



School of Business Leadership  
**GoBusiness Facilitator Manual**







# GoBusiness Facilitator Manual

## TABLE OF CONTENTS

<b>FACILITATION</b> .....	<b>1</b>
Facilitator Agreement .....	1
Expectations & Standards .....	3
Facilitator Schedule and Checklist .....	4
<b>FACILITATOR SCHOOL CURRICULUM</b> .....	<b>7</b>
Five Major Concepts of the School of Business Leadership .....	8
Your Role as a Course Facilitator .....	10
The Student’s Role: Giving God Something to Work With .....	12
Asking Powerful Questions and Facilitating Group Meetings .....	14
Building an Atmosphere of Safety .....	16
Axioms and Corollaries, Presuppositions and Paradigm Shifts .....	18
Organizations and Our Philosophy of Power .....	20
Tips for Facilitating .....	21
The 3-Question Approach .....	23
Lesson Discussion Model .....	24
Sample Meeting Outline .....	26
Meeting Checklist .....	26
<b>TEACHING SUPPLEMENTS</b> .....	<b>27</b>
“What is a Christian Business?” Facilitator Teaching Notes .....	28
Facilitator Lesson Key: Building Your Business Relationally From the Inside Out .....	30

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"How Does Your Business Measure Up?" Student Worksheet..... 32

Strategic Planning Foundations: Calling/Context/Character/Competency (The 4 Cs)..... 33

Strategic Planning Foundations: Major Concepts..... 39

**GOBUSINESS100 FACILITATOR MEETING GUIDE ..... 41**

**INTRODUCTORY MODULES | BY DENNIS PEACOCKE..... 43**

Lesson 1: Intro Module 1: Called by God to Steward His Creation, Part I..... 44

Lesson 2 :Intro Module 2: Called by God to Steward His Creation, Part II ..... 46

Lesson 3: Intro Module 3: Private Property: Cornerstone of Freedom ..... 48

Lesson 4: Intro Module 4: The Inheritance of the Heart ..... 50

Lesson 5: Intro Module 5: Building Spiritual and Organizational Dynasties..... 52

**DOING BUSINESS GOD’S WAY | BY DENNIS PEACOCKE..... 55**

**DBGW SECTION 1: The Foundations of Marketplace Ministry ..... 56**

Lesson 6: DBGW 1: God is Building a Family Business..... 56

Lesson 7: DBGW 2: Maturity Comes by Stewarding Property ..... 58

Lesson 8: DBGW 3: Generational Wealth and the Family Unit..... 60

Lesson 9: DBGW 4: Our God Loves to Work..... 62

Lesson 10: DBGW 5: The Product of the Family Business Is Service..... 64

**DBGW SECTION 2: The Foundations Required to Build a Prosperous and Just Society ..... 66**

Lesson 11: DBGW 6: What Money Reveals About People..... 66

Lesson 12: DBGW 7: Risk, Self-Respect, and Redemptive Struggle..... 68

Lesson 13: DBGW 8: Exposing the Cruelty of the Economics of Blame..... 70

Lesson 14: DBGW 9: Justice and Equality Are Not the Same ..... 72

Lesson 15: DBGW 10: Godly Government Produces Peace and Productivity..... 74

Lesson 16: DBGW 11: The Essential Threefold Cords..... 76

Lesson 17: DBGW 12: A Call to True Radicals..... 78

**GENERAL WORLDVIEW ..... 81**

Lesson 18: The Mind Justifies What the Heart Has Chosen  
By Dennis Peacocke..... 82

Lesson 19: Worldview in a Nutshell: The Three “Root” Presuppositions  
By Katherine Gallagher ..... 84

**WORLDVIEW FOR THE MARKETPLACE | BY DENNIS PEACOCKE..... 86**

WVMP Chart of Master Principles..... 87

Lesson 20: WVMP 1: Glorifying God in the War Between Two Seeds.....	88
Lesson 21: WVMP 2: Building on Divine Law.....	90
Lesson 22: WVMP 3: Getting Free From Pharaoh’s Propaganda Machines.....	92
Lesson 23: WVMP 4: Living and Working Strategically.....	94
Lesson 24: WVMP 5: The Power of Obedient Faith.....	96
Lesson 25: WVMP 6: Mediating Grace.....	98
Lesson 26: WVMP 7: Jurisdictions, Authority, and Proprietorship.....	100
Lesson 27: WVMP 8: How Big Is Your Vision?.....	102
Lesson 28: WVMP 9: God Loans, Transfers, and Takes Away.....	104
Lesson 29: WVMP 10: Where Is the Value?.....	106
Lesson 30: WVMP 11: The Economics of Obedience and Boundaries.....	108
Lesson 31: WVMP 12: The Beauty of Justice.....	110

**GOBUSINESS200 FACILITATOR MEETING GUIDE..... 113**

**GOBUSINESS200 SECTION 1: The Foundations of Marketplace Ministry..... 115**

Lesson 1: The Foundations of Economics and Family Management By Dennis Peacocke.....	116
Lesson 2: Our Ministry as Kings and Priests By Dennis Peacocke.....	118
Lesson 3: Walking in Financial Freedom By Dr. Gerald Chester.....	120
Lesson 4: Building Organizations on God’s Word and God’s Pattern By Dennis Peacocke.....	122
Lesson 5: How Your Marketplace Ministry Fits into the Big Picture By Dennis Peacocke.....	124

**GOBUSINESS200 SECTION 2: Establishing Our Spiritual Foundations for Building..... 127**

Lesson 6: How to Hear God for Your Business By Dennis Peacocke.....	128
Lesson 7: Discerning Whom You Can Trust By Dennis Peacocke.....	130
Lesson 8: Spiritual Warfare within Organizations By Dennis Peacocke.....	132
Lesson 9: Business Prayers God Will Answer By Dennis Peacocke.....	134

<b>GOBUSINESS200 SECTION 3: The Keys to Successful Business Life</b> .....	137
Lesson 10: Ethics	
By Bruce Billington.....	138
Lesson 11: What Is Your Organization Called to Do?	
By Dennis Peacocke.....	140
Lesson 12: Changing Man and His Institutions	
By Dennis Peacocke.....	142
Lesson 13: The Nature and Power of Agreements	
By Dennis Peacocke.....	144
Lesson 14: Transformation Begins with You	
By Dennis Peacocke.....	146
<b>GOBUSINESS200 SECTION 4: Solving Problems God’s Way</b> .....	149
Lesson 15: Problem Solving, Parts I & II	
By Katherine Gallagher & Dennis Peacocke.....	150
Lesson 16: The Relational Nature of Problem Solving	
By Dennis Peacocke.....	152
Lesson 17: Leadership and Management	
By Dr. Gerald Chester.....	154
Lesson 18: Stimulating the Commitment of Others	
By Dennis Peacocke.....	156
<b>GOBUSINESS200 SECTION 5: Managing and Mentoring People with Destiny</b> .....	159
Lesson 19: Basic Principles of Management	
By Dennis Peacocke.....	160
Lesson 20: Building Our Businesses on a Relational Foundation, Part I	
By Dennis Peacocke.....	162
Lesson 21: Building Our Businesses on a Relational Foundation, Part II	
By Dennis Peacocke.....	164
Lesson 22: Understanding the Distinctions Between Teaching and Training, Part I	
By Dennis Peacocke.....	166
Lesson 23: Understanding the Distinctions Between Teaching and Training, Part II	
By Dennis Peacocke.....	168
Lesson 24: God’s Green Light	
By Dennis Peacocke.....	170
Lesson 25: The Battle to Preserve Your Spiritual Growth	
By Dennis Peacocke.....	172

# Facilitator Agreement

GoStrategic Facilitators of the School of Strategic Living, School of Business Leadership, and School of Kingdom Citizenship willingly and before God agree to serve their students by fulfilling the following ethical and facilitation responsibilities:

## Code of Ethics:

In keeping with the mission and values of GoStrategic and its schools, it is important for our Facilitators to reflect the value system of the ministry. Therefore, as volunteers of a Christian organization, Facilitators are subject to a biblical moral standard and agree that:

1. Lifestyle and behavioral choices that do not align with biblical standards and the mission of GoStrategic will be addressed. Recognizing that private life is inextricably linked to public life, the actions in a Facilitator's private life can have direct forbearance in their leadership and mentoring roles. Facilitators may be questioned on such issues to ensure integrity.
2. GoStrategic reserves the right to require leave or dismiss any Facilitator for moral failings or other unbiblical conduct. Our goal is to ensure the integrity and health of the organization, its schools, and its participants. We believe in repentance and restoration, not condemnation or shaming, and desire to support any Facilitator in this process as they seek help, if needed, through their personal spiritual covering or other recommended resources and leaders.

## Facilitator Responsibilities:

1. Facilitators should help students successfully navigate the whole course in such a way that the goals we have established for them are achieved.
2. To aid them in that successful navigation, these three outcomes should be pursued:
  - Students experience a conceptual grasp of the major ideas presented in each lesson, as evidenced in their homework and conversations with you.
  - Students are "grabbed and convicted" by some of these concepts and their implications in their lives, manifesting an ongoing desire for deeper transformation.
  - You observe change in practical ways as their desire to live as disciples (disciplined learners) is manifested in how they relate to their "garden," i.e., family, church, or marketplace ministry.
3. Practically speaking, you will serve this process by agreeing to:
  - Complete Facilitator School training (required for new Facilitators and for past Facilitators who have not actively facilitated a group within the past three years).
  - At your initiative, regularly connect with the Director of Facilitation (every six weeks, or more often if needed) to discuss your group and receive support.
  - Submit the Biannual Facilitator Reports to our offices at 2 months and 7 months into your course.

- Meet with your group on a regular basis, per the schedule established by you at course onset. Keep attendance records and communicate the necessity of consistent attendance.
- Listen to the teachings that your students are presently studying to stay sharp on the context. Utilize the Facilitator materials as you serve your students, engaging in meaningful conversations regarding their grasp of the lesson concepts.
- Review and grade students' homework before each meeting to discern their level of understanding and application. Monitor overall homework completion to ensure to ensure they are not skipping lessons or falling behind in the course.
- Clearly communicate homework expectations to students: lessons should be completed sequentially and kept current. If anyone falls behind, the recommended strategy is to jump in at the current lesson so they can participate in group discussion, then catch up on any unfinished past work.
- Honor the authority of the pastoral relationships in students' lives by not drawing them to yourself. Acknowledge that those you facilitate are a sacred trust before God, and they will reciprocally add to your knowledge and life.
- Regularly pray for your students, the school, and GoStrategic's oversight of it.

Fulfilling these agreements enables us to serve the Master together in further equipping His servants. May God empower and bless you in your service!

### Facilitator Agreement Form:

[www.gostrategic.org/course-facilitator-agreement](http://www.gostrategic.org/course-facilitator-agreement)



Please submit at the start of each new group. It is not necessary to submit when continuing with the same group into year two.

# Expectations & Standards

## Participation Requirements:

- Students must complete the **Introductory Assessment** at the beginning of the course and the **Final Project** and **Exit Survey** at the end of the course.
- Students must **study each lesson** (including watching videos/listening to audio, reading outlines, and completing assigned readings) and **submit homework prior to each group meeting**.
- Students must **attend scheduled group meetings** and come prepared to actively contribute to group discussion.

## Objectives for Transformation:

- Students should demonstrate a conceptual grasp of the major ideas presented in each lesson, as evidenced in group discussions.
- Students should engage as disciplined learners (disciples), being convicted by key concepts, applying them personally, and manifesting a desire for further study.
- Facilitators will assess each student based on these objectives, and course credit is contingent upon the Facilitator's recommendation.

## Facilitator-Student Relationship:

- Facilitators should engage relationally with students to discern their personal strengths, weaknesses, temperaments, and motivations. This engagement should foster a genuine, trusting relationship that produces respect, friendship, transparency, and draws the student toward greater spiritual maturity.
- This dynamic includes supporting students through encouragement and affirmation, as well as challenging and admonishing them in love when necessary.
- Facilitators should assist students in fostering relationships within the group, helping them navigate relational challenges and develop teamwork skills.
- Facilitators should commit to daily prayer for their students.

## Boundaries & Accountability

- The scope of the Facilitator's authority is limited to the content and objectives of the curriculum. Participation in the course is not intended to replace or encroach upon a student's accountability relationships with their pastor or local church.
- GoStrategic's Director of Facilitation provides oversight, accountability, and counsel to Facilitators, ensuring they fulfill course responsibilities and maintain alignment with the spirit of the curriculum. The Director maintains regular communications, typically every six weeks, and is available as needed to answer questions and assist with facilitation challenges.

# Facilitator Schedule & Checklist

## PREPARING FOR THE COURSE

- Visit the password-protected **GoBusiness Student Resources** page for current curriculum downloads and course resources.
- Visit the password-protected **GoBusiness Facilitator Resources** page for current resources. Download the latest version of the **Facilitator Manual** if needed.
- Submit the online **Facilitator Agreement Form** if you are starting a new group.
- To refresh your facilitation skills, download and listen to the **Foundations for Course Facilitation** MP3 teachings (recommended at least once every three years).
- Download the **What Is a Christian Business?** MP3 audio and listen to it. Use the **How Does Your Business Measure Up?** Student Worksheet as an exercise in your group meetings. Refer to the Teaching Supplements section of this manual for instructions.
- If you are new to the LMS (learning management system) as a Facilitator, please watch the **training video** and review the **instructional documents**.
- Ensure you have received the **group roster** and **student registration forms** from the School Administrator, which include contact info and helpful bio details for your students.
- Determine your group's **meeting format** (video conferencing, phone, or in person). If needed, contact the School Administrator to reserve GoStrategic's Zoom account.
- Introduce yourself to your students and **set a regular meeting time** (considering time zones and schedules). Record your meeting schedule on the **Scope & Sequence**, then email it to your group and the School Administrator (who will add the dates to the online course).
- Ask students to log into the online course to read **Preparing for the Course** and complete the **Entry Assessment** BEFORE your first meeting. If the first meeting will include lesson discussion, also direct students to **complete the lesson(s)** in advance.

## ONGOING

- Facilitate meetings** every other week per your group's schedule.
- Review and grade homework** BEFORE each meeting. Stay on top of each student's completion status and address missing work promptly.
- Take attendance** at each meeting and record it in the **Attendance Tracker** afterward.  
*Note: You may assign an assistant to help you with homework grading and attendance tracking; if you do not have a helper and need one, please contact the office.*
- Remind students** that consistent homework and attendance are REQUIRED for enrollment. While 70% homework and attendance are the minimum to maintain enrollment and pass the course, mention this only when necessary, always encouraging full completion!

# Facilitator Schedule and Checklist

- ❑ Remember to occasionally incorporate the **Christian Business exercise** in your meetings.
- ❑ Discuss the **Final Project** (Essay, Service Project, or Case Study) due at course end. Review students' project selections, provide feedback, and check in regularly to monitor progress.
- ❑ Remind students that attending a **qualifying GoStrategic event** is required to graduate. Invite pending graduates to participate in a **graduation ceremony** honoring and celebrating their achievement, noting that this one event can serve both purposes.
- ❑ **Check in with the Director of Facilitation** every six weeks to discuss how your group is going and to receive support and feedback. Get in touch sooner if needed!
- ❑ Submit the **Biannual Facilitator Report** at 2 months and 7 months into your course.

## END OF COURSE

- ❑ Remind students to **submit any missing homework** and the required **Exit Survey** by course end. The passing threshold for grades and attendance is 70%.
- ❑ Remind Students to submit their **Final Project** (Essay, Service Project, or Case Study) by course end. Refer to the **GoBusiness Facilitator Resources** page for grading instructions.
- ❑ Remind students that attending a **qualifying GoStrategic event** is required to graduate. An event that includes a graduation ceremony (see below) can fulfill both purposes!
- ❑ Students are automatically promoted based on academic merit and attendance records. The office will assume all students have your **Facilitator recommendation** unless notified otherwise. Notify administration if any students have NOT maintained the *Standards of Participation* or have been notably disengaged so their status can be evaluated.
- ❑ **12-month GoBusiness100 courses only:** Encourage students to continue their journey in the school by enrolling in **GoBusiness200**.
- ❑ Submit to the Director of Facilitation the names of pending graduates you **recommend as future Facilitators** so we may invite them into Facilitator training. Encourage these students to continue their journey in a leadership capacity—the best way to learn is to teach! Using the mentorship model, they will begin as an assistant Facilitator to you or another seasoned Facilitator until they are ready to be a lead Facilitator.
- ❑ Invite graduating students to participate in a **graduation ceremony** where they will be honored and prayed over, and each receives a framed certificate (a digital copy is emailed to all graduates regardless). If they cannot attend the first available event, the invitation remains open for any future domestic or international events!





# **FOUNDATIONS FOR COURSE FACILITATION**

**School of Business Leadership  
Facilitator School Curriculum**

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# Foundations for Course Facilitation

## The Five Major Concepts of the School of Business Leadership By Dennis Peacocke

*(115+ principles reduced to five axioms)*

### I. The Power of Being Positioned in Faith

- A. The confidence of obedience
  - 1. Vs. Money, degrees, college majors, or family momentum
  - 2. Joining God's business vs. inviting Him into yours
- B. The reality of His presence
  - 1. As confirmation
  - 2. As a senior co-builder
- C. The power of Spiritual authority
  - 1. As a creator-builder
  - 2. As a defender of the work and people (Prayer "Gardens")
- D. As a place to be disciplined in "real time"
  - 1. Because we give God something to work with (Genesis 15)
  - 2. Because we "train" strategically, intentionally, and results-driven

### II. The Power of Living and Building Relationally: God Builds Relationally

- A. Through "equal yoking"
  - 1. Praying through compatibility of values, worldview, and vision
  - 2. Confirming relational decisions with spouse and counselors
- B. With fellow disciples or those on the journey to becoming one
  - 1. Building with those in "the way of the Lord."
  - 2. Engaging others in the four stages (teaching, mentoring, discipling, sonship)
- C. By divine assignment (1 Corinthians 12:18)
  - 1. Recognizing God's divine assignments and placement
  - 2. Submitting to and exercising biblical authority
- D. Build on "The Bridge of Trust"
  - 1. Clear agreements
  - 2. Increasing "load limits"

### III. The Power of Limits and Boundaries

- A. Recognizing that limits protect us and create safety (Genesis 3:1-7)
  - 1. Power is guarded by problems
  - 2. Limits allow God to pay for what He orders

- B. Limits and boundaries help to focus us and those we lead
  1. Limits help us to answer the question, “How much is enough?”
  2. Boundaries help us sort out assignments from possibilities
- C. Limits force us into leverage
  1. Leveraging what we have into maximum force, maximizes efficiency
  2. Limits take us from addition to multiplication
- D. “Fruitfulness,” not “growth,” is the biblical mandate
  1. Size is usually an ego-trip, or point of manipulation or power
  2. “Fruit” is producing what we are designed to produce, of whatever size

#### **IV. The Power of Choice, Consequences, and Stewardship**

- A. Choice is God’s gift to become like Him, or maximize the limits of self
  1. Whatever aligns itself with choice, as a principle, God tends to honor
  2. God paid the price for human choice through Christ on the cross
- B. Feedback is God’s “results-driven” consequences of seeds we sow
  1. Feedback rebukes or validates our choices and effects on others
  2. “Consequences” are the food for growth or death
- C. The power of change is a gift from God
  1. Transition, adaptation, repentance, acquisition, etc. are all “change” choices
  2. All true change or obedient actions are driven by faith and scriptural principle
- D. Rest (Hebrews 4) is the goal of all God-driven labor
  1. “Labor” is the externalization of internal choices and vision
  2. “Rest” is the “reflex” level of trained obedience, principle, and perception

#### **V. The Power of Building with the Physics of God**

- A. God directs us biblically to build jurisdictionally
  1. Through the five spheres of government (self, family, ecclesiastic, commercial, civil)
  2. Biblical politics and economics are driven by the separation of powers and divisions of labor
- B. God models His building for us in the scriptures through “number codes”
  1. The power of 2s, 3s, 10s, 70s, 100s, 1000s (Deuteronomy 18, Matthew, etc.)
  2. His building codes include triangles, circles, and layers, also
- C. We use a building pattern of “C-4” to help us define building with God
  1. C-4 is calling, character, and competency (Gerald Chester)
  2. C-4 helps us to define both people and organizational capacities
- D. God’s “DNA” is His signature calling code.
  1. It includes all of the above.
  2. Discovering God’s intention and “engiftment” for all things is a key to success.

# Foundations for Course Facilitation

## Your Role as a Course Facilitator By Dennis Peacocke

- I. **Facilitation is not primarily about the curriculum; it's about facilitating the Holy Spirit's process of transformation.**
- II. **Regardless of the setting, facilitation is the key skill to releasing transformation.**
  - A. Within the school
  - B. Within workplace and organizational dynamics
  - C. Within church leadership and training
  - D. Within the family
- III. **The underlying agenda of this Facilitator's Training School is "How to be trained" in:**
  - A. How to think, not just what to think
  - B. How God's process of transformation works
  - C. How to make disciples
- IV. **The four levels of discipleship.**
  - A. Teacher/Pupil (Example: Plenary Sessions)
  - B. Facilitator/Student (Example: the school; discussion groups)
  - C. Discipler/Disciple (beyond the school)
  - D. Father/Son (beyond the school)
- V. **The steps of learning:**
  - A. Unconscious incompetence: "You don't know what you don't know"
  - B. Conscious incompetence: "Now I know what I don't know"
  - C. Conscious competence: "Now I can do it"
  - D. Unconscious competence: "Now it's a habit"
- VI. **The Lesson Summary Journal: The three questions**

*Note: We no longer utilize a Lesson Summary Journal, however, these questions may be helpful when facilitating group discussions:*

  - A. What new concepts were taught?
  - B. What new insights did the Holy Spirit show you?
  - C. How will I live differently tomorrow because of this insight?

## VII. What are we looking for?

- A. Both a conceptual understanding and the ability to apply Kingdom principles to real life.
- B. We are looking for Paradigm Shifts. For example:
  - 1. Awareness of jurisdictional government and problem solving.
  - 2. Defeating dualism.
  - 3. Authority is realized through servanthood
  - 4. In the Kingdom, leadership finds its foundation in authority, not power or position
  - 5. Asking powerful questions is a more important skill than making powerful statements
  - 6. Relationships are the foundation of the Kingdom
  - 7. Generational transfer (on both a spiritual level and the natural level)
  - 8. Axiomatic holism, i.e. the Kingdom is multi-jurisdictional, multi-ethnic and multi-generational

# Foundations for Course Facilitation

## **The Student's Role: Giving God Something to Work With** **By Dennis Peacocke**

*The just shall live by his faith. —Habakkuk 2:4b*

**Is your business built on the faith of your calling to business?**  
**(Ephesians 2:10: pre-ordained work and work supplies)**

- I. **Building God's Way requires at least these three major attributes under the guidelines of the Holy Spirit:**
  - A. We build strategically.
    1. Based upon the principles of God's word
    2. Under the guidance of the Holy Spirit
    3. With the relationships God has called us to build with
    4. Planning from the goals (end-results) both backwards and forwards with critical path planning and execution.
  - B. We build intentionally.
    1. Based on fulfilling God's vision, not ours.
    2. Communicating clearly the vision to our co-workers and catechizing them in it (Deuteronomy 6:6-9).
    3. Making sure that we manage the agreement-alignment process so that what we are doing and how we are doing it aligns with the vision.
  - C. We build with accountability based on being results-driven (sanctions).
    1. We manage what we strategize.
    2. We constantly battle excuses and measure our activities based upon results.
    3. We create and maintain a learning-based team atmosphere where vulnerability, edification and team problem-solving makes accountability a gift and not something to be feared.
  - D. All of this process requires the investment of time with God and the team to keep them clear and open to what God is saying about the process. This will especially show up in your "What is a Christian Business" monthly exercises with your students.
- II. **The currency of the Kingdom is faith (Hebrews 11-1, 7, among many)**
  - A. Faith is "substance" and "evidence."
    1. Substance means a definable thing.
    2. Evidence means it proves or points to something. It reveals God's active, eminent involvement.

B. How then does God respond to “faith?”

1. “Faith” is the active choice to give God something to work with.
2. Let us give some examples:
  - a. Genesis 15:1-18: Abraham, our “father of the faith” (Romans 4:16, you prepare the cow; my father’s barn; 20,000 bulls and sheep equal a mess!)
  - b. “Go to sleep” - I’ll work now.
  - c. Moses and his stick.
  - d. Elisha’s widow and her vases.
  - e. David’s practiced sling.
  - f. Jesus: the little boy’s lunch; people’s vision; bleeding woman; man lowered through the roof; etc.
3. The “faith code” is broken; give God something to work with:
  - a. Your study of His word.
  - b. Prayer
  - c. Work
4. This “faith” requires us then to live as disciples.
  - a. Intentionally: focus, sustained effort, teachable
  - b. Strategically: strategic time, planning, execution
  - c. With accountability: to God, man, results-driven

# Foundations for Course Facilitation

## Asking Powerful Questions and Facilitating Group Meetings By Dennis Peacocke

- Powerful questions are the essence of the Jesus' method of teaching (Matthew 16:13). This methodology is commonly known as the Socratic method of learning.
  - Powerful questions are a primary tool that a Course Facilitator uses to assist the process of the Holy Spirit's transformation in a student's life.
- I. Core truths about the power of insightful questions
- A. A powerful question is more powerful than a powerful statement
1. Satan used it as his core attack against God (Genesis 3:1-7)
  2. Jesus used it as His frequent methodology (Mark 8:27-29; 35-37; John 18:19-24; 33-34)
- B. Powerful questions also:
1. Require me to think, process, and self-assess
  2. Cannot be answered "yes" or "no"
  3. Help us discern a person's "soil condition" (Mark 4:3-30)
  4. Help draw out the "deep waters" of a person's soul (Proverbs 20:5)
  5. Open up people's creative thinking processes
  6. Expose agendas and motives
  7. Expose the real issues
  8. Directs students to make spiritual declarations (Mark 10:51)
  9. Force the Facilitator to be relevant by dealing with root issues (prayer and insight) and timing (discernment). Most student's "perceived issues" are about symptoms (conflict, money, pain, etc. What is causing these things?)
  10. Powerful questions should help lead to remedies for transformation.

## Facilitating a Group Meeting By Tom Burtness

- II. Facilitating meetings therefore, is a "dance" to draw people into personal insight and applications rather than re-teach the course materials.
- A. Constantly be aware of the critical role of the Facilitator: "Facilitating the Holy Spirit's process of transformation in the lives of the members of your group."
1. These guidelines apply no matter what the setting is: a GoBusiness, GoLife, or GoCitizen group, a family council meeting, a business meeting, or a church small group.
  2. Always remember the "agenda behind the agenda"—transformation, not just information.

3. The Facilitator must serve as a model to the students in all areas, particularly of real-time transformation.
  4. Relationally connect with each member of your group.
- B. Be aware of and utilize the powerful role of the assistant Facilitator.
1. “Leading from behind.”
  2. Model the appropriate way to answer questions.
  3. Many times the assistant Facilitator can better discern what’s happening in the group, because they are watching and praying. The leader has to talk and guide the process.
  4. Ask questions of the group to help lead it in the Holy Spirit’s direction.
  5. Remember: “Ask, don’t assert.” Only assert to correct misinterpretations.
  6. Remember: “Draw them out” not “fill them up.” Students should leave every encounter with unanswered questions in their spirits that will cause them to continue to seek God.
- C. Deputize all group members to the “3 questions,” and then hold each other to that purpose.
1. Don’t worry about how accurately they learn the “what to think” on the first time around, but make sure they get the “how to think” part. It’s easy to get sidetracked into a conceptual discussion / argument.
  2. Ask them to summarize the message in 2 sentences or less (for example an “elevator speech”).
  3. Follow the Holy Spirit when He illuminates something but be sure to involve everyone: “Did anyone else receive a similar insight?” “What other insights did you receive?”
  4. Use the “go around the circle” technique, but allow anyone the right to pass (except the assistant leader). Don’t force anyone to share but be sure everyone has an uninterrupted opportunity to share. Some people speak more slowly and thoughtfully than others. Do NOT allow slow speakers or shy people to be interrupted by anyone. Do NOT allow “talkers” to dominate the conversation. “It’s \_\_\_\_\_’s turn now, you’ll have your turn shortly.”
  5. There won’t be enough time for everyone’s “life stories.” People are used to self-centered small groups. Ask: “Which of the 3 questions are you answering?” or remind the group, “We’re on question #2. It’s your turn, \_\_\_\_\_.”

