Ephesians 6:18, urging the church to persist in prayer for “all believers everywhere.”

The early church understood this. They “devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and prayer” (Acts 2:42). Their power came not just from the Holy Spirit but from their unity in the Spirit.

Believers of different ages, backgrounds, and cultures offer unique reflections of Christ. While the world divides by difference, the Body of Christ is united by divine likeness. Our shared confession—Jesus is Lord—overcomes cultural walls and personal preferences.

Conclusion: The Ministry of Relationships

The health of your relationships can often gauge the health of your spiritual life. Are they holy? Are they sharpening? Are they anointed with counsel and seasoned with truth?

Jesus said, “By this everyone will know that you are my disciples, if you love one another” (John 13:35). Love is not a sentiment—it’s a strategy. It’s the medium through which God’s Kingdom advances. And it is expressed most tangibly in how we relate to others.

Kingdom Builders must become relationship builders—wise, discerning, Spirit-led men and women who walk with the wise, seek godly advice, and commit to fellowship. When our relationships reflect Heaven, we become a witness to Earth.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



RELATIONSHIPS

Kingdom Builders pursue healthy relationships that spur them on to love and good deeds.



14.1 Relationships

BAD COMPANY

It corrupts you

Blessed is the one who does not walk in step with the wicked or stand in the way that sinners take or sits in the company of mockers.

(Psalm 1:1)

The wise don't engage in empty chatter. What good are such words?
(Job 15:8)

Don't be fooled by those who say such things, for "bad company corrupts good character."

(1 Corinthians 15:33)

Evil men do not understand.
(Proverbs 28:5)

Dear friend, do not imitate what is evil but what is good. Anyone who does what is good is from God. Anyone who does what is evil has not seen God.
(3 John 1:11)



INSIGHT: The marketplace is full of people who win at any cost, cause harm to others, sow corruption around them. These ethically questionable people might be a boss, client, customer, or employee. We must recognize and resist their deceitful ways. The Psalmist tells us not to "sit in their company." We limit how much time we spend with them, listening to their mockery and empty chatter.

REFLECTION: Is there a bad influence in your life who you need to pull away from?

Relationships 14.2

TRUSTED ADVISORS

Relational capital

Lord, who may dwell in your sacred tent? Who may live on your holy mountain? The one whose walk is blameless, who does what is righteous, who speaks the truth from their heart.
(Psalm 15:1-2)

One who loves a pure heart and who speaks with grace will have the king for a friend.
(Proverbs 22:11)

For we know, brothers and sisters loved by God, that he has chosen you, because our gospel came to you not simply with words but also with power, with the Holy Spirit and deep conviction.
(1 Thessalonians 1:4-5)

Never once did we try to win you with flattery, as you well know. And God is our witness that we were not pretending to be your friends just to get your money!
(1 Thessalonians 2:5 NLT)

INSIGHT: When you trust someone, your body and mind relax. It's like a baby melding into the arms of a grandpa. When you find a trusted advisor, you feel safe to listen, search and evaluate. Thinking flows. Kingdom Builders seek out advisors who have earned the role through their experience, spiritual maturity and wisdom. A mentor will make your life good. A whole advisory team will make your life even better.

REFLECTION: Do you hesitate to seek out advice? Why?

14.3 Relationships

BELIEVERS

Stronger together

In the same way, you who are younger, submit yourselves to your elders. All of you, clothe yourselves with humility toward one another, because “God opposes the proud but shows favor to the humble.”

(1 Peter 5:5)

Resist [Satan], standing firm in the faith, because you know that the family of believers throughout the world is undergoing the same kind of sufferings.

(1 Peter 5:9)

As iron sharpens iron, so a friends sharpens a friend.
(Proverbs 27:17)

Stay alert and be persistent in your prayers for all believers everywhere.
(Ephesians 6:18)

INSIGHT: Believers grow believers. We need to be around other believers of different shapes and sizes and colors, even though no one has it all figured out. The church gathers imperfect people to learn, grow and connect. The common ingredient is the belief in Jesus as Lord and Savior and our intentional pursuit of a relationship with God. I feel strong when I see God moving in the life of another Christian, no matter the cultural walls that might lay between us.

REFLECTION: Have you ever had a believer who wasn’t your type encourage you in the Lord? What was your common bond?

Take Home: Kingdom Builder Card (5 minutes)

Walk with the wise and become wise, for a companion of fools suffers harm. As iron sharpens iron, so one person sharpens another.

JOHN 14:27

COMPANIONS

Our companions are those we invest time in and those we seek to emulate.