# Foundations for Course Facilitation

## Building an Atmosphere of Safety

By Dennis Peacocke

- I. **The biggest obstacle successful students will face in these courses is facing the crisis of truth about self-situations or relationships. Therefore, they will need “safe” counselors. Remember in these courses, you are not their pastor, but a “pointer” and a “guide.”**
  - A. We must build an “atmosphere of safety” to even begin to help students on a core level leading to transformation.
    1. We must be competent to give them essential insight. Don’t “fake it” or “make up answers.” Unless God is giving you genuine insight, refer them elsewhere.
    2. They must be free from your agenda, other than to help guide them into God’s insight and power.
    3. You must not judge them, share their issues with others without their explicit permission, or “punish them” for saying what you don’t want them to say or feel.
    4. Direct them to their spiritual authority whenever possible.
    5. Help them not to “take the part for the whole.”
    6. Help them seek a constructive and accountable plan of action involving their spouse, etc.
  - B. Going into a “crisis” is a gift from God.
    1. “Disillusionment” helps us get beyond illusions on our journey to reality. Jesus is and lives in the realm of reality, and wants us to join Him there!
    2. Usually “crises” only affect us deeply enough to marshal our resources in God to repent, re-think, reset training modes, and engage ourselves and others into genuine, real transformation.
- II. **Other general truths regarding biblical transformation and the processes we all enter into as we journey through the process:**
  - A. Assisting others in their process of transformation disciplines them and firmly establishes our own transformation. When you are truly in transformation, you need someone to help you. This is why the School of Business Leadership is Facilitator-based.
    1. To produce transformation in others, you must be in the transformation process yourself.
    2. Transformation will never occur until a person allows God to interrupt their agenda.
    3. You must not be deceived into thinking that talking about (or even learning about) transformation will produce transformation.
  - B. The Holy Spirit’s process of transformation forces us to do the following:
    1. Make the choice to hear truth against our self-nature.

2. Make the commitment to actively seek God's Truth, knowing that it may bring pain.
  3. Embrace the next problem as God's training program.
  4. Make the inner commitment to live in the pain of the unresolved problem until God's answer is revealed, knowing also that feeling bad never changed anything. (Hebrews 5:8; Philippians 3:8-10)
  5. Deal with our internal objections and defenses.
  6. Allow the conviction of the Holy Spirit, if necessary, to increase the pain.
  7. Commit to God's prescriptions for change.
  8. Establish real accountability with my coach.
  9. Submit to God's training routine.
  10. Be faithful to make ongoing adjustments.
  11. Establish a transformed lifestyle.
  12. Assist others in their process of transformation.
- C. Remember that:
1. Problems are God's pathway to transformation and maturity.
  2. Awareness of jurisdictional government and problem solving helps.
  3. Defeating dualism is one of our major goals.
  4. Authority is realized through servanthood.
  5. In the Kingdom, leadership finds its foundation in authority, not power or position.
  6. Axiomatic holism, i.e. the Kingdom is multi-jurisdictional, multi-ethnic, and multi-generational. This leads us into the next and final lesson.

# Foundations for Course Facilitation

## Axioms and Corollaries, Presuppositions and Paradigm Shifts

By Dennis Peacocke

### I. What Are Axioms and Corollaries?

- A. "Axioms" are the "first cause" foundational building blocks of truths or laws (The Ten Commandments). (The "roots" of the big picture)
  - 1. The Ten Commandments are Axioms; all other laws are either corollary-principled applications.
  - 2. A three-fold example: 1) gravity, 2) thermodynamics, 3) electromagnetism
  - 3. "Corollaries" are all the laws that fit under these three axioms (case law, Leviticus through Deuteronomy, specific applications).
  - 4. The principles of the cross as an axiom is another example.
  - 5. Axioms are "roots;" corollaries are "shoots" from them.
  - 6. "Jurisdictions" applies to the separations of power inferred from Scripture
- B. Our goal in life and in any course of study is to:
  - 1. Discover God's axioms and begin the journey of mastering how to apply them. ("organic learning")
  - 2. Build and resolve issues by dealing with causes, not symptoms.
- C. Here is another way to view how we grow in Christ by looking at root causes or foundations (axioms) and how they relate to action plans (corollaries).

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### Diagram One: Foundations of Growth



## II. What are “Presuppositions,” and How Do They Affect Us?

- A. Presuppositions make up our “worldview.”
  - 1. “Presuppositions” are the conscious or unconscious ways we look at the world within us and around us.
  - 2. They are composed of our:
    - a. “Paradigms:” sets of ideas interconnected.
    - b. “Values:” we are committed to live by and protect.
    - c. “Truths:” what we measure actions by and interpret cause-and-effect so as to make sense out of life.
- B. Our most basic presuppositions deal with:
  - 1. Our beliefs in existence and nature of God.
  - 2. Our beliefs in the nature and purpose of man.
  - 3. Our view of ourselves and what we are to be and to do in life.
  - 4. Our views of how society is supposed to work (justice) and our roles and responsibilities in it.
  - 5. What happens when we die.
  - 6. The existence of truth (absolutes and objectivity), and our responsibilities to truth.
- C. Essentially, the bible teaches that there are only two basic alternative worldviews—that is, competing systems of pre-suppositional answers to the above questions.
  - 1. The kingdom of this world (Satan and self).
  - 2. The Kingdom of God (God and the “one and the many”).
  - 3. Our job is to seek first God’s Kingdom reality (Matthew 6:33; Romans 12:2; 2 Corinthians 10:3-5) and grow in the living out of it.

## III. What are “Paradigms” and “Paradigm Shifts,” and how do they relate to us as people, Course Facilitators, and all other forms of leading or influencing people?

- A. A “paradigm” is a set of inter-related values, presuppositions, combined sets of information, and personal agendas that we use to interpret reality. A paradigm is a thought filter we see through.
  - 1. Remember that “the mind justifies what the heart has chosen,” and that choices sets of seeing “reality” through paradigms.
  - 2. When our paradigms are interrupted, we have an “aha moment” of seeing deeply into a set of ideas or “strongholds” affecting our behavior, someone else’s behavior, or even the nature behind whole organizations. There is no real change (transformation without paradigm shifts).
- B. To be or make disciples and help our students succeed, we must constantly be looking for people experiencing paradigm shifts and moving into the process of transformation (Romans 12:2).
  - 1. To get clear means getting the “log” (paradigm, presuppositions) out of our eyes (Matthew 7:3-5).
  - 2. We must all become conscious of our belief systems, blind spots, defensive actions.
  - 3. A biblical worldview sees truth in every jurisdiction, generation, and every ethnic group. That is Kingdom truth we seek to live in.

# Foundations for Course Facilitation

## Organizations and Our Philosophy of Power By Dennis Peacocke

### Scripture Reference: Philippians 2:1-12

I. **Premise: All leadership and all government rest upon His philosophy and personal application of the nature of power.**

II. **Here are the questions:**

- A. Is power and authority designed by love and knowledge to protect us from danger, seen and unseen? (Genesis 3:1-6)
- B. Is power and authority driven by insecurity and need for position, control, and personal advantage?
- C. All government, beginning with the family all the way to national government must first resolve these questions and establish their entire governing law base around their answers.
- D. Greed, selfishness, bribery, corruption, injustices all flow out of a self-centered view of power.

III. **Philippians 2:1-12 is God's example in Christ of loving authority and government.**

- A. It protects.
- B. It identifies with the weaker position.
- C. It is impartial to the rich.
- D. It sacrifices self to empower others.
- E. It focuses on responsibility rather than rights
- F. It calls attention to excellence in others, not self.
- G. It exalts those who practice it.
- H. It builds eternal character and teamwork in those who choose to identify with it.
- I. What do you look like in your "perceived day of power?"

IV. **Other Major Issues:**

- A. Scarcity vs. the power to create true leveraging and empowering people.
- B. Envisioning people with a call to responsibility first and rights second. Great nations are built when the people value giving themselves to something bigger than themselves.
- C. De-humanizing/exploiting/creating dependency or freedom? Revolution or transformation?
- D. Do we get elected by making promises we cannot deliver, or do we get elected by creating the motivation in people to become a part of the solution themselves?

# Tips for Facilitating

## **Get to know your students:**

This is an obvious but important recommendation. The process of getting to know your students should take place throughout the year, particularly around the areas of students' lives being challenged by the curriculum. There should be a consistent effort by the Facilitators to encourage their students to apply the truth they are learning to their lives. Finally, throughout the course of the year, there can be a tendency to get into a pattern of relating to one another in the context of the school curriculum concepts only. This limits the scope of relationship and fosters a stagnant learning environment. Conscious and creative efforts to draw the students out will help keep this from happening.

## **The following are examples of the types of questions you should be able to answer concerning the various students in your group by the end of the term:**

- What is this student passionate about?
- How does this student interact in a group setting?
- Is this student primarily internally motivated or externally motivated?
- Does this student think “big picture” to “what I can do” or the other direction?
- To what type of topics is this student most responsive?

## **Vision/Discipline problems? Keep the course goals in mind!**

The school can be thought of as a marathon. It is a year full of work and a lot of information. In the midst of so many principles and insights, you can lose sight of the forest for the trees. Keeping the goals of the school and each particular year in clear focus is important. It has been said, “There is no such thing as a discipline problem, only a vision problem.”

## **Setting goals for each student:**

As a Facilitator, a primary focus should be the growth and development of each individual student in light of the course. Not every student has the same needs or is going to have the same experience. Seeing clearly where each student can develop in the span of the year and working with them accordingly will be helpful in giving focus to how you challenge them. Keep in mind the focus and scope of each particular year's materials as you set goals.

## **Keep the meeting schedule as consistent as possible:**

Bringing variety to the meetings is important, however, a regular schedule for these meetings is essential. Pick a meeting time when each person can attend, and ask them to protect that time in their calendar. Infrequent or uncertain meeting schedules tend to undercut what is accomplished in the course. Also, be sensitive to keep the meeting times within the parameters that have been agreed upon. If meetings consistently start late or run over time, the students' motivation to stay involved will be undercut. Another important aspect of this is to keep the meeting format relatively similar, even though the details will be different and some of the creative activities might shift the time emphasis.

### **Start meetings with personal sharing and prayer:**

It is important to establish the right climate for the meetings and bring focus from the very start. The “Leadership by Pulling” supplement has more on this topic.

### **Motivate students to come prepared:**

Make sure students know what is expected of them and what they need to do to be prepared for that meeting. As much as possible, keep the content of the meeting based on things that can only be done as a group. The things students can do on their own, they should. Since a typical student meeting will be 90 minutes or less, time spent reviewing what the students should have done prior to the meeting is less than productive. In general, students should arrive having listened to or read the appropriate material, completed the corresponding homework, and be prepared to discuss the content of the material conceptually and as it applies to their own lives. They also should be prepared to take any particular direction of conversation anticipated from a previous meeting. Students who habitually come unprepared should be confronted, and, if the pattern continues, their further participation as a student should be reconsidered.

### **Connect and contextualize the material:**

When addressing an audio teaching or section of reading, try to answer these questions:

- Why was this included in the curriculum?
- What is the main point of what is being communicated?
- How does this tie in with previous materials we have studied?

Answering these questions is important to building a proper understanding of the curriculum as a whole. A corresponding analogy is that the curriculum of each year represents a chain. If we only see the materials independently from one another, then we end up with a collection of unconnected links that will not accomplish what they could as a chain. **CONNECT THE TEACHINGS!** This also serves a vital function of reviewing and refreshing what was covered earlier in the year. Connecting and contextualizing the materials in light of the goals of the course is a valuable endeavor. A list of course goals is provided in the Facilitator Manual.

### **Share from your life:**

The Facilitator is a model to the students. We are to help facilitate the Holy Spirit’s process of transformation in the lives of the members of our group. This means your facilitation will require a degree of intimacy. Nothing is quite as powerful as elaborating on a truth or principle from the curriculum than a real-life example.

### **Discussion questions and biblical connection:**

You can begin by your discussion by asking these three questions:

- What was taught?
- What new insights did you receive?
- How will you apply these to your life?

### **Have the students look up in the Bible the Scriptures referenced in the materials and discussion:**

It is important that students are challenged to become familiar with the biblical source

of the ideas they are learning and equipped to be able to defend their beliefs scripturally if challenged by others. This is also an excellent opportunity to take advantage of the power of the Scripture to change and mold the students' hearts in regard to the truths being studied. Remember, "Ask, don't tell." Only "tell" to correct misinterpretations. Draw them out as opposed to filling them up.

*A plan in the heart of a man is like deep water,  
but a man of understanding draws it out. —Proverbs 20:5*

## Learning to WAIT

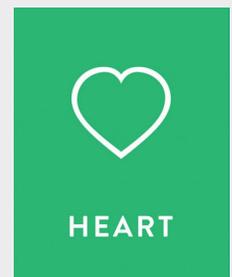
One of the most important skills a Facilitator can develop is learning to **WAIT** for participants to respond. After posing a question, allow a period of silence longer than feels comfortable in normal conversation. It often takes time for people to gather their thoughts and decide if they will share their ideas and experiences with the group. Count to 20 in your head to ensure you have given ample time. You will typically not be left hanging, and someone will fill the void. **AVOID THE TEMPTATION** to follow up with a clarifying question, offer your own answer, or move to the next question too quickly.

## The 3-Question Approach



**Ask a HEAD Question:** Every time your small group meets, strive to engage with the intellect (the head). We should be challenged to consider the truth presented to us from the Scriptures or other Bible-based materials about the character of God. Whether your group is a collection of mature believers, those new to the faith journey, or somewhere in the middle, it's always helpful to consider afresh who God is. This model is something the Apostle Paul regularly used when he was writing his epistles. He began with a truth/fact about God before moving to his heart-level, impassioned plea for action.

**Ask a HEART Question:** This is the question that brings authenticity and rootedness to your small-group community. When you use discussion questions that cause group members to tell a bit about themselves—not just about what they think—you're creating authenticity. Authenticity creates depth. Depth grows roots. Select discussion questions that cause people to examine their own lives, marriage, parenting, etc., and that stir something deep within our hearts, bringing real life to the forefront of group life.



**Ask a HANDS Question:** After the head has been convinced of a biblical truth and the heart has been compelled to respond, the hands should be challenged to act. Always close out your meeting time with discussion questions that lead a Christ-follower to some practical application. This will help take the discussion from theory to practice—from simply a nice idea kicked around in someone's living room to, for example, a gracious act at the local community center that brings God glory.

# Lesson Discussion Model

## Method of Engagement

For participants get the most value out of their school experience, we recommend that Course Facilitators use a fairly specific method to engage each lesson discussion.

As a support to what was introduced at the Facilitator School, here are some specifics about the “drawing out” process. We do not want the Facilitators feeling like they are asking the same questions over and over for each lesson, making the conversation unnatural or pedantic.

### I. Suggested Basic Model Method

- A. A few minutes of “catch up”
  1. Personal and professional “what’s happening?”
- B. Ask them to explain the big picture.
  1. Direct students to take about 5-8 minutes to explain how the course and recent lessons are impacting their lives and work. This is a key measure of their progress. If they cannot explain it to you, then it will be very weak when they try to explain it to an employee or spouse!
  2. Use this time to encourage and correct. Find their strength of insight as a theme and “water” that strength.
- C. Ask them about what they’ve specifically done with the most recent assignment.
  1. Now we are down to “brass tacks.”
  2. What were they supposed to do? Why? This discussion should also help them connect with prior actions and fit into the personal growth strategy they have confessed that God is working on with them.
- D. Listen for openings to correct and/or encourage.
  1. This is the most critical aspect of “coaching.”
  2. The quality of the questions must be sincere and never parroted back. Here are some phrases that work well:
    - a. *Tell me how you arrived at that decision or conclusion.*
    - b. *What does that mean?*
    - c. Repeat what they said with no change in inflection.
    - d. *What does the Bible have to say about that?* (scriptural verse connections if possible)
    - e. *Have you had success in sharing or implementing this truth? Tell me about it.*
    - f. *What do you think will be difficult about \_\_\_\_\_?* (the change you want to make)

g. *If you could snap your fingers and produce an outcome in situation “x,” what would it be? Since you can’t just snap a solution, what do you think would be the best first step?*

- E. Reinforce topics already covered and introduce new ideas (if ready).
  - 1. This can be a journal review, or if already discussed, move into new material. The key here is to show continuity of ideas and practices.
  - 2. As Facilitators, we should be able to do this easily. The Facilitator should endeavor to master “redescription,” as explaining it one way is almost never enough. As Facilitators, we should be working to explain concepts in a multitude of terms and analogies that we discern are most clear to the students. This should be studied and practiced as we move towards true knowledge of these truths.
- F. Reach agreement for the next assignment (completion date, standards, etc.)
  - 1. The assignments for adults must be “learner driven,” not “teacher driven.” This is a matter of capturing the heart; it lets the student take ownership of their development, utilizing the Facilitator, the curriculum, etc. as tools to that end. This avoids unnecessary conflict around authority and “qualifications.”
- G. Look to ask a question like: *So how will doing “x” improve your working relationships?*
  - 1. We must prioritize having students “confess” their belief in what the outcome will be based on specific actions. We should look for their issues of unbelief and pray with and for them to identify them; look for underlying issues behind them; resolve and renounce those issues; and replace them with a training commitment of new thoughts, confessions, Scriptures, and habit patterns to build up their faith.

This may seem simple or obvious, but your ability as a Facilitator to help students in this way is absolutely critical. You must gain their respect, trust, and belief by demonstrating your own ability, failures, and successes, and guiding THEM to decide what they will do to live out their training commitments. We should then help them connect their victories with future outcomes that you know are in their heart... something they dream of.

This is not possible if you haven’t bothered to ask someone what they are dreaming of or what they want to accomplish with this time and material. To the uninitiated, this type of conversation may feel like “small talk,” but it’s vital because it gives you glimpses into the heart and mind of those you are helping.

To master the coaching process, we must be very intentional with our language and conversation, have a clear and demonstrable mastery of the materials, and be able to draw out the heart of the student in such a way that the motivation to “work hard” is coming, not from a place of pleasing man, but from the student’s own integrity and sense of future success.

May we study, practice, and wisely use these guidelines to develop both our students’ skills and our own as well. We deeply appreciate your heart for Christ and His people and willingness to sacrificially invest your time and resources on their behalf.

# Sample Meeting Outline

MEETING LENGTH: 1.5-2 HOURS

- ❑ **Start on time.**
- ❑ **Relational sharing (5-10 minutes).** Get personal updates about what is going on in people's lives.
- ❑ **Prayer (5-10 minutes).** Give this time a little focus and direction; keep it relevant by incorporating specific objectives or formats.
- ❑ **Introduce the teaching topic (5-10 minutes).** Explain why it is important to the overall vision of the course.
- ❑ **Discuss the teaching (25-40 minutes).** Refer to the Facilitator Meeting Guide for the current lesson(s). Make it personal: encourage students to wrestle with the material and apply it both personally and publicly. Refer to any homework responses that highlight areas the Holy Spirit is moving.
- ❑ **Introduce the book reading, if applicable (5 minutes).** Discuss why it is important to the overall vision of the course and how it relates to the current lesson topic.
- ❑ **Discuss the reading (10-20 minutes).** Periodically, assign to different students the responsibility of leading the discussion around a particular section of the reading assignment.
- ❑ **Confirm meeting schedule (10-15 minutes).** Remind students of the next meeting date, homework assignments due, final project deadlines, and any upcoming events.
- ❑ **Close in Prayer (5-10 minutes).**
- ❑ **End on Time.**

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## Meeting Checklist

- ❑ **ATTENDANCE:** Record attendance and update the Attendance Tracker in the LMS after each meeting.
- ❑ **HOMEWORK:** Encourage any students who are behind to catch up on lessons to maintain enrollment.
- ❑ **SCHEDULE:** Confirm your next meeting date and time, homework due dates, and any upcoming events.
- ❑ **FINAL PROJECT:** In the latter half of the course, review the Final Project requirements and remind students of the submission deadline.

# Teaching Supplements

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# "What is a Christian Business?"

## FACILITATOR TEACHING NOTES

This teaching has been provided to FACILITATORS ONLY.

Please download and listen to the accompanying MP3 audio teaching posted on the password-protected Facilitator Resource Page.

Here is a guide to the documents referenced in the audio teaching and how to use them:

**A. DOCUMENT ONE: Building Your Business Relationally From the Inside Out/Facilitator Lesson Key (this 2-page spread is on the next page of this manual).**

1. Review the "Definition of a Christian Business."
2. The twelve concepts in the chart are derived from this definition and give components of measurement for Christian businesses.
3. The "Analysis" column provides questions you can read to your students to aid them in completing their worksheets.
4. The "Major Issues Involved" column provides additional prompts to assist in analyzing the level of thinking and concept application in which they are operating.

**B. DOCUMENT TWO: "How Does Your Business Measure Up?" Student Worksheet (this worksheet is on the next pages of this manual and in the GoBusiness Appendix)**

1. This is a 15-20 minute exercise that Facilitators should take students through for two major reasons:
  - a. To build and reinforce their abilities of strategic analysis and self-confrontation using the concepts of the course materials.
  - b. To help them "ground" the course concepts in usable, practical business analysis in the ordinary components comprising all businesses (suppliers, customers, employees, policies, sanctions, etc.).
2. The audio teaching recommends completing this exercise monthly which may not be practical, however, please make it your goal to visit this exercise several times throughout the course. Students can either print out multiple copies of the worksheet from the GoBusiness Appendix or just write their answers on a separate piece of paper.

**C. DOCUMENT THREE: The Christian Business: If It Exists, What Does It Look Like? (this article is found in the GoBusiness Appendix)**

1. Begin by reading this article and reviewing with your students. The spirit of it is about honoring God by honoring people and serving them with respect and empowerment. Its purpose is to take the concepts and apply them to real-life situations.
2. The four questions in the article help provide biblical clarity and a process of study on the following topics:

- a. Question One looks at whether a business is fixed or static. Can we "re-model" it?
- b. Question Two addresses how a business can be considered "Christian" by looking at how much biblical truth is being applied.
- c. Question Three is about assessing the level to which the business is built on the world's system of ideas vs. biblical truth—our goal being to eliminate as much "mixture" as possible.
- d. Question Four recognizes that economic policy is ultimately based on our view of God and man. Thus, how do we align our minds and motivations with God and Scripture?

**D. DOCUMENT FOUR: Please refer to Document One instead, as the content of Document Four has been merged into it.**

# Building Your Business Relationally From the Inside Out

**DEFINITION OF A CHRISTIAN BUSINESS:** *A Christian business is a commercial enterprise that consistently serves its customers, suppliers, and employees with monetary compensation, products, and services which bring value to their lives before God, applying biblical principles and ethics in such a way that God's Spirit has free access over the actions, operations, and profits of those who own and operate the organization.*

#	CONCEPT	MAJOR ISSUES INVOLVED	
1	<b>Consistent Service</b>	<ul style="list-style-type: none"> <li>• Strategic management</li> <li>• Agreement-alignment</li> </ul>	<ul style="list-style-type: none"> <li>• Service-based focus</li> </ul>
2	<b>Customer Relations</b>	<ul style="list-style-type: none"> <li>• Building relationally</li> <li>• Feedback research</li> <li>• Quality control</li> </ul>	<ul style="list-style-type: none"> <li>• Price sensitivity</li> <li>• Marketing policies</li> <li>• Networking-based sales</li> </ul>
3	<b>Supplier Relations</b>	<ul style="list-style-type: none"> <li>• Building relationally</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback research</li> </ul>
4	<b>Employee Relations</b>	<ul style="list-style-type: none"> <li>• Hiring-firing policy</li> <li>• Building relationally</li> <li>• Ownership-investment</li> <li>• Calling-placement</li> </ul>	<ul style="list-style-type: none"> <li>• Empowerment-education</li> <li>• Catechisms</li> <li>• Problem-solving</li> </ul>
5	<b>Monetary Compensation</b>	<ul style="list-style-type: none"> <li>• Ownership, investment</li> <li>• Profit levels, priorities</li> </ul>	<ul style="list-style-type: none"> <li>• Financial education services</li> </ul>
6	<b>Life Values</b>	<ul style="list-style-type: none"> <li>• Ethics</li> <li>• Social responsibility</li> <li>• Value-virtue linkage</li> </ul>	<ul style="list-style-type: none"> <li>• Comprehensive integrity</li> <li>• Discipleship</li> </ul>
7	<b>Application of Biblical Principles</b>	<ul style="list-style-type: none"> <li>• Spiritual holism</li> <li>• Courage with humility and discretion</li> </ul>	<ul style="list-style-type: none"> <li>• Agreement-alignment</li> <li>• Catechisms</li> </ul>
8	<b>Biblical Ethics</b>	<ul style="list-style-type: none"> <li>• Codified ethics</li> <li>• Accountable behavior</li> <li>• Company climate</li> </ul>	<ul style="list-style-type: none"> <li>• Internal-external integrity</li> <li>• Decision-making, problem-solving</li> </ul>
9	<b>God's Spirit Has Free Access</b>	<ul style="list-style-type: none"> <li>• Spiritual consciousness</li> <li>• Spiritual climate</li> <li>• "Engiftment" usage and development</li> </ul>	<ul style="list-style-type: none"> <li>• Holism vs. dualism</li> </ul>
10	<b>Over Actions, Operations, Profits</b>	<ul style="list-style-type: none"> <li>• Spiritual accountability</li> <li>• Ultimate ownership-stewardship</li> <li>• Strategic planning</li> </ul>	<ul style="list-style-type: none"> <li>• "Closed circle" economics</li> <li>• Leadership-management training</li> </ul>
11	<b>Of Those Who Own</b>	<ul style="list-style-type: none"> <li>• Ditto above</li> <li>• Core values and core practices</li> <li>• Spiritual "capital"</li> </ul>	<ul style="list-style-type: none"> <li>• Compensation and retained earnings policies</li> </ul>
12	<b>And Operate the Business</b>	<ul style="list-style-type: none"> <li>• Ownership/leadership/management/production relationships</li> <li>• Incentives</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity</li> <li>• Compensation</li> <li>• Proprietorship</li> </ul>

# Facilitator Lesson Key

- A. Consistent strategic thinking time, both individually and as a team.
- B. Appropriate and consistent measuring-comparative data.
- C. The discovery and application of the right questions.
- D. Establish policy → consistently applied policy → reviewed and adjusted policy (when necessary) in each of the areas of business covered in this definition.

#	ANALYSIS
← 1	Where do internal or external policy inconsistencies show up in your business?
← 2	How do your customers see you? Who are your customers demographically? How do you attract new customers?
← 3	How do your suppliers feel about your business service to them? What would you most like to change about your relationship with your suppliers? How might you do so?
← 4	Do you meet with your employees regularly to ask how they feel about their job, the company, and how you might make their job and the company more effective?
← 5	How do you establish compensation for your people: Industry wide standards (low to high)? Their performance? Their personal needs? As a road to ownership of the enterprise?
← 6	To what are your services and products to people catering (human need, vanity, sin, etc.)? Does your marketing tell the truth about the value of your products and services?
← 7	Do you have a list of biblical principles by which you run your business? Where is it? How often do you add to it? Does it cover all your operations? Are all your employees aware of it? How about your customers and suppliers?
← 8	What are ethics? (Relational principles and methods of applying them) Do you have a written set of biblical ethics by which you operate your business?
← 9	How do you bring God's Spirit into your daily business operations? How and where might sin be limiting His involvement?
← 10	How do you involve God's Spirit in the decision-making process of setting operational and profit standards in your company?
← 11	Who owns your business? How does God's Spirit directly influence them?
← 12	How much decision-making privilege do you give to those who operate your business with you? How can you increase both their strategic effectiveness and personal "buy-in"?

# "How Does Your Business Measure Up?" Student Worksheet

**DEFINITION OF A CHRISTIAN BUSINESS:** *A Christian business is a commercial enterprise that consistently serves its customers, suppliers, and employees with monetary compensation, products, and services which bring value to their lives before God, applying biblical principles and ethics in such a way that God's Spirit has free access over the actions, operations, and profits of those who own and operate the organization.*

#	CONCEPT	ANALYSIS
1	Consistent Service	
2	Customer Relations	
3	Supplier Relations	
4	Employee Relations	
5	Monetary Compensation	
6	Life Values	
7	Application of Biblical Principles	
8	Biblical Ethics	
9	God's Spirit Has Free Access	
10	Over Actions, Operations, Profits	
11	Of Those Who Own	
12	And Operate the Business	

# STRATEGIC PLANNING FOUNDATIONS

## The Four Essential Keys to Success: CALLING • CONTEXT • CHARACTER • COMPETENCY

### -CALLING-

What is the DNA of the business and its key leaders?  
The Vision: Calling, design, and destiny

THE INDIVIDUALS	THE ORGANIZATION(S)
<p><b>PERSONAL ORIGINS:</b></p> <p><b>I. REVEALED LIFE PASSIONS</b></p> <p>A. Recognizable from youth (saved/unsaved)</p> <p>B. Family gifts and callings (God's sovereignty)</p> <p>C. People groups; ethnic groups; economic classes; sports; activities</p> <p>D. People/activity patterns: you always end up with certain kinds of people and activities</p> <p><b>II. THE APOSTOLIC FAMILY</b></p> <p>A. The "sound" you respond to</p> <p>B. Priestly; pastoral settler (compassion)</p> <p>C. Kingly; prophetic; pioneer (violence/adventure) (Matthew 11:12)</p> <p>D. Kingly; apostolic; builder (warrior/protector/justice)</p> <p><b>III. "ENGIFTMENT" FACTORS</b></p> <p>A. Natural gifts</p> <p>B. Inherited gifts</p> <p>C. Spiritual gifts (1 Corinthians 12)</p> <p>D. Leadership gifts (Ephesians 4)</p> <p><b>IV. CAREER GIFT-FAITH FACTORS</b></p> <p>A. College major (education)</p> <p>B. "Accident"</p> <p>C. Money/status</p> <p>D. Confusion/comfortable</p> <p>E. Faith/passion/commissioned</p> <p><b>V. THE "RESULTS" FACTOR</b></p> <p>A. How do you measure success in your calling?</p> <p>B. How successful are you?</p> <p><b>VI. DOCUMENTATIONS (HABAKKUK 2:2)</b></p> <p>A. Written mission statements</p> <p>B. Strategic time sheets</p> <p><b>VII. STRATEGIC ALIGNMENT</b></p> <p>A. Personal accountability</p> <p>B. Performance/calling accountability</p>	<p><b>I. CORPORATE ORIGINS</b></p> <p>A. What business are you in?</p> <p>B. Who founded this organization, and what was their vision?</p> <p>C. How much alignment energy is given to following the founder's vision?</p> <p>D. Has the foundational vision been altered, and if so, is it succeeding?</p> <p>E. How is the organizational vision currently held and being imprinted into the participants and customers?</p> <p><b>II. SPIRITUAL PERSONA (IDENTITY)</b></p> <p>A. Is the perceived company persona aligned with the mission statement(s)?</p> <p>B. What are the constant "pulls" of the organization?</p> <p>C. Is the organization structured to produce and maintain the mission/vision?</p> <p><b>III. "ENGIFTMENT" FACTORS</b></p> <p>A. How are personal and corporate gifts sought out and developed?</p> <p>B. Are gifts sought out that align with the corporate mission?</p> <p><b>IV. MOTIVATIONAL FACTORS</b></p> <p>A. Is the company mission the primary driving factor of the people?</p> <p>B. If not, what is?</p> <p>C. How will the company's mission focus be maintained?</p> <p>D. Does the organization have heroes or models it validates and holds before the people?</p> <p><b>V. THE "RESULTS" FACTOR</b></p> <p>A. How do you measure success for this organization relative to its calling or vision?</p> <p>B. Is the company succeeding?</p> <p><b>VI. DOCUMENTATIONS</b></p> <p>A. Do your mission statements reflect the historic vision and its current modifications?</p> <p>B. Do you have strategic analysis templates?</p> <p><b>VII. STRATEGIC ALIGNMENT</b></p> <p>A. How do you maintain alignment analysis of the company?</p> <p>B. How do you measure the performance/calling accountability of the company?</p>

- When we invest in obedience to God and the empowering of people, profitability follows.
- Where skill and excellence intersect with passion and calling, God creates financial favor.
- Spiritual laws produce, affect, and determine natural results.

# STRATEGIC PLANNING FOUNDATIONS

## The Four Essential Keys to Success: CALLING • CONTEXT • CHARACTER • COMPETENCY

### -CONTEXT-

Values / Worldview / Relational Base and Skills  
Personal and corporate structures: Context (proceeding base)

THE INDIVIDUALS	THE ORGANIZATION(S)
<p><b>I. PERSONAL CONTEXT FACTORS</b></p> <ul style="list-style-type: none"> <li>A. What are the spiritual disciplines God has sought to build in your life?</li> <li>B. What is the <u>marriage-unity</u> operational base this person is proceeding out from?</li> <li>C. What is their view of life "success?" (motivation)</li> <li>D. What are our primary motives? (mammon)</li> <li>E. What is our faith level? (spiritual foundations)</li> <li>F. What is our primary knowledge source? (world vs. God's Kingdom)</li> <li>G. What is our prayer base?</li> <li>H. How committed are we to applying our gifts?               <ul style="list-style-type: none"> <li>I. Are we willing to take responsibility?</li> </ul> </li> </ul> <p><b>II. THE SPIRITUAL FAMILY CONTEXT</b></p> <ul style="list-style-type: none"> <li>A. Kingdom imminence or future dualism?</li> <li>B. Dominion or accommodation?</li> <li>C. Church or community?</li> <li>D. Apostolic or denominational?</li> </ul> <p><b>III. THE NATURAL FAMILY CONTEXT (INHERITED)</b></p> <ul style="list-style-type: none"> <li>A. Honoring/authority toward parents?</li> <li>B. Secure vs. divorced or traumatized?</li> <li>C. Multi-generational or single-generational?</li> <li>D. Sibling rivalry and favoritism or secure in placement?</li> </ul> <p><b>IV. THE NATURAL FAMILY CONTEXT (CREATED)</b></p> <ul style="list-style-type: none"> <li>A. Spiritual care/leadership with spouse?</li> <li>B. Agreement-alignment issues within family?</li> <li>C. Leadership/training with children?</li> <li>D. Family council identity?</li> <li>E. Multi-generational or single-generational vision?</li> </ul>	<p><b>I. LEARNING SECURITY BASE (adding value to the people; profit is generated by proprietorship)</b></p> <ul style="list-style-type: none"> <li>A. Perceived value treatment of the individuals?</li> <li>B. Clear lines of responsibility and authority?</li> <li>C. Clear lines of conflict resolution?</li> <li>D. Atmosphere of free communication?</li> <li>E. Encouragement of buy-in and proprietorship?</li> <li>F. Learning commitments and catechisms?</li> <li>G. Transcendent values or pragmatism?</li> </ul> <p><b>II. EXTERNAL RELATIONSHIPS</b></p> <ul style="list-style-type: none"> <li>A. Commitments to value external relationships with equal honor to internal relationships?</li> <li>B. Genuine feedback systems in place both internally and externally?</li> <li>C. Commitment to stand in results, not just the vision?</li> <li>D. Learning/vision adaptation commitments? (flexibility; myth; fear factors)</li> </ul> <p><b>III. LEADERSHIP CONTEXT</b></p> <ul style="list-style-type: none"> <li>A. Is the leadership both directive and input-committed?</li> <li>B. How "political" is the leadership-input climate?</li> <li>C. How consistent and clear is the vision casting?</li> <li>D. Is leadership development a priority?</li> </ul> <p><b>IV. MANAGEMENT CONTEXT</b></p> <ul style="list-style-type: none"> <li>A. Are the leadership/management distinct, clear, and practiced?</li> <li>B. What is the communication climate and frequency between leadership/management and management/personnel?</li> </ul> <p><b>V. ALIGNMENT CONTEXT</b></p> <ul style="list-style-type: none"> <li>A. Is the agreement-alignment concept clear and practiced?</li> <li>B. What needs to be done to strengthen the mission—relationally, structurally, and executionally?</li> </ul>

# STRATEGIC PLANNING FOUNDATIONS

## The Four Essential Keys to Success: CALLING • CONTEXT • CHARACTER • COMPETENCY

# -CHARACTER-

What character skills are required to fulfill the vision?  
Personal and corporate integrity: Character (stress-virtue factors)

THE INDIVIDUALS	THE ORGANIZATION(S)
<p><b>I. PERSONAL CHARACTER ISSUES</b></p> <p>A. Spiritual foundations</p> <ol style="list-style-type: none"> <li>1. <u>God-centered personality core</u> (fear of God; commitment to grow in Christ and serve)</li> <li>2. A growing Christian worldview</li> <li>3. Solid relational, spiritual context with <u>functioning authority/council</u>.</li> </ol> <p>B. Soul issues</p> <ol style="list-style-type: none"> <li>1. Emotional reality; <u>self-control</u>; freedom of expression</li> <li>2. Discipline; <u>finishing skills</u></li> <li>3. Breadth of interests; <u>wholeness</u></li> </ol> <p>C. Body issues</p> <ol style="list-style-type: none"> <li>1. Physical disciplines</li> <li>2. Social consciousness (effects on others)</li> <li>3. Freedom from addictions</li> </ol> <p><b>II. SPIRITUAL FAMILY CHARACTER</b></p> <p>A. Matthew 18 <u>conflict-resolution skills</u> and practices</p> <p>B. <u>Generational transfer</u> commitments and skills: The four levels of discipleship without “politics” (student; mentor; disciple; son)</p> <p>C. Teamwork skills and character attributes</p> <p><b>III. NATURAL FAMILY CHARACTER ASSETS</b></p> <p>A. <u>Family focus issues</u></p> <ol style="list-style-type: none"> <li>1. Strategic living</li> <li>2. Love-based training</li> <li>3. Attitudes before action correction</li> </ol> <p>B. Inherited family character issues:</p> <ol style="list-style-type: none"> <li>1. Character strengths</li> <li>2. Character weaknesses</li> </ol> <p><b>IV. CAREER/CALLING CHARACTER ISSUES</b></p> <p>A. Personal analysis of character skillsets to successfully fulfill the calling</p> <ol style="list-style-type: none"> <li>1. Leadership issues</li> <li>2. Relational, conceptual, executional</li> </ol> <p>B. How will you model and train others in the character virtues you seek to embody?</p>	<p><b>I. INTERNAL ISSUES</b></p> <p>A. Understanding of and absolute commitment to empowerment vs. self-gratification as the basis of power and authority (issues of power and authority)</p> <p>B. Character skillset analysis of requirements to fulfill the mission of the organization for the leadership team, management team, and personnel (required mission character sets)</p> <p>C. The necessity of <u>keeping the conversation</u> alive over 1 and 2 (patience and the quest for mastery)</p> <p>D. Are there unresolved issues of relational breakdowns either in the company’s past or current situation?</p> <p>E. Do you have a company statement on ethics or standards of behavior, and how is it kept alive?</p> <p><b>II. EXTERNAL CHARACTER ISSUES</b></p> <p>A. Regular evaluation based on feedback of how the organization is <u>externally perceived</u> in terms of character-related issues (external perceptions of character)</p> <ol style="list-style-type: none"> <li>1. Honesty</li> <li>2. Attitudes</li> <li>3. Promise fulfillment</li> <li>4. Quality-excellence</li> <li>5. Response/service/correction</li> </ol> <p>B. What is the organization’s commitment to the community?</p> <ol style="list-style-type: none"> <li>1. The poor (gleaning, etc.)</li> <li>2. Moral standards</li> <li>3. City action council models</li> </ol> <p><b>III. ORGANIZATIONAL CLIMATE</b></p> <p>A. Many of these issues are addressed in the “context” analysis on “The Organization(s)” column</p> <p>B. Is character valued in and of itself rather than being simply a tool that leads to personal and organizational success?</p> <p>C. Who are the “heroes” or “models” this organization promotes, and what does the organization value in them?</p> <p>D. What is the prayer base of the organization?</p>

# STRATEGIC PLANNING FOUNDATIONS

## The Four Essential Keys to Success: CALLING • CONTEXT • CHARACTER • COMPETENCY

# -COMPETENCY-

What skillsets are required to produce appropriate excellence?  
Strategic skillsets: Competency (performance levels)

THE INDIVIDUALS	THE ORGANIZATION(S)
<p><b>I. PERSONAL COMPETENCY ISSUES (THE DISCIPLINES BASE)</b></p> <ul style="list-style-type: none"> <li>A. To what level is there harmony between <u>employee placement</u> and personal gifts?</li> <li>B. What is their academic/self-taught/disciplined employment history? (self-taught vs. trained knowledge base)</li> <li>C. Are they committed to <u>life-long learning and mastery</u>? (love of learning)</li> <li>D. What are their time, talent, treasure commitments to the organization? (commitment levels)</li> <li>E. What are their <u>strategic life practices</u>, and are they sufficient for the present and adaptable?</li> <li>F. Is the <u>prayer base</u> adequate for the level of responsibility the individual carries?</li> <li>G. What are their <u>spiritual-warfare IQ levels</u>?</li> <li>H. What are their leadership skill levels?               <ul style="list-style-type: none"> <li>1. What is their assertion-discovery IQ?</li> <li>2. What is their team-play IQ and experience?</li> <li>3. What is their agreement-alignment IQ? (leadership skills)</li> <li>4. What is their structure-risk balance?</li> </ul> </li> </ul> <p><b>II. THE RELATIONAL BASE</b></p> <ul style="list-style-type: none"> <li>A. Conflict resolution</li> <li>B. Assertion-discovery</li> <li>C. Assumption of goodwill</li> <li>D. Trust-love distinctions</li> <li>E. Mediating grace listening</li> <li>F. Four-level discipling skills and building</li> <li>G. Teamwork skills</li> <li>H. Honoring; sacrifice; freedom from prejudices and fear of man</li> <li>I. Consciousness IQ</li> </ul> <p><b>III. THE CONCEPTUAL BASE</b></p> <ul style="list-style-type: none"> <li>A. Subject skills (strategic)</li> <li>B. Specific skills (tactical)</li> <li>C. Upgrade avenues and commitments</li> </ul> <p><b>IV. THE EXECUTIONAL BASE</b></p> <ul style="list-style-type: none"> <li>A. Specific job skillset requirements and upgrades</li> <li>B. What is their ability to understand how their role fits into the organization's overall mission and output?</li> </ul>	<p><b>I. INTERNAL COMPETENCY ISSUES</b></p> <ul style="list-style-type: none"> <li>A. Organizational distinctives</li> <li>B. Corporate <u>catechisms</u> level?</li> <li>C. <u>Strategic systems</u> analysis:               <ul style="list-style-type: none"> <li>1. Clarity on DNA mission</li> <li>2. Agreement-alignment</li> <li>3. Efficiency standards</li> <li>4. Systems maintenance and upgrades</li> <li>5. Resource development</li> <li>6. Critical paths</li> <li>7. Resources and finance</li> <li>8. Stress loads and speed</li> <li>9. Risk-stress, "S.W.A.T."</li> </ul> </li> <li>D. Technological Issues:               <ul style="list-style-type: none"> <li>1. New developments</li> <li>2. Best practices</li> <li>3. Internal R&amp;D</li> </ul> </li> </ul> <p><b>II. EXTERNAL COMMUNICATION SKILLS</b></p> <ul style="list-style-type: none"> <li>A. Message skill clarity</li> <li>B. Marketing/advertising integrity</li> <li>C. Perception of cultural values and willingness to use and shape them</li> <li>D. Customer validation</li> </ul> <p><b>III. PERSONAL LEARNING UPGRADING</b></p> <ul style="list-style-type: none"> <li>A. Specific policy and execution</li> <li>B. Teamwork drills</li> <li>C. "Playbook" focus</li> <li>D. Leadership and management training</li> <li>E. How is generational transfer being produced?</li> </ul> <p><b>IV. CORPORATE LEARNING UPGRADING</b></p> <ul style="list-style-type: none"> <li>A. Knowledge and execution (quest for mastery) of:               <ul style="list-style-type: none"> <li>1. Building skills</li> <li>2. Strategic planning</li> <li>3. Finance and accounting</li> <li>4. Growth-phase management</li> <li>5. Technology and equipment production/efficiency</li> <li>6. Spiritualwarfare skills</li> </ul> </li> <li>B. Relationally based skills upgrading</li> </ul>

# STRATEGIC PLANNING FOUNDATIONS

## 1. CALLING

### THE VISION (FOUNDATIONS)

- I. **The Vision: Calling and DNA (context)**
  - A. What are you called to do? (The "Hedgehog" Principle)
    1. The what
    2. The why?
    3. What business are you in? Define your mission statement and other founding documents.
- II. **What skillsets must be there to do this?:**
  - A. What is your required structure?
    1. The Organization Chart
    2. The acquisition and hiring of the right people
    3. The team-building plan
  - B. What resources are required to build this and sustain it?
    1. Spiritually
    2. Financially
    3. Timelines
  - C. Executionally
- III. **How will you establish and maintain alignment?**
- IV. **GoBusiness200's Twelve Foundational Stones (Building Principles):**
  - A. Internal motivation and faith issues:
    1. Our motives
    2. Our faith
    3. Our knowledge source
    4. Our prayer base
    5. Our applied "engiftment"
    6. Our willingness to take responsibility
  - B. Strategic "blueprint" issues:
    1. The Word as our measuring line
    2. The Trinity as our building pattern
    3. God's design for this building as our intentional pattern
    4. Relationships as our foundations
    5. Functioning biblical authority as our cohesion
    6. Appropriate communication as our point of honor

## 2. CONTEXT

### PERSONAL & CORPORATE STRUCTURES

- I. **Context foundations required:**
  - A. Spiritual (what do they proceed out from?)
    1. What transcendent value-base?
    2. What family base? (spiritual affiliation)
    3. What church base? (local expression)
  - B. Family
    1. Natural family history and training
    2. Current family base (values; disciplines)
  - C. Vocational
    1. Academic training
    2. Self-experience training (a "student")
    3. Employment history
- II. **External investment in (potential) clients**
  - A. Service
  - B. Problem-solving
- III. **Systems analysis: Major factors in the strategic management of systems**
  - A. Constant resource analysis
  - B. Systems upgrading
  - C. Efficiency standards and goals
  - D. Technological excellence (equipment/people)
  - E. Appropriate management tools/frequency
  - F. Leadership-management Interface
- IV. **Management analysis**
  - A. Relational
  - B. Conceptual
  - C. Technical
- V. **Organizational climate—the people (see next chart)**
- VI. **Implementation—decision-making factors**
  - A. Honesty (Matthew 16)
  - B. Mutual respect
  - C. Process decision-making
    1. Truth discovery
    2. Decision making vs. "fiat"
    3. Implementation
    4. Accountability
    5. Availability
    6. Trust and release
    7. Volunteerism
    8. Relational time
- VII. **What Is your organizational structure? (Calling, DNA, context, alignment)**
  - A. Your organizational chart (see next chart)
- VIII. **How will you establish and maintain alignment?**

# STRATEGIC PLANNING FOUNDATIONS

## 3. CHARACTER

### PERSONAL & CORPORATE INTEGRITY

- I. **Character qualities required:**
  - A. Integrity (spirit)
    - 1. A God-centered personality core (fear of God; desire to grow)
    - 2. A growing Christian worldview
    - 3. A solid surrounding relational base
    - 4. Functioning structures of accountability
  - B. Soul
    - 1. Emotional reality; self-control; freedom of expression
    - 2. Discipline and finishing skills
    - 3. Breadth of interests; wholeness
  - C. Body
    - 1. Physical disciplines
    - 2. Social consciousness (effect on others)
    - 3. Freedom from addictions
- II. **What character and skillsets are required for these jobs? (relational, conceptual, executional)**
  - A. For the leadership team
  - B. For the management team
  - C. For the personnel
- III. **What character traits must you have to achieve this as an organization?**
  - A. Spiritually
  - B. Relationally
  - C. Conceptually
  - D. Executionally

## 4. COMPETENCY

### STRATEGIC SKILLSETS

- I. **Decision-making factors**
  - A. Clarity on DNA/mission
  - B. Foundational vision documents
  - C. Senior leadership issues
  - D. Management issues (leverage points)
  - E. Resource issues
  - F. People/skill/learning-climate issues
  - G. Strategic alignment issues
  - H. Stress/speed/operational issues
  - I. Financial management issues
  - J. Strategic growth issues
  - K. Structural/sequence/timing issues
  - L. Communication issues
  - M. Prayer support issues; spiritual warfare
  - N. Perceived values (What is most important to me/us?)
  - O. Personality "engiftment" factors of decision-makers
  - P. Input: council factors (who)
  - Q. Risk: stress/comfort levels
  - R. Transcendent values (God)
- II. **Who is in the game, and how do we know?**
  - A. Time
  - B. Talent
  - C. Treasure
- III. **What must we do to execute the plan?**
  - A. Basic foundation process and execution
  - B. Strategic critical-path charts developed
  - C. Adequate resource-development strategy and input finished
- IV. **When will we do it and how will we do it?**
  - A. Specific commitment to execution of critical-path chart
  - B. Pull the trigger
  - C. "Red-alert" ongoing analysis, assessment, and adjustment process
- V. **What will undergird the process?**
  - A. Prayer (direction; implementation; assessment)
    - 1. Individuals
    - 2. Corporate
    - 3. Feedback systems
  - B. Teamwork drills
    - 1. Leadership assessments
    - 2. Team meetings
    - 3. Relational building activities
  - C. Strategic process
    - 1. A plan to live in strategic assessment
    - 2. The application thereof
  - D. Constant focus on leadership training
    - 1. Senior leadership focus and involvement
    - 2. Clear strategy and execution process

# MAJOR CONCEPTS

FOUNDING DOCUMENTS	COMPETENCY (STRATEGIC SKILLSETS)
<p><b>I. MISSION STATEMENT</b></p> <p><b>II. ARTICLES OF INCORPORATION ISSUES</b></p> <p><b>III. BY-LAW ISSUES</b></p> <p><b>IV. STRATEGIC DOCUMENTS</b></p> <p><b>V. MAJOR CURRENT ISSUES</b></p> <p>A. LEADERSHIP</p> <p>B. STRUCTURAL</p> <p>C. STRATEGIC</p> <p>D. RELATIONAL</p>	<p><b>I. SKILLSETS REQUIRED</b></p> <p>A. Relational skills</p> <ol style="list-style-type: none"> <li>1. Functioning commitment to honesty</li> <li>2. Discovery-assertion skills</li> <li>3. A team player</li> <li>4. Other-centered vs. self-centered</li> </ol> <p>B. Conceptual skills</p> <ol style="list-style-type: none"> <li>1. A foundational base of subject skills</li> <li>2. A foundational base of specific skills</li> <li>3. A commitment to upgrade skillsets</li> </ol> <p>C. Executional skills: (must match the job)</p> <ol style="list-style-type: none"> <li>1. Team-play, follows procedures and “plays”</li> <li>2. Teachable</li> <li>3. Responsible ownership of executional phase</li> </ol> <p><b>II. INTERNAL INVESTMENT IN PEOPLE (SKILLS)</b></p> <p>A. Training</p> <p>B. Upgrading</p> <p>C. Relational building</p> <p>D. Rotational holism</p> <p><b>III. GROWTH ISSUES</b></p> <p>A. Current Leaders/Structures</p> <ol style="list-style-type: none"> <li>1. Character/skills of current leaders</li> <li>2. Current organizational structures</li> <li>3. Current procedural functions</li> </ol> <p>B. New Leadership/Structures</p> <ol style="list-style-type: none"> <li>1. Character/skills of new leaders</li> <li>2. New required organizational structures</li> <li>3. New required procedural functions</li> </ol> <p>C. Conceptual/Warfare Issues</p> <ol style="list-style-type: none"> <li>1. Paradigm skills that will be required</li> <li>2. Spiritual warfare factors</li> </ol> <p><b>IV. ACQUIRING RESOURCES TO EXECUTE PLAN</b></p> <p>A. The spiritual foundations</p> <ol style="list-style-type: none"> <li>1. Council</li> <li>2. Accountability</li> <li>3. Growth</li> </ol> <p>B. The right people</p> <ol style="list-style-type: none"> <li>1. Spiritually</li> <li>2. Financially</li> <li>3. Timelines</li> </ol> <p>C. The financial base</p> <ol style="list-style-type: none"> <li>1. Start-up costs</li> <li>2. Operational costs</li> <li>3. Required reserves</li> </ol> <p><b>V. WHAT SKILLSETS MUST BE THERE TO DO THIS?</b></p> <p>A. What is your required structure?</p> <ol style="list-style-type: none"> <li>1. The Organization Chart</li> <li>2. The acquisition/hiring of the right people</li> <li>3. The team-building plan</li> </ol> <p>B. What resources are required to build this and sustain it?</p> <ol style="list-style-type: none"> <li>1. Spiritually</li> <li>2. Financially</li> <li>3. Timelines</li> </ol> <p>C. Executionally</p>





# School of Business Leadership

## **GoBusiness100 Facilitator Guide**

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# GoBusiness100 INTRODUCTORY MODULES

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# GoBusiness100 | Intro Module 1

Called by God to Steward His Creation, Part I  
BY DENNIS PEACOCKE



## MASTER PRINCIPLE:

God fellowships with man by giving us stewardship over His possessions.

### *Key Ideas:*

- Private Property
- Work as worship
- Strategic Thinking
- Dualism
- Teleology
- Stewardship
- Character and Maturity

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. The primary way God fellowships with us is by working with Him.  
a. **True**                      b. False
2. When you become very successful in your business, there may be a time when it is necessary and acceptable for you to put teamwork or some other master principle on hold for a while to keep up with the work.  
a. True                      **b. False**
3. In business, we should give people power based on their potential.  
a. True                      **b. False**
4. Empowerment comes from:  
a. An act                      b. A position or title                      **c. A process**
5. Why is Christianity responsible for much of the anti-work ethic in our culture?  
Many Christians believe we are on earth merely waiting to go to heaven so we can retire forever, instead of believing the truth that we are here to co-labor with God.
6. From this lesson, what will we take into eternity?  
Our obedient work, our character, and our skills.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Did God have to change His game plan after the fall? Should we change our game plan when we fail?  
No, God did not change His game plan because the fall was part of His plan from the beginning. We should not change our game plan because we fail.
2. In God's thinking, when did He know the Savior as to be slain? How does this help you understand the way God thinks?  
It says in Revelation 13:8 that the names in the Book of Life were written from the foundation of the world, thus God knew from the beginning that the Savior would need to be slain. This helps us understand that God is the master strategic thinker!
3. What three things do we need to share in order to create work partnerships?  
Goals, responsibility, and time.
4. Is the most powerful person in the world the president of the largest and most profitable company, the highest government official of the largest and most profitable nation, or is it neither?  
Neither is necessarily the most powerful person. Power does not come from money or position but from solving problems.

## LESSON HIGHLIGHT

**God gives us increased responsibility through incremental growth and opportunity.**

# GoBusiness100 | Intro Module 2

Called by God to Steward His Creation, Part II  
BY DENNIS PEACOCKE



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**MASTER PRINCIPLE:**  
Servant leaders produce proprietors

## *Key Ideas:*

- Servant Leadership
- Godly Leadership
- Design
- Stewardship
- Ownership
- Capitalism vs. Socialism
- Taxation

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. The primary goal of a godly leader is to be as profitable as possible because that is being fruitful in your labor.  
a. True                    **b. False**
2. The only way to really walk out God's principles of business is for everyone in a business to be a Christian.  
a. True                    **b. False**
3. Why is a proprietorial spirit so important for those we work with?
4. In your own words, expand on one of the biblical principles that motivates us as the rebuilders of our nations (from the three listed at the end of the outline):

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. As servant leaders, should we serve people no matter what, without being concerned about whether or not they produce any fruit?  
No, we should not serve people without concern for the fruit they produce because God expects increase in everyone and everything.
2. What is God's method for preparing us to co-rule with Him?  
God designed the problems, pressures, and responsibilities in our life and work to teach us to become skillful, productive managers of all that He has entrusted to us.
3. Identify two accusations of capitalism.  
1) It is profit-oriented, not people-oriented (utilitarian), i.e., it uses people. 2) It alienates man from his labor by objectifying labor into segregated production functions that are menial and repetitive.
4. America and other countries have integrated many socialist ideas for the purpose of compassion. Is socialism compassionate toward people by putting everyone in a position of equality? No.