The company we keep profoundly influences our words, deeds, choices and treatment of others.

Are those closest to you inspiring you to do good? Kingdom Builders belong to communities of people that allow them to learn God's ways.

KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: Company Check — Identifying Influences (Bad Company)

Facilitator Instructions:

- **Talking Points:** Begin by briefly reviewing Psalm 1:1 and 1 Corinthians 15:33. Emphasize the slow progression of compromise in relationships that don't align with God's truth.
- **Activity:** Each participant receives a printed worksheet in their student manual, which has three columns labeled: "Inner Circle," "Frequent Contact," and "Acquaintances." They are to list names (or initials) and reflect on how each person influences their walk with Christ. See Appendix: Activity 1 worksheet.
- **Key Questions:**
 - Who in your life regularly draws you closer to or away from God?
 - Where might you need to establish boundaries or limit your time spent?
- **Transition:** "Now that we've examined the impact of negative influences, let's explore how God strengthens us through wise counsel."
- **Materials Needed:** Worksheets, pens

Activity 2: The Ethical Advisor — Navigating Influence in the Marketplace

Facilitator Instructions:

This role-play activity presents students with a realistic business scenario that requires them to exercise discernment in their relationships. It challenges them to distinguish between worldly success and Kingdom values in professional settings.

Scenario:

You are a small business owner preparing to scale your company. A wealthy investor offers significant funding but has a reputation for questionable ethics, including pressuring vendors, skirting labor laws, and mocking people of faith. Meanwhile, a godly business mentor, though not wealthy, has offered long-term guidance and spiritual covering, but no financial investment.

You must decide:

- Do you align with the investor to boost your business quickly?
- Do you prioritize the slower, integrity-rooted path advised by your mentor?

Activity Format:

Split students into pairs or small groups. Each group discusses the scenario and prepares a response based on biblical principles. Encourage them to reference scriptures like 1 Corinthians 15:33 and Proverbs 22:11.

Talking Points:

- “Who you walk with will eventually shape how you walk.”
- “Short-term gain at the cost of long-term character is a spiritual loss.”

Key Questions:

1. What does the Bible say about aligning with people of questionable character?
2. How might a godly mentor benefit your business beyond financial capital?
3. What boundaries can you set in the professional world to guard your faith?

Transition:

“Just like in the early church, business decisions were made with spiritual counsel and community in mind. Let's practice bringing our faith into the boardroom.”

Materials Needed:

Printed scenario cards, Bibles, pens/paper for note-taking

Activity 3: Testimony Exchange — Encouragement from Believers (Believers)

Facilitator Instructions:

- **Talking Points:** Share Proverbs 27:17 and Ephesians 6:18. Emphasize how believers of all backgrounds strengthen each other through shared faith.
- **Activity:** In small groups of 3–4, participants share a brief story (1–2 minutes) about a time when another believer encouraged them. If they've never experienced this, they can share what kind of encouragement they'd value.
- **Key Questions:**
 - What surprised or blessed you in hearing others' stories?
 - How can you be a source of spiritual encouragement this week?
- **Transition:** “Let's reflect on today's insights and how God is calling us to nurture life-giving relationships.”
- **Materials Needed:** Chairs arranged in small group circles

Group Discussion Prompts (if time allows)

If time permits, use the following discussion questions to help students connect biblical relationship principles to real-life business and cultural dynamics, particularly relevant for Latino entrepreneurs:

- A.** How do cultural expectations around loyalty and family sometimes conflict with biblical boundaries in relationships?
- B.** In the workplace, how do you discern between being a light to unbelievers and protecting yourself from “bad company”?
- C.** How can you identify a mentor who is both spiritually grounded and culturally relatable?
- D.** What strategies can you use to build unity across cultural or generational lines within a team of believers?

E. How does spiritual community help combat isolation and discouragement in the entrepreneurial journey?

Homework & Spiritual Application (Optional)

Business Action Step:

Identify one relationship this week—professional or personal—that needs either a boundary reset or a deeper investment. Take one intentional action step.

Journaling Questions:

1. What kind of people am I most influenced by right now?
2. Where have I seen the fruit of godly relationships in my life?
3. What new relationship does God prompt me to pursue?

Prayer Focus:

Invite the Holy Spirit to reveal and refine your inner circle so that your relationships honor Christ and strengthen your Kingdom impact.

Pastoral Leadership Guidance

Discipleship Strategy:

Host a mid-week small group or prayer call specifically centered on Proverbs 27:17. Have members share stories of godly encouragement and support.