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

# GoBusiness100 | Intro Module 3

## Private Property: Cornerstone of Freedom

BY DENNIS PEACOCKE



**MASTER PRINCIPLE:**

Lasting wealth is built generationally through the wise stewardship of private property.

*Key Ideas:*

- Private Property
- Wealth
- Socialism
- Economics
- Stewardship
- Family
- Generational Transfer

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. As a rule, it takes \_\_\_\_\_ generations for something to be implanted in a family.  
a. **3**                      b. 1                      c. 5
2. Do you think Jesus was more concerned about the people He healed or His disciples?  
He was more concerned about the disciples because they were those entrusted to Him to steward (John 17).
3. As our laws continue to undercut private property, what two things are produced in people?  
a. **Immaturity & debt**                      b. Security & balance                      c. Maturity & growth
4. When we die, monetary inheritance and possessions will most benefit our children and grandchildren.  
a. True                      b. **False**

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Does God think it is good to put resources into research and development in a business?  
Yes, He wants us to be family-oriented, living for and investing in the long run, not just short-run consumption.
2. What happens when we are entrusted with more responsibility?  
Increased fellowship, prosperity, and maturity.
3. As our laws continue to undercut private property, what two things are produced in people and why?  
They produce immaturity and debt because prosperity is the result of wise stewardship of private property. When you remove the stimulus, you will produce debt and immaturity because a person is not called up to bring increase to what they touch.
4. What is more beneficial to pass on to our children and grandchildren when we die than monetary inheritance and possessions?  
The character skills we have imparted to them that will allow them to acquire money and possessions. People with things but no character skills cannot hold onto what they have.

## LESSON HIGHLIGHT

**Private property is essential to both personal and societal maturity.**

# GoBusiness100 | Intro Module 4

## The Inheritance of the Heart

BY DENNIS PEACOCKE



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### *Ephesians 1:18-23*

*I pray that the eyes of your heart may be enlightened, so that you will know what is the hope of His calling, what are the riches of the glory of His inheritance in the saints, and what is the surpassing greatness of His power toward us who believe. These are in accordance with the working of the strength of His might which He brought about in Christ, when He raised Him from the dead and seated Him at His right hand in the heavenly places, far above all rule and authority and power and dominion, and every name that is named, not only in this age but also in the one to come. And He put all things in subjection under His feet, and gave Him as head over all things to the church, which is His body, the fullness of Him who fills all in all.*

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## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. God's main goals for us are that we would inherit His heart and pass on His heart to others and share in Him together.  
a. True            b. False
2. Explain 2-3 concepts you learned from this lesson; for each one, name the spheres to which they are most applicable (e.g., self, family, community, church, business/marketplace, nation).
3. How can we begin to change those we influence to see and break the curse of Malachi 4:4-6?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Are we seeing and relating generationally in our families and businesses?
2. What specific ideas and habit patterns must we change?  
Refer to the single-generational living section of the lesson outline.
3. How can we make ourselves available to God for this movement? What will we be committed to do?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

# GoBusiness100 | Intro Module 5

## Building Spiritual and Organizational Dynasties

BY DENNIS PEACOCKE



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### *1 Corinthians 3:10-13*

*Because of God's grace to me, I have laid the foundation like an expert builder. Now others are building on it. But whoever is building on this foundation must be very careful. For no one can lay any foundation other than the one we already have—Jesus Christ. Anyone who builds on that foundation may use a variety of materials—gold, silver, jewels, wood, hay, or straw. But on the judgment day, fire will reveal what kind of work each builder has done. The fire will show if a person's work has any value.*

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## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. The keys to prosperity and generational wealth lay in partnering with God on eternal goals and inheriting and passing on His heart.

- a. True                      b. False

2. Whatever is not in faith is sin. Have you evaluated the motivation behind your own projects or organizations and pressed God to determine if it is in alignment with His will and plans?

You cannot partner with God if you are not sure He is behind what you are doing. Joseph and Daniel, for example, discerned God's purpose in the organization they were a part of and rose to management/rulership.

3. Think about then explain how you could personally apply or activate a concept or truth from this lesson to your life.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why is language pivotal in the building of organizations?

Because there must be language unity in an organization for it to be successful.

2. How do we discern God's purposes for our lives, families, and organizations?

Spend time evaluating your work based on 1 Corinthians 3:10-13 (see opposite page) to find the permanent, eternal work that stands the test of fire. Sit quietly before God until He speaks. Identify your personal "DNA."

3. How do we produce sons and daughters?

We must be transparent in order to transfer our heart.

4. What are the benefits of sons and daughters vs. "slaves" (workers who do not share your heart)?

Overseeing slaves takes all your time. Sons and daughters can be trusted because they share your heart and vision. This allows you the freedom to continue to build, work on other projects, and ultimately be more productive.

## LESSON HIGHLIGHT

**God desires for us to fully grasp our spiritual heritage and identity in Christ before we receive the full extent of our inheritance.**

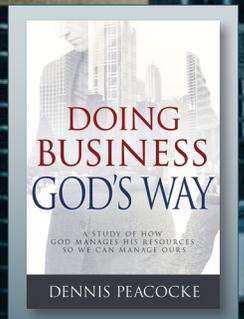


# Doing Business God's Way

## FACILITATOR GUIDE

*Dennis  
Peacocke*

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# Doing Business God's Way: Lesson 6

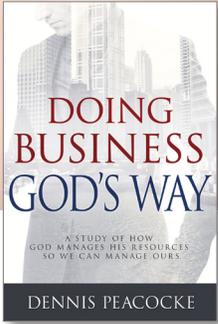
God is Building a Family Business

BY DENNIS PEACOCKE

**MASTER PRINCIPLE #1:**  
God is the Creator of private property.



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## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. God the Father is building a family business called "ALMIGHTY & SONS." List four things He wants for us:
  1. He wants each of His children to have a franchise in that business.
  2. He wants the business to grow through each of us.
  3. He wants His children to reap its blessings.
  4. He wants the needy, hurting people of the world to benefit from the services His business offers.
2. We are called to apply godly stewardship and care over the resources entrusted to us and look for opportunities to attack Hell's gates. Where do you begin first?  
From your own life.
3. Explain how you personally can occupy (literally: conduct business) until Jesus comes, remembering that the Bible is a textbook on all areas of life. Try to be specific about your own life.
4. What concepts did you learn in this lesson and how do they apply specifically to your personal and/or business life?

## MEETING GUIDE

### DISCUSSION THEME: "Purpose"

#### GROUP DISCUSSION QUESTIONS:

1. What does the word "purpose" bring to mind?
2. To what degree does God require our effort to fulfill His purposes?
3. Read Psalm 24:1 & 90:16-17. What do these verses mean? (Focus on key words.)
4. How would your perspective on your job change if you knew it was furthering God's purposes on earth? What specific actions can you commit to that will help strengthen and cultivate this perspective?

## LESSON HIGHLIGHT

**The way God runs His creation qualifies Him as the most prominent and productive businessman of all.**



# Doing Business God's Way: Lesson 7

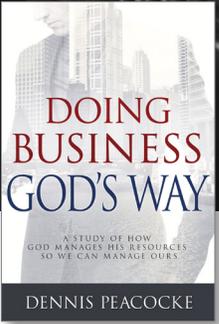
Maturity Comes by Stewarding Property

BY DENNIS PEACOCKE



**MASTER PRINCIPLE #2:**  
We grow by caring for people  
and things.

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## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Read Luke 19:12-27. What are your thoughts relative to this Scripture and what you are learning in this book?
2. Why does God give us power gradually?  
God's power plant far exceeds our puny capacities to contain and utilize it. Our character, until forged and purified through trials and problems, is too weak and self-serving to handle much power without being corrupted. God must therefore train us to incrementally handle His power, lest we be destroyed by the very thing we most need to work with Him.
3. List several heroes of the Bible who were problem solvers:  
Moses, Joshua, David, Paul
4. What is the primary difference between secular and Godly leadership?  
The difference is that Godly leadership has one primary goal: To draw others into their full potential in God.
5. List five character skills that will go with us into eternity:  
1) Godly motives, 2) Godly ethics, 3) Service orientation, 4) Leadership skills, 5) Stewardship skills

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. If we were putting together a "Responsibility 101" class, what would some of the lesson titles be?
2. Describe the relationship between responsibility and productivity.
3. Read Luke 19:12-27. What is God saying relative to His view of responsibility and productivity?
4. What are you doing now that qualifies you to take on more responsibility? How would you grow in responsibility if you started consistently viewing problems at your job as genuine opportunities?

## CASE STUDY

**SCENARIO:** During a recent small-group study at church, the conversation turns to environmentalism and climate change. Someone exclaims, "None of it matters anyway because Jesus is coming back soon! Who cares about the environment?"

**ANALYSIS:** How would you respond? Do the principles of stewardship and managing the created order inform your argument?

**MAKE YOUR CASE:** Explain how an understanding of eschatology and dualism connect to this conversation.

# Doing Business God's Way: Lesson 8

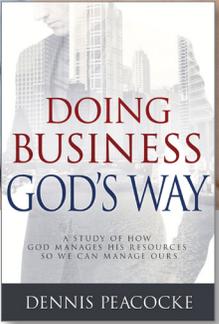
## Generational Wealth and the Family Unit

BY DENNIS PEACOCKE



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**MASTER PRINCIPLE #3:**  
All lasting wealth comes through the family unit and is built generationally.



## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. What are the five major areas of biblically definable wealth?  
1) Relational peace with God, 2) Relationships God has given you, 3) Revelational wealth, 4) Time, 5) Material contentment
2. In your own words, explain the following statement: "Godly families pass on the skills of stewardship and character as the primary guarantee of success."
3. How are the family and the economy linked?  
A nation's economic prosperity is based on its view of and care for the family unit. Good family law is good economic policy for a nation for a number of reasons. Cripple the family and you destroy the national economy. Divorce, illegitimacy policies, abortion, pornography, and materialism show up directly in a nation's savings rate, debt-equity structures, civic and corporate debt, and non-replenishable resources. The best barometer of a nation's economic health is the rate of improvement or regression of family health; it is a spiritual/moral affair.
4. Describe what you think your calling is:

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What are some of the words or ideas you associate with wealth?
2. What are some examples of wealth being used wisely? How about poorly?
3. Read Proverbs 13:22. What do you have now that would qualify as wealth eighty years from now? How are you preparing to transfer it to others?
4. What do you suspect your grandchildren's lives will be like if you are faithful to build wisely with your children in the areas of wealth stewardship—for example, in their biblical perspective on life, relationships, understanding of destiny and place in God's work, physical health, and material contentment? Give examples.

## LESSON HIGHLIGHT

**God's blessing pipeline is the family unit.**



# Doing Business God's Way: Lesson 9

Our God Loves to Work

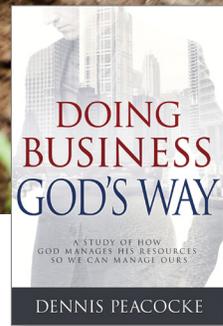
BY DENNIS PEACOCKE



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## MASTER PRINCIPLE #4:

Work is a holy, everlasting calling.



## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. The text states, "work allows what is inside of me to be revealed to the outside world." How do you relate to this statement? Read Mark 7:14-23.
2. What did Jesus mean in Matthew 6:19-20?

Many think God doesn't want us to prosper, but Christ didn't mean that at all. Why then did Jesus make the following statement? "Do not lay up for yourselves treasures upon earth... but lay up for yourselves treasures in heaven. For where your wealth is there will your heart be also" (Matthew 6:19-21). He said it to distinguish worldly riches from wealth.

3. What are the four things that wealth is centered around?  
Love, skill, obedience, and knowledge
4. What is the primary difference between capitalism and Kingdom economics?  
Stewardship replaces riches as our motivation. When that happens, contentment replaces envy, greed, and discontent.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What are some words or ideas you associate with work? What do they tell us about work?
2. What is the relationship between work and the soul?
3. Read Mark 7:14-23. What do these verses mean relative to our work?
4. How well are you representing God's heart toward work on your job?
5. Besides working harder, how would you relate to your job differently if Jesus was your boss?
6. In light of the previous question, what is one practical thing you can do this week at your job to become a better worker?

## CASE STUDY

**SCENARIO:** Over lunch with Christian coworkers, the conversation shifts to the challenges of balancing work, life, and everyday responsibilities. One person laments, "I can't wait until we go to heaven and don't have to work anymore!"

**ANALYSIS:** How would you respond? What scriptural examples might you offer to shift their perspective?

**MAKE YOUR CASE:** Evaluate the significance of work and its existence before the fall.



# Doing Business God's Way: Lesson 10

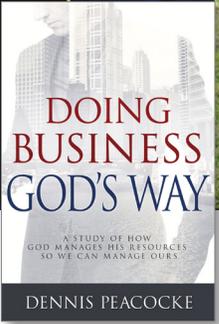
## The Product of the Family Business Is Service

BY DENNIS PEACOCKE



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**MASTER PRINCIPLE #5:**  
Service is the foundation of all lasting growth.



## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Describe "servant leadership" in your own words. What would it look like in your work?
2. How do you draw people into partnership in your business?  
By giving them increasing amounts of responsibility according to their calling, ability, and faithfulness.  
Your primary job in your business is to help those who work with you to discover what they are supposed to do in your business and to draw their skills out so they can do their work better and more effectively. Profit is a fruit, not a goal. Not everyone is suited for your business. Help them find what they are suited for.  
To be involved evangelistically in the business community, concentrate less on handing out tracts and more on helping people discover the design and potential God has for them. You may be the only person in someone's life that helps them do this. Openness to the Gospel follows true service.
3. Colossians 3:23 says, "Whatever you do, do your work heartily, as for the Lord rather than men." What does this mean in your workplace?
4. What type of business do you think God blesses?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What does the word "service" bring to mind?
2. Read Luke 22:25-27. What is Christ's posture towards service?
3. What are you doing to improve your ability as a servant?
4. What is one skill you can commit to investing in this week that will help you better serve your family or employer?

## LESSON HIGHLIGHT

**In any business or trade, in the long run, the servants will succeed.**

# Doing Business God's Way: Lesson 11

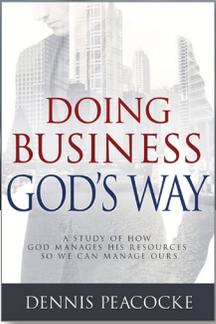
## What Money Reveals About People

BY DENNIS PEACOCKE



**MASTER PRINCIPLE #6:**  
God pays for what He orders.

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## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Many of my limitations are designed by God to protect me." What does this mean?
2. Explain this statement: "God sees money as a symptom, not a cause."  
Man's attitude about the amount of money or material assets he has is a symptom of his spiritual condition. It reveals how much we look to Him as our ultimate source and problem solver. Money does not cause us to change our spiritual condition, rather it reveals our spiritual condition.
3. What do you think the term "our appointed sphere" describes?
4. What is the difference between profit seeking and servanthood?  
God wants to empower people with His goals and skills, and He wants us to use our wealth to promote this.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why do people generally struggle with limitations?
2. Why does God limit the amount of money we are given or released to steward?
3. Read Genesis 3:1-6. What are some of the consequences of moving outside of God's ordained limits?
4. If you could discern whether a limit you were confronting was God-ordained or not, how would that change your attitude toward those limits?

## LESSON HIGHLIGHT

**Money is time in foldable form.**

# Doing Business God's Way: Lesson 12

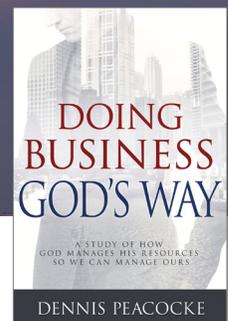
Risk, Self-Respect, and Redemptive Struggle

BY DENNIS PEACOCKE

## MASTER PRINCIPLE #7:

The possibility of failure is essential for human growth.

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## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Why don't people want a feedback system such as the Bible? Give some examples of how the state resists God's feedback system in today's government.  
Because they don't want to obey its rules—or have others obey them—since it exposes rebellion. Opponents of God's system often: 1) reject or ridicule the Word and limit access to it, and 2) use tax dollars to soften the consequences of disobedience.
2. The author writes in Chapter 7, "By the staff of His protection and provision we stay within the pasture of obedience to His Word and guidance." Read Psalm 23. Do you agree that the possibility of failure and pain is essential for human growth?
3. "If you really love me, let me struggle." Give 2-3 examples from life or nature that demonstrate this concept.
4. In what way do the government's science, technology, monetary, and fiscal policies continue to play parent to its citizens?
5. "Jesus takes poverty out of people, not people out of poverty." In your own words, what do you think the author means by this statement?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What are some words or ideas associated with risk?
2. Read Hebrews 5:8. What are the implications of the phrase, "He learned obedience from the things which He suffered?"
3. Sometimes, not allowing people to suffer the consequences of their decisions or actions can be more damaging than the actual consequence (the remedy is more deadly than the illness). How well are you responding to the consequences of your actions that God has not removed?
4. How do you think a clear understanding of the risk you are living in will impact your relationship with God?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:



# Doing Business God's Way: Lesson 13

Exposing the Cruelty of the Economics of Blame

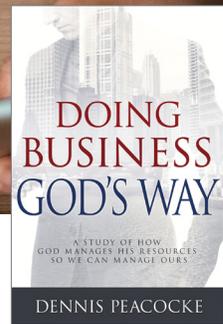
BY DENNIS PEACOCKE



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## MASTER PRINCIPLE #8:

Ideas and actions have economic consequences.



## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. List seven characteristics that directly affect the financial strength of individuals:  
**Answer:** Stewardship skills, work habits, savings patterns, consumption patterns, honesty, ability to cooperate, service orientation
2. The author states that "poverty is the result of sin." Comment on this thought.
3. What are three modern examples of man blaming the environment for poverty?  
Psychological determinism (Freudianism); Economic determinism (Marxism); Biological determinism (Darwinism)
4. The text mentions four major methods God sets before us to alleviate poverty. Practically speaking, how could you make each of these happen in your community? List your four answers and explain.  
**1) Gleaning:** Share surplus resources in exchange for labor. **2) Non-interest-bearing loans:** Provide loans to the brethren, reflecting Christ's teachings on generosity and love. **3) Voluntary servitude:** Promote personal discipline and direct assistance, not reliance on government subsidies or social programs. **4) Demonstrate God's love practically:** Use wealth to help the poor and create opportunities for dignified self help through labor (*Conspiracy of Kindness* by Steve Shogren).

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What does the term "blame shifting" bring to mind? What are some of the consequences of falling prey to being a "victim?"
2. Read Proverbs 13:21, 14:23, 19:15, and 28:19. Based on God's Word, how does poverty "happen" to people?
3. In what areas of your life have you fallen prey to blaming circumstances for your situation?
4. If you were equipped in God to battle and overcome one aspect of poverty in your community, what would it be?
5. What obstacles to overcoming various aspects of poverty can you identify in your own life? What is one thing can you begin to change this week?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

# Doing Business God's Way: Lesson 14

Justice and Equality Are Not the Same

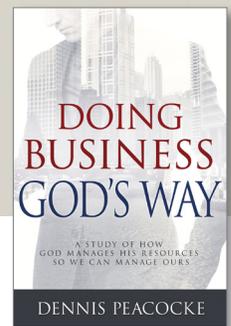
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## MASTER PRINCIPLE #9:

Men are not equal, and economic redistribution cannot change this fact.



## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. What is the difference between "justice" and "equality?"  
Equality means everyone is the same. However, true equality is impossible because people are not equal in skills, talents, or abilities—God designed us to be unique and complement each other. Justice, by contrast, means everyone is treated fairly under the law. For example, in Equal Employment Opportunity, the relevant question is whether a person is treated justly according to existing rules and laws, not whether everyone is made equal.
2. What are some examples of man's rebellion toward God?  
1) The claim that all people are inherently good. 2) Freud's teachings and society's acceptance of them which shift blame and discourage moral accountability. 3) The idea that people are solely the product of their environment.
3. As defined by Scripture, list the 8 things we must steward in order to live justly:  
1) My body, 2) natural and spiritual gifts, 3) relationships, 4) natural possessions, 5) Christ's Gospel, 6) salvation of myself and others, 7) God-ordained authority, 8) My place in the spiritual work of my generation and nation
4. After studying this lesson, how would you define justice?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What does the word "equality" bring to mind?
2. Describe the difference between justice and equality.
3. Read Isaiah 5:20-21, 23b. What are these verses about?
4. What damage have you done to uniqueness in the name of equality? What happened as a result?
5. How can you encourage the God-given uniqueness of those in your sphere of influence?

## LESSON HIGHLIGHT

**At the heart of the modern search for equality is an attempt to make equal what God has made unique.**



# Doing Business God's Way: Lesson 15

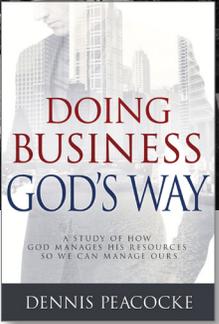
## Godly Government Produces Peace and Productivity

BY DENNIS PEACOCKE



**MASTER PRINCIPLE #10:**  
Functioning biblical government  
is essential for productivity.

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## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. List the five jurisdictions of human government.  
Self; family; church/ecclesiastic; commercial & voluntary associations; civil
2. What should be the driving force behind Christian organizations? What does it take to accomplish this?  
Each person's dignity is protected and their gifts are revealed and developed.
3. Explain why you think the government can or cannot solve our problems.  
The modern notion sees the state as God and civil government as the solution to all problems. This philosophy places responsibility for change at the top, assuming solutions come from government rather than the people. However, bureaucrats will not reform willingly, and meaningful change must come from the bottom up.
4. What is your philosophy of government?  
Clear, biblical government is essential for productivity. My philosophy of government is critical: Is it clearly defined for those I influence at home, work, church, or in society? If not, what principles guide my decisions? How am I helping to enhance people's productivity, increase their skills, and create an environment that corrects mistakes while prioritizing the development of potential?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What are some of the key ingredients that go into a productive lifestyle?
2. Read Romans 13:1-7. What is Paul saying about God's government?
3. What are you doing to welcome and embrace God's government in your life at work, in the church, and in your community?
4. How would the revelation that godly government produces peace and productivity impact the culture at your work?

## LESSON HIGHLIGHT

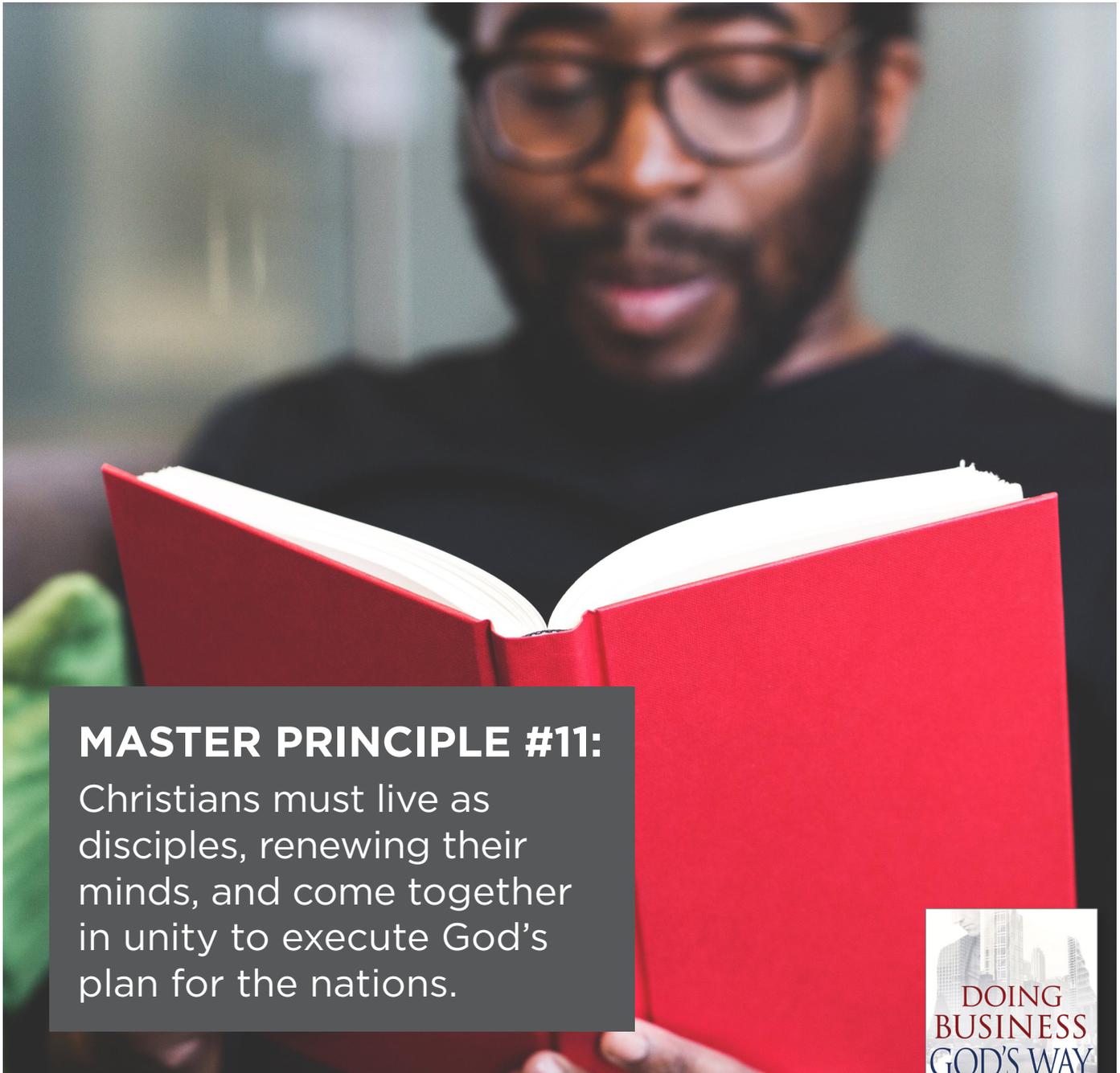
**Clear, biblical government is essential for productivity.**



# Doing Business God's Way: Lesson 16

## The Essential Threefold Cords

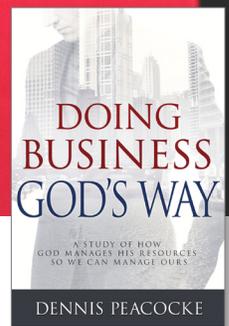
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### MASTER PRINCIPLE #11:

Christians must live as disciples, renewing their minds, and come together in unity to execute God's plan for the nations.



## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. What three things enable knowledge of truth to become powerful? What must we do to multiply truth?  
When it is applied: 1) properly, 2) consistently, and 3) with explanation to those who are being affected by its application.
2. In order to build a Christian worldview (versus one based on "Pharaoh's system"), what must be done and how do we do it?  
We must reorder our minds. We do this by knowing the origin and truths behind ideas before we buy them.
3. What do we need to do to apply our influence more effectively?  
Be more consistent and more self-conscious
4. What three things do the "right people" need to be qualified?  
Honesty, competency, and the capacity to be trained.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why is worldview important?
2. What does it look like to be a "disciplined learner?"
3. What are some of the Scriptures that address the importance of retraining your mind?
4. How have you applied and shared these truths in your own life this week?

## CASE STUDY

**SCENARIO:** A young believer in your church is seeking to grow in God but isn't sure what practical steps to take. She asks you to share specifically what you do for devotions and how often.

**ANALYSIS:** How would you answer her question? Do you think your personal devotion routine would be helpful for a new believer? Why or why not?

**MAKE YOUR CASE:** What do you rely on to "fuel" your life in God? Which aspects of your lifestyle actively support the growth of your biblical worldview?

# Doing Business God's Way: Lesson 17

A Call to True Radicals

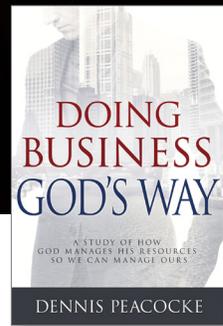
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## MASTER PRINCIPLE #12:

Discover the root structures and build out from them.



## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. Do you believe that Isaiah 61:4 has current day implications? If so, what are they?

2. What does it really take to produce and sustain economic prosperity and justice?

Only the Bible reveals the truth about God, humanity, and economics, thus only Christians can produce lasting prosperity and justice. We must retrain those shaped by secular economics and model the economics of "Almighty & Sons."

3. What does a revival presuppose?

Internal change. To have a born-again world, we must have born-again men and women. I cannot bring change to what I cannot see clearly, and I cannot see clearly God's standards and Kingdom until I am born again. Without His Kingdom laws as a measuring rod, I have no objective tools to repair or cast down what the world system has built.

4. List the six laws for rebuilding a culture.

**Personal initiative:** All true freedom begins in self-government under God.

**Healthy families:** The family unit is the basic building block of a healthy society.

**Effective churches:** Local church is primary equipping center for effective service.

**Private property:** The stewardship of private property is essential to personal and societal maturity.

**Problem solving:** Rebuilding a nation begins with rebuilding local communities.

**Strategic thinking:** Wars are won with ideas.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What does the word "radical" bring to mind? In what ways does God want us to become radical?

2. Read Isaiah 61:4. What are the current-day implications of this verse?

3. What impact could a small group of people truly committed to being radical in God have on your local community?

4. What is your plan to sow into this radical vision of "Almighty & Sons?"

## LESSON HIGHLIGHT

**Radicals reaffirm stabilizing truths while false dreamers and power-seekers simply don the garb of radicalism.**



# GoBusiness100 **GENERAL WORLDVIEW**



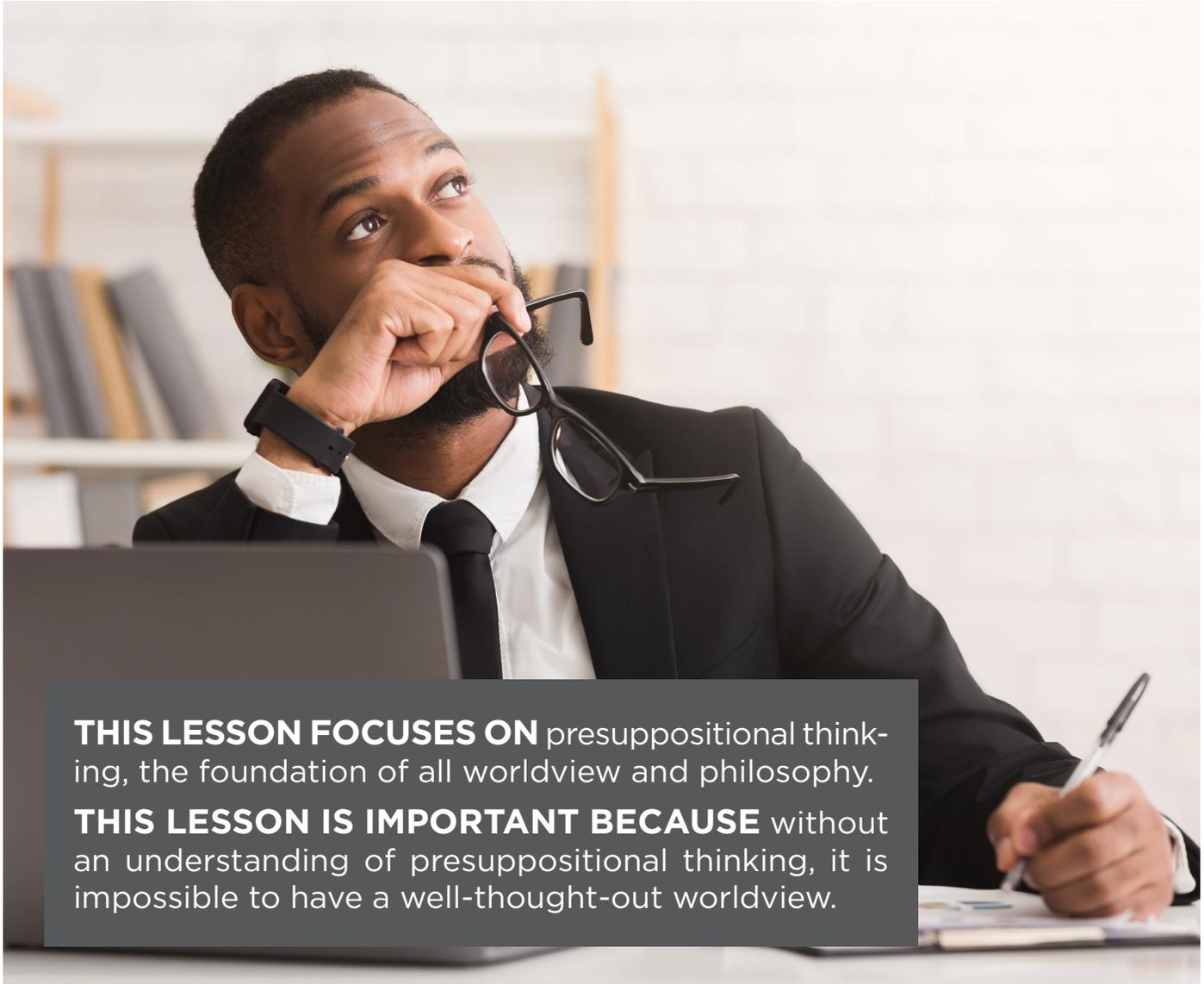
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## GoBusiness100 | Lesson 18

The Mind Justifies What the Heart Has Chosen

BY DENNIS PEACOCKE



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**THIS LESSON FOCUSES ON** presuppositional thinking, the foundation of all worldview and philosophy.

**THIS LESSON IS IMPORTANT BECAUSE** without an understanding of presuppositional thinking, it is impossible to have a well-thought-out worldview.

### *Key Ideas:*

- Presuppositional Thinking
- The Five Building Blocks of Man's Reality
- Paradigms
- Ideology
- Tree of Life vs. Tree of Knowledge

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. In your own words, explain what a presupposition is and give an example.
2. List the five building blocks of man's reality and next to each one, place a current event or issue which relates to it.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How is knowing why you believe something different from only knowing what you believe?

To know why we believe something is to understand the basic assumptions that undergird our beliefs.

2. How does the ability to recognize the presuppositions held by yourself and others equip you to serve as a prophetic voice within the culture?

We are equipped to examine our own hearts and minds to see that they are aligned with God's Word. We are able to see into people's lives by exposing their heart choices. We are equipped to identify root issues of societies' problems.

3. What non-Christian group are you aware of who know what they believe at a presuppositional level and are very conscious of spreading their worldview?

The Pro-Choice movement deliberately spreads its worldview by selectively collecting data, interpreting it with bias, and presenting only what supports its position—such as claiming life begins only after birth while downplaying mental, medical, and ethical concerns. Under a compassionate, “pro-womanhood” veneer, it conceals its core presupposition: that human life holds no God-given value when it causes inconvenience, stress, embarrassment, or financial burden..

4. Discuss “The Five Building Blocks of Man's Reality” (see lesson outline & diagram).

## CASE STUDY

**SCENARIO:** You are teaching a class for new believers at your church. During the lesson, a student says, “I don't think God cares what we believe, as long as we love Him.”

**ANALYSIS:** What do you think is at the root of a statement like this? Why does what we believe matter to God?

**MAKE YOUR CASE:** Explain why the heart not only determines what we love but also shapes what we believe.

## GoBusiness100 | Lesson 19

### Worldview in a Nutshell: The Three Root Presuppositions

BY KATHERINE GALLAGHER



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**THIS LESSON FOCUSES ON** why learning to think presuppositionally is such a powerful tool. Specifically, it will introduce the importance of our presuppositions about the nature of God, man, and truth.

**THIS LESSON IS IMPORTANT BECAUSE** If we are going to become those who can actively and effectively work with the Holy Spirit to impact lives and situations, the ability to discern and address issues at a heart level is essential.

### *Key Ideas:*

- Presuppositional Thinking
- Convincing vs. Conviction
- Worldview Formation and Application
- The Nature of God, Man, and Truth
- The Mind Justifies What the Heart Has Chosen
- The Worldview Journey

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. In your own words, explain the difference between convincing and conviction.
2. Pick a current event or issue in the news and identify one of the important presuppositions that is involved.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

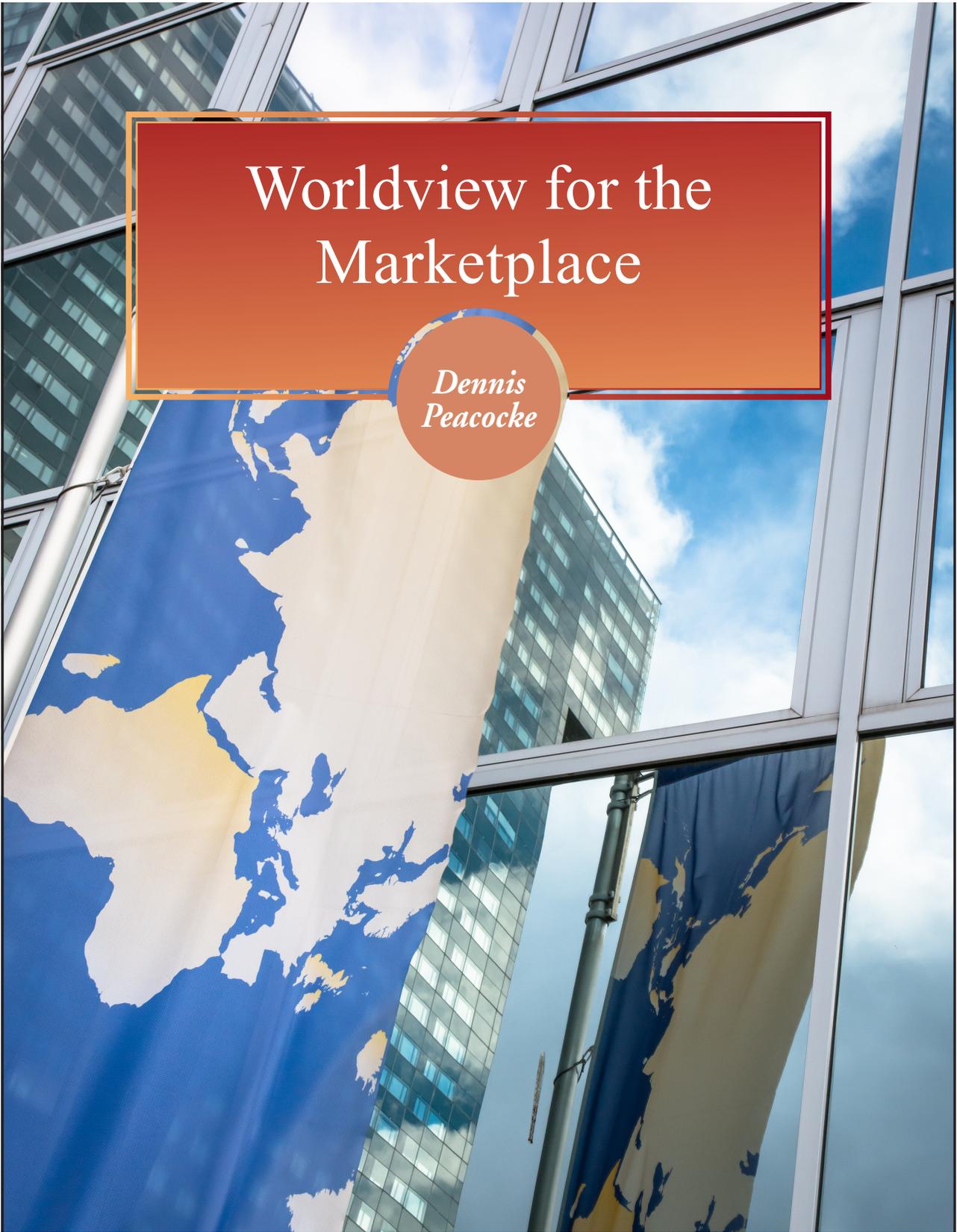
1. How does unawareness of presuppositions limit our ability to impact the culture?
2. How is the ability to think presuppositionally useful as a tool for evangelism?  
By asking simple questions, we can get to the heart issue—the REAL issue.
3. As most assumptions are derived from the three root presuppositions, what are some questions you could ask to reveal someone's heart choices?
4. Why do you suppose the majority of Christians have not been taught how to think presuppositionally?

## CASE STUDY

**SCENARIO:** You're talking with a friend who is passionate about "tolerance" and feels strongly that "love is love."

**ANALYSIS:** How would you respond compassionately and biblically to your friend's position? Why do you think your friend feels this way, and what questions might you ask to help them consider what their definition of love is built on?

**MAKE YOUR CASE:** What is the root belief behind making tolerance the highest value?



# Worldview for the Marketplace

*Dennis Peacocke*

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**You are called to co-manage God's creation in Christ**

*Now if we are children, then we are heirs—heirs of God and co-heirs with Christ, if indeed we share in his sufferings in order that we may also share in his glory. —Romans 8:17*

# WORLDVIEW FOR THE MARKETPLACE MASTER PRINCIPLES

#	<i>Seeing the power of...</i>	<i>Through a Christian Worldview...</i> <b>TEACHING TITLE:</b>	<i>As we apply God's building principles...</i> <b>MASTER PRINCIPLE:</b>	<i>With the strength of a threefold cord</i> <i>(Ecclesiastes 4:12)</i>
1.	God in the "now"	Glorifying God in the War Between Two Seeds	Salvation opens the door to living and building in God's eternal Kingdom	<b>R E V E L A T I O N</b>
2.	Flowing with divine order	Building on Divine Law	We must discover and build upon God's master principles of life and structure	
3.	Ideas moving things	Getting Free from Pharaoh's Propaganda Machines	Ideas and actions produce economic consequences	
4.	Strategic planning (revelation)	Living and Working Strategically	Work is a holy and everlasting calling in God	
5.	Faith: no risk, no reward	The Power of Obedient Faith	The possibility of failure is essential to human growth	
6.	Love in action	Mediating Grace	We grow in God by caring for people and things	<b>R E L A T I O N S H I P</b>
7.	Teamwork (Relationships)	Jurisdictions, Authority, and Proprietorship: Understanding the Nature of a Winning Team	Functioning biblical government is essential for lasting productivity	
8.	Generational transfer	How Big Is Your Vision?	All lasting wealth comes through the family unit and is built generationally	
9.	Stewardship	God Loans, Transfers, and Takes Away	God is the Author and Creator of all private property	<b>S T E W A R D S H I P</b>
10.	The value of service	Where is the Value?	Service is the foundation of every successful ministry	
11.	Obedience-based supply	The Economics of Obedience and Boundaries	God pays for what He orders	
12.	Uniqueness, justice, empowerment	The Beauty of Justice	Man is not equal, and economic redistribution cannot make equal what God has made unique	

# Worldview for the Marketplace: Audio 1

## Glorifying God in the War Between Two Seeds

BY DENNIS PEACOCKE | THREEFOLD CORD: REVELATION



### MASTER PRINCIPLE #1:

Salvation opens the door to living and building in God's eternal Kingdom.

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### **KEY CONCEPTS:**

*The recognition of seduction and the establishment of a godly, personal mission with ongoing alignment.*

1. We are saved to serve God and glorify Him in His Kingdom both now and in eternity.
2. When we "exodus" from Egypt, we begin the process of getting Egypt out of us, especially in the ways we think and reason.
3. As we discover the power of paradigms and presuppositions, we come to understand the saying, "the mind justifies what the heart has chosen."
4. In our struggle for renewal, we experience the reality of "the war between two seeds."

### **MARKETPLACE MINISTRY APPLICATION:**

*The definition of our mission and the need for constant alignment with godly principles and strategy.*

1. Our business ministry must align itself by glorifying God now, not glorifying ourselves or withdrawing from the world. Staying in the "now" deals with our work habits.
2. The world system's thinking will sabotage us by trapping us in its ways or by telling us that the marketplace means nothing to God.
3. We must keep our hearts in God's hands so as to keep our lives free from self-deception. Either the pressures from our life struggles or the deceptions of false success can lead us to lose our focus on expanding God's Kingdom on earth.

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. How does “deprogramming” from the world system’s way of thinking make you more effective in the war between two seeds? (Genesis 3:15)
2. To what degree are you committed to having your mind renewed so that you can impact others within your area of influence?
3. What impact do you see the concept of living and working “in the now” has on workplace productivity? How will you help yourself and others live and work in the now?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What new insights did the Holy Spirit give you in this lesson?
2. In terms of attitudes and actions, what are some of the differences between living to go to heaven and living to glorify God now in His Kingdom as it extends on Earth?
3. What are the implications in this lifetime to the reality that you have already been “transferred into the Kingdom of God’s Son?” (Colossians 1:13)
4. What value do you see in on-site workplace reeducation of people in godly principles that affect growth and productivity? If you are in a position to promote such education, how will you do so and which principles will you emphasize?

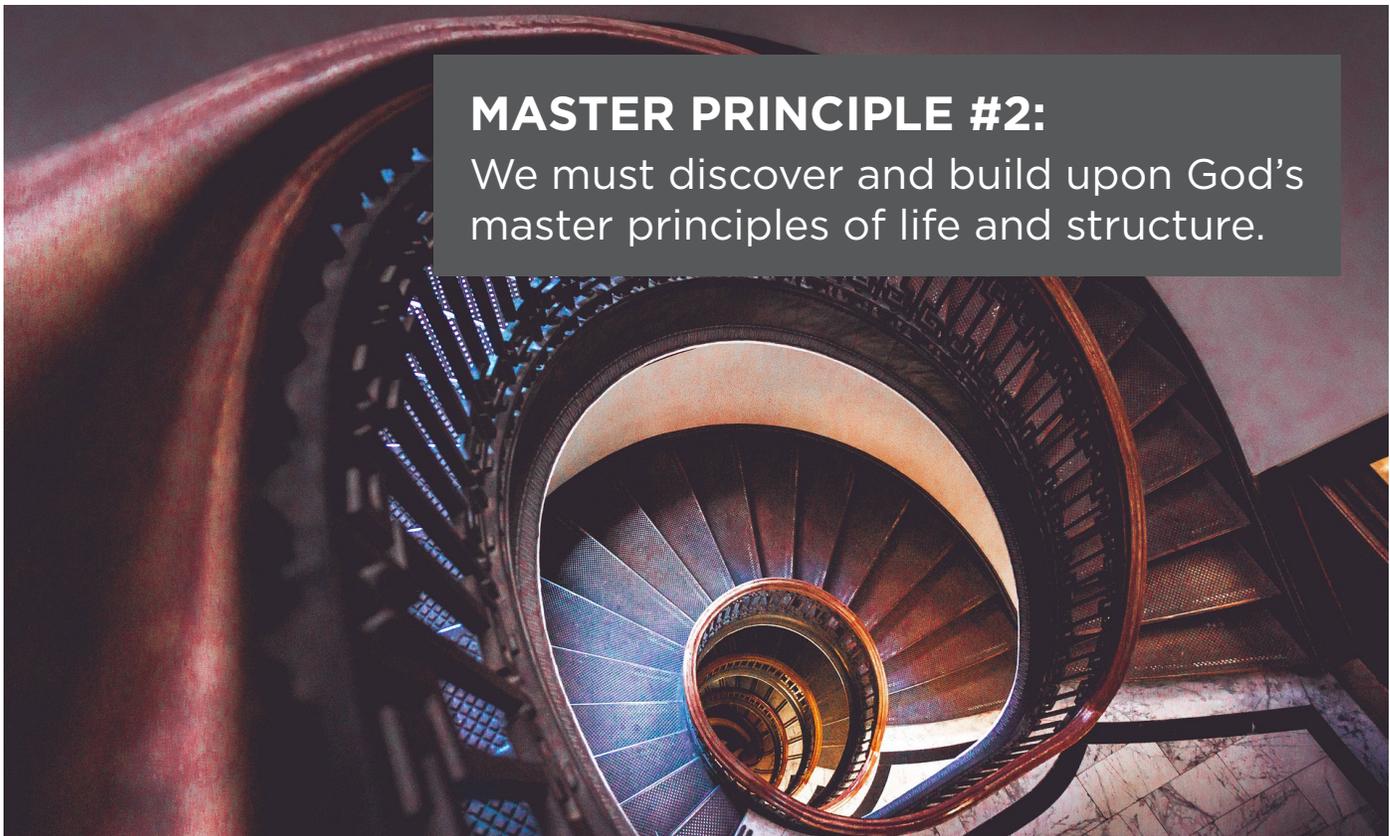
## LESSON HIGHLIGHT

**When we are born into His Kingdom, we enter the possibility of doing eternal work now.**

# Worldview for the Marketplace: Audio 2

## Building on Divine Law

BY DENNIS PEACOCKE | THREEFOLD CORD: REVELATION



### **MASTER PRINCIPLE #2:**

We must discover and build upon God's master principles of life and structure.

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### **KEY CONCEPTS:**

*Applying God's Word to all things is essential.*

- 1. Both the spiritual and natural universe are built upon God's laws of divine order.*
- 2. God's laws are explicitly revealed in His Word and implicitly revealed in His creation.*
- 3. The whole Word of God, Old and New Testaments, deals with God's will for every aspect of man's personal and social life.*
- 4. There are five basic building blocks making up mankind's worldview.*

### **MARKETPLACE MINISTRY APPLICATION:**

*Partnering with the Holy Spirit to apply the Scripture to your marketplace ministry.*

- 1. Conventional business "wisdom" must align itself with God's Word or it is not wisdom and will lead to deception and failure.*
- 2. We must look at the marketplace through spiritual eyes—not through natural eyes.*
- 3. The whole of Scripture deals with the three foundations of business: a) strategic building, b) resource management, and c) problem-solving.*
- 4. Our marketplace ministry is part of a larger social "ecosystem"; decisions require God-given wholistic thinking.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. How is it that believers can be free from the law yet still living under God's principles?
2. At this point in your life, with what major principles of God can you honestly say you have consciously determined to align your life?
3. To what degree do you still struggle with antinomianism (a rejection of laws) in your own life?
4. In your leadership and management at work, how systematic are the leadership principles you apply? Do others see the value of these principles? How do you know?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Explain the distinction between the laws of God and the principles of God.
2. What does it mean when we say that God is a "systematic builder?" What does that have to do with you?
3. Give examples from your life and the lives of others where you have seen the laws of God operate to reveal rebellion or ignorance?
4. Why might it be unwise to hire a Christian who professes freedom from the laws and principles of God and who labels any who observe them as legalistic?

## LESSON HIGHLIGHT

**God's laws are explicitly revealed in His Word  
and implicitly revealed in His creation.**

## Worldview for the Marketplace: Audio 3

### Getting Free From Pharaoh's Propaganda Machine

BY DENNIS PEACOCKE | THREEFOLD CORD: REVELATION



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### **KEY CONCEPTS:**

*Seeing the necessity of deprogramming from the world system and building instead on God's laws of sowing and reaping.*

1. "Pharaoh's" world system spends vast amounts of time and energy brainwashing us with its presuppositions and propaganda.
2. How we see things shapes all our relationships and what our lives and energy produce.
3. Westernization and modernization are based on combinations of Greco-Roman culture, Christianity, and the modern "left-right" game.
4. Historic, reformed Christianity is the foundation of the so-called "free market" and its engine of prosperity.

### **MARKETPLACE MINISTRY APPLICATION:**

*Building your life and ministry on the positive laws of sowing and reaping; making wise investments.*

1. Unless we can find biblical truth in the world's "wisdom," we should not apply it to our lives, families, businesses, or nations.
2. What we produce in our work externally reflects what we see internally and how we see it.
3. All human "wisdom" contains a mixture of selfishness, ignorance, and demonic design, and must be measured by Scripture and proven, biblical counselors.
4. All sound business and stewardship practices are grounded in God's Word, even if the world wants credit for them.

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. Is it an unfair accusation to suggest that our public school systems and universities “brainwash” students? Explain your answer.
2. Explain what is meant by transformation working from “the inside-out?”
3. Identify and write down three to four major assumptions about the nature of reality (presuppositions) in which you operate in life. An example of a presupposition would be to say that there are no absolute truths.
4. Why is it essential to work through a business plan before attempting to bring change to a department, person, or the entire company?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What are some of the differences between people and cultures who believe in absolutes of moral conduct and thinking versus those who don't?
2. The gospel of the Kingdom calls each one of us to move from the “A-side” to the “B-side.” Take some time to consider your life and where you are in this process.
3. Identify two biblical principles (with Scripture references) that relate to business practices the world system claims as its own.
4. In sales and marketing, what is the difference between honest advertising and “propaganda?”

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

# Worldview for the Marketplace: Audio 4

## Living and Working Strategically

BY DENNIS PEACOCKE | THREEFOLD CORD: REVELATION



### MASTER PRINCIPLE #4:

Work is a holy and everlasting calling in God.

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### **KEY CONCEPTS:**

*Modeling what we are building after God and His ways of building.*

1. God models for us what He expects us to do as we fellowship with Him in His strategic work and life.
2. God plays everyone who is in shape and plays them at the level they are prepared to play.
3. Strategic living requires serious levels of resource planning, personal discipline, and an active commitment to see God's Kingdom extended on earth.
4. Some work passes through death into eternity.

### **MARKETPLACE MINISTRY APPLICATION:**

*The strategic development of learning-based and character-based organizations.*

1. All organizations should develop a self-conscious climate that is biblical and sets the standard for all practice and behavior.
2. Training and advancement should be the goal for all members of our families, churches, businesses, and nations.
3. All of the elements of strategic planning and discipline must undergird our business/stewardship preparations and executions.
4. Building character and skills must be at the center of our business enterprise: Profit will be the "fruit."

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. What does it mean to say that God is the model for all conduct, morality, building principles, and building practices?
2. In what areas of your life is God working to “get you in shape” so you can play at a higher level?
3. Jesus says, “freely you have received, now freely give” (Matthew 10:8). With whom do you plan to share these truths?
4. In your workplace, are people promoted more based on their proven character or based on politics and talent?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What does it mean to say that we are called to do eternal work now? Give examples of investments you are making in your life that will pass through death.
2. How does the structure of your organization reflect the way God builds through the Trinity?

## LESSON HIGHLIGHT

**As a Master Coach, God “plays us” at our level of preparedness.**

# Worldview for the Marketplace: Audio 5

## The Power of Obedient Faith

BY DENNIS PEACOCKE | THREEFOLD CORD: REVELATION

### MASTER PRINCIPLE #5:

The possibility of failure is essential to human growth.



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### **KEY CONCEPTS:**

*How to apply biblical faith in our decision making and how to be a witness at work.*

1. In God, obedience and trust—not “reason”—are the currency of success.
2. From the human perspective, faith is a form of risk which builds our discernment and trust in God.
3. If our ministry is in the marketplace, then our faith must be fully expressed there.
4. Experiencing failure ourselves, and sometimes letting others fail, is a two-edged sword which contributes to our maturity.

### **MARKETPLACE MINISTRY APPLICATION:**

*Practicing biblical decision-making in matters of faith, evangelism, and employment practices.*

1. In life and in business, “reason” must be defined as adhering to biblical principles in our decision-making process.
2. Managing risk is about eliminating false assumptions, presumption on God, unbiblical partnerships, and the demand that results look exactly like we think they should.
3. We must live in our witness at work, displaying our humanity, humility, fearlessness of conviction, love, and honoring of God.
4. We must have the courage to accept being hired, promoted, or demoted based on what God is doing to clarify and develop our calling, skills, and character.

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. In your own words, explain why the possibility of failure is essential to human growth.
2. Give some examples as to how your biblical faith is reflected in your work:
3. In what ways does God reward faith in the marketplace? Give 2-3 examples.
4. In whom are you investing energy systematically and self-consciously where you work? Who is investing in you and in what specific ways?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How is biblical faith related to human reasoning, knowing that reason is an attribute and gift from God?
2. Explain the relationship between faith and risk.
3. Consider the degree to which your decision-making process is impacted by conventional wisdom rather than spiritual truth.
4. Why can the exercising of human compassion, in fact, be cruelty? Give examples.

## CASE STUDY

**SCENARIO:** You notice a friend at church who seems troubled. When you ask how they are doing, they share their frustration with a family situation and say, "I know that if I had more faith, I wouldn't have to deal with problems like this."

**ANALYSIS:** How would you respond to your friend in this situation?

**MAKE YOUR CASE:** Articulate the role of life's problems in our spiritual growth and how they help us bring God-given potential into real-life practice.