Follow Up:

Send a WhatsApp or group message mid-week, prompting members to text a word of encouragement or share a scripture with someone in their “Advisor Map.”

End with Prayer

Pastoral Prompt:

Invite the group to stand together and pray over their relationships, thanking God for the people who sharpen and inspire their faith, and asking for wisdom to set healthy boundaries with those who don’t.

Appendix 1

Activity 1 Worksheet: Company Check — Identifying Influences

Instructions: In each column below, list the names or initials of people in your life who fall into that category. Then reflect briefly (next to or below the name) on how each influences your walk with Christ — positively, negatively, or neutrally. Be honest. This is for your reflection and growth.

Inner Circle (closest spiritual and emotional connections)	Frequent Contact (people you engage with weekly/daily)	Acquaintances (occasional or peripheral relationships)

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Week 15: Conflict Resolution

Session Schedule (2 Hours)

Opening Welcome, Prayer, and Icebreaker (10 minutes)

Leader Overview (20 minutes)

Breakout Groups Scripture Reading & Discussion (45 minutes)

Take Home: Kingdom Builder Card (5 minutes)

Student Activity (30 minutes)

Group Discussion Prompts (10 minutes, if time allows)

Homework & Spiritual Application (5 minutes)

Pastoral Leadership Guidance (3 minutes)

End with Prayer (2 minutes)

Theme Overview

- **Key Themes:** Conflicts, Peace-Making, Common Ground
- **Key Scripture:** James 3:16, John 14:27, Acts 2:42-43
- **Worldview:** Kingdom Builders seek to be peacemakers in all circumstances.

Opening (10 minutes)

- **Welcome and Introductions:**

Welcome, everyone to today's Kingdom Builder session. This week, we turn our hearts and minds to the theme of Conflict Resolution—an essential skill for living out our calling as peacemakers. Let us open our time together in a spirit of unity and grace.

- **Prayer: [Pastor to provide]**

- **Icebreaker:**

- **Question:** Think of a time when a conflict in your life led to an unexpected blessing. What happened?

- **Purpose:** This question helps participants reflect on the redemptive power of conflict when handled through Kingdom principles.

Leader Overview (20 minutes)

Conflict Resolution: The Call to Kingdom Peace

Conflict. The very word can cause tension in our spirit. Yet conflict is not inherently evil—it is neutral, and what we do with it reveals our alignment: with the ways of the world or with the Kingdom of God.

Throughout Scripture, conflict surfaces repeatedly. From Cain and Abel, Joseph and his brothers, Moses and the Israelites, to Paul and Barnabas, we see conflict as part of the human narrative. But God's redemptive hand offers an alternative story. In His Kingdom, conflict becomes a tool for refinement, restoration, and revelation.

Jesus declares in Matthew 12:25, "Every kingdom divided against itself will be ruined, and every household divided against itself will not stand." This statement is not only sociological but profoundly spiritual. Unity is not optional for God's people—it is essential. Division is a strategy employed by the enemy to undermine the collective faith. The enemy sows disunity; the Spirit cultivates reconciliation.

At the root of conflict is often pride, miscommunication, fear, or selfish ambition. James 3:16 confronts this reality head-on: "For where you have envy and selfish ambition, there you find disorder and every evil practice." These are not light words. Envy and ambition, when unchecked, are gateways to spiritual chaos. Kingdom Builders are called to a higher standard—to detect, dismantle, and detox environments poisoned by the flesh.

Contrast this with the fruit of peace described in Isaiah 26:3: “You will keep in perfect peace those whose minds are steadfast, because they trust in you.” Peace is not circumstantial—it’s covenantal. It flows not from external calm but from internal communion with God. A steadfast mind is a Spirit-filled mind. In the crucible of conflict, Kingdom Builders must center themselves in trust, not turmoil.

John 14:27 reveals Jesus’ relational strategy amidst opposition: “Peace I leave with you; my peace I give you.” Notice, He doesn’t promise a peaceful life—He promises His peace. It’s a gift, not a guarantee of calm circumstances. This divine peace empowers us to enter conflict without losing composure, to speak truth without sacrificing love, and to confront wrongs without weaponizing righteousness.

This peace is anchored in truth and love. Psalm 119:165 says, “Great peace have those who love your law, and nothing can make them stumble.” Kingdom peace is grounded in God’s word. The more we internalize truth, the more resistant we become to offense and pettiness. Love for the law of God yields stability in seasons of relational shaking.