# Worldview for the Marketplace: Audio 6

## Mediating Grace

BY DENNIS PEACOCKE | THREEFOLD CORD: LIVING AND BUILDING RELATIONALLY



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**MASTER PRINCIPLE #6:**  
We grow in God by caring for people and things.

### **KEY CONCEPTS:**

*Mutual need not only matures us, it is the essence of true community.*

1. All life is grounded in Christ; He is our mediator between us and God the Father.
2. Mediating grace is the genius of God and the “glue” of human community.
3. Mediating grace opens up for us the reality of the “triangle of life.”
4. As we see God’s love mediated to us through others, it connects us to Him in new and deeper ways.

### **MARKETPLACE MINISTRY APPLICATION:**

*The heart of any organization is the relational climate among team members.*

1. All organizational relationships need a point of accountability to help mediate relational issues.
2. Every functioning member of a team contributes vitally to its success.
3. Our most important witness at the workplace is keeping Christ at the center of all our relationships.
4. Organizational leaders and managers are responsible for the heart of the organization which is the relational climate of the enterprise.

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. What does it mean when you say that Christ alone mediates salvation, but God can also mediate other ministering gifts through people?
2. Explain the “triangle of life” in your own words.
3. How aware are you of the degree to which God uses others to speak to you? How might you express your appreciation to these people?
4. Consider and list three to four examples of growth in your life that are a result of “caring for people and things.”

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why is mutual need the “glue” of community and family?
2. How conscious are you of God mediating His grace to your family through you?
3. Are you willing to pay the price to be used by God to mediate His grace to others? What investments might you make to better position yourself to be used by God in this way?
4. How do you see the principle of mutual need operating in your workplace creating an atmosphere of mutual gratitude and support among staff? How can you promote such an environment?
5. In what ways is conflict resolution in your workplace a reflection of the principles articulated in Matthew 18:15-17? If they are not, consider how these principles might impact the way you resolve conflict in your company.

## LESSON HIGHLIGHT

**As we see God's love mediated to us through others,  
it connects us to Him in new and deeper ways.**

# Worldview for the Marketplace: Audio 7

Jurisdictions, Authority, and Proprietorship:  
Understanding the Nature of a Winning Team

BY DENNIS PEACOCKE | THREEFOLD CORD: LIVING AND BUILDING  
RELATIONALLY



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## **MASTER PRINCIPLE #7:**

Functioning biblical government is essential for lasting productivity.

### **KEY CONCEPTS:**

*God models His Kingdom government structures for all mankind in every cultural and historical context.*

- 1. Within the Trinity (our building pattern), God models a functioning team of co-equals who execute their goals through division of labor.*
- 2. Godly government produces empowerment, proprietorship, and prosperity, whereas ungodly government produces frustration, disengagement, and poverty.*
- 3. The five functioning spheres of government must be biblically interrelated for God's Kingdom to manifest properly.*
- 4. The Church universal is operating wherever believers are manifesting their ministries in faith, whereas the local church is a specific place of belonging and equipping.*

### **MARKETPLACE MINISTRY APPLICATION:**

*A sound organizational structure balances executive authority with group ownership and promotes this model in all spheres for its members.*

- 1. A healthy authority/management model balances executive authority with group participation and a division of labor.*
- 2. In the long run, organizational health and profit are the inevitable result of good government.*
- 3. A healthy business organization emphasizes health in all five spheres of government for all members.*
- 4. Believers are to give themselves to the "assembling together of the saints" and their ministry in the marketplace as their calling requires.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. From memory, list and describe the five jurisdictions of human government that were discussed in this lesson.
2. What are the three major sources of governmental energy?
3. How is productivity and profit directly linked to the quality of government in the organization?
4. In what ways should the principles of co-equality and division of labor impact the determination of employees' salaries or wages?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Explain the difference between the local church and the Church Universal.
2. Explain how the Trinity is our "model in all things" as followers of Christ.
3. Give some examples of how tyranny in the workplace (people assuming responsibility outside of their sphere) impacts the growth and development of workers in your company and the work environment.

## CASE STUDY

**SCENARIO:** A recent ballot measure proposes giving the state ultimate guardianship over children, including intervening when parents are deemed "unfit" if they do not support a child's desire to change their gender.

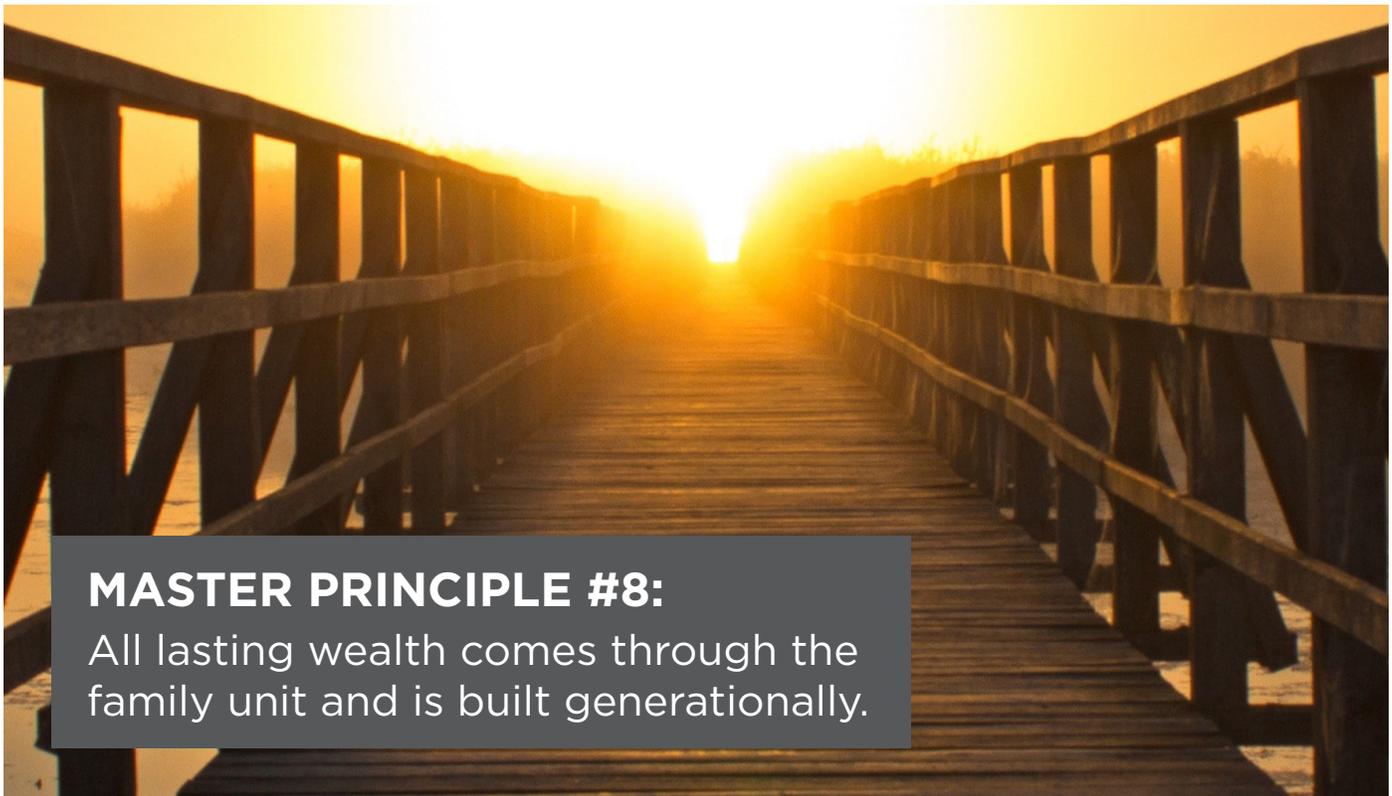
**ANALYSIS:** How would you vote on this measure, and why? How does the biblical principle of jurisdictions apply in this situation?

**MAKE YOUR CASE:** Make a case for how parental rights should be determined.

# Worldview for the Marketplace: Audio 8

## How Big Is Your Vision?

BY DENNIS PEACOCKE | THREEFOLD CORD: LIVING AND BUILDING RELATIONALLY



### MASTER PRINCIPLE #8:

All lasting wealth comes through the family unit and is built generationally.

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### **KEY CONCEPTS:**

*How to build multi-generational organizations which are faithful to the intent of their design and fathers.*

1. The size of our vision is related to the race we are running: is it a solo race or a relay race?
2. Generational transfer requires the building of a mentoring/discipling climate within the organization.
3. The DNA of any organization determines what it can be even with progressive grafting.
4. The family unit is the biblical foundation of lasting wealth structures with godly character as its ongoing legacy.

### **MARKETPLACE MINISTRY APPLICATION:**

*The heritage and vision of an organization create a climate of excellence, honor, and stability through a spirit of fatherhood.*

1. A God-birthed organization usually requires multiple generations of leaders to fulfill the vision of its fathers.
2. Discipling-mentoring is the leverage point that transmits excellence and vision throughout a company and across time.
3. God-birthed creations adapt and progress but they do not evolve into something totally different (new divisions; vertical integration).
4. Strong family units are the backbone of any successful organization.

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. How is generational transfer critical to your family fulfilling God's purposes and desires for it?
2. Why is the family unit the foundation of generating lasting wealth?
3. Make a list of both the "riches" and the "wealth" you are accumulating for your children. Are you satisfied with this list?
4. Taking a moment for examination, are you operating in alignment with the "DNA" of your organization?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. To what degree does the way you relate to your spouse and children facilitate generational transfer?
2. What clear examples of generational transfer can you identify in your family history?
3. In what ways is your company practicing generational transfer? What can be done to strengthen this practice and make it more strategic?
4. What business stewardship skills that you apply at work can be applied to the training of your family?

## LESSON HIGHLIGHT

**Discovering the "DNA" of any organization is essential to its success.**

# Worldview for the Marketplace: Audio 9

## God Loans, Transfers, and Takes Away

BY DENNIS PEACOCKE | THREEFOLD CORD: STEWARDSHIP SKILLS



### **MASTER PRINCIPLE #9:**

God is the Author and Creator of all private property.

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### **KEY CONCEPTS:**

*Properly caring for God's people and things is at the center of God's heart for His children.*

1. Private property is a concept established and modeled by God.
2. Since God created and owns all things, private property is actually a stewardship trust by man of God's things.
3. We grow by caring for people and things; the stewardship of private property is essential to cultural maturity.
4. What God gives us, no man can take away; what we take for ourselves we cannot keep.

### **MARKETPLACE MINISTRY APPLICATION:**

*The ethics of the private sector substantially determine both the maturity and longevity of the surrounding culture.*

1. Personal investment and a sense of personal responsibility are the spiritual origin of what we call "profit" (economic theory; profit-sharing; socialism proprietors).
2. The management of "private property" is ultimately a trust not a right (eminent domain theory; fiduciary theory; corporate law).
3. Stewardship skills are the engine of economic growth (capitalism; business training; promotion theory).
4. Material gain through greed instead of service, empowerment, and stewardship skills corrupts the culture (business ethics; taxation theory; private sector theory, marketing-advertising).

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. In what way does God Himself legitimize the concept and practice of private property?
2. What is the difference between ownership and a "trust?" What spiritual attitudes follow this distinction, and why are they important?
3. To what degree is the principle of stewardship practiced in your life and encouraged in your family?
4. What are some of the impacts on a nation when its people are committed to "political correctness" and the "equality of all cultures" at the expense of biblical truth? What might believers do to mitigate this problem?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why is the stewardship of private property essential to human growth?
2. Give examples of things God has given you that you are sure you haven't taken for yourself or "earned?"
3. Identify and give examples as to how "social justice" is being practiced where you work? What is the fruit?
4. What are some of the impacts on a nation when its people are committed to "political correctness" and the "equality of all cultures" at the expense of biblical truth? What might believers do to mitigate this problem?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

# Worldview for the Marketplace: Audio 10

## Where Is the Value?

BY DENNIS PEACOCKE | THREEFOLD CORD: STEWARDSHIP SKILLS



**MASTER PRINCIPLE #10:**  
Service is the foundation of every successful ministry.

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### **KEY CONCEPTS:**

*What God values for people is what Christians in the marketplace should excel in providing for them.*

1. *Whoever truly serves, leads.*
2. *Believers are to value and promote what God values and promotes, not what mammon values and promotes.*
3. *“Success” is related to our service to God; if we truly serve Him, He releases fruitfulness to our assigned tasks and destiny.*
4. *Successful people and organizations live in the question, “Where is the value in what we are doing?”*

### **MARKETPLACE MINISTRY APPLICATION:**

*Christian business ethics are grounded in service and in values aligned with God’s ethics that flow both internally and externally.*

1. *Internal service to employees and investors, and external service to customers and business partners, determines the true value of the company (stock evaluations, etc.).*
2. *The true service and value of any enterprise is the degree to which its products and services embody God’s purposes for people (product and service ethics and quality).*
3. *“Success” is blessing with our actions what God wants our customers to receive from us (compensation and pricing levels, etc.).*
4. *Value theory and pricing requires us to be clear and stay clear on exactly what our goods and services are providing and what ethically serves the customers.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### **HOMEWORK QUESTIONS:**

1. Why does genuine service lead to greater responsibility?
2. Define "biblical success." What does this look like for your family?
3. How are you biblically serving your family, church, work, and nation?
4. Study the Scriptures and make a list of the operating principles of godly leadership that you find (for example, following the Golden Rule in Matthew 7:12). Consider and write down how these principles should impact the daily operation of your business.

## MEETING GUIDE

### **GROUP DISCUSSION QUESTIONS:**

1. Why is it important that we all live in the question, "What is the true value in this activity or service?"
2. How much of a hold does economic lifestyle (mammon) have on you, your spouse, your children, and your friends? What can you do about it?
3. How effective have you and the company in which you work been at honoring and promoting God's values and services for people? In the areas where your company does not promote God's values, what can be done?
4. Consider the potential impact on your company if it began operating with a motivation toward true service.

## LESSON HIGHLIGHT

**Success is related to our service to God; if we truly serve Him,  
He releases fruitfulness to our assigned tasks and destiny.**

# Worldview for the Marketplace: Audio 11

The Economics of Obedience and Boundaries

BY DENNIS PEACOCKE | THREEFOLD CORD: STEWARDSHIP SKILLS

**MASTER PRINCIPLE #11:**  
God pays for what He orders.



## **KEY CONCEPTS:**

*While God expects us to bring increase, we cannot do so in our own will or presumption.*

1. While God is infinite, He has set limits and boundaries for man to discover and respect.
2. Faith functions when we see our general task and ministry in God and then begin to “fill in the space” (dominion).
3. Our faith is forged by learning to do our assignments God’s way, in God’s timing, through obstacles, limitations, and adaptations.
4. Faith is a “team sport” beginning with God and you, then extending from you to those whom you are assigned/jointed.

## **MARKETPLACE MINISTRY APPLICATION:**

*God honors growth that is done His way, in His timing, and facilitated by His will.*

1. Sound business practices demand that we stay within our resource base relationally, financially, technically, and executionally.
2. “Faith,” relative to growth and risk, is tied to obedience, patience, and seeing God’s provision as the key to timing.
3. Trials, in some form, always accompany obedience-based growth; the issue is, what are the lessons in the trials?
4. Expansion and growth nearly always require consensus from key leaders that is real, not performance-based.”

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Why should boundaries be important to us?
2. What are some of the boundaries that you recognize in your life and in your family that are intended to help you fulfill God's purposes for your lives?
3. What are three examples of presumptuous sins that you can identify in your life? What have been the consequences?
4. What provision is being made in your place of work to help employees understand that trials and problems are opportunities for growth and greater responsibility?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Explain the concept of biblical dominion. How is this concept different from domination or exploitation?
2. What have you learned from the mistakes of presumptuous sin in your life?
3. Give some example in your work where faith is operating as a "team sport?" What can be done to strengthen this value?
4. What presumptuous mistakes at work have led to positive results once a process of repentance, evaluation, and re-direction has taken place?

## CASE STUDY

**SCENARIO:** Over the past few weeks, work has become increasingly difficult. Your boss can be very demanding and self-focused, and your current project requires more interaction and collaboration between you than ever before.

**ANALYSIS:** How would you respond in this situation?

**MAKE YOUR CASE:** Was your first response to ask God what He is trying to accomplish in this situation?

# Worldview for the Marketplace: Audio 12

## The Beauty of Justice

BY DENNIS PEACOCKE | THREEFOLD CORD: STEWARDSHIP SKILLS



### **MASTER PRINCIPLE #12:**

Man is not “equal,” and economic redistribution cannot make “equal” what God has made unique.

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### **KEY CONCEPTS:**

*Kingdom theology demands that believers function in justice and righteousness both personally and socially.*

1. Christians are expected by God to become righteous and just, and to extend righteousness and justice to all they touch both personally and socially.
2. God has created all people uniquely, yet He has set His standards that apply to all mankind.
3. Biblically, charity and investing in people are two distinctly different assignments.
4. Biblical economics forces individuals, companies, and nations to wrestle with the question, “How much is enough?”

### **MARKETPLACE MINISTRY APPLICATION:**

*As individuals and organizations we must practice fulfilling the financial base required to fulfill our ministry and wisely release the overflow.*

1. God expects organizational justice and righteousness internally and externally.
2. Being unique or in a “special business or situation” does not place us above God’s laws or man’s laws.
3. Businesses need to practice investing in people and extending charity to people in godly ways.
4. An individual or an organization should only retain “enough” capital to fulfill its God-ordained mission.

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. In what ways are men and women not created "equal?"
2. In your own words, discuss the concept of biblical justice.
3. Has your family decided "how much is enough" (closed its circle)?
4. How is your company working to extend righteousness and justice within itself and out into the marketplace? How can you help in this process?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Discuss the differences between charity and investment.
2. How is your local church working to extend righteousness and justice out into the community? How can you help?
3. How can you promote a debate/discussion in your community regarding the basic biblical issues of economics so as to help break the stranglehold of current ignorance and confusion?
4. What is your company doing with its profits beyond the usual (serving investors and debt; replacing equipment; expanding services; upgrading salaries)? Why is this question important?

## LESSON HIGHLIGHT

**God perfectly gives us the circumstances and opportunities to succeed or fail according to our responses and His will.**



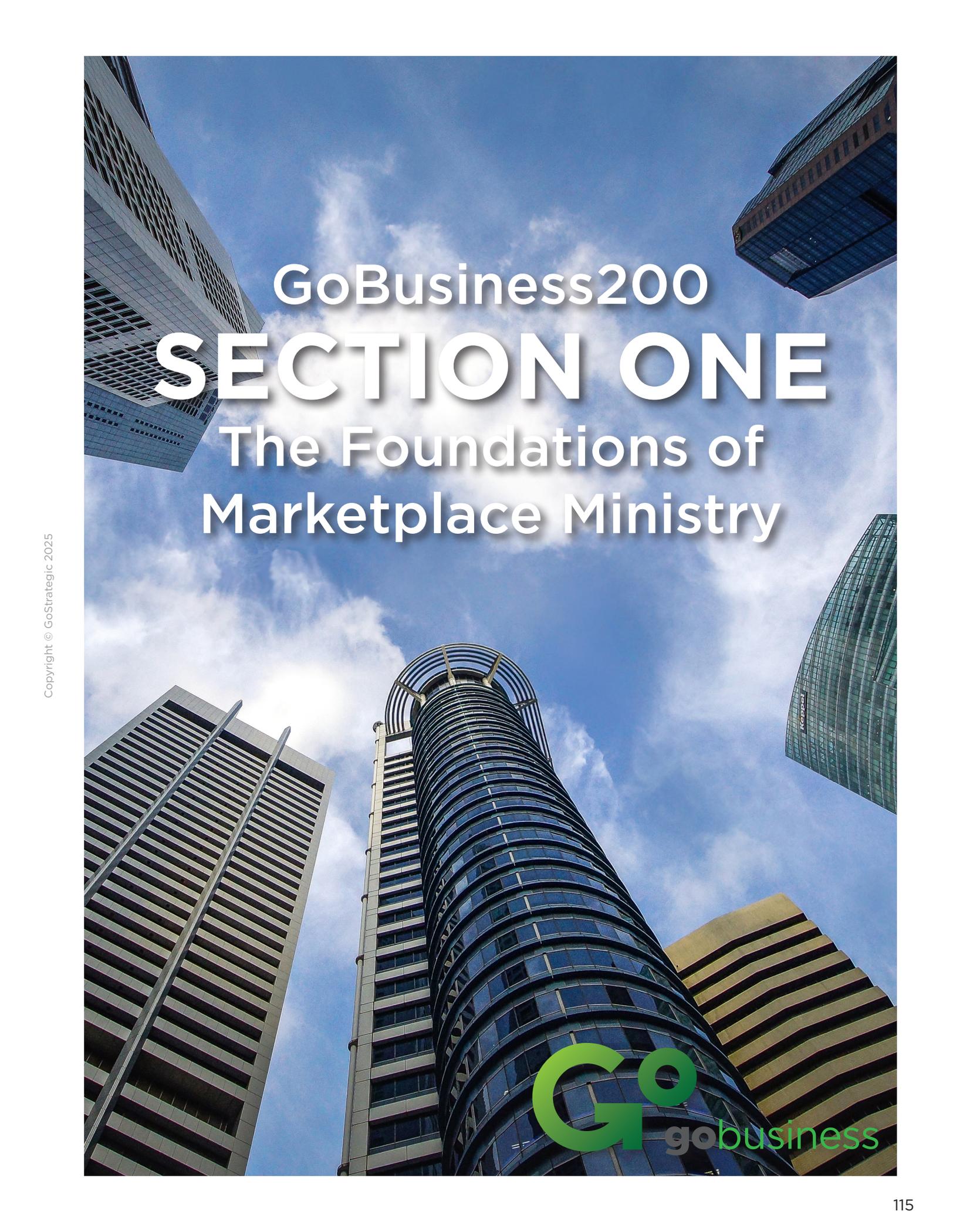


School of Business Leadership  
**GoBusiness200 Facilitator Guide**



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GoBusiness200  
**SECTION ONE**  
The Foundations of  
Marketplace Ministry

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# GoBusiness200 | Lesson 1

## The Foundations of Economics and Family Management

BY DENNIS PEACOCKE



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### Lesson Summary:

This lesson focuses on the critical relationship between economics and the family unit through which God desires to minister to and bless the nations.

#### ***MAIN LESSON IDEAS:***

- *Taking anything to a point of excellence is a process.*
- *God is building a spiritual family which He expects us to mirror and model.*
- *The family unit is the leverage point of societies and nations.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. Unresolved family problems rarely affect the other jurisdictions of government.  
a. True            **b. False**
2. God desires to bless the nations primarily through the \_\_\_\_\_.  
**a. family**        b. individual        c. state        d. church
3. In what ways are you building family strengths and values that you intend to put into practice where you work?
4. Are you seeking regular ways to influence and challenge the deterioration of the family unit socially here in your nation? What are they?
5. What concepts did you learn in this lesson?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What strategic projects have you been involved with that have proven successful?
2. How do you stand in your responses to God in the “interrupt-me/bless-me/change-me” syndrome?
3. Why should church eldership qualifications be used as a guideline for senior leadership in a business?
4. Why do unresolved family problems often bleed over into other jurisdictions?
5. Are you building all you are building off the model you build on at home?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

## GoBusiness200 | Lesson 2

### Our Ministry as Kings and Priests

BY DENNIS PEACOCKE



### Lesson Summary:

This lesson focuses on the call of all believers to function as both a king and a priest, not only in the church, but also in the marketplace and every other sphere of life. This lesson will discuss the distinctions between these two functions.

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### ***MAIN LESSON IDEAS:***

- *In a fallen world, the ultimate question is, “How do we experience transformation?”*
  - *Understanding the transformation process is at the center of our ministry as priests.*
  - *Christ-like rulership governs on behalf of God and is driven by the goal of bringing all people and things into their God-intended fullness.*
-

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. In a fallen world, the only ultimate question is, "How do we experience transformation?"
  - a. True
  - b. False
2. Rules and structures are \_\_\_\_\_.
  - a. prohibiting our growth
  - b. **"tree stakes" until we do the right thing naturally**
  - c. worldly crutches
3. How is your prayer life related to strengthening your role as a king and priest in your everyday life?
4. What significant transformation is happening in you or in your life right now?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. As a priest, how are you serving God, the brethren, and the unsaved?
2. Why is correcting a person or organization usually such hard work?
3. How do we keep from superimposing our will onto other people or situations?
4. Have you emotionally accepted never-ending problems?
5. What are some of our common obstacles to "standing in the pain of the question?"

## LESSON HIGHLIGHT

**You are a king and a priest. How effective are you in these roles at home, church, work, and beyond?**

## GoBusiness200 | Lesson 3

### Walking in Financial Freedom

BY DR. GERALD CHESTER

#### Lesson Summary:

This lesson focuses on the principles that provide a biblical basis for dealing with our finances that, when applied, will pave the way for us living and walking in financial freedom.



#### ***MAIN LESSON IDEAS:***

- *Worldly wisdom equates money with success and significance, whereas biblical success is defined as obedience and alignment with the will and ways of God.*
- *Scripture identifies distinctives between wealth, riches, and money.*
- *Stewardship is the key to a wise view of money and its relationship to our standard of living.*
- *The “closed circle” concept and knowing how to properly operate within it open up new worlds of potential blessing, personally and philanthropically.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. The Kingdom operates on the basis of buying and selling, not giving and receiving.  
a. True                      **b. False**
2. Money belongs to \_\_\_\_\_.  
a. God                      **b. the world system**                      c. Satan
3. How do you measure your own current freedom from mammon and financial bondages operating in your life today?
4. How often do you, or you and your spouse review and evaluate your current budgets?
5. What concepts did you learn in this lesson?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why is knowing the “ways” of God more critical than knowing only His “acts?”
2. Why is tithing and giving an essential act of spiritual warfare?
3. How do your attitudes toward money reveal your use of the world system to invest in God’s Kingdom?
4. Where are you trusting in “heaven,” and how does it relate to your investments in earthly things?
5. What obstacles must be overcome to set “closed circles” for either a family or a business? Will you consider doing so?

## LESSON HIGHLIGHT

**Money is a tool of obedience**

## GoBusiness200 | Lesson 4

### Building Organizations on God's Word and God's Pattern

BY DENNIS PEACOCKE



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### Lesson Summary:

This lesson is designed to show that the success of any business or organization is dependent upon the degree to which it is founded on the Word of God and constructed in accordance with the patterns for building articulated therein.

### MAIN LESSON IDEAS:

- A wholistic building pattern in God is found in the twelve principles of foundation building.
- These twelve building principles hold us accountable to God in terms of our motives and the concepts we use to build.

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. All successful organizations are patterned after \_\_\_\_\_.
  - a. the secular principles of business and economics
  - b. prayerful evaluation of business indicators
  - c. **God's revealed building principles**
2. How will you build into your life a regular time and practice of reviewing your life and work against a list of spiritual principles and priorities?
3. If you don't do this now, why not? What does this tell you?
4. As of this stage in the learning process, what principle or concept from GoBusiness have you applied to yourself, your family, workplace, church, and/or nation? What were the results?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What is there in us that we use to give ourselves permission to build other than God's way?
2. Refer to the **Definition of a Christian Business** in the GoBusiness Appendix. Why is a working definition so helpful? How will you use this definition to help evaluate and change your department or business?
3. Refer to the **Twelve Building Principles** listed in this lesson's outline. How will you practically memorize these principles and hold yourself accountable to build by them?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

## GoBusiness200 | Lesson 5

### How Your Marketplace Ministry Fits into the Big Picture

BY DENNIS PEACOCKE



#### Lesson Summary:

This lesson is designed to cast a vision for how your business and/or leadership in the marketplace is intended by God to fit within the move of His Spirit in this generation and in history.