But peace is not passivity. Matthew 5:9 says, “Blessed are the peacemakers, for they will be called children of God.” The word “peacemaker” implies action. We are not peacekeepers—those who avoid conflict—but peacemakers—those who actively pursue and create peace. It requires emotional intelligence, spiritual discernment, and boldness of the Holy Spirit.

What does this look like practically?

1. Peacemakers confront with clarity and compassion. They speak the truth in love (Ephesians 4:15), resisting the extremes of avoidance or aggression.
2. Peacemakers prioritize restoration over resolution. Resolution seeks agreement; restoration seeks relationship. As Paul writes in 2 Corinthians 13:11, “Strive for full restoration... be of one mind, live in peace.”
3. Peacemakers cultivate environments of grace. Conflict often exposes wounds. Grace covers and heals. Romans 5:5 tells us, “God’s love has been poured out into our hearts through the Holy Spirit.” This love empowers forgiveness and bridges the gap between disagreement and unity.
4. Peacemakers appeal to the common good. 1 Corinthians 12:7,11 reminds us that the Spirit works through each person for the common good. In conflict, it’s tempting to view others as opponents. But within the Kingdom, every member is vital. Unity is not uniformity—it is harmony rooted in shared purpose.

5. Peacemakers build spiritual cultures. Acts 2:42-43 showcases a community shaped by worship, teaching, and togetherness. “All the believers were together and had everything in common.” Kingdom Builders create environments where people thrive in agreement, even amid differences.

This week’s challenge is not simply to resolve a conflict but to be transformed into a vessel of peace. Conflict reveals what lies beneath. It tests our humility, patience, and faith. But handled rightly, it bears fruit—understanding, trust, and deeper Kingdom collaboration.

Let us remember: conflict in the Kingdom is not the end of the story. It is the doorway to spiritual maturity. Let us walk through it with courage, led by the Spirit, anchored in love, and fueled by the unshakeable peace of Christ.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



CONFLICT RESOLUTION

Kingdom Builders seek to be peacemakers in all circumstances.



15.1 Conflict Resolution

CONFLICTS

A road to new solutions

Every kingdom divided against itself will be ruined, and every household divided against itself will not stand.
(Matthew 12:25)

And hope does not put us to shame, because God's love has been poured out into our hearts through the Holy Spirit, who has been given to us.
(Romans 5:5)

For God is not a God of disorder but of peace—as in all the congregations of the Lord's people.
(1 Corinthians 14:33)

For where you have envy and selfish ambition, there you find disorder and every evil practice.
(James 3:16)

INSIGHT: Conflicts are the source of great solutions every day. If two clashing parties have a healthy relationship, a collision of views can be the beginning of progress. But if the parties have a toxic relationship, a disagreement can reopen old wounds, expose competing interests or misrepresent viewpoints. Kingdom Builders seek to be healers and peacemakers-before, during and after conflicts.

REFLECTION: How would your coworkers describe you during disagreements?

Conflict Resolution 15.2

PEACE-MAKING

Towards better collaboration

You will keep in perfect peace those whose minds are steadfast, because they trust in you.
(Isaiah 26:3)

Peace I leave with you; my peace I give you. I do not give to you as the world gives. Do not let your hearts be troubled and do not be afraid.
(John 14:27)

Great peace have those who love your law, and nothing can make them stumble.
(Psalm 119:165)

Blessed are the peacemakers, for they will be called children of God.
(Matthew 5:9)

INSIGHT: To serve as a peacemaker in your company, you must not allow your anger or disappointment to fester, as it will cause bitterness and destroy relationships. Face your conflicts. Never be vindictive. Strive to use conflicts as opportunities to better understand others and form stronger relationships. If we address conflict based upon respect and collaboration, we can achieve unity, which is best for everyone.

REFLECTION: What do you need to work on to become a better peace-maker?

15.3 Conflict Resolution

COMMON GROUND

The same basic needs

Now to each one the manifestation of the Spirit is given for the common good. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines.
(1 Corinthians 12:7,11)

Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common.
(Acts 2:42-43)

Finally, brothers and sisters, rejoice! Strive for full restoration, encourage one another, be of one mind, live in peace. And the God of love and peace will be with you.
(2 Corinthians 13:11)

INSIGHT: Regardless of differing opinions, there are certain things every person on the corporate ladder wants: success, profitability, efficiency, a good working environment. And there are certain things every human wants: to be heard and to be respected. If you can address these basic desires during a conflict, you can usually find the common ground on which to step forward into a productive group dynamic.

REFLECTION: Think of two office-mates who are not alike at all. Now think of their commonalities.

Take Home: Kingdom Builder Card (5 minutes)

Peace I leave with you; my peace I give to you. I do not give to you as the world gives. Do not let your hearts be troubled; do not be afraid.

JOHN 14:27

PEACE

These were Jesus' words to his disciples in his final days of teaching while on earth. Our fears often stop us from living in God's promises.

God does not intend for us to live in fear but in peace. Kingdom Builders are to be bold. But we all have certain fears: fear of failure, fear of rejection, fear of exposure, fear of the unknown, fear of loss, fear of death.

Know your fears and the bondage they cause you. Ask God to bind your fears and give you peace.

 KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: “Café Conflict” – Restoring Respect in the Workplace

Facilitator Instructions:

Objective:

To engage participants in resolving a conflict rooted in miscommunication and respect core values in Latino culture, using Kingdom principles and scripture.

Scenario Overview:

You manage a neighborhood café with a close-knit staff, most of whom are family or longtime friends. One afternoon, a younger employee (Mateo) publicly corrects an older staff member (Doña Rosa) about a mistake with a customer’s order. Rosa feels humiliated in front of the staff and customers. Mateo doesn’t understand why she’s upset—he thinks he was just being helpful. The tension has caused a rift, and productivity has dropped.

Facilitator Talking Points:

- “In Latino culture, how we correct others—especially elders—matters deeply.”
- “Respect (respeto) and honor (honra) are non-negotiables, but they must also align with truth and accountability in the Kingdom.”
- “Let’s explore how the Gospel teaches us to restore honor while maintaining unity.”

Instructions:

1. Group Setup (5 minutes):

- Form small groups of 3–5 participants.
- Assign roles: Mateo, Doña Rosa, Manager, Coworker, and Optional Pastor or Elder.

2. Roleplay (10 minutes):

- Enact a staff meeting where the issue is addressed.
- Each participant expresses their feelings and concerns.
- The Manager or Pastor uses biblical principles to mediate a path to reconciliation.

3. Group Reflection (10 minutes):

- **Key Questions:**
 - What deeper values were clashing beneath the surface issue?
 - How could Mateo have spoken up in a more honoring way?
 - What could Rosa do to respond with grace?

4. Scripture Debrief (5 minutes):

- Read aloud Romans 12:18 ("If it is possible... live at peace with everyone") and Matthew 5:9 ("Blessed are the peacemakers...").
- Ask each group to share: "What Kingdom principle was most powerful in resolving the conflict?"

Materials Needed:

- Role description cards
- A whiteboard or flip chart to list cultural and biblical values
- Optional: "Café-style" props or atmosphere to enrich immersion

Activity 2: "The Reconciliation Circle" – Speaking Peace into Community

Facilitator Instructions:

Objective:

To foster a communal, spirit-led space where participants verbally bless those they have

experienced conflict with, reflecting the value of spoken honor and the biblical call to reconciliation.

Talking Points:

- “In Latino culture, speaking honor and blessing out loud is powerful, especially in restoring dignity.”
- “Let’s reclaim our words as instruments of peace. Proverbs says, ‘The tongue has the power of life and death.’”
- “Today, we’ll speak peace where there’s been conflict, even if that person is not in the room.”

Instructions:

1. Circle Setup (2 minutes):

- Form a seated circle. Create a safe, reverent atmosphere.

2. Guided Prompt (2 minutes):

- Ask: “Think of someone with whom you’ve had tension. What would you say if you could speak peace over them from the heart of Christ?”

3. Peace Declarations (5 minutes):

- Pass a small item (e.g., a smooth stone or wooden cross) as a “talking piece.”
- As each participant receives the item, they speak a one-sentence blessing or prayer of peace over that person (real or symbolic).
- If they prefer, they may say: “Peace be with [name]. I release them to the Lord.”

4. Closing Reflection (1 minute):

- End with Romans 12:18: “If it is possible, as far as it depends on you, live at peace with everyone.”

Materials Needed:

- A symbolic item to pass (stone, cross, etc.)
- Optional soft instrumental music
- A printed copy of Romans 12:18 to read at the end

Group Discussion Prompts (if time allows)

- A. How do unresolved conflicts affect team productivity?
- B. What are the consequences of avoiding hard conversations?
- C. How can a Kingdom Builder lead reconciliation efforts?
- D. In Latino culture, how is conflict often approached, and how can we model a biblical approach?
- E. What role does forgiveness play in restoring business relationships?