#### **MAIN LESSON IDEAS:**

- *In God's created ecosystem, healthy units seek to integrate with other healthy units.*
- *Our purpose in God is to fulfill His ministry for us in life by building on the past, preparing for eternity, and serving others in the process.*
- *The three phases of marketplace ministry—validation, evangelism, and Kingdom economics—will shape both the church and history.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. In God's ecosystem, healthy units seek to \_\_\_\_\_.
  - a. isolate from other units
  - b. integrate with other healthy units**
  - c. integrate with all units
2. Our time on earth is \_\_\_\_\_.
  - a. about salvation
  - b. something to pray for escape from
  - c. designed to train us for eternity**
3. How does your current labor in the marketplace fit into the advancing of God's Kingdom in today's "culture wars?"
4. What significant transformation is happening in you or in your life right now?
5. What concepts did you learn in this lesson?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How does listening multi-jurisdictionally help us create unified lives and consistent spiritual applications?
2. How does "internal integrity, external integration" show up in your life?
3. How will you explain to others the concept of earth life as a life-long workout in God's gym?
4. In terms of generational transfer, how are you working through your concern to maximize the positive and eliminate the negative?
5. How are you building your marketplace ministry so as to maximize your effect multi-generationally, multi-jurisdictionally, and encouraging others to do likewise?

## LESSON HIGHLIGHT

**God's universe is a unified system, not a fragmented "multiverse."**



GoBusiness200  
**SECTION TWO**  
Establishing Our Spiritual  
Foundations for Building

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## GoBusiness200 | Lesson 6

### How to Hear God for Your Business

BY DENNIS PEACOCKE



#### Lesson Summary:

This lesson focuses on some principles that are critical to hearing God for your business. Hearing God for your business occurs when you have been faithful to obey the principles in His Word, obey the orders He last gave you, discern the season your business is in, and seek godly counsel.

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#### ***MAIN LESSON IDEAS:***

- *We are called to be co-workers together with God (1 Corinthians 3).*
  - *A wholistic life before God has many different facets of “ministry” (seamless garment).*
  - *To act in faith, we must be in the process of aligning our motives, thoughts, and actions with God’s patterns and laws for us and the environment in which He has placed us.*
  - *God desires that we discern and cooperate with Him in our seasons of life and that we treat others similarly.*
-

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. The highest form of authority structure is \_\_\_\_\_.  
a. dictatorship      **b. partnership**      c. utopia
2. Do you use your regular Sabbath time with God to review your life, ministry, and alignment with your perceived goals for your life?
3. If not, why? What must change in you to do so?
4. As referenced in Lesson 4, we define a "Christian business" as *a commercial enterprise that consistently serves its customers, suppliers, and employees with monetary compensation, products, and services which bring value to their lives before God by applying biblical principles and ethics in such a way that God's Spirit has free access over the actions, operations, and profits of those who own and operate the organization*. Give a practical example of how one of the major concepts from this lesson fits into the definition of a Christian business.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How does spirit/matter dualism play into the process of compartmentalization?
2. How do you know that you are called to do what you are doing in the marketplace?
3. How do you know if your life ministries are balanced? Do your practices and priorities defend you against accusation?
4. Who is frustrated with imperfections you have helped cause, and how can you help them better deal with that frustration?
5. What are the signs of winter, spring, summer, and fall in a person's life or a corporation's life? What season are you in now? In what season are your spouse, children, church, and business?

## CASE STUDY

**SCENARIO:** You are speaking with an acquaintance who is a practicing Jew. He asks you to explain how Christians understand and observe the Sabbath. He is curious about what activities Christians typically engage in or refrain from on that day and if there are any consequences for not observing the Sabbath.

**ANALYSIS:** What do you typically do on a Sabbath/Sunday as a Christian, and how would you answer your friend's questions?

**MAKE YOUR CASE:** Articulate the underlying principles that shape your approach to Sabbath rest, worship, and intentional practices.

## GoBusiness200 | Lesson 7

### Discerning Whom You Can Trust

BY DENNIS PEACOCKE



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### Lesson Summary:

In this lesson, you will learn that the key to discovering a person's trustworthiness is to trust the direction of the Holy Spirit who bears witness to that trustworthiness in accordance with the Word of God.

### *MAIN LESSON IDEAS:*

- *As we build with God, He expects us to learn from Him how to guard and protect what we are building.*
- *Telling stories, making exceptions, circumventing systems, or failing to discern can destroy the whole house (Ecclesiastes 7:12; 9:18).*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. Desire or intuition must be preceded by \_\_\_\_\_.  
a. **principles**      b. careful examination and planning      c. prayer
2. What concepts did you learn in this lesson?
3. What "up-side only" decisions have you made in the past?
4. What people or situations is God currently asking you to evaluate in terms of His will for your involvement?
5. Where do you need to shore up your own trustworthiness? What would your spouse or friends say?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Do you understand why we must listen, giving equal weight to the salesman-visionary as we do to the lawyer-accountant, before we make a final decision?
2. What "upside-only" decisions have you made? What have you learned from them?
3. How do we know when the Holy Spirit is telling us to do something?
4. Is our defense as good as our offense (personal and business)? How do you know?
5. What "defensive" safeguards do you look for in your financial sheets or performance reports?

## LESSON HIGHLIGHT

**Building with the Holy Spirit involves learning how to protect, from our side of responsibility, what we are building together.**

# GoBusiness200 | Lesson 8

## Spiritual Warfare within Organizations

BY DENNIS PEACOCKE

### Lesson Summary:

This lesson will focus on four specific types of spiritual warfare experienced within individuals and organizations in the business world and teach you how to make distinctions between them and respond appropriately.

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### *MAIN LESSON IDEAS:*

- *Spiritual warfare attacks individuals and whole organizations in similar ways, all of which require knowledge, commitment, and corporiety to defeat them.*
  - *Our principle weapons against our spiritual enemy are obedience to God, wisdom, patience, and the ability to recognize the patterns of his attacks with appropriate responses.*
-

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Satan and his followers are extremely intelligent, but they do not have \_\_\_\_\_.  
a. knowledge      **b. wisdom**      c. insight
2. There are three levels/attributes of warfare and problem solving:  
**a. Relational, executional, and conceptual**  
b. Beginning, intermediate, and advanced  
c. Spiritual, natural, and physical
3. Where is the enemy currently challenging you in regard to yourself, your family, your marketplace ministry, your church, and nation?
  
4. What are you doing to counter the attacks in these areas?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How do principalities and powers differ in terms of effect and strategic deployment from personal demonic warfare?
  
2. Are you clear on the three primary works of the Gospel (salvation; justice; authority)?
  
3. Why is it difficult to fight what you can't see or understand?
  
4. Why does spiritual warfare and our response to it help define whether we play on the "A-side" or the "B-side" of life?

## LESSON HIGHLIGHT

**Correctly handled, pressure and warfare are our friends because they show us strengths and weaknesses we would not otherwise see, or see as rapidly.**

## GoBusiness200 | Lesson 9

### Business Prayers God Will Answer

BY DENNIS PEACOCKE



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### ***MAIN LESSON IDEAS:***

- *Standing in faith before God requires a genuine partnership with Him.*
  - *The power of our prayers rests largely upon the lawfulness of our position and our petitions.*
-

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. The power of our prayer rests largely upon \_\_\_\_\_.
  - a. our study of the Scripture
  - b. our intentions
  - c. **the lawfulness of our position and our petition**
2. Who is praying with you regarding your specific business prayer projects?
3. Is your prayer life strategic or simply tactical as pertaining to constant current needs and events? What should engage your strategic prayers?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. If we lack the time, energy, or passion to partner-prayer, we are out of balance. Are you in balance?
2. Do we see God's principles and laws as a key to blessing or a path to our personal destiny and development?
3. Are we as anxious for "results" feedback from our prayers as we are for "natural results" feedback?
4. Do you believe that you should have more or less responsibility than what you now carry?

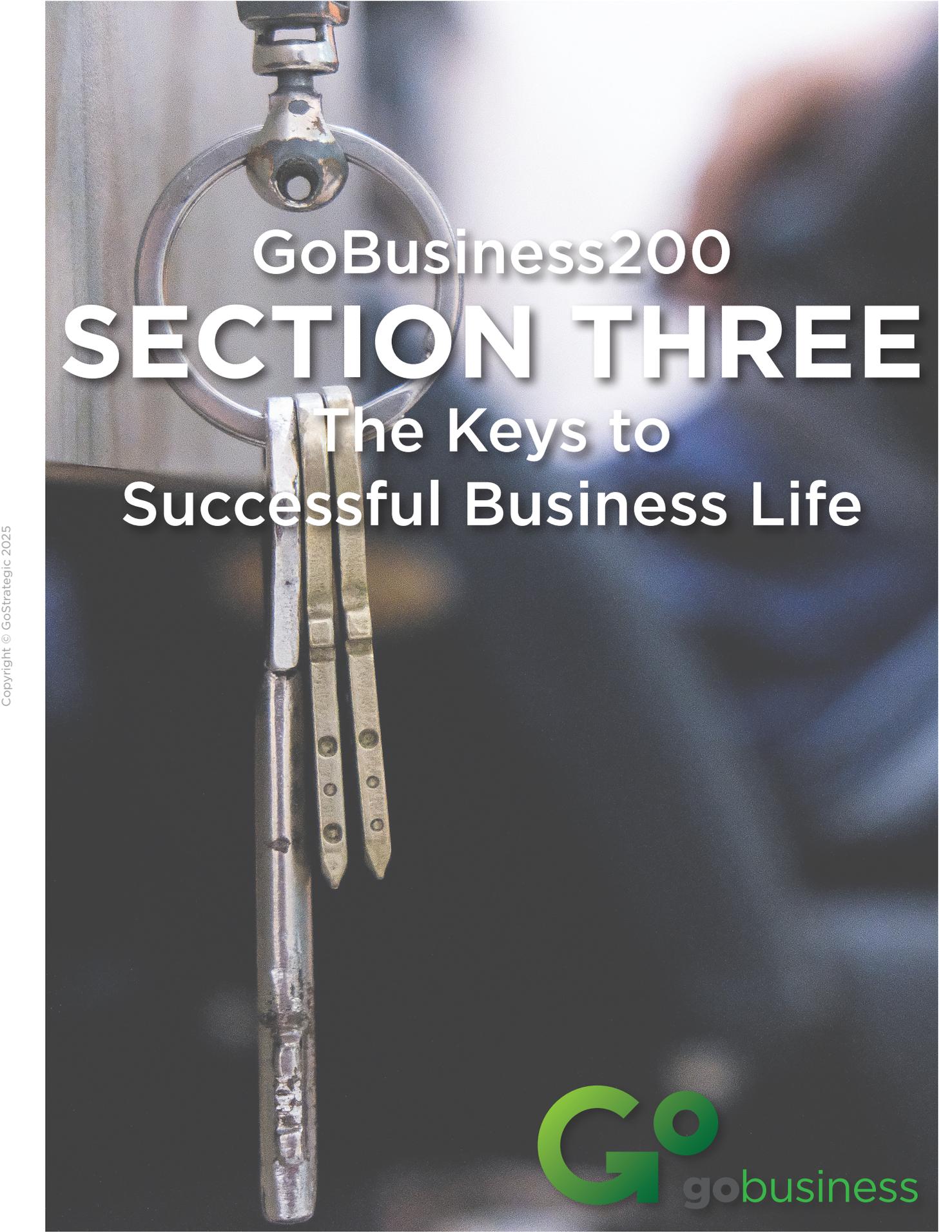
## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:





GoBusiness200  
**SECTION THREE**  
The Keys to  
Successful Business Life

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# GoBusiness200 | Lesson 10

## Ethics

BY BRUCE BILLINGTON



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### *MAIN LESSON IDEAS:*

- Morals
- Ethics
- Kingdom Perspective
- Rights vs. Righteousness
- Wisdom
- Stewardship
- The Nature of God

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. Briefly describe your understanding of the difference between morals and ethics.
2. Why is it important to understand the "way" of the Lord before simply applying the "truth" in ethical dilemmas?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What is the difference between morals and ethics?  
Morals are principles or habits that shape our understanding of right and wrong. Ethics is a way of life rooted in those principles. To be truly effective, they must originate from and express the nature and character of God.
2. Explain the "Golden Rule."
3. How can we bring Christian ethics into our daily lives?
4. Why does love reign supreme?
5. Why should Christian ethics be relational rather than legalistic?

## CASE STUDY

**SCENARIO:** A senior lecturer at a prominent university has been placed on probation for repeated dishonesty and providing false information. He is now under your supervision, but other staff members have not been informed. Further complicating the situation, you discover that he has started dating a friend of yours who also works at the university. While confidentiality is important, you're also concerned about your friend becoming a victim of his dishonesty.

**ANALYSIS:** How does the ethical dilemma of adhering to your supervisory protocol versus loyalty to your friend play out in this situation? Would you choose to inform your friend, and why?

**MAKE YOUR CASE:** Reflect on the role of prayer, wisdom, and maintaining relational integrity when navigating ethical dilemmas.

## GoBusiness200 | Lesson 11

What Is Your Organization Called to Do?

BY DENNIS PEACOCKE



### Lesson Summary:

This lesson discusses our ultimate journey in life, discovering what we are created to do and how this journey impacts the businesses and organizations we are called to build.

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### ***MAIN LESSON IDEAS:***

- *God-ordained creations have a design destiny “code” that must be followed to be blessed.*
  - *Staying within our design while constantly working to upgrade all components of the organization should be our primary business goal.*
-

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. We should pursue all great opportunities presented to us for our business.  
a. True                   **b. False**
2. Our primary business goal should be \_\_\_\_\_.  
a. profit and growth  
b. preaching gospel explicitly through our business  
**c. staying within our design while always working to upgrade**
3. How will you process and strategize concerning the calling and DNA of yourself, your family, and your place of employment?
4. How do people connected with your company/business describe its climate or persona?
5. As referenced in Lesson 4, we define a "Christian business" as *a commercial enterprise that consistently serves its customers, suppliers, and employees with monetary compensation, products, and services which bring value to their lives before God by applying biblical principles and ethics in such a way that God's Spirit has free access over the actions, operations, and profits of those who own and operate the organization*. Give a practical example of how one of the major concepts from this lesson fits into the definition of a Christian business.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What "parts" (character, products, assumptions, etc.) don't fit with your design in your life, family, or business?
2. Do your company personnel and clients agree that your products and services reflect your mission statement and advertising?
3. How do people connected with your company describe its "climate" or persona?

## LESSON HIGHLIGHT

**The organization's "DNA" always carries some of the genes of those who founded it. What are they, and can you identify them in operation?**

# GoBusiness200 | Lesson 12

## Changing Man and His Institutions

BY DENNIS PEACOCKE



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### Lesson Summary:

This lesson addresses five major economic strongholds we face in our work of building according to God’s pattern. In addition, this lesson develops principles of transformation that provide a framework for us to continually hold our businesses and life practices up to the absolute standards of God’s Word.

### *MAIN LESSON IDEAS:*

- *To bring transformation, we must first discover and disarm people’s inappropriate internal objections and presuppositions.*
- *In a fallen world, recognizing and overcoming obstacles to transformation is the major work of God in our lives.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. The major work of God in our lives is for us to recognize and overcome the obstacles to transformation.  
a. **True**                      b. False
2. Kingdom economics equals capitalism.  
a. True                      **b. False**
3. What concepts did you learn in this lesson?
  
4. List three major areas of transformation God has taken you through. List the principles you were violating, the ones you replaced them with, and how you have used any of these experiences to help someone else experience transformation.

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why are "Kingdom" economics different than either capitalism or socialism?
  
2. How are you working on these concepts so as to be able to communicate them more clearly?

## CASE STUDY

**SCENARIO:**

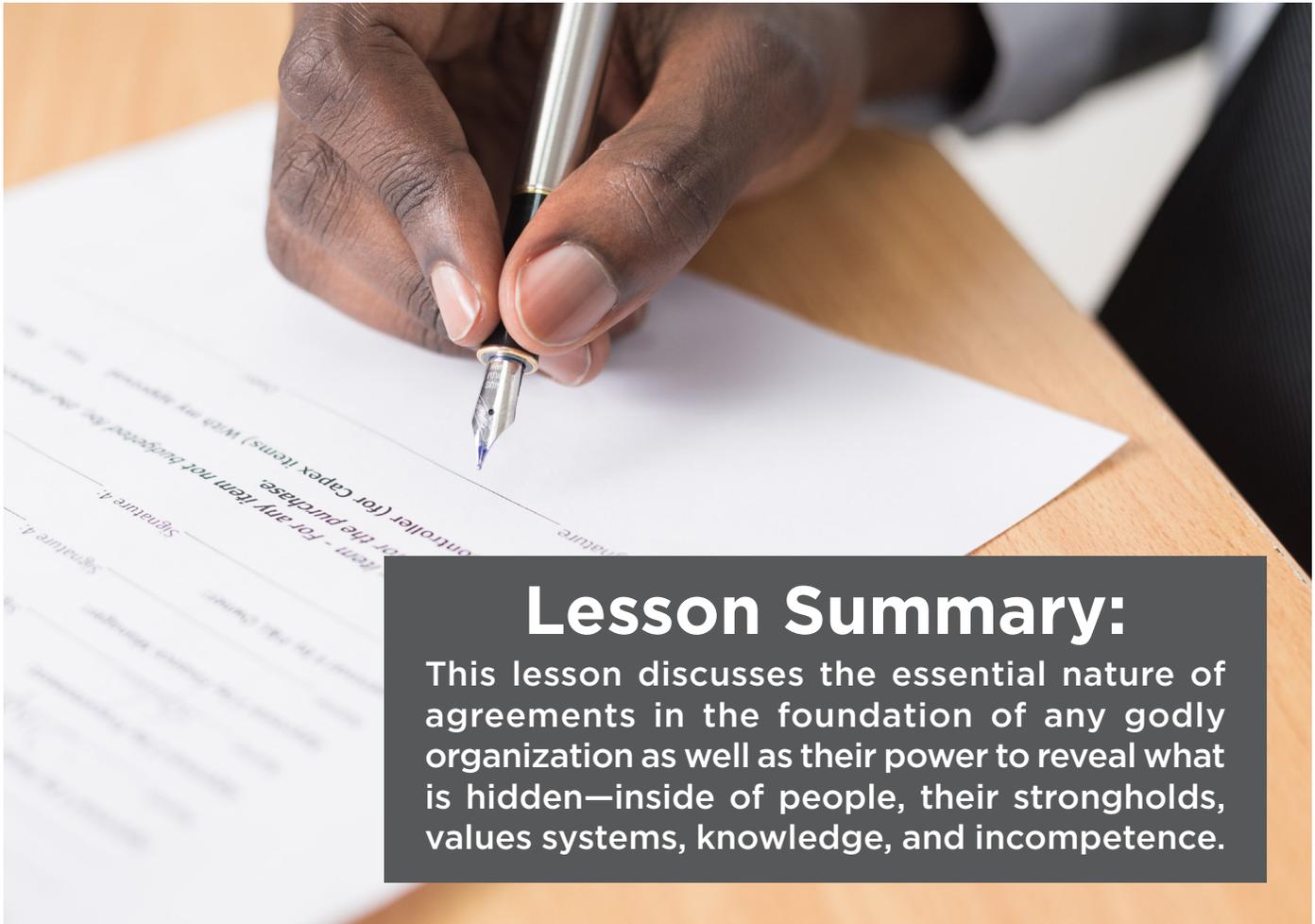
**ANALYSIS:**

**MAKE YOUR CASE:**

# GoBusiness200 | Lesson 13

## The Nature and Power of Agreements

BY DENNIS PEACOCKE



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### Lesson Summary:

This lesson discusses the essential nature of agreements in the foundation of any godly organization as well as their power to reveal what is hidden—inside of people, their strongholds, values systems, knowledge, and incompetence.

### MAIN LESSON IDEAS:

- *The purpose of clear rules and agreements is to give borders to our freedom as well as continuity and productivity to our relationships.*
- *The integrity of an organization can be measured by its commitments to clear, accountable agreements, open dialogue, and repentance.*
- *Letting things slide for the sake of “peace” or because we are too busy guarantees they will slide downward.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. We do not need rules or agreements in partnerships with other Christians because they are believers and have read the Word.  
a. True           **b. False**
2. Unresolved issues and conflicts produce \_\_\_\_\_.  
**a. distrust**      b. peace            c. grace
3. Where and with whom does God want you to re-clarify your agreements and expectations?
4. What is there in you that tends to weaken agreements or leave them insufficient or unclear?
5. As of this stage in your learning process, what principle or concept from GoBusiness have you applied to yourself, your family, workplace, church, and/or nation? What were the results?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why does love “run on the rails” of our agreements?
2. How clear are your goals and agreements in your family, church, business, and nation?
3. Do you see how non-defined agreements and unaccountable speech and behavior contribute to the destruction of relationships and organizations?
4. Why does “speaking the truth in love” (see Ephesians 4:15) preserve and build relationships? Do you practice this?
5. Are you clear on how the Bridge of Trust determines the strength or “load level” of all relationships?

## CASE STUDY

### SCENARIO:

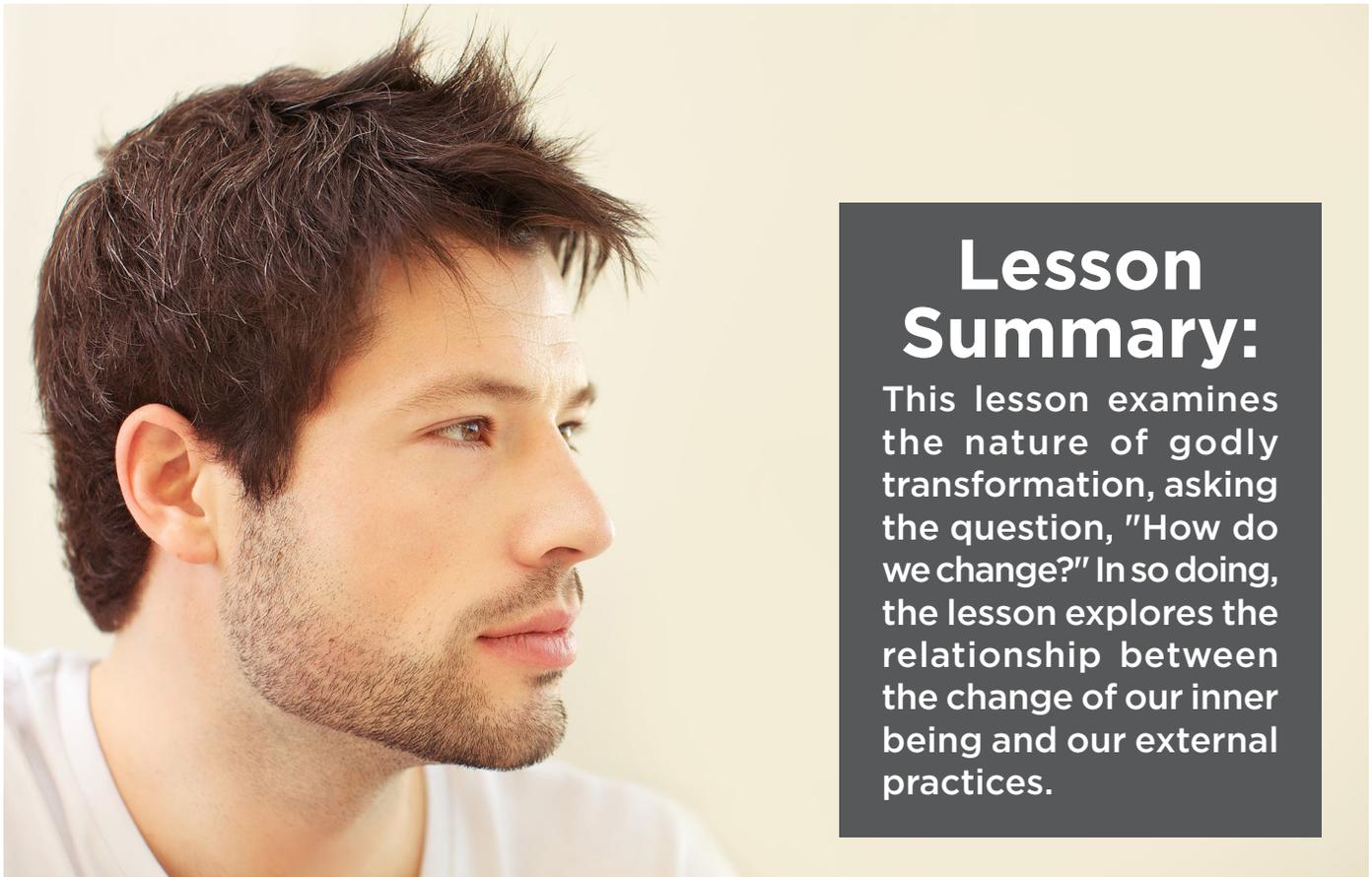
### ANALYSIS:

### MAKE YOUR CASE:

## GoBusiness200 | Lesson 14

### Transformation Begins with You

BY DENNIS PEACOCKE



#### Lesson Summary:

This lesson examines the nature of godly transformation, asking the question, "How do we change?" In so doing, the lesson explores the relationship between the change of our inner being and our external practices.

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#### ***MAIN LESSON IDEAS:***

- *For both individuals and corporations, the need, depth, and methodology of transformation is the issue for man on earth.*
  - *Truth is revealed to us in God relationally and leads us into conceptual reality, executional process, and the context of community life.*
  - *Co-laboring together in God brings man and God, and man and man, into deepest fellowship.*
  - *Transformation is the game; it begins in our internal reality (spirit ► heart ► will ► mind ► actions) and extends outwardly to our environment.*
-

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Transformation begins in our external reality then penetrates our internal reality.  
a. True                   **b. False**
2. Where in your life or life patterns are you trying to smooth out or resolve problems rather than bring fundamental transformation?
3. Grade yourself from 1-10 on being obedience-oriented rather than fulfillment-oriented. How do you know this?
4. What concepts did you learn in this lesson?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How is seeking to build a "Kingdom business" different than seeking to build a profitable business?
2. How does the concept of "Christ in us" relate to Proverbs 11:14?
3. How does God speak to us relationally?
4. How is obedience-oriented change different than fulfillment-oriented change?
5. Where in your life have you advocated transformation to others which you weren't living yourself?

## LESSON HIGHLIGHT

**Change begins in the inner realm of our internal being because that is where integrity begins, as modeled in God Himself.**





GoBusiness200  
**SECTION FOUR**  
Solving Problems God's Way

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# GoBusiness200 | Lesson 15

## Problem Solving, Parts I & II

BY KATHERINE GALLAGHER & DENNIS PEACOCKE



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### ***MAIN LESSON IDEAS:***

- Power is Guarded by Problems
- Kingdom Perspective
- Strategic Living
- Conscious Competency
- Christian Worldview
- Asking the Right Questions
- Relational/Conceptual/Executorial Maturity/Discipline
- The 7 Basics Rules of Problem Solving

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Problems are:
  - a. a punishment from God for disobedience
  - b. designed to promote us and change us**
  - c. a result of the fall that must be avoided if possible
2. List as many kinds of problems as you can in which you recognize the “pattern appearances” well enough to determine the root issues and the principles that would bring about resolution if the people involved were willing to apply them.
3. How do we differentiate between simple problems and systemic problems?
4. Why must everyone in an organization be trained to relate to and solve problems God's way?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What is meant by having a redemptive view of problems?

We need to see problems as opportunities for growth and maturity in Christ, trusting that God is sovereign over all human affairs. He is always there for us and will provide the godly counsel we need to navigate difficulties.
2. Why is power often guarded by problems?
3. How can we be developed by problems rather than ruined by them?
4. Why are all problems first and foremost relational?
5. What disciplines are required of a problem solver?

## CASE STUDY

**SCENARIO:**

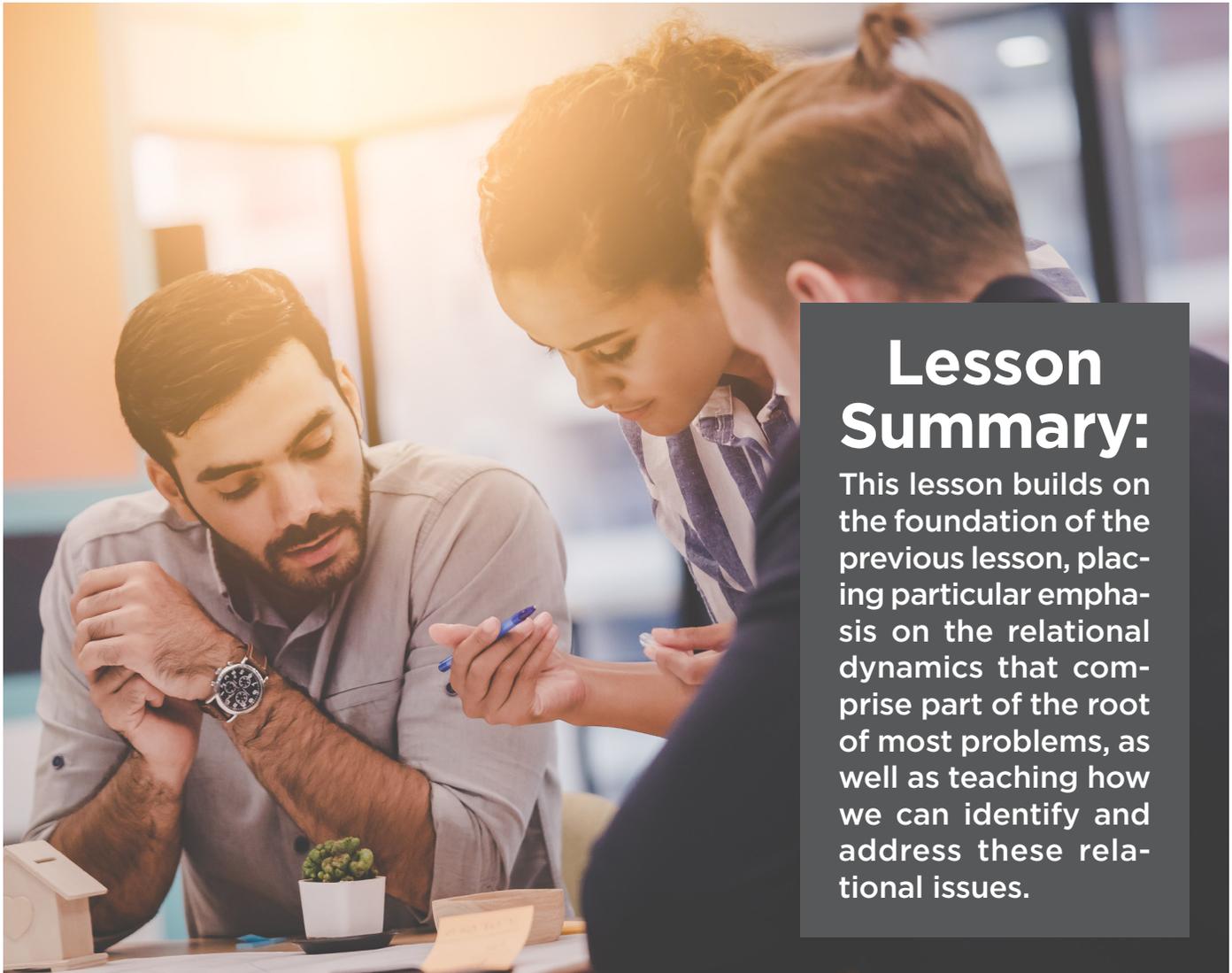
**ANALYSIS:**

**MAKE YOUR CASE:**

## GoBusiness200 | Lesson 16

### The Relational Nature of Problem Solving

BY DENNIS PEACOCKE



### Lesson Summary:

This lesson builds on the foundation of the previous lesson, placing particular emphasis on the relational dynamics that comprise part of the root of most problems, as well as teaching how we can identify and address these relational issues.

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### ***MAIN LESSON IDEAS:***

- *Clear agreements and their maintenance are the foundation of a relationally healthy organization.*
- *Mediating and helping resolve the relational dimension of problems calls us up to our priestly roles in Christ.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. A relationally healthy organization first and foremost:
  - a. has lots of fun together
  - b. has the same worldview
  - c. maintains clear agreements**
2. Mediating and helping to resolve the relational dimensions of problems calls us to:
  - a. our priestly roles in Christ**
  - b. a need for psychological training
  - c. seek peace at all costs
3. What kinds of relational problems do you seem to experience repeatedly and why do you think this is the case?
4. What relational problems with others have you been frequently successful in solving?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why does sin not want to make and keep clear agreements?
2. By this standard, are you a good leader?
3. Why is understanding the concept of polarity so important in problem-solving?
4. Is your leadership recognizing and promoting problem-solvers or those with "potential" and natural gifting?

## LESSON HIGHLIGHT

**The best leaders keep the vision and agreements in focus and refuse to have their personality drawn into the problem.**

# GoBusiness200 | Lesson 17

## Leadership and Management

BY DR. GERALD CHESTER



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### Lesson Summary:

This lesson examines how Christian ethics arise from the character of God and our relationship with Christ, rather than from external social structures. It shows that morality stems from our connection with the Divine. Love serves as the guiding principle in our everyday choices, superseding strict moral codes or legal rules. The command to “love thy neighbor” embodies the essence of Christian moral values and reflects the nature of God in action.

### *KEY IDEAS:*

- Biblical Worldview
- The Nature of God and Man
- Servant Leadership
- Management
- Bridge of Trust
- Philosophy of Power
- Localism
- Delegation

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### **HOMEWORK QUESTIONS:**

1. What three key principles or insights did you gain from this lesson?
2. In simple terms, how do the roles of leadership and management differ?

## MEETING GUIDE

### **GROUP DISCUSSION QUESTIONS:**

1. What is God's ultimate goal in working with His chosen people?  
To produce a new creation in His people that submits fully to the uncontested rule of Christ.
2. How would you define a threefold chord, and why is it important?
3. What are the benefits of thinking and working multi-generationally?
4. How would you explain the principle of being equally yoked?
5. What are some ways to build and maintain a Bridge of Trust in relationships?

## CASE STUDY

### **SCENARIO:**

### **ANALYSIS:**

### **MAKE YOUR CASE:**

## GoBusiness200 | Lesson 18

### Stimulating the Commitment of Others

BY DENNIS PEACOCKE



#### Lesson Summary:

This lesson focuses on how we can most effectively inspire and draw the best out of those with whom we work. Moreover, you will see that the source of all personal and motivational problems is a lack of vision.

---

#### ***MAIN LESSON IDEAS:***

- *Problem solving begins with the reigniting of a compelling vision that pulls people up to the disciplines necessary to achieve it.*
  - *We must master the skills of discerning and building upon tested people who hear our “sound,” protecting and preparing them for the inheritance of our lives. The “righteousness-consciousness” distinctive keeps us in humility and constant maturation.*
  - *Stimulating the concepts of destiny, militancy, family, and servanthood empowers people to press through problems and obstacles.*
-

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Righteousness empower us before God, whereas \_\_\_\_\_ empowers us before man.  
a. humility      **b. consciousness**      c. spirituality
2. Why is relational leverage the real key to growth and overcoming problems and obstacles?
3. Who are the most gifted people you have known in terms of motivating others, and why are they so good at it?
4. In what areas of your life are you now unconsciously competent, and where are you consciously incompetent on your way to competency?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why is relational leverage the real key to growth and overcoming problems and obstacles?
2. Why can't the unsaved truly understand "righteousness" and many of the saved not understand or care about "consciousness?"
3. Are you clear on the Four Areas of Consciousness IQ?
4. How are you keeping the vision alive in your spheres of responsibility with those you lead and those you influence?
5. Is your spiritual life undergirded by spiritual accountability, physical discipline, relational priorities, and strategic time management?

## LESSON HIGHLIGHT

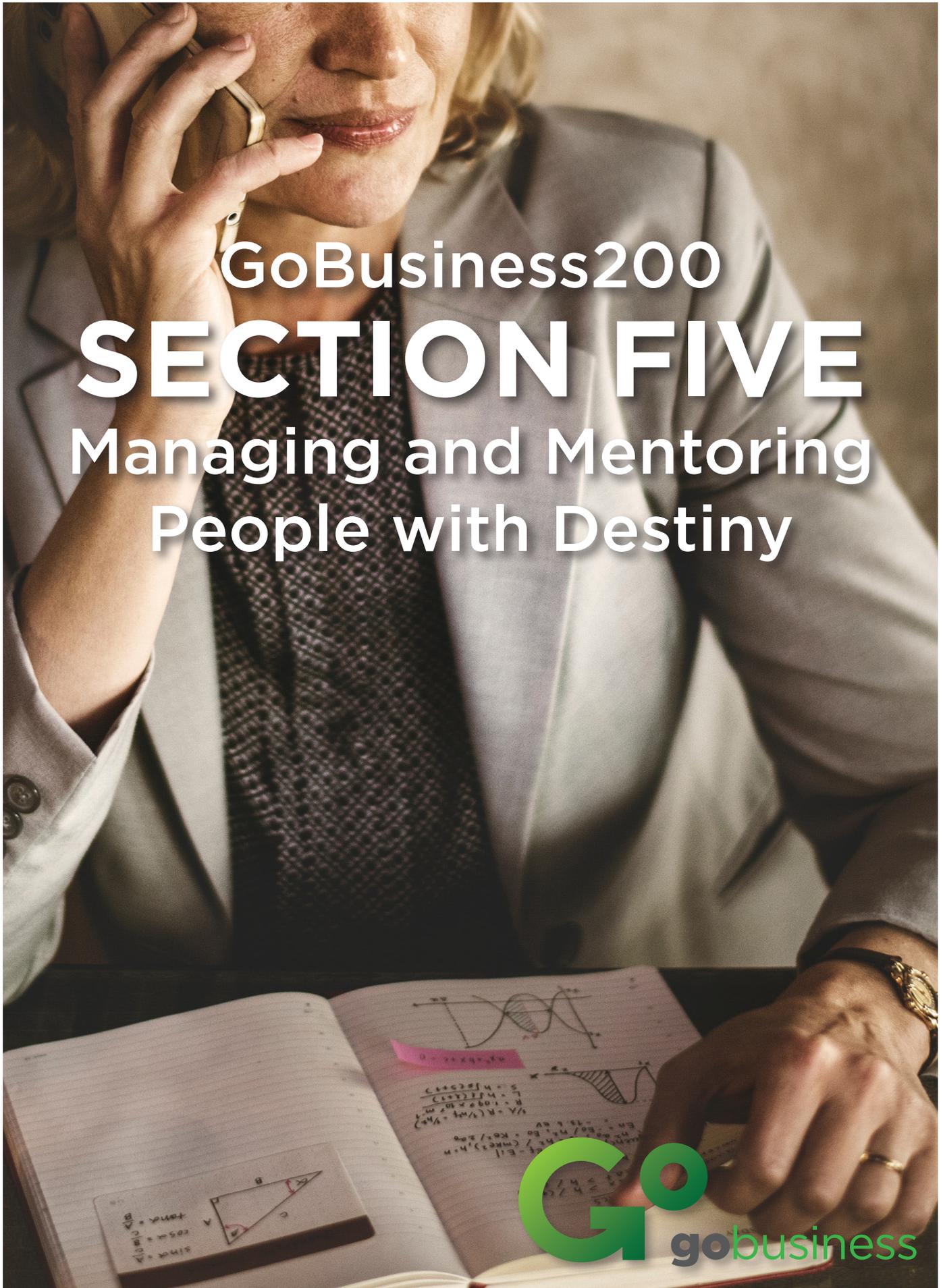
**To truly motivate others, you must embody the vision you preach.**



# GoBusiness200

# SECTION FIVE

## Managing and Mentoring People with Destiny



## GoBusiness200 | Lesson 19

### Basic Principles of Management

BY DENNIS PEACOCKE



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### Lesson Summary:

This lesson addresses godly principles for management. In particular, it focuses on the responsibility we have as leaders in the marketplace to develop and draw life out of those God has placed in our care.

### ***MAIN LESSON IDEAS:***

- *Whether managing employees or “sons,” our responsibility to them both is to help them reach their highest level of maturity possible in the context of the workplace.*
- *Certain principles of transformation, while universal, apply more specifically to employees, “sons,” or the entire organization.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. Transformation is much more of an event than a process.  
a. True                      **b. False**
2. List two examples where the principles of transformation are working in your life, either personally or in your business.
3. Grade yourself from 1 to 10 on your leadership skills and your management skills. Then ask three people close to you to grade you on these two areas. How do your ratings compare with theirs?
4. What does this exercise help you see about yourself and your current job placement?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What is the difference, in terms of response, between how people respond to the "staked tree" principle?
2. Do you care for and respect "sons" and employees differently, and if so, how and why?
3. Are you clear that "talent" is only part of the necessary quality for people to succeed? What else is essential?
4. Are these principles of transformation working in you, your home, and your business?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

## GoBusiness200 | Lesson 20

Building Our Businesses on a Relational Foundation, Part I

BY DENNIS PEACOCKE



### Lesson Summary:

This lesson focuses on what it means to build a business or organization on a relational foundation. It also addresses God's model for enhancing and developing the men and women He has placed in our care.

### *MAIN LESSON IDEAS:*

- *The Trinity is our relationally based building pattern and it, rather than the "city of man," must be our model.*
- *We must know more in general about that which we are teaching and mentoring others, and we must be clear on mentoring relational dynamics.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. The concept of the Trinity is spiritual only and doesn't relate to practical building of organizations.  
a. True            **b. False**
2. Who have acted as the teachers, mentors, disciples, and "fathers" in your life? How successful has that been and why?
3. Make a list in each one of these four relational categories (teachers, mentors, disciples, and fathers) of the people who currently play these roles in your life and how you believe God is using them.
4. What concepts did you learn in this lesson?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How strongly do you feel pulled towards the world system's way of building?
2. How are you regularly strengthening yourself against it?
3. Why is the unconscious-conscious-unconscious coaching paradigm so helpful in bringing us all to maturity?
4. Why is "sanctifying each other in our hearts" so critical to the relational process, and are you practicing it?

## LESSON HIGHLIGHT

**A business built on God's model isn't about selling to "clients"—  
it's about serving real people with real needs.**

## GoBusiness200 | Lesson 21

Building Our Businesses on a Relational Foundation, Part II

BY DENNIS PEACOCKE



### Lesson Summary:

Part two of the lesson focusing on building our businesses on a relational foundation.

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### **MAIN LESSON IDEAS:**

- *Mentoring or coaching requires that we instruct people and help them get free from negative personal, organizational, and cultural attitudes and paradigms.*
- *“Slaves” live in bondage and fear while “sons” live in freedom and hope in their inheritance.*
- *Knowing when to intervene in a situation and when to let it alone is a continually important life skill.*
- *The contrasts between “son” and “servant” give us helpful criteria to know how to discern where someone is in terms of how to relate to them and their appropriate level of assigned responsibility.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMework QUESTIONS:

1. Good leaders produce:  
a. good workers      b. independent employees      **c. proprietors**
2. In terms of transformative change, with whom have you experienced your biggest relational successes and why?
3. How are you passing on these teachings on relational transformation to your family?
4. How skilled are you at discerning the correct level of relational involvement with others? Does your history support this?
5. As of this stage in your learning process, what principle or concept from Go-Business have you applied to yourself, your family, workplace, church, and/or nation? What were the results?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How are you training your family and all others you influence or lead to protect and defend themselves from "paradigm pollution?"
2. Why is inappropriate fear (a "slave" reaction) a hindrance to organizational growth?
3. What are some of the negative and positive warnings that help you know when to be open or closed to input or ideas?
4. How do you know when to walk by a poisonous snake, help it flee, or kill it?

## CASE STUDY

### SCENARIO:

### ANALYSIS:

### MAKE YOUR CASE:

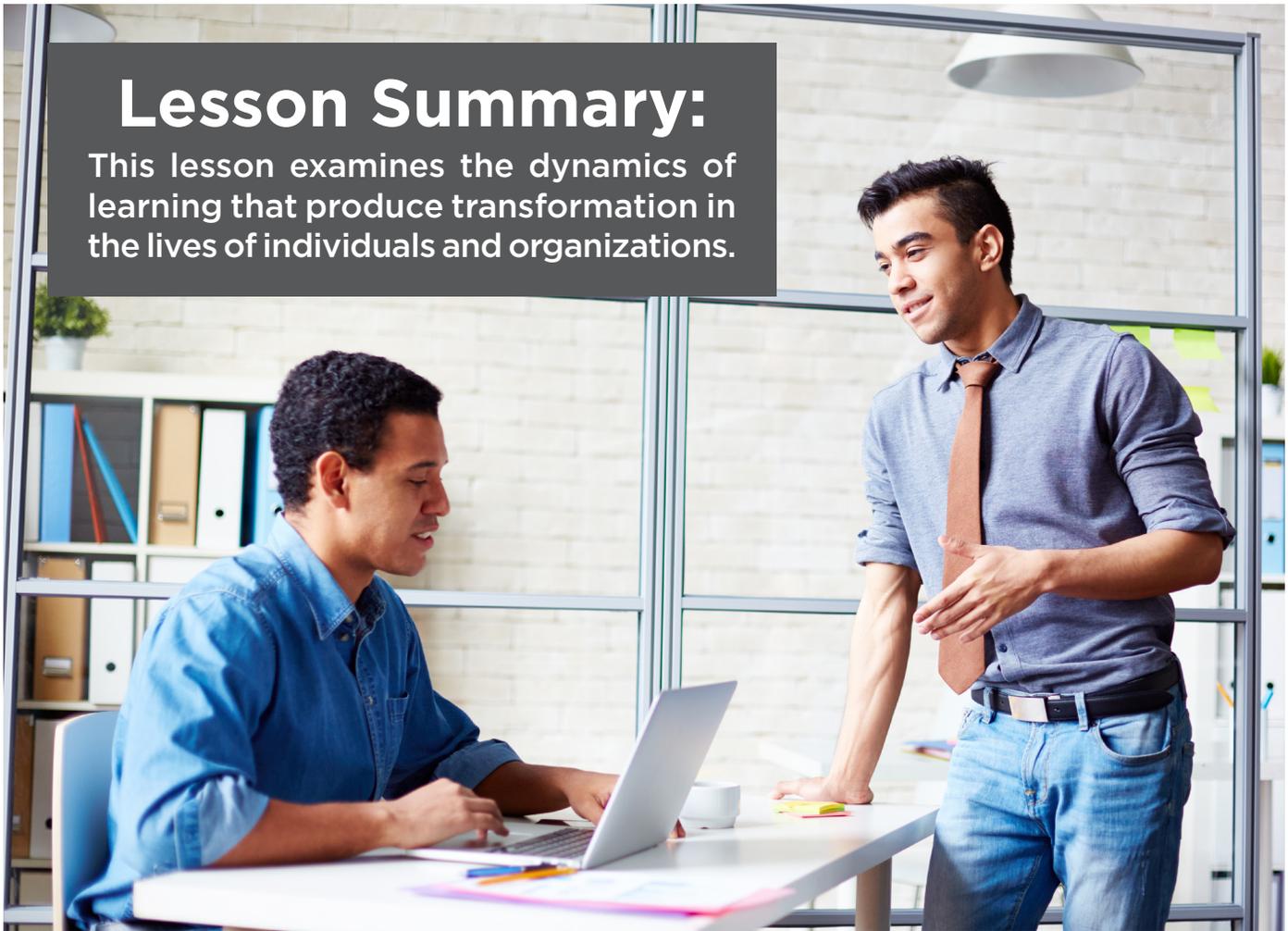
## GoBusiness200 | Lesson 22

### Understanding the Distinctions Between Teaching and Training, Part I

BY DENNIS PEACOCKE

#### Lesson Summary:

This lesson examines the dynamics of learning that produce transformation in the lives of individuals and organizations.



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#### **MAIN LESSON IDEAS:**

- *Teaching is the conceptual communication of ideas, whereas training further requires the student's ability to execute those concepts and teach others.*
- *The three levels of "knowing," in order to produce them in others, forces the teacher/instructor to become skilled in epistemology.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. The three levels of "knowing," in order for them to be produced in others, force the teacher/instructor to become skilled in:  
a. divination                      b. eschatology                      **c. epistemology**
2. In relation to five people in your life history, grade yourself on a scale of 1-10 on both your skill levels of teaching and skill levels of training. What have you learned from these relationships and situations?
3. Why does teaching carry with it such unrealistic expectations in Western culture?
4. As of this stage in your learning process, what principle or concept from GoBusiness have you applied to yourself, your family, workplace, church, and/or nation? What were the results?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Whom are you teaching, whom are you training, and why?
2. How are relational priorities and strategic living related to the teaching-training distinctive in your life?
3. Where do you believe that you are unconsciously competent and consciously incompetent?

## LESSON HIGHLIGHT

**Teaching and training are meant to lead a person into biblical integrity—  
virtue that stays true to its nature no matter the circumstances.**

## GoBusiness200 | Lesson 23

### Understanding the Distinctions Between Teaching and Training, Part II

BY DENNIS PEACOCKE



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### Lesson Summary:

Part Two continues our study of the distinctions between teaching and training. In particular, this lesson focuses on levels of communication, trust, and agreements needed for training others.

### MAIN LESSON IDEAS:

- *The training process requires clearly defined expectations, emulation before individual adaptation, the nine steps of reproduction, and a clear understanding of the power of habits, correction, and specific application.*
- *Understanding training obstacles and personal learning styles is critical to obtaining successful training results.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Practice makes:  
a. **permanent**                      b. practical                      c. perfect
2. The opposite of correction is:  
a. grace                      **b. indifference**                      c. love
3. Why is pride a serious obstacle in the trainer and in the student?
4. Since this issue of understanding the distinctives between teaching and training is so important, how are you going to make this a lifestyle change in your relational responsibilities?
5. What concepts did you learn in this lesson?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. Why are there seemingly so few good trainers?
2. Is it worth your time to memorize the nine steps of *The Training Process*? (See [GoBusiness200 Student Manual Lesson 23.](#)) How will you keep it alive if you do?
3. Why is pride a serious obstacle in the trainer and in the student?
4. Are you self-consciously training in how to listen, see and speak? What is the evidence?

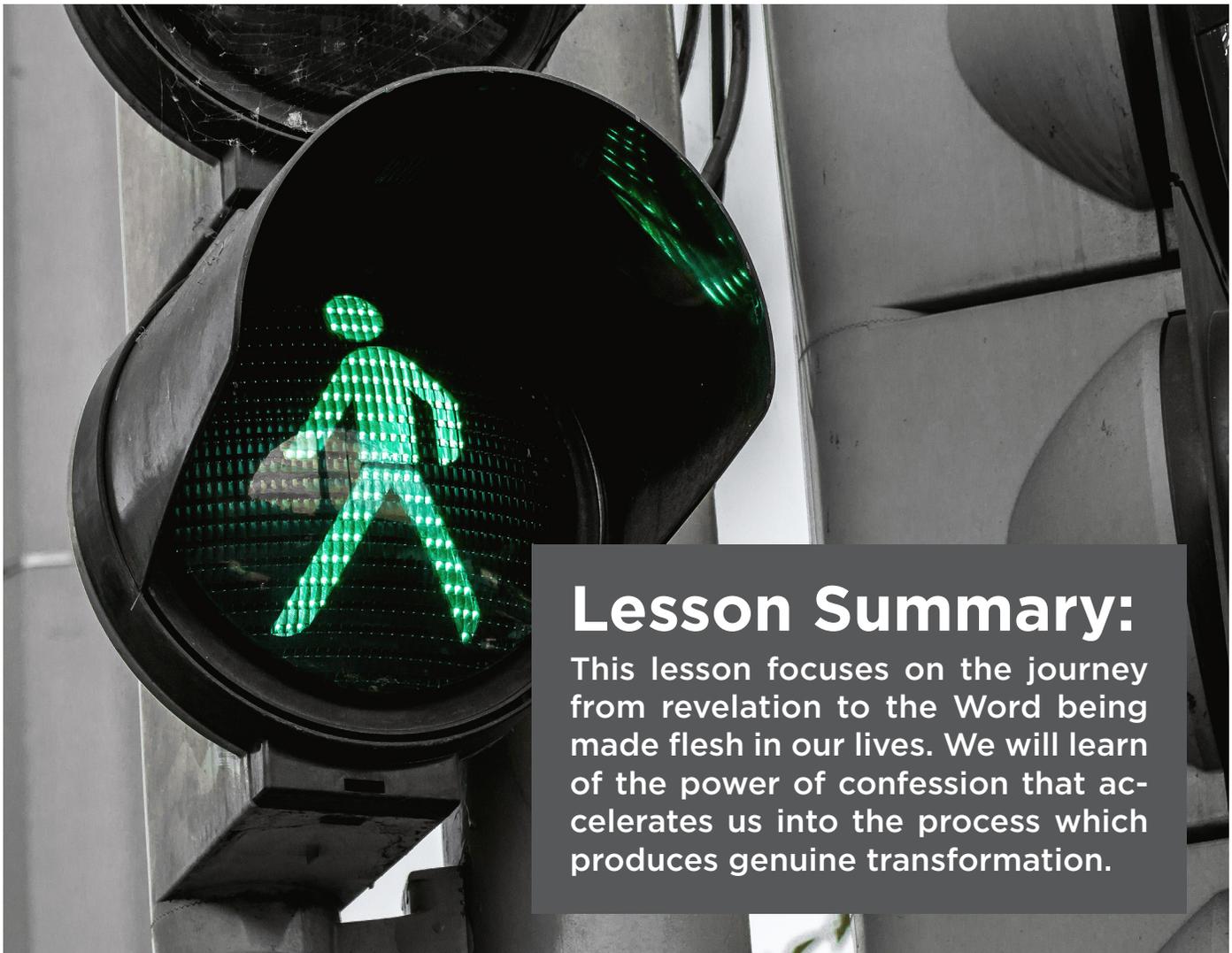
## LESSON HIGHLIGHT

**Growth is spiraled to stages and levels. Expect the “loops!”**

## GoBusiness200 | Lesson 24

### God's Green Light

BY DENNIS PEACOCKE



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### Lesson Summary:

This lesson focuses on the journey from revelation to the Word being made flesh in our lives. We will learn of the power of confession that accelerates us into the process which produces genuine transformation.

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### *MAIN LESSON IDEAS:*

- *In our journey to see Christ replicated in us, we go through a constant series of lessons in which we seek obedience, understanding, and joy.*
- *Understanding the process of God's "green light" and knowing when to wisely push that light is crucial to us and those we lead.*

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. God and Satan are both involved in our process of learning to fulfill our words of revelation.  
a. True                      b. False
2. According to the Scripture, our \_\_\_\_\_ sets much of the course of our conflicts.  
a. mind                      b. tongue                      c. heart
3. List three examples where the "green light principle" took effect in your life and the results.
4. How are you training yourself and others to "guard your speech" based on the powerful reality of this principle?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. What is discipline, and how can we apply it effectively in our lives?  
Discipline is removing what doesn't belong. We need to discern what the Holy Spirit is currently working on in our lives and cooperate with Him to grow more into Christlikeness.
2. Why does 2 Corinthians 3:18 say that we are "transformed into the same image from one degree of glory to another" rather than simply transformed "from bad to good"?
3. What is the purpose of conflict as discussed in the lesson?
4. How should we respond to the truth that "life and death are in the power of the tongue" (Proverbs 18:21)?
5. What does it mean to say, "the game is on"?

## CASE STUDY

**SCENARIO:** A friend tells you they are planning a new business venture and are excited to promote it as a "Christian business" to serve as a witness to the community. They have no prior business experience but are confident that God will "show them the way."

**ANALYSIS:** How would you respond if asked for your input? What questions might you ask to help them discern their presuppositions in this situation?

**MAKE YOUR CASE:** Discuss how you would pray for their business venture.

## GoBusiness200 | Lesson 25

The Battle to Preserve Your Spiritual Growth

BY DENNIS PEACOCKE



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### *MAIN LESSON IDEAS:*

- The Nature of Truth
- Spiritual Warfare
- Disillusionment & Unbelief
- Tactics of the Enemy
- Becoming Warriors

## MEETING PREP

**TO DO:** Review and grade students' homework in the LMS, making note of points to discuss during the meeting.

### HOMEWORK QUESTIONS:

1. Give an example of a truth that you “own.”
  
  
  
  
  
  
  
  
  
  
2. Why is it so important to understand the personal nature of the enemy's attacks on us?

## MEETING GUIDE

### GROUP DISCUSSION QUESTIONS:

1. How do we “own” truth?

By first understanding it, then incarnating it into our lives—allowing the Word to become flesh (John 1:14)—until it becomes second nature to us in all situations

2. What are some tactics the enemy uses to undermine spiritual growth?
  
  
  
  
  
  
  
  
  
  
3. How can we effectively fight against these attacks?
  
  
  
  
  
  
  
  
  
  
4. Why must we be “in Christ” to preserve and defend our spiritual growth?

## LESSON HIGHLIGHT

**If you practice the right defense, you will move from fear to faith to victory.**