Homework & Spiritual Application (Optional)

- Business Action Step: Identify one unresolved conflict and commit to addressing it with a Kingdom mindset this week.
- Journaling Questions:
 1. What emotions do I typically feel during conflict?
 2. How can I become more like Christ in my responses?
 3. What does peace-making look like practically in my environment?
- Prayer Focus: Ask the Holy Spirit to transform your heart into one that pursues peace in all relationships.

Pastoral Leadership Guidance

- Discipleship Strategy: Host a mid-week prayer call focused on unity and relational healing.
- Follow Up: Encourage the group to share conflict-resolution testimonies via a WhatsApp thread.

End with Prayer: Invite the Pastor to close by praying that each Kingdom Builder would become a vessel of peace in their workplace, home, and community.

Week 16: Future

Session Schedule (2 Hours)

Opening Welcome, Prayer, and Icebreaker (10 minutes)

Leader Overview (20 minutes)

Breakout Groups Scripture Reading & Discussion (45 minutes)

Take Home: Kingdom Builder Card (5 minutes)

Student Activity (30 minutes)

Group Discussion Prompts (10 minutes, if time allows)

Homework & Spiritual Application (5 minutes)

Pastoral Leadership Guidance (3 minutes)

End with Prayer (2 minutes)

Theme Overview

- **Key Themes:** Future, Hope, Blessed
- **Key Scripture:** Ephesians 1:10, Lamentations 3:21-23, Matthew 25:21
- **Worldview:** Kingdom Builders shape their priorities with an eternal perspective.

Opening (10 minutes)

- **Welcome and Introductions:** Welcome to Week 16! As we conclude our Kingdom Builder journey, we turn our eyes to the future God has promised. Together, we'll explore how hope, blessing, and eternal purpose anchor our priorities in Christ.
- **Prayer: [Pastor's Opening Prayer]**

Icebreaker:

- **Question:** What do you hope your legacy will reflect about your faith?
- **Purpose:** This question invites reflection on eternity, aligning with the week's theme of shaping priorities with a future-focused, Kingdom mindset.

Leader Overview (20 minutes)

In the final chapter of our Kingdom Builder journey, we consider the future—an aspect of our faith walk that both humbles and empowers us. The future is God's domain. He writes the story, knows the end from the beginning, and calls us to trust, prepare, and build with eternity in mind.

Scripture declares, "He has made everything beautiful in its time. He has also set eternity in the hearts of men" (Ecclesiastes 3:11). This divine implantation reveals our soul's innate longing for what is beyond the temporal. Unlike fleeting goals or worldly achievements, this longing is for something incorruptible, everlasting—a Kingdom that cannot be shaken.

When we meditate on Ephesians 1:10, we see God's overarching plan: "At the right time he will bring everything together under the authority of Christ—everything in heaven and on earth." There is divine unity ahead—an eternal reconciliation of all things to Christ. That future reality impacts today's decisions. It teaches us to invest in relationships, values, and actions that carry eternal weight.

This perspective shifts how we see trials. Lamentations 3:21-23 reminds us that, "Because of the Lord's great love we are not consumed, for his compassions never fail." This passage, written in a time of national ruin, speaks directly to us in seasons of disappointment and uncertainty. Our hope is not circumstantial—it is covenantal. It is not based on the visible—it is founded on the eternal promises of God.

Hope, then, becomes more than a wish; it becomes a weapon. Romans 15:13 blesses us with this charge: "May the God of hope fill you with all joy and peace as you trust in him." Trusting God for the future liberates us from anxiety, motivates righteous action, and empowers us to lead with peace amid storms. This hope ignites joy because it sees beyond the now.

Psalm 84:11 reinforces our understanding of divine provision: “For the Lord God is a sun and shield; the Lord bestows favor and honor.” The favor of God is not a mystical force detached from our obedience—it is deeply connected to the blameless walk of the faithful. This favor doesn’t merely bless—it commissions. It equips us to carry God’s light and glory into places of darkness and despair.

Numbers 6:24-26 speaks the blessing we carry: “The Lord bless you and keep you... and give you peace.” We are carriers of this peace and partners in God’s future-oriented plan. **As** Kingdom Builders, we do not merely work toward goals, we prepare the way for the Lord’s return. We build bridges, not just buildings. We cultivate communities, not just profits.

Jesus shared a parable that culminates in this divine commendation: “Well done, good and faithful servant!” (Matthew 25:21). This statement encapsulates the Kingdom Builder’s highest aspiration. Faithfulness with what God has entrusted us today is the pathway to greater responsibility in eternity. The reward is not merely success; it is intimacy with the Master—“Come and share your master’s happiness.”

This is our eternal perspective. This is our future. Not defined by achievements or accolades, but by alignment with the will of the King. It is in seeking His kingdom first that we truly discover our purpose, joy, and ultimate fulfillment.

As we close this 16-week journey, may our hearts burn with a deeper understanding of eternity, our minds be renewed by the truths of God’s Word, and our hands be ready to labor with faithful expectation. The future is not distant—it begins now, as we shape our priorities with an eternal perspective.

Breakout Groups — Scripture Reading & Discussion (45 minutes total)



FUTURE

Kingdom Builders shape their priorities
with an eternal perspective.



16.1 Future

FUTURE

Trusting others

You make known to me the path of life; you will fill me with joy in your presence, with eternal pleasures at your right hand.

(Psalms 16:11)

The world and its desires pass away, but whoever does the will of God lives forever.

(1 John 2:17)

At the right time he will bring everything together under the authority of Christ—everything in heaven and on earth.

(Ephesians 1:10)

The time is coming when everything that is covered up will be revealed, and all that is secret will be made known to all.

(Luke 12:2)

INSIGHT: We frequently underestimate people and don't challenge them with our dreams for God's work in the world. When God plants an idea in your mind to accomplish something for Him, share it with others and trust the Holy Spirit to impress them with similar thought. When you encourage others, you put teamwork into action to accomplish God's goals. God often uses one person to express the vision and others to turn it into reality.

REFLECTION: Do you shy away from sharing your big dreams? Why?

Future 16.2

HOPE



Eternal prosperity

May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.
(Romans 15:13)

You will be secure, because there is hope; you will look about you and take your rest in safety.
(Job 11:18)

Yet this I call to mind and therefore I have hope: Because of the Lord's great love we are not consumed, for his compassions never fail. They are new every morning; great is your faithfulness.
(Lamentations 3:21-23)

He has made everything beautiful in its time. He has also set eternity in the hearts of men.
(Ecclesiastes 3:11)



INSIGHT: During the Recession of 2008, I sat with many business owners who begged me to offer them hope, even if just a mirage in the desert. Kingdom Builders have much more than a dissapating vapor to fuel their perseverance during hard times. They have a lasting hope that doesn't depend on circumstances like the economy. It is a hope beyond the earthly confines that looks to eternity with God, where peace and prosperity will last forever.

REFLECTION: What verse above gives you hope for the future? Take time to meditate on that verse.

16.3 Future

BLESSED



God blesses Kingdom Builders every day and forever

For the Lord God is a sun and shield; the Lord bestows favor and honor; no good thing does he withhold from those whose walk is blameless.
(Psalm 84:11)

The Lord is good to those whose hope is in him, to the one who seeks him.
(Lamentations 3:25)

“The Lord bless you and keep you; the Lord make his face shine on you and be gracious to you; the Lord turn his face toward you and give you peace.”
(Numbers 6:24-26)



INSIGHT: The Bible is filled with references to the favor of God, which is both tangible and mystical. God's favor will produce concrete, tangible results in your life, business, family, community and world. God's favor always comes with a purpose beyond us. It's a practical gift to bring about His kingdom plans for the world. God pours favor into tried and true vessels who are worthy to contain it.

REFLECTION: Lord, let me see your favor, that I might follow it.

Take Home: Kingdom Builder Card (5 minutes)

His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'

MATTHEW 25:21

FINAL DAYS

Final conversations on this side of eternity often yield beautiful insights on what a life well lived looks like. I had one of those conversations with Mr. Hamilton, my dear friend and humble business owner. I asked him: "What lessons have you concluded about living well?"

After only a moment of pause, he shared these reflections: Love your family and friends more. Worry less about money and stuff. Be kind to more people, more often. Mr. Hamilton left this earth a few weeks later. His legacy was that of a kind and gentle Kingdom Builder who led by his example. Well done, good and faithful servant!

KINGDOM BUILDER INSIGHTS

Student Activity (30 minutes)

Instructions for the Activities Section: Below are three activity options corresponding to the devotional sub-themes. The Pastor may assign one to the entire group or distribute different ones to smaller cohorts. Each activity includes talking points, key questions, transitions, and materials needed for easy facilitation.

Activity 1: Vision Sharing Circles (Ties to "Trusting Others")

- **Materials Needed:** Notecards, pens
- **Setup:** Divide the group into small circles (4-5 people). Each participant writes a big dream God has placed on their heart.
- **Talking Points:** “God often gives one the vision and another the provision.”
- **Key Questions:** What holds you back from sharing your God-sized dreams? How can others around you help bring it to life?
- **Transition:** Wrap with a prayer of agreement over each dream shared.

Activity 2: Eternal Impact Business Scenario

- **Materials Needed:** Printed business scenario sheets, Bibles, whiteboards or extensive sticky notes, markers.
- **Scenario Overview (Read Aloud):**
“Imagine you are the CEO of a growing business in a community facing economic hardship. Your board is pressuring you to take a lucrative deal with a company known for unethical practices. This deal could provide jobs and resources short term but might compromise your values long-term. You sense God calling you to a different path—one that may take longer but honors His principles.”
- **Facilitator Talking Points:**
 1. “Every business leader faces defining decisions. What we choose reveals our values and shapes our legacy.”
 2. “As Kingdom Builders, we lead with eternity in mind—not just quarterly profits.”

3. “This exercise will help you practice decision-making rooted in hope and future-oriented thinking.”

- **Instructions:**

1. **Break into small groups.**
2. **Each group reviews the scenario and discusses three questions:**
 - What are the spiritual implications of each choice?
 - How could trusting God’s plan influence your decision?
 - What practical actions could reflect Kingdom values in this moment?
3. **Groups create a “Kingdom Decision Plan” on a whiteboard or sticky note.**
 - **Include:** Key Scripture, Leadership Decision, and Eternal Impact Statement.
4. **Each group presents its decision and the reasoning behind it.**

- **Transition:**

Wrap up by reading Matthew 25:21 together and discussing how faithfulness today prepares us for future stewardship.

Activity 3: Favor Map (Ties to "Blessed")

- **Materials Needed:** Whiteboard or large paper, stickers, or markers
- **Setup:** Draw a life-map (past-present-future). Participants place markers where they’ve seen God’s favor.
- **Talking Points:** “God’s favor is both seen and sown.”
- **Key Questions:** Where do you recognize His blessing? Where are you still praying for favor?

- **Transition:** Close with Psalm 84:11 read aloud together.

Group Discussion Prompts (if time allows)

- A. How can a long-term Kingdom perspective affect short-term business decisions?
- B. In what ways does eternal hope challenge cultural definitions of success?
- C. How do we encourage and model future-minded stewardship in our communities?
- D. What does it mean to be a "faithful servant" in your daily work?
- E. Where is God calling you to trust Him for future fruit you may not see today?

Homework & Spiritual Application (Optional)

- **Business Action Step:** Identify one decision this week you will make through the lens of eternal value instead of immediate gain.
- **Journaling Questions:**
 1. What future vision has God entrusted to you?
 2. Where do you see eternal hope shaping your mindset today?
 3. How has God's favor prepared you for what's next?
- **Prayer Focus:** Ask the Holy Spirit to anchor your ambitions in eternal purpose.

Pastoral Leadership Guidance

- **Discipleship Strategy:** Mid-week reflection audio message on God's eternal promises (via WhatsApp or email).
- **Follow Up:** Send out a Scripture-based check-in message mid-week: "How are you prioritizing eternal value in your decisions this week?"

End with Prayer

Invite the Pastor to pray over the group, asking for God's guidance, favor, and eternal vision to remain central in every student's life and leadership.

Leader Closing Reflection

Thank you for shepherding a cohort of entrepreneurs through the Kingdom Builder Academy. Your prayerful preparation, wise facilitation, and personal example have helped leaders encounter God in the marketplace. As you conclude this manual, consider the following:

- **Celebrate Stories** – Gather testimonies of transformation (personal, spiritual, financial). Share them with your church and send highlights to our BlessBack Business Academy team so we can encourage future cohorts.
- **Sustain Community** – Keep your WhatsApp or email group active for ongoing prayer, accountability, and resource sharing. Quarterly meet-ups help momentum become movement.
- **Coach the Coaches** – Identify graduates with facilitation gifts and invite them to apprentice alongside you in the next class, multiplying Kingdom capacity.
- **Assess & Improve** – Note what worked well and what needs refining. Send feedback to **BlessBack Business Academy** so we can continually enhance the curriculum.

Closing Prayer

Father, thank You for every leader who has walked through these pages. Empower them with wisdom, courage, and love as they guide Kingdom Builders to steward businesses for Your glory. Multiply their impact, protect their families, and let their leadership bear lasting fruit in communities worldwide. In Jesus' name, amen.

"Now to Him who is able to do immeasurably more than all we ask or imagine... to Him be glory in the church and in Christ Jesus throughout all generations, for ever and ever!" —Ephesians 3:20-21

Dr. Ron Pedemonte



Founder & Director of the BlessBack Business Academy